2025

ANNUAL SUSTAINABILITY REPORT

AXIA ENERGIA

HPP Funil – AXIA Collection

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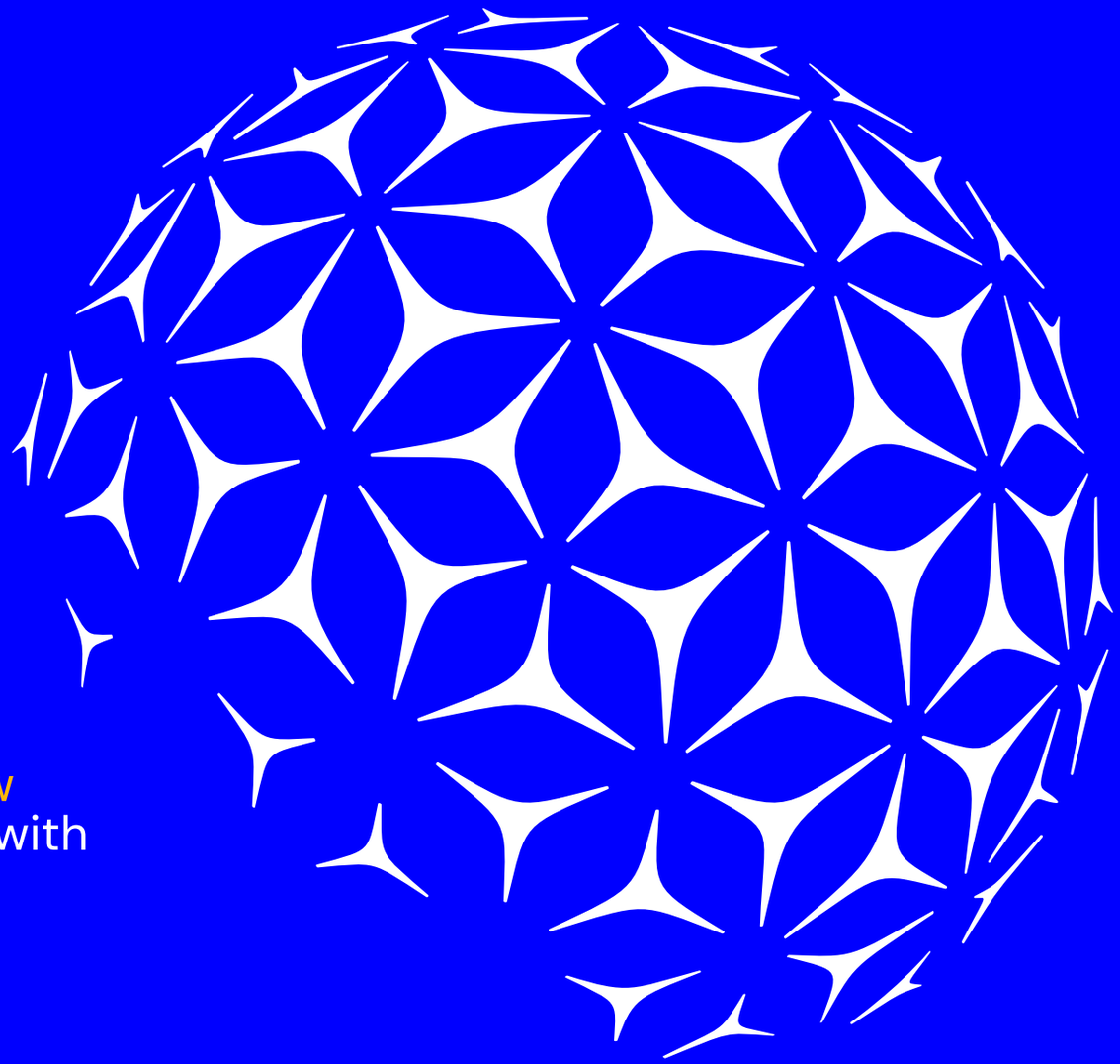
OPENING

WELCOME



The new
comes with
energy

AXIA ENERGIA

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FOREWORD

Welcome to AXIA Energia 2025 Sustainability Report.

In this document, we present information on AXIA's strategy, governance, and operational, financial, and socio-environmental performance, covering the period from January 1st to December 31st, 2025. Our objective is to provide our stakeholders with a clear and integrated view of the Company's activities. GRI 2-3

The scope of this report encompasses all activities under the operational control of AXIA Energia and its subsidiaries - AXIA Energia Norte, AXIA Energia Sul, AXIA Energia Nordeste, and Eletronet - as well as its eight wholly-owned subsidiaries. Due to the incorporation of Eletropar in April 2025, its results have been integrated into those of the holding company (see page 16). GRI 2-2

The definition of the reported content follows our biennial materiality matrix, updated at the end of 2025, which identifies the topics most relevant to AXIA and our stakeholders (see page 20). GRI 3-1

To ensure consistency and comparability, we adopt internationally recognized frameworks for the disclosure of corporate sustainability information, including:

- International Integrated Reporting Council (IIRC) Integrated Reporting Framework;
- Global Reporting Initiative (GRI) Contents;
- Guidelines from the Sustainability Accounting Standards Board (SASB);
- The United Nations (UN) Global Compact principles;
- The Accounting Manual for the Electric Sector issued by the Brazilian Electricity Regulatory Agency (ANEEL).

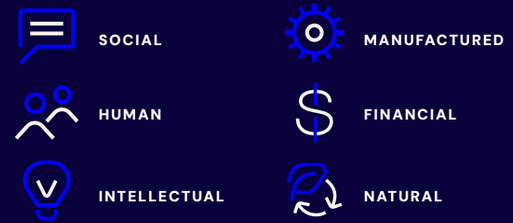
These guidelines complement our management practices and reinforce AXIA's commitment to transparency, information quality, and robust governance.

GRI COMMUNITY MEMBER 2025

HOW TO READ THIS REPORT?

The GRI and SASB indicators, as well as the related SDGs, are identified throughout each of the disclosed contents, facilitating consultation and the cross-referencing of reported information. The respective capitals of the Integrated Report are identified next to the titles of each chapter. The full list of contents included in the Report can be found on the Appendices section.

CAPITALS



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The information presented has been reviewed and validated by representatives of AXIA's Corporate Sustainability team, who are responsible for coordinating the preparation of this Report in accordance with the relevant international sectoral and sustainability standards. The final version was approved by AXIA's Executive Board and Board of Directors. GRI 2-14

The Report has been independently assured and audited by a third party with respect to the disclosed information and its alignment with GRI Standards (see more on page 156). Financial information was assured through AXIA's Financial Statements GRI 2-5

For questions, suggestions, or information requests, please contact GRI 2-3

- E-mail: sustentabilidade@axia.com.br
- Customer Service Channel

Further market information can be found in our Results Center.

ADDITIONAL DOCUMENTS

The Sustainability Report is complemented by a series of publications that provide a deeper analysis of the Company's annual results and add value to AXIA's sustainability and transparency strategy, namely:

Indicators Booklet

Thematic Booklets
- Climate and nature
- Social impact
- Governance

Greenhouse Gas (GHG) Emissions Inventory

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MESSAGE FROM MANAGEMENT GRI 2-22

In 2025, we made a decisive leap forward in our transformation journey, marking a new phase for the company. We recognized the strength of our assets, strengthened management and governance, sharpened our focus on safety, and, above all, devoted increasing time to building the future of the largest renewable energy company in the Southern Hemisphere.

AXIA achieved 100% clean generation, the result of a decision taken in 2023 and a vision that became a reality with the completion of the sale of our latest gas-fired thermal power plant and our equity interest in Eletronuclear.

This vision and our commitment to value creation led us to address relevant risks throughout 2025. This work included the settlement agreement with the Federal Government — which brought stability to our governance and ended the obligation to invest in Angra 3 — the definitive reduction of liabilities related to compulsory loans through agreements, and our continued discipline and cost control.

Alongside the strengthening of our commercial strategy and disciplined capital allocation, these efforts enabled AXIA to distribute a record R$ 8.3 billion in dividends in 2025, while also investing R$ 9.6 billion in projects focused on our own assets.

A key highlight was the investment in the Manaus–Boa Vista transmission line, a project resumed after more than ten years on hold. The project connected the state of Roraima to the National Interconnected System and reduced the use of thermal generation in the State, enabling an estimated reduction of approximately 280 thousand tCO2e per year. In addition, the transmission lines began to incorporate fiber optics, improving the quality of high-speed internet access for the entire local population.

Our growth cycle was reaffirmed by the four lots we secured in ANEEL's Transmission Auction No. 04/2025. As a result, we regained our investment capacity, with a strong focus on the modernization of hydropower plants (HPPs) and broader improvements across our asset base.

In 2025, we also made progress in climate management, which is essential for hydropower generation. We established partnerships to develop an artificial intelligence-based climate forecasting system, enhancing our ability to anticipate extreme events and strengthening the resilience of our operations. We also completed climate adaptation plans for our highest-risk plants and expanded the use of renewable energy certificates to offset emissions.

> Closing 2025 as a fully renewable generator represents a strategic milestone and a competitive differentiator that positions us ahead in the energy transition landscape, while reinforcing our ambition to achieve our net zero target.

We now face the challenge of preparing for a future that is already here. We are convinced that our assets are unique; however, positioning ourselves solely as an infrastructure company will no longer be sufficient to sustain market leadership. Electricity is no longer viewed as a commodity — it has become a critical element of energy security.

Brazil's energy matrix, mostly hydropower-based, is being impacted by increased volatility and operational complexity with the integration of renewable sources. In addition, discussions around AI, data centers, batteries, and the growing integration of new consumers into the free energy market will have an impact on AXIA.

Addressing these challenges will increasingly depend on our people. We are focused on building a culture grounded in a strong sense of ownership, with people's safety as the starting point for every decision we make. At the same time, we are working to build a company capable of managing its portfolio with excellence, supporting customers and the broader market through the offering of products and solutions that provide the flexibility required to operate in a more volatile environment.

The new brand, **AXIA Energia**, promises to be a hub of transformation, fostering connections and doing business through energy. We are part of the daily lives of an entire country, and it is our responsibility to ensure that our impact is managed sustainably, with a long-term vision and high performance. We have a responsibility to contribute to and catalyze people, processes, and solutions that go far beyond direct business.

AXIA produces and transmits energy in megawatt-hours, but it is also a company that measures energy by everything it can move and build in partnership. That is our promise. That is what we work to deliver, every day, sustainably. Always.

Eletrobras is now
AXIA Energia.

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HIGHLIGHTS FROM 2025

OPERATIONAL PERFORMANCE

Eletrobras is now
AXIA Energia

140,803 GWh
Energy generated

43,872 MW
Installed capacity

R$ 48.4 billion
Total gross revenue

Delivery of transmission line
Manaus-Boa Vista

ESG AND CLIMATE STRATEGY

Approval of
science-based targets

-77.5% tCO_2e
Reduced emissions

Sale completion of remaining
thermal plants

Adherence to
TNFD framework

98.4%[1]
energy from renewable sources

PEOPLE AND VALUE RELATIONSHIPS

Free, Prior and Informed Consent
adopted in new assets

468,000 hours
of trainings concluded

First mapping of
psychosocial risks

R$ 19.3 million
Private Social Investment (PSI)

875 customer
with commercialization advances

CORPORATE TRANSACTIONS

Exemption from financial contributions to
Angra 3

Execution of the agreement for the sale of
Eletronuclear

Full acquisition of the investments
Vale do São Bartolomeu Transmissora de Energia S.A. and Tijoá Energia

[1] It considers the residual energy generated by thermal power plants that were still operating in 2025. After the sale of these assets throughout the year, the portfolio became 100% renewable.

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EXECUTIVE SUMMARY

Approval of science-based emissions reduction targets by the Science Based Targets initiative (SBTi).

In 2023, we committed to being net zero by 2030, with approval of the targets in 2025.

Agreement with ANTAQ to map port facilities eligible for the Free Energy Market and to assess the potential for electrification of ports and terminals.

Incorporation of the Colíder HPP

In May, AXIA incorporated the Colíder Hydroelectric Plant and, in August, guided by safety principles, we drove significant advances in the instrumentation and monitoring of the dam, with the implementation of technologies and engineering solutions.

Free, Prior and Informed Consultation (FPIC)

We began implementing FPIC, incorporating guidelines to steer engagement with Indigenous peoples and traditional communities, while strengthening the management of socio-environmental risks and enhancing the legitimacy of decision-making.

Rebranding

Marking a new era for the company after privatization, the new brand symbolizes our role as a structural pillar that connects businesses.

Learn more

Signing of an agreement for the complete sale of Eletronuclear.

Awarding of four lots in Aneel's transmission auction No. 04/2025.

FEBRUARY · MARCH · APRIL · MAY-AUGUST · SEPTEMBER · OCTOBER · NOVEMBER · DECEMBER

Agreement with the Federal Government to recognize the validity of the corporation model, ensure proper Government representation on the Board of Directors, and support the strategic divestment of its stake in Eletronuclear.

Approval of the incorporation of Eletropar and acquisition of Eletronet, streamlining the corporate structure and expanding the Company's digital integration capacity.

Inauguration of Coxilha Negra, the largest wind farm in Rio Grande do Sul, with 302.4 MW of installed capacity.

Learn more

Delivery of Manaus–Boa Vista Line, connecting Roraima, the last capital city that still operated in isolation, to the National Interconnected System.

Learn more

Participation in COP30
AXIA reinforced its leading role in the energy transition and climate resilience, with a focus on investments in renewables, innovation, and solutions for carbon-intensive sectors.

Learn more

Executive Committee on Health and Safety, established to address Occupational Safety and Health matters, analyze incidents, and deliberate on targets and corrective measures.

Application of TNFD (LEAP approach) to assess nature-related impacts, dependencies, risks, and opportunities.

Launch of the emissions calculator for new assets, along with a module for calculating CO_2 emissions avoided by customers.

Learn more

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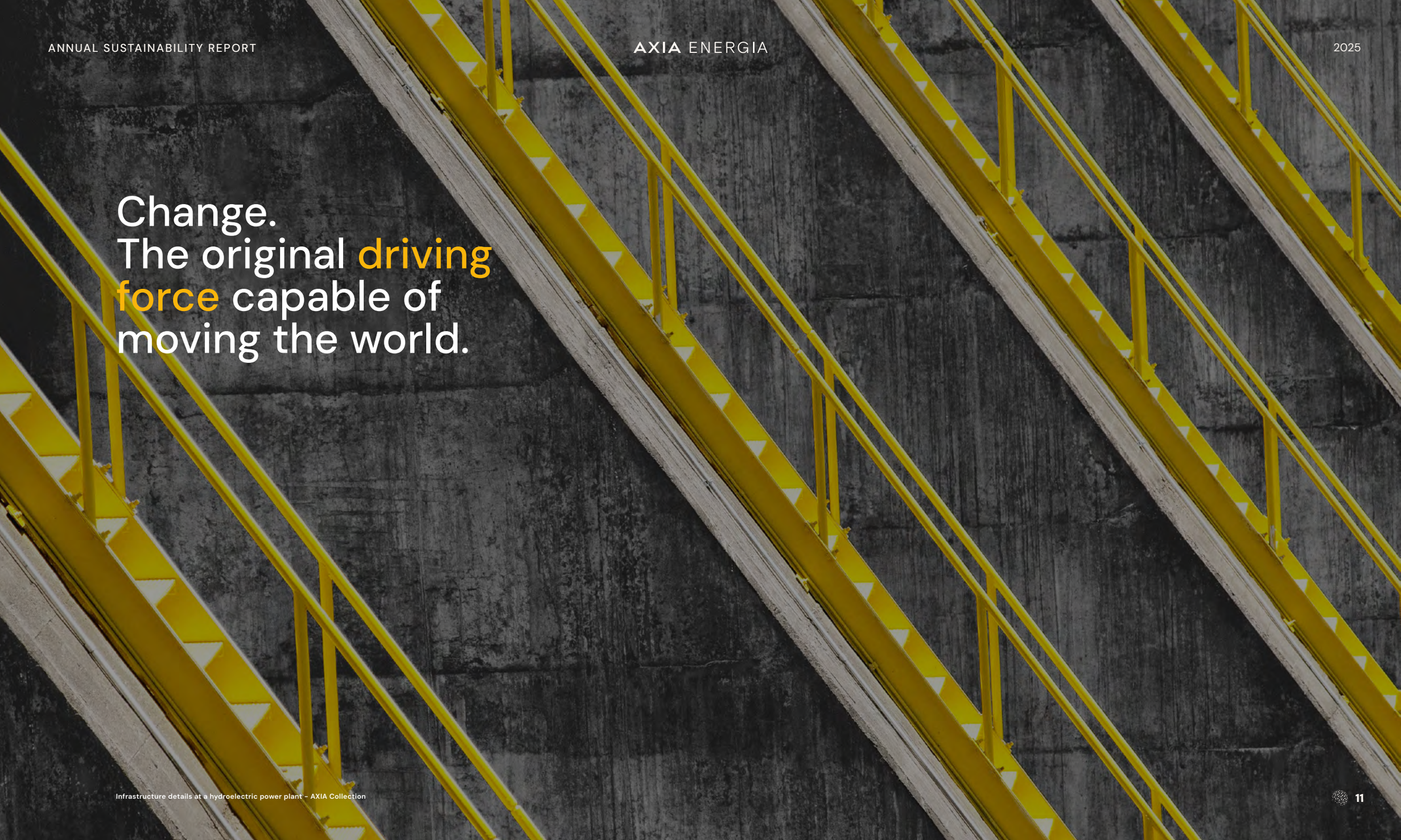
CHAPTER 1

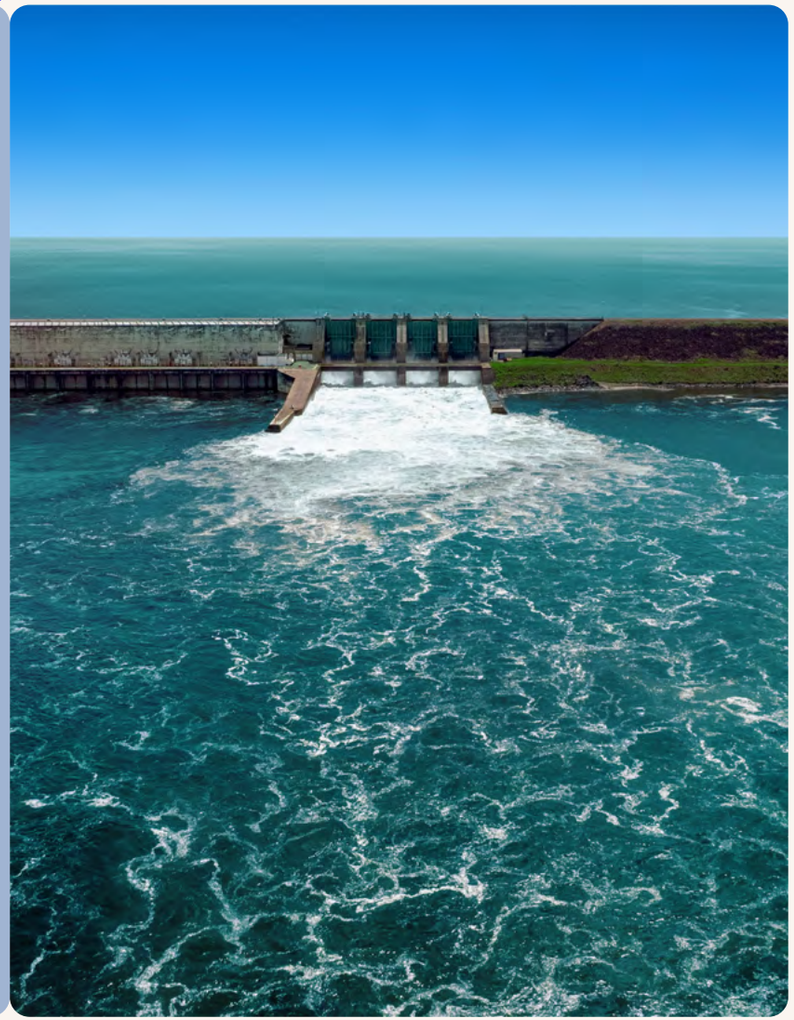
AXIA ENERGIA

Change. The original driving force capable of moving the world.



Infrastructure details at a hydroelectric power plant – AXIA Collection

PROFILE



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We are AXIA Energia, a leading company in electricity generation and transmission in Brazil and the largest renewable energy generation company in the Southern Hemisphere. GRI 2-1, 2-6

In 2025, we achieved a fully renewable portfolio. This milestone consolidates our role as a key agent in the energy transition, contributing to keeping the Brazilian electricity matrix among the cleanest in the world.

With 60 years of history, in 2022 we took an important step toward our transition strategy. Upon completion of the privatization process, we ceased to be a state-owned company and became a corporation — with dispersed ownership and no defined controlling shareholder. Our shares are traded on the São Paulo (B3) and New York (NYSE) stock exchanges.

The new brand adopted in 2025, AXIA Energia, reinforces this transformation and symbolizes a new chapter in our history, marked by even greater agility, integration, innovation, and customer focus.

Our assets contribute to the expansion of Brazil's electrical infrastructure. Headquartered in Rio de Janeiro (RJ), we operate across all regions of the country, either directly or through our subsidiaries AXIA Energia Norte, AXIA Energia Sul, and AXIA Energia Nordeste, all dedicated to generation and transmission. GRI 2-1, 2-2

We hold a 100% ownership stake in eight wholly controlled investees[1] and maintain 73 direct and indirect interests in generation and transmission ventures. GRI 2-2

In another recent development, driven by the approval of Provisional Measure No. 1.304/2025, we are preparing for the opening of the free energy market (learn more on page 63). This new context expands our scope of operations and reinforces our strategy to offer competitive renewable solutions, with a strong customer focus, flexibility, and predictability.

[1] *Brasil Ventos, Baguari, Retiro Baixo, Teles Pires, Eólica Ibirapuitã, Triângulo Mineiro Transmissora (TMT) and Vale de São Bartolomeu (VSB). In addition, we have the investment in Madeira Energia S.A. (MESA), in which AXIA Energia holds a 99.74% stake linked to the Santo Antônio Hydroelectric Plant.*

OUR OPERATIONS

GENERATION

16.9% of Brazil's installed capacity[1]

43,872.3 MW installed capacity, of which:
- **67.2%** corporate projects;
- **32.8%** in investees.

Generation of **140,803 GWh**, of which[3]:

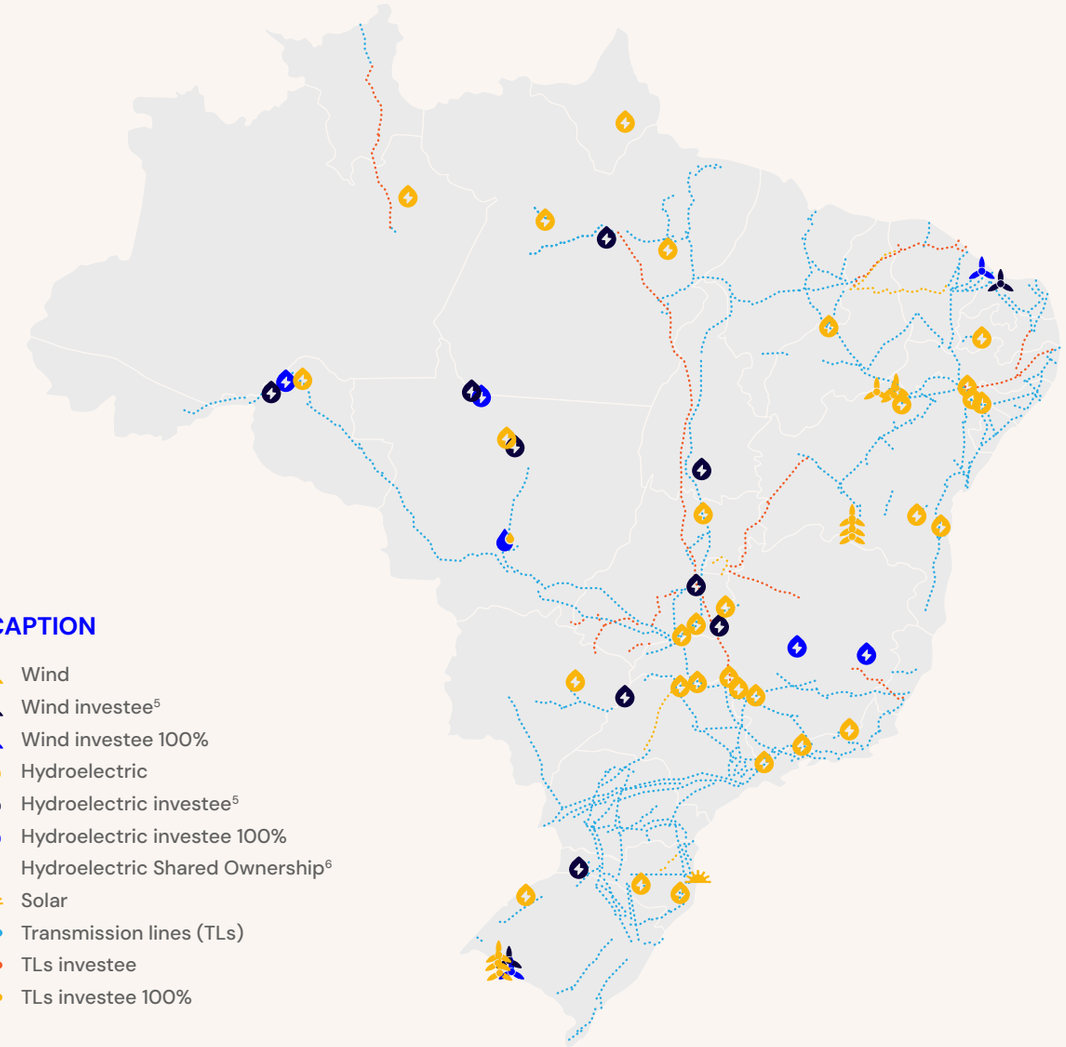
- **97.0%** hydroelectric
- **1.4%** wind
- **1.6%** gas-fired thermal power plants[7]
- **<0.001%** solar

We have 81 power plants in operation[4], including 47 hydroelectric, 33 wind, and 1 solar.

TRANSMISSION

37% of the country's total transmission lines[2]

Transmission lines with a length of over **74,000 km** (70,200 km with a voltage level equal to or greater than 230 kV), comprising:
- **67,000** km corporate lines
- **7,000** km participation in investees



[1]Compared to data from the National Interconnected System (SIN) of Dec/2025. [2]Compared to data from the Ministry of Mines and Energy of Jul/2025. [3]The percentages presented have been rounded to one decimal place. [4]AXIA Energia holds a 99.74% stake in the investment linked to the Santo Antônio Hydroelectric Plant. [5]Investments are companies with their own legal personality created to develop/operate a specific project. [6]Shared ownership assets refer to ventures jointly held by two or more agents through contractual arrangements, without the formation of a new company. [7] Consider the operation of the thermal power plants in 2025 until the completion of their sale in the same year.

OUR PURPOSE

Catalyze business with our **energy**

OUR VALUES

LIFE COMES FIRST

Our commitment is to life and the environment. When it comes to safety, health and physical integrity, we prioritize the entire accident prevention cycle and spare no effort or resources to take care of our assets.

CUSTOMER FOCUS

Being close to those who trust in our energy is what guides our choices. More than offering solutions, we strive to truly understand each customer's needs and deliver experiences that generate continuous value. We believe in transparent, long-lasting relationships built on mutual trust, because growing alongside our customers also means expanding the positive impact we leave on the world.

INTEGRITY ALWAYS

Trust and integrity are the basis of our relationships inside and outside the company. Ethics, transparency and respect generate solidity and guide our interactions and attitudes that perpetuate in our business.

INNOVATE TO GENERATE VALUE

We are entrepreneurial and dare to build the future, taking risks and learning quickly, focused on strategy. We value and encourage knowledge by being protagonists in the current and future needs of our customers, which inspire us to always innovate.

OUR ENERGY COMES FROM PEOPLE

Always learn and teach: knowledge is the basis for our people. We create an attractive environment with opportunities for learning, teaching, development and collaboration. All of our people are treated fairly and respectfully. Inclusion and psychological safety underpin our daily lives.

OUR EXCELLENCE MAKES THE DIFFERENCE

We seek excellence with humility in everything we do and are committed to company-wide impact. Collective and individual results are recognized, rewarded with meritocracy and celebrated with enthusiasm.

To learn about AXIA Energia's history, please visit our website and refer to the institutional timeline.

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EXPONENTIAL CHANGE

From 2022 to 2025, AXIA Energia underwent a comprehensive transformation process known as the Turnaround Phase. This period, which began after the privatization, focused on preparing the company in terms of governance, corporate, operational, financial, and communication dimensions, in alignment with our business strategy, which incorporates sustainability across all fronts.

Another key milestone was the advancement of structural de-risking[1], including relevant regulatory matters, legacy obligations, and risks that had previously limited the company's predictability — an essential effort to restore stability, focus, and execution capacity.

The year 2025 marks the completion of this phase, with the resolution of historical liabilities, the simplification of the corporate structure, and the establishment of a solid foundation for long-term value creation. This was also the year in which consistent positive results began to emerge.

Gross revenue
R$ 48.4 billion (+1.4%)

Net debt
R$ 46.7 billion

Costs related to personnel, materials, services
Reduction of 12.8% (vs. 2024)

The 2025 results reflect more than three years of work by a company that has become more integrated, efficient, and disciplined in its capital allocation, with a focus on 100% renewable energy.

The delivery of major infrastructure projects, such as the Manaus–Boa Vista Transmission Line and the Coxilha Negra Wind Farm (learn more on pages 59 and 62), reinforces this execution capability and lays the foundation for a new cycle of sustainable expansion. As a symbol of the transformation experienced since the privatization process, in 2025 we also introduced our new brand to the market, an expression of the forward-looking vision that guides the company (Learn more in the box alongside).

Starting in 2026, we will enter our growth phase, marking the transition from a company undergoing reorganization to a company in expansion. From this point forward, we are prepared to invest with greater agility, diversify revenue streams, expand our presence in the free market, and develop renewable solutions aligned with the evolving demands of the electricity sector.

THE NEW COMES WITH ENERGY

The name AXIA draws from "axis." Its root, in Greek, is associated with value. As such, the new brand symbolizes our role as a structural pillar that articulates and connects businesses.

The company was founded and developed as an axis connecting and integrating the entire country.

The brand translates the Company's evolution and reflects our longstanding commitment to the Brazilian electric system, now expanded into a more dynamic, competitive, and solutions-oriented landscape.

It conveys proximity, movement, and expansion — elements that reinforce our position as a key player in the energy transition and as a partner to our customers.

To learn more, click and access the new brand's manifesto.

[1]De-risking is the practice of reducing risk exposure, based on strategic decisions aimed at increasing an organization's chances of success over time.

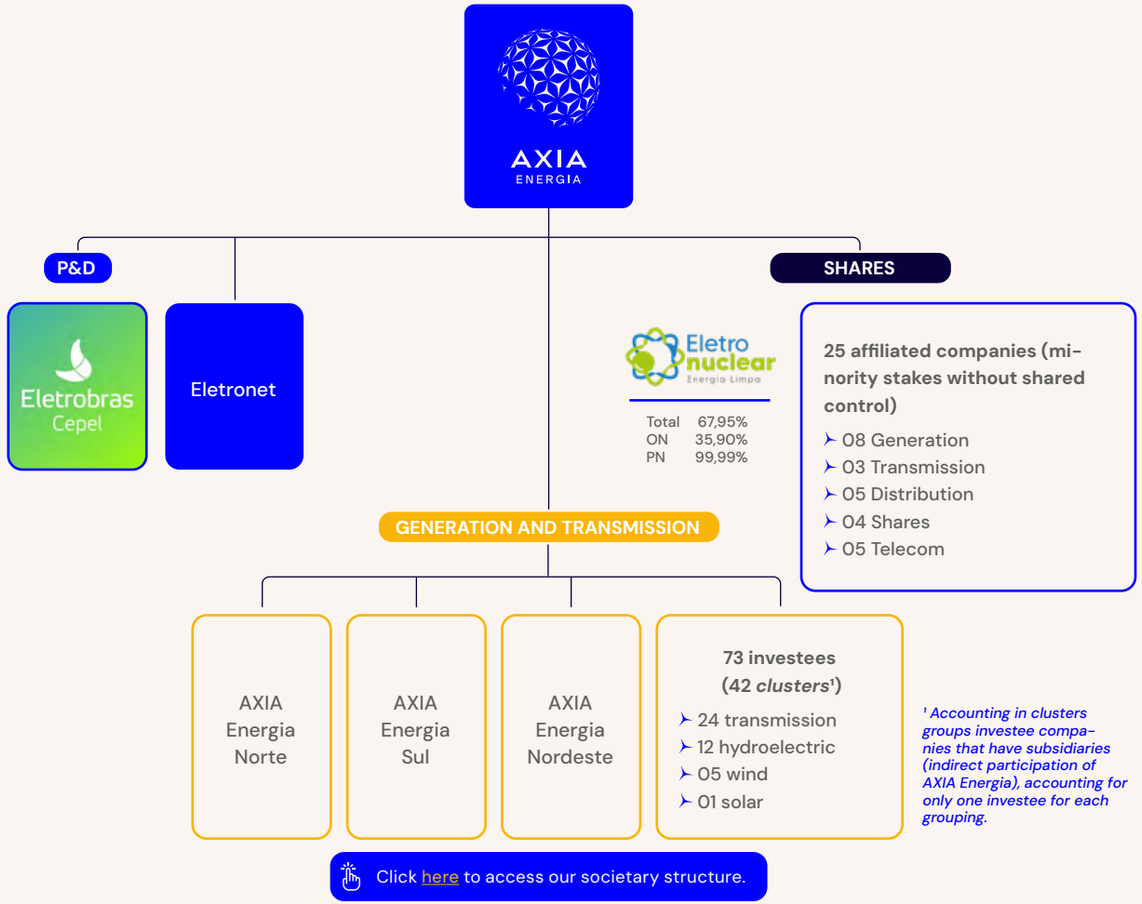
OWNERSHIP STRUCTURE

In 2025, we made decisive progress in simplifying our corporate structure. In March, we entered into an agreement with the Federal Union, which was ratified by the Federal Supreme Court in December, still in the final stages ensuring the representation of the Union's shareholder group on the Board of Directors without affecting our private management model.

The agreement reaffirmed the 10% limit on the exercise of voting rights per shareholder, preserving our status as a corporation — with dispersed ownership and no defined controlling shareholder — and expanding our flexibility to allocate investments to businesses aligned with our core activities. In this context, we signed the agreement for the divestment of our equity interest in Eletronuclear, redirecting efforts and resources toward initiatives more closely aligned with our strategy.

Throughout the year, we acquired the SPE Vale do São Bartolomeu Transmissora de Energia S.A. and the concessionaire Tijoá Energia — responsible for HPP Três Irmãos — thereby obtaining full control of both. We also completed the asset unbundling with Copel, becoming the sole owner of HPP Colíder, as well as the sale of our thermal power assets, in line with our strategic planning and our net zero commitment.

These actions reflect the optimization of value-generating holdings, capital discipline, and the simplification of our corporate structure, as outlined in our Strategic Plan (learn more on page 17). GRI 2-2, 2-6



ELETRONET

2025 was marked by the incorporation of Eletropar and the acquisition of a 51% stake in Eletronet, consolidating our control over the company. Eletronet, which had previously been part of the portfolio of equity interests managed by Eletropar, was directly integrated into AXIA Energia's corporate structure. GRI 2-2

This transaction added more than 17,000 km of fiber optic network to the infrastructure already operated by AXIA, strengthening our digital integration capabilities and expanding opportunities for commercial synergies across energy, connectivity, and data services.

Learn more about the conclusion of participation in Eletronet.

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STRATEGIC PLANNING

Our **2025+ Strategic Plan** was developed taking into account the Company's external environment, market trends, regulatory assumptions, and the demands of our stakeholders. It focuses our efforts on three core pillars: organizational excellence, customer focus, and capital allocation.

Thus, we have entered a new era of sustainable development, driven by renewable energy generated from the very biomes we strive to preserve on a daily basis.

E

ORGANIZATIONAL EXCELLENCE (E):
To ensure alignment across the entire company with its corporate strategy, promoting efficiency, achieving objectives, and strengthening a culture of strategy execution.

C

ENERGY ALLOCATION AND CUSTOMER (C):
To allocate energy intelligently, combining the maximization of the company's portfolio return and innovative solutions for the system.

K

CAPITAL ALLOCATION (K):
Maximize value creation through capital discipline, taking advantage of opportunities for both investments and shareholder returns.

To measure the progress of our strategy, we establish indicators and targets that are regularly monitored and aligned with performance management and the compensation of senior management.

In 2025, the targets that influenced senior management compensation included indicators related to safety, social impact, and sustainability, such as lives impacted (serving as a deflator), accident frequency rate, cybersecurity, and the execution of the ESG Roadmap (learn more on page 47).

For 2026, our strategic planning maintains targets focused on safety, including both accident frequency and severity rates (both functioning as deflators) as well as the advancement of safety maturity, reinforcing the central role of this topic in operational management.

The execution of the business strategy set forth in our Strategic Plan is monitored by the Board of Directors, the Planning and Projects Committee, and the Sustainability Committee through regular meetings that assess the Company's performance against strategic targets. This performance serves as the foundation for decision-making. GRI 2-12

2028 VISION

To be the most comprehensive renewable energy and infrastructure solutions platform for our customers, maximizing shareholder value in a sustainable manner through organizational excellence and efficient capital allocation.

ESG ROADMAP

Throughout 2025, we made progress in integrating the sustainability agenda into our corporate strategy through the development of the ESG Roadmap, which connects ongoing initiatives to the priorities set forth in the 2025+ Strategic Plan.

The implementation of the ESG Roadmap was overseen by the Sustainability Committee. It guides the prioritization of material topics while establishing targets and monitoring milestones, thereby strengthening decision-making and the creation of sustainable value. We have already achieved key deliverables in 2025, and further progress is expected in 2026 (learn more on page 47).

Operational routine in a power plant - AXIA Collection

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INPUTS

FINANCIAL
- Financial resources
- Revenue
- Investments

MANUFACTURED
- Power plants
- Substations
- Transmission lines
- Equipment

NATURAL
- Renewable sources for energy generation (water, wind and sun)

HUMAN
- More than 7,168 dedicated professionals
- New hiring process

INTELLECTUAL
- 875 customers
- New marketing strategy
- Incentive for R&D

SOCIAL
- Implementation of social and environmental projects
- Participatory dialogue with society
- Free, Prior and Informed Consultation (FPIC)

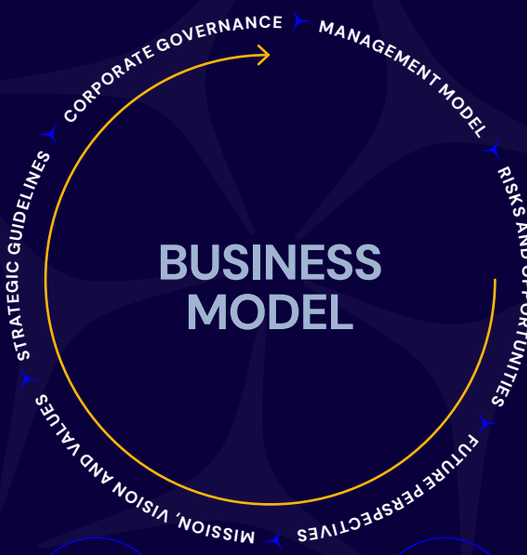
STAKEHOLDERS

Investors, shareholders and market analysts
Integration into the value chain: raising capital for investments in assets and infrastructure

Suppliers, partners and sponsors
Integration into the value chain: contracting partners and supplying materials for the operation (facilities construction and equipment acquisition)

Regulatory bodies, government and associations
Integration into the value chain: feasibility analysis and planning of new assets; obtaining environmental licenses

Press and opinion leaders
Integration into the value chain: dissemination of information based on ESG guidelines



STAKEHOLDERS

Customers and general society
Integration into the value chain: energy trading; raising awareness for efficient energy use

Communities
Integration into the value chain: operational preparation; relationship with communities; mitigation of environmental and climate impacts

Workforce and family members
Integration into the value chain: energy generation and transmission; people management (talent attraction and retention, with a focus on diversity, health and safety)

Academia and research institutions
Integration into the value chain: incentive for research and innovation

VALUE CREATION

- Credibility and transparency
- Operational security
- Return on invested capital

- Improvements in generation and transmission infrastructure
- Reliability in energy supply
- Efficiency in resource use

- Biodiversity protection and preservation
- Incentives for decarbonization
- Efficiency in climate risk management

- Skilled and engaged workforce
- Diverse and ethical teams
- Worker well-being, health, and safety

- Customer satisfaction and security
- Cybersecurity and data protection
- New products and innovative, affordable solutions

- Dialogue with communities
- Job and income generation
- Promotion of human rights
- Socio-environmentally responsible supply chain

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MATERIALITY

At the end of 2025, we conducted a new dual materiality study, which identifies and prioritizes the most relevant themes for our sustainability strategy, and is updated every two years. Based on the dual materiality methodology proposed by the Global Reporting Initiative and the European Sustainability Reporting Guidelines (ESRG), the new matrix considers the bidirectional impacts between the company and the environment in which it operates. GRI 3-1

Accordingly, it presents the topics with the greatest impact on our stakeholders, as well as those with the most significant financial impact on the organization. In addition to meeting increasing regulatory requirements and expectations for transparency and accountability, it serves as a tool to identify risks, opportunities, and priority areas for action. GRI 3-1

According to the proposed guidelines, the work was developed in four stages:

SECTOR ANALYSIS
A study of the legal and regulatory landscape, as well as the key topics relevant to companies recognized as benchmarks in sustainability within the sector.

CAPITAL MARKETS REQUIREMENTS
Study of the main sector-specific topics identified by sustainability guidelines and frameworks in the capital markets, such as DJ Bic, MSCI, GRI, and SASB.

QUANTITATIVE AND QUALITATIVE RESEARCH
Part of open public surveys, semi-structured interviews with experts, and internal workshops, combining both quantitative and qualitative ESG analyses.

VALIDATION OF TOPICS
The list of material topics is reviewed and validated by the Executive Board, the Sustainability Committee, and the Board of Directors.

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The materiality matrix was approved by the Executive Board and the Board of Directors to guide the Sustainability Report and comprises eight material topics, namely: GRI 2-14, 3-2

1 WORKER WELL-BEING, HEALTH AND SAFETY

2 COMMUNITY DIALOGUE AND HUMAN RIGHTS

3 CUSTOMER SATISFACTION AND SAFETY

4 WATER AND WASTEWATER MANAGEMENT AND WATER SECURITY

5 BIODIVERSITY

6 ETHICS, INTEGRITY AND RISK MANAGEMENT

7 CLIMATE CHANGE AND ENERGY TRANSITION

8 INNOVATION AND DIGITAL TRANSFORMATION

The stakeholders consulted throughout the development of the materiality matrix include: GRI 3-1

- Professionals from AXIA Energia, its subsidiaries and investees;
- Members of the AXIA's Board of Directors and Committees;
- Customers;
- Communities surrounding the operations;
- Suppliers and business partners;
- Government and civil society organizations;
- Academia and research and innovation centers;
- Press;
- Regulatory bodies and sectoral bodies;
- Partner financial institutions and investors.

Compared to the 2023 matrix, the 2025 version reflects adjustments in focus and a reorganization of material topics. Some topics have been refined to better represent current challenges, such as the transition from "Community Relations" to "Community Dialogue and Human Rights," while others have been adjusted to more accurately reflect their scope, as in the case of "Customer Relations," now renamed "Customer Satisfaction and Safety". GRI 3-2

Material Topic	Description	Related SDG
Worker well-being, health and safety	It encompasses measures to prevent occupational accidents and illnesses, promote physical and mental health, and strengthen a safety culture across our operations.	3 and 8
Community dialogue and human rights	It involves transparent and participatory relationships with surrounding communities through ongoing consultation and dialogue. We uphold and promote human rights across all operations, preventing conflicts and violations throughout the value chain.	10, 11, 15 and 16
Customer satisfaction and safety	This relates to the reliability of supply, service quality, and effective response to customer demands and complaints.	7, 9, 11 and 13
Water and effluent management and water security	This refers to the sustainable use of water resources, including multiple-use approaches and practices that ensure supply security.	6 and 12
Biodiversity	This refers to the impacts of our operations on fauna, flora, and ecosystem balance, advancing conservation and restoration initiatives and responsible management practices to prevent habitat loss.	14 and 15
Ethics, integrity, and risk management	It goes beyond simply fulfilling legal obligations. It focuses on preventing integrity risks, fraud, bribery, and corruption through the implementation of a Compliance program, protecting businesses and promoting the sustainable generation of value.	16
Climate change and energy transition	It encompasses the mitigation of greenhouse gas (GHG) emissions and management of climate risks, including adapting infrastructure to enhance climate resilience, with a focus on increasing the share of renewable sources in the energy mix, advancing low-carbon technologies, and implementing emissions neutralization strategies.	7, 9, 11 and 13
Innovation and digital transformation	This refers to investments in emerging technologies to improve the efficiency, safety, and reliability of our operations.	7, 8, 9 and 13

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

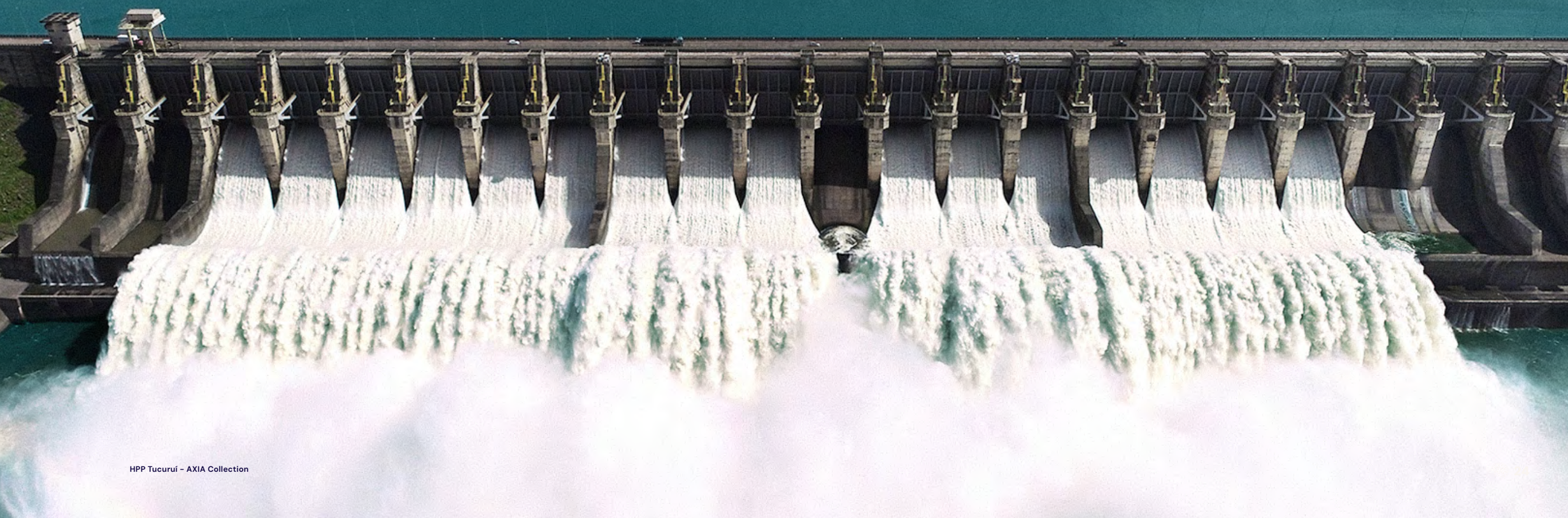
SDG

CAPITALS

CHAPTER 2

CORPORATE GOVERNANCE

Expand.
The strength that enables us to build the new.



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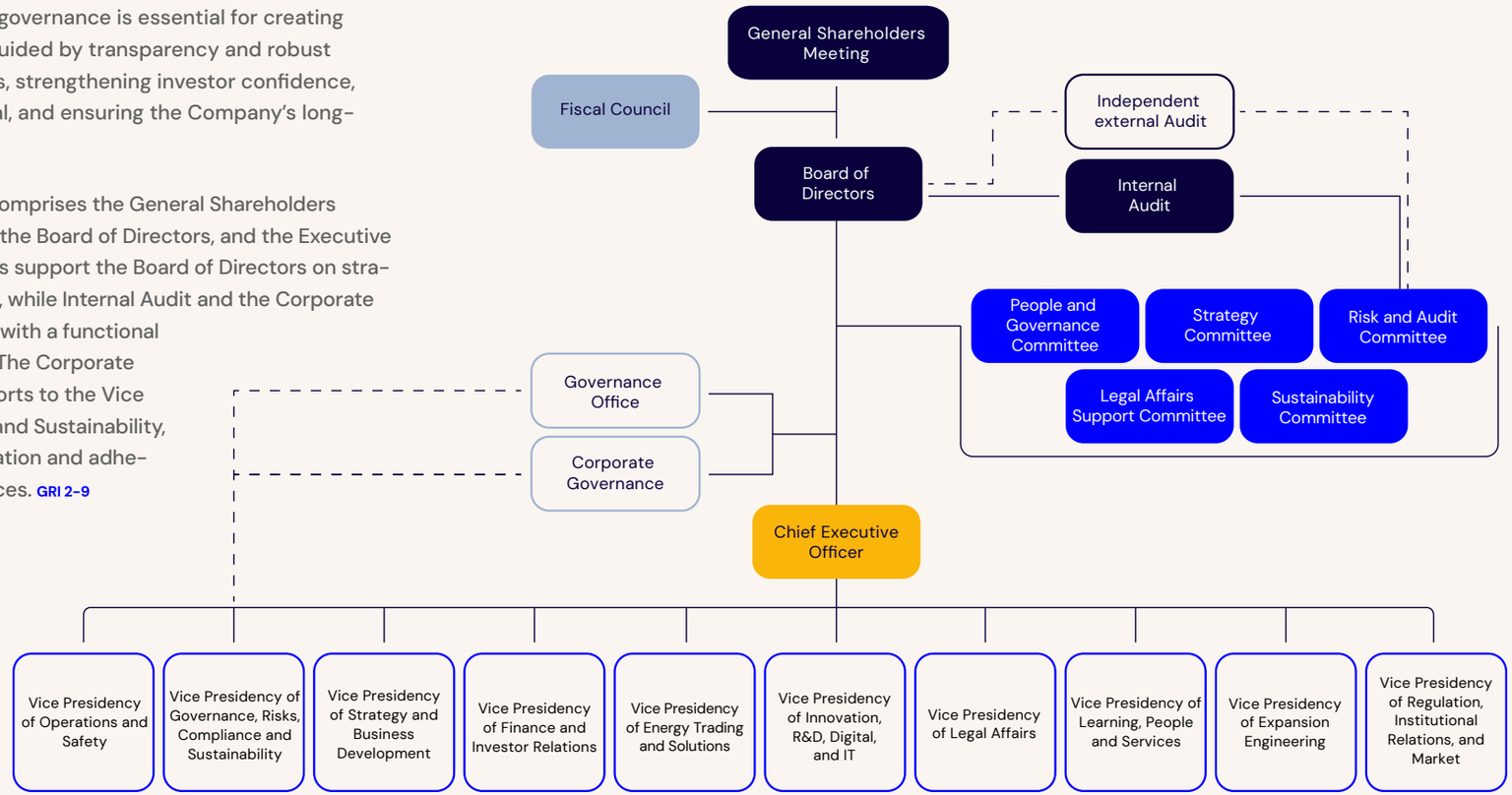
AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

GOVERNANCE STRUCTURE

At AXIA Energia, corporate governance is essential for creating sustainable value. We are guided by transparency and robust decision-making structures, strengthening investor confidence, expanding access to capital, and ensuring the Company's long-term sustainability.

Our governance structure comprises the General Shareholders Meeting, the Fiscal Council, the Board of Directors, and the Executive Board. Advisory Committees support the Board of Directors on strategic and oversight matters, while Internal Audit and the Corporate Governance Office operate with a functional reporting line to the Board. The Corporate Governance Office also reports to the Vice Presidency of Governance and Sustainability, ensuring executive coordination and adherence to governance practices. GRI 2-9



Click here to see AXIA Energia's governance structure.

GENERAL SHAREHOLDERS MEETING

The General Shareholders Meeting is the main decision-making body of AXIA Energia. It brings together shareholders to decide on key matters concerning the company's future, as established by law and the Company's Bylaws. GRI 2-9

Held annually, or when required by law or deemed necessary by the Board of Directors, the General Shareholders Meeting is responsible for: GRI 2-9

- Electing and removing members of the Board of Directors and the Fiscal Council;
- Approving management accounts, financial statements, and proposals for profit allocation and overall compensation of the executive team.

Learn more about Bylaws and click here to access general meetings' contents.

BOARD OF DIRECTORS

The Board of Directors (BoD) is AXIA Energia's highest deliberative body, responsible for defining the company's strategic direction and overseeing corporate governance systems, risk management, and internal controls, with a focus on business continuity and the generation of sustainable long-term value. GRI 2-9, 2-10, 2-12

In February 2025, AXIA Energia implemented an amendment to its Bylaws, increasing the number of seats on the Board of Directors from nine to ten. Following the Conciliation Agreement signed with the Union, the Bylaws were amended again in April 2025 to establish rules for the representation of this shareholder group on the Board of Directors and the Fiscal Council. GRI 2-9

Currently, the Federal Government has the right to nominate and elect three members to the Board of Directors. As established in the Commitment Agreement and reflected in the Bylaws, these representatives are elected separately and classified as non-independent. GRI 2-9

In accordance with the Bylaws, the Board of Directors must include at least five independent members. Currently, seven of the ten sitting members (70%) are classified as independent, in line with the criteria established by the Brazilian Securities and Exchange Commission (CVM) and the Novo Mercado Regulation.

All members are non-executive, comprising eight men and two women, with unified two-year terms and the possibility of reappointment. The current board, elected at the 2025 Ordinary General Meeting, has an average term of 2.3 years. GRI 2-9, 2-10

The Board of Directors' Internal Rules govern its operations, defining responsibilities, duties, and interaction with other governance bodies, in compliance with applicable legislation and the Bylaws.

All candidates for the Board of Directors must meet the requirements set forth in Law No. 6.404/76, the Bylaws, and AXIA's Management Nomination and Succession Policy. In addition, they are subject to evaluation by the People and Governance Committee regarding compliance with legal and statutory requirements. The Bylaws also establish eligibility criteria for the election of members, including rules that limit the accumulation of board seats in other publicly held companies. GRI 2-9, 2-10

FISCAL COUNCIL

The Fiscal Council is responsible for overseeing the acts of management and monitoring AXIA's budgetary, financial, and asset management. GRI 2-9

The body reports directly to the General Shareholders' Meeting, which elects its members. Following the agreement entered into with the Federal Government in 2025, its composition was adjusted and now comprises five full members and five alternates, one of whom is appointed by the Union.

The Fiscal Council holds regular monthly meetings and may be convened on an extraordinary basis whenever necessary. GRI 2-9

INTERNAL AUDIT

AXIA Energia's Internal Audit function reports to the Board of Directors and operates independently, with the purpose of contributing to the enhancement of governance, risk management, and internal controls across the company. GRI 2-9

Its responsibilities include evaluating the effectiveness of processes and internal controls, conducting operational, management, and process audits, and verifying compliance with internal policies, applicable laws, and regulations, as well as addressing specific demands from the Board of Directors. GRI 2-9

COMMITTEES

To support the Board of Directors, we rely on five advisory committees, four of which are statutory in nature. They ensure agility, reliability, and technical rigor in the decision-making process. GRI 2-9, 2-13

As a general rule, committees are composed exclusively of board members. However, external members are permitted on the Audit and Risk Committee and the Legal Affairs Support Committee, as established in the Bylaws and the Committees' Internal Regulations. GRI 2-9

The term of office of the Audit and Risk Committee members is independent from that of the Board of Directors. Members of the other committees have terms aligned with the Board's mandate, except for independent external members, whose specific terms are defined in their election acts and terms of office. GRI 2-9

PLANNING AND PROJECTS COMMITTEE

Supports decisions related to strategic planning, finance, significant business transactions, innovation, capital structure and allocation, shareholder remuneration, and major transactions.

PEOPLE AND GOVERNANCE COMMITTEE

Provides guidance on the nomination, compensation, evaluation, and succession of governance agents. It also supports policies related to organizational culture, as well as corporate culture and governance.

SUSTAINABILITY COMMITTEE

Evaluates and provides recommendations on sustainability strategy, policies, initiatives, performance indicators, and communication related to environmental and social topics.

LEGAL AFFAIRS SUPPORT COMMITTEE

Monitors relevant legal matters, focusing on dispute resolution and judicial and extrajudicial settlements. This is the only non-statutory committee.

AUDIT AND RISK COMMITTEE

Advises the Board of Directors on matters related to internal and external audits, accounting, economics, risk management, internal controls, and financial management. It also serves as an advisory body to the Boards of Directors of controlled companies that are publicly held, such as AXIA Energia Norte, AXIA Energia Nordeste, AXIA Energia Sul, and Santo Antônio Energia S/A.

Click here to see the composition of AXIA Energia's governance bodies.

EXECUTIVE BOARD

The Executive Board is responsible for managing AXIA's business operations and for the Company's institutional representation, in addition to leading corporate decision-making in alignment with the risk appetite and the strategic guidelines approved by the Board of Directors. GRI 2-9

The Executive Board must be composed by a maximum of 16 members, as provided for in the Bylaws. The body is currently composed of the Chief Executive Officer and ten Vice Presidents, all of whom elected by the Board of Directors.

To support the decision-making process and the in-depth technical analysis of relevant topics, the Executive Board has the autonomy to create thematic Executive Committees, collegiate bodies composed of members of the Board itself, which then have specific powers and competencies. Currently, the following Committees have been created and are operational: GRI 2-9, 2-13

- Marketing Executive Committee;
- Occupational Safety and Health (OHS) Executive Committee.

Click here to see the composition of our Executive Board.

GOVERNANCE IN SUBSIDIARIES

In 2025, AXIA advanced in streamlining its corporate structure through the merger of Eletropar and the acquisition of all shares issued by Eletronet, thereby assuming full control of the company. Following this move, Eletronet's governance began to be conducted in alignment with AXIA's guidelines and practices. GRI 2-2

The governance structures of subsidiaries AXIA Energia Norte, AXIA Energia Sul, and AXIA Energia Nordeste are composed as follows: GRI 2-9

- General Shareholders' Meeting;
- Board of Directors;
- Fiscal Council;
- Audit and Risk Committee;
- Presidency;
- Operations and Maintenance, Administrative-Financial, and Investor Relations Departments.

As established in their Bylaws, the publicly held subsidiaries are managed by a Board of Directors and an Executive Board, in accordance with the guidelines and rules issued by AXIA Energia. GRI 2-9

SUSTAINABILITY COMMITTEE

Established in 2024 and made statutory in 2025, the Sustainability Committee (CSUS) monitors, through its monthly meetings, the progress of the company's key ESG projects and initiatives, regularly reporting its activities to the BoD.

In 2025, the CSUS made progress in monitoring the ESG Roadmap (learn more on page 47), strengthened the monitoring of licenses and controversies, supported the integration of ESG aspects across SPE, and followed the implementation of impact indicators and initiatives related to the Regional Funds. GRI 2-12

Stock image

COMMITMENTS AND PRACTICES

Given the complexity of the electricity sector, the scope of our operations and the structural role we play in the Brazilian electric system, AXIA Energia maintains a set of policies that express principles, guidelines and general rules to guide our managers, employees and other stakeholders on matters relevant to our strategy, governance, business, corporate management and sustainability aspects of our activities, in line with best market practices and Environmental, Social and Governance (ESG) principles.

With the aim of continuously strengthening our governance, in 2025 we launched the Private Social Investment Policy, reviewed the Water Resources Policy, the Leadership Nomination and Succession Policy and the Leadership Compensation Policy, and initiated the development of the Climate Strategy and Biodiversity Policies – which were approved in early 2026. The implementation of these policies is overseen by the Executive Board, ensuring their consistent application across the organization.

Click here to check the policies that govern AXIA Energia's operations.

OUR POLICIES

AXIA's commitments, decisions, and processes are guided by corporate policies that establish guidelines for the company's ethical, responsible, and transparent conduct. These policies are disseminated to internal audiences through onboarding processes and periodic training sessions.

- Code of Conduct;
- Environmental Policy;
- Energy Marketing Policy;
- Compliance Policy;
- Communication and Stakeholder Engagement Policy;
- Human Rights Policy;
- Dividend Distribution Policy;
- Energy Efficiency Policy;
- Risk Management and Internal Controls Policy;
- Leadership Nomination and Succession Policy;
- Private Social Investment Policy;
- Research, Development and Innovation Policy;
- Water Resources Policy;
- Leadership Compensation and Clawback Policy;
- Social Responsibility Policy;
- Dam Safety Policy;
- Occupational Health and Safety Policy;
- Sustainability Policy;
- Related Party Transactions and Conflict of Interest Handling Policy.

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NOMINATION OF THE HIGHEST GOVERNANCE BODY

Members of AXIA Energia's Board of Directors and advisory Committees are appointed in accordance with the Leadership Nomination and Succession Policy, which establishes objective and transparent criteria for succession planning and nomination processes, in compliance with applicable legislation and the Company's Bylaws. Nominees must meet minimum qualification requirements, demonstrate good reputation, moral integrity, and time availability to perform their duties.

The members of the Board of Directors are elected by the General Assembly, after the People and Governance Committee has reviewed their eligibility requirements. Its composition seeks to ensure balance and complementarity of profiles, experiences, and competencies, taking into account aspects such as gender, age, ethnicity, culture, educational background, professional experience, and knowledge of the business environment.

Tools such as the Periodic Performance Evaluation, the Board and its Advisory Committees' Competencies Matrix, combined with the Board's Continuing Education Plan and the onboarding process for new members, reinforce AXIA's commitment to robust governance practices. All of these measures contribute to the plurality of perspectives and to the quality and security of the decision-making process. GRI 2-9, 2-10

In line with the Leadership Nomination and Succession Policy, the Board of Directors, with the support of the People and Governance Committee, is working on the succession plan for the Company's Chief Executive Officer and on the succession maps for the Vice Presidents, in accordance with best governance practices.

CRITICAL ROLES

The BoD plays a central role in guiding the Company's strategy. On an annual basis, it is responsible for strategic planning and for setting the indicators and targets to be pursued by the executive officers, defining guidelines and objectives for the medium- and long-term horizon in matters related to financial management, socio-environmental sustainability, and technological innovation.

The execution of the strategy (learn more on page 17) is monitored by the Board, the Planning and Projects Committee and the Sustainability Committee, which follow performance against established targets and support potential trajectory adjustments, always focused on value creation. GRI 2-12

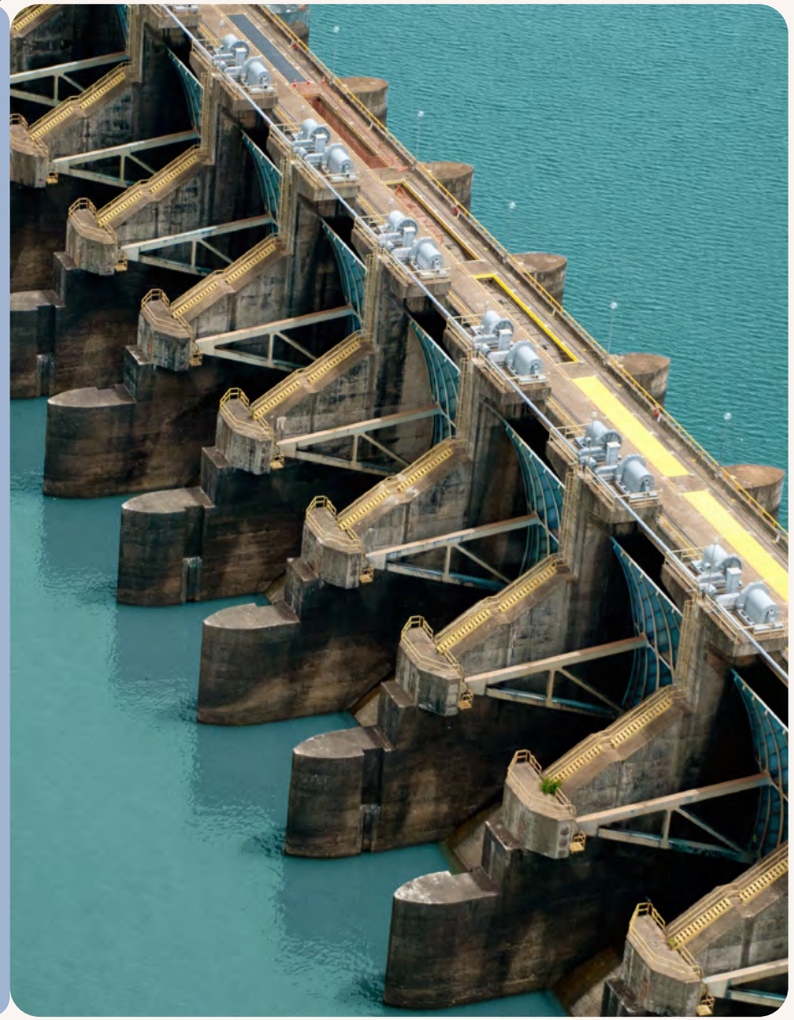
COMMUNICATION OF CRITICAL CONCERNS

Critical concerns related to the ESG agenda are discussed and reported to the Sustainability Committee, which is composed of members of AXIA Energia's senior management. These discussions generate reports and recommendations that are submitted to the Board of Directors in periodic meetings. GRI 2-13

In 2025, the Board of Directors addressed topics related to socio-environmental strategy and private social investment, policies, community relations, and monitoring of indicators. GRI 2-13

An essential tool to ensure transparency, integrity, and compliance in AXIA's practices is the Whistleblowing Channel (learn more on page 37). Managed by the Compliance Monitoring Department, the reports submitted are classified by risk level.

The handling of complaints and the disciplinary measures applied are reported on a quarterly basis to the BoD by the Compliance Office, establishing a direct communication channel with governance bodies, when applicable. Accountability regarding reports received through the Whistleblowing Channel and the Ombudsman Office is also published annually on the Company's website.



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PERFORMANCE EVALUATION OF GOVERNANCE BODIES

The Board of Directors performance evaluation process is conducted on an annual basis, in accordance with the Nomination and Succession Policy and the Bylaws. It is led by the Chair of the Board, with methodological support from the People and Governance Committee, as well as from an independent specialized consultancy. GRI 2-18

In 2025, the evaluation methodology considered aspects such as the structure and functioning of governance bodies, interaction with the Chief Executive Officer and the Executive Board, strategic direction, risk management, succession and development, organizational culture, committee effectiveness, and the individual contributions of board members. The process included: GRI 2-18

- Evaluation of governance bodies as boards;
- Self-assessment by board members;
- Peer evaluation;
- Interviews with executive officers with at least six months of experience and interaction with board members.

The resulting report supports the development plans of the governance bodies and the update of the Board's competency matrix, encompassing relevant experience and skills to ensure balance and quality in its composition. GRI 2-18

SENIOR LEADERSHIP TRAINING

Throughout 2025, the Board of Directors participated in several lectures and training sessions during its monthly meetings, addressing topics such as: current economic scenarios, directors' fiduciary duties, risk perception and compliance for governance bodies, and people management.

Furthermore, in November, AXIA Energia's representatives in the SPEs held a meeting, which included the participation of board members. The event focused on topics such as value creation, ESG, Institutional Relations, and professional development in leadership positions. GRI 2-17

COMPENSATION POLICIES

Taking into account market best practices and the Leadership Compensation and Clawback Policy, AXIA Energia's Board of Directors is responsible for defining the compensation model for executives, which is based on general assumptions and guidelines that foster a culture of high performance and meritocracy, ensuring alignment among the interests of management, shareholders, and other stakeholders. GRI 2-19, 2-20

The model combines fixed compensation, benefits, and short-term (STI) and long-term incentives (LTI), with amounts established within the overall compensation limit approved by the General Shareholders' Meeting, considering responsibilities, time dedicated to the roles, competencies, professional reputation, and market benchmarks. The Company's Strategic Plan also guides the targets and indicators of the Compensation Model, which is structured around three pillars: operational excellence, energy and customer allocation, and capital allocation.GRI 2-19, 2-20

Regarding the weighting applied to total compensation of statutory executive officers, the highest proportion is concentrated in short- and long-term incentives, as follows:

- 20% to 30% for fixed compensation;
- 25% to 30% for STI;
- 40% to 50% for LTI.

Fixed compensation is defined annually and paid in monthly installments. Short- and long-term incentives, in turn, are linked to the achievement of targets and results, according to the Strategic Plan. GRI 2-19

FIXED COMPENSATION

With respect to market guidelines and parameters for establishing executive fixed compensation, the Board of Directors has set, as a general rule, positioning at the market's 50th percentile.

With the adoption of short- and long-term incentives based on targets, triggers, and economic-financial and ESG challenges, total compensation is positioned between the 75th and 90th percentiles. Therefore, the maximum compensation package is only achieved when performance is proportional to, and aligned with, the attainment of established targets.

VARIABLE COMPENSATION

In the short term, the bonus program links variable compensation payments to the achievement of indicators aligned with strategic guidelines. In the long run, Total Shareholder Return serves as the primary indicator for setting the corresponding targets, supporting both the stock option-based compensation plan and the new performance share-based compensation plan. GRI 2-19

We recognize the importance of ESG criteria in the management and evaluation of organizational performance, and we incorporate these indicators into variable compensation, aligning the interests of management with our sustainability objectives.

In 2025, the Top Leadership Compensation Policy incorporated the following ESG performance criteria into variable compensation, based on a pay-for-performance approach:

- The "Lives Impacted" indicator, used as a deflator, whereby the occurrence of a fatality or permanent disability results in a reduction of the variable payout (page 150);
- Health and safety indicators, such as the Frequency Rate of Lost Time Accidents (LTA), which aims to reduce the number of accidents per hours worked to a defined threshold (learn more on Page 153);
- Cybersecurity indicators (NIST *Cybersecurity Framework*) (page 53);
- The execution of 25 projects across the three ESG pillars, consolidated in the Company's ESG Roadmap (page 47).

These criteria accounted for 16% of the CEO's variable compensation and 13% of that of the Vice Presidencies, reflecting the alignment between incentives, strategy, and the management of ESG impacts.

In accordance with the Leadership Compensation Policy approved in 2023, the formal implementation of ESG indicators linked to variable compensation has become a structured practice adopted by the Company.

Part of these indicators, when applicable, composes the set of individual targets for members of the Statutory Executive Board, directly affecting their specific variable compensation. The remaining portion is incorporated into the CEO's targets, thereby influencing a share of the variable compensation of all statutory executive officers.

AXIA ENERGIA

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ETHICS AND INTEGRITY

GRI 3-3

Ethics, integrity, and transparency guide AXIA Energia's operations and uphold the trust of our stakeholders.

We rely on compliance practices that are fully integrated into our operations and decision-making processes, strengthening our reputation, ensuring legal compliance, and supporting responsible and transparent relationships.

To safeguard the integrity of our operations, the documents that guide our activities are structured in accordance with both national and international laws and frameworks. The primary instruments governing our business ethics are the Code of Conduct and the Compliance Policy, which provide guidance for the prevention, detection, and remediation of misconduct, while also establishing clear guidelines for all of the Company's stakeholders.

By promoting these principles throughout our value chain, we encourage partners and suppliers to adopt high standards of integrity in their own activities.

Learn more about AXIA Energia's Code of Conduct and Compliance Policy.

CODE OF CONDUCT

AXIA Energia's Code of Conduct guides our actions and our pursuit of sustainable economic development, grounded in ethical principles, integrity, and transparency. The document sets forth guidelines on the expected conduct of our employees, leaders, partners, and third parties, fostering relationships based on trust and respect for internal policies and applicable legislation. GRI 2-23

The Code of Conduct is structured around four pillars: GRI 2-23, 2-24

- **People:** focused on people management and human rights;
- **Planet:** addressing socio-environmental management guidelines;
- **Governance:** aimed at preventing ethical non-compliance;
- **Prosperity:** oriented toward value creation through innovation and sustainability.

The commitments outlined in the Code unfold into the Compliance Policy and supporting standards governing:

- Due diligence and monitoring of third parties, management, leadership, and employees;
- Business courtesies and interactions with public officials;
- The handling of inquiries and reports;
- The promotion of a culture of integrity and the ongoing enhancement of the program.

In addition, with the goal of creating greater business value and contributing to our sustainability strategy, we have aligned the commitments set forth in the document with the Sustainable Development Goals (SDGs) prioritized by the Company.

Adherence to the Code values by suppliers and partners is ensured through contractual clauses, due diligence processes, and the continuous monitoring of ESG aspects, as well as awareness initiatives. In order to further strengthen our culture of integrity, we conduct regular training on ethics and integrity, expected behaviors, and risk prevention, aimed at all employees, leadership, and senior management. GRI 2-23, 2-24

In 2025, 100% of employees, governance bodies members, and partners in investees were informed about anti-corruption policies and procedures. GRI 205-2

COMPLIANCE PROGRAM

As part of our efforts to strengthen governance and foster an ethical culture across the Company, the Compliance Program reaffirms our commitment to preventing, identifying, and addressing irregularities, while reinforcing the individual accountability of each of us.

The Program is implemented under the leadership of the Vice Presidency of Governance and Sustainability, coordinated by the Compliance Department, which is responsible for preventing and monitoring integrity risks, structuring controls, and strengthening a culture of integrity.

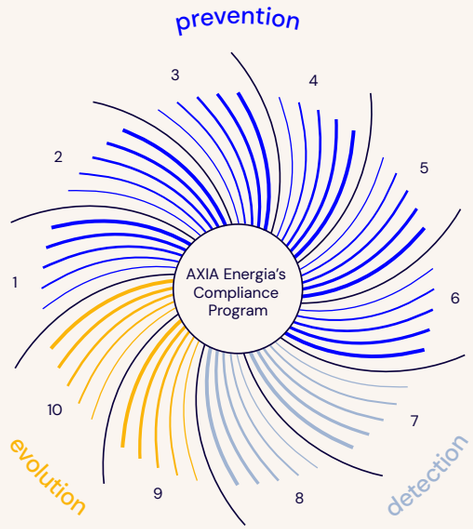
In 2025, an independent maturity assessment of the Program was conducted, including its adherence to Brazilian and U.S. legislation, as well as to applicable ISO standards. The results indicated a Reference Level of Maturity with respect to legal compliance and the Company's integrity risk management practices, demonstrating the robustness of the Program and enabling greater precision in managing integrity risks.

From a legal and regulatory standpoint, the Program achieved the following levels of adherence:

- 98.5% in relation to ISO 37001 (Anti-Bribery Management);
- 98% in relation to ISO 37301 (Compliance Management);
- 97% in relation to U.S. law (Foreign Corrupt Practices Act of 1977);
- 86% in relation to the Brazilian Anti-Corruption Law.

In accordance with the Compliance Policy, the Fraud Risk Assessment (FRA) is conducted every two years to update fraud and corruption risks, including ESG-related topics. The most recent assessment took place in 2025, and the identified risks are reflected in the Company's Risk Portfolio.

The Compliance Program is structured around ten pillars, organized as follows:



1. Leadership engagement
2. Program governance
3. Normative guidelines
4. Risk management
5. Integrity culture
6. Third party compliance
7. Management of reports, investigations and consequences
8. Weakness remediation
9. Indicator intelligence and tools
10. Continuous monitoring, review and update

Learn more about the Compliance Program.

Within the detection and evolution pillars, we monitor:

- Program management indicators, which include ombudsman and whistleblowing channels, investigations, recommendations, and applied penalties;
- Third-Party Risk, which includes conflicts of interest;
- Transactions aimed at fraud prevention.

In 2025, we expanded automation and continuous monitoring tools, enabling these indicators to be tracked systematically and integrated into management processes, thereby strengthening our ability to identify deviations and supporting preventive actions.

Concerning monitoring, the program was further reinforced through a pilot project involving direct on-site intervention, consisting of unannounced Compliance technical visits to construction sites and operations. Focused on verifying working conditions, integrity, health, safety, and respect for human rights, the project contributed to the early mitigation of operational, socio-environmental, and reputational risks.

INTEGRITY TRAINING AND ENGAGEMENT

To strengthen our culture of integrity, we deliver targeted training to senior management, leadership, and other internal audiences. The content covers the guidelines of the Compliance Program, individual responsibilities, and best practices for transparency in the corporate environment.

In 2025, we launched the "Na Linha (On Track)" Learning Journey, comprising six modules, made available to leaders, employees, and interns, presenting key compliance topics in a practical manner. The initiative was complemented by thematic webinars, training for buyers in due diligence processes and supplier monitoring, as well as roundtable discussions with vice presidencies' leaderships.

Between 2024 and 2025, AXIA implemented the first cycle of the Compliance Ambassadors Program, which engaged approximately 80 volunteer professionals. The group acted as a multiplier of integrity guidelines, supporting communication initiatives, training efforts, and the ongoing improvement of the Program.

Access the Supplier Code of Conduct.

[1] *The information reported considers the holding company (AXIA Energia) and its subsidiaries AXIA Energia Nordeste, AXIA Energia Norte and AXIA Energia Sul.*

COMPLIANCE, RISK, AND INFORMATION SECURITY WEEK

As part of our corporate calendar, since 2018, AXIA professionals have been invited to participate in Compliance, Risk, and Information Security Week. In 2025, the event featured a series of online activities and in-person sessions aimed at strengthening the culture of ethics, transparency, and security.

The opening lecture was delivered by sailor and writer Tamara Klink, who shared her experiences in risk management. The event also featured the participation of AXIA Energia's CEO, Ivan Monteiro, and Board Member Carlos Márcio Ferreira.

Five other speakers addressed topics related to information security. The initiatives were attended by 2,454 individuals, including in-person and online attendees, with an average satisfaction rating of 9.6.

The 180 participating employees also took part in an escape game designed to test their competencies and skills through puzzles and challenges, reinforcing the principles and guidelines set forth in AXIA's Code of Conduct, internal policies, and best practices.

Talk with Tamara Klink - AXIA Collection

THIRD-PARTY DUE DILIGENCE

In order to ensure a business environment grounded in integrity, we conduct prior assessments of third parties from an integrity and ESG perspective before formalizing relationships. In addition to evaluating the third party itself, through background checks in public databases, the process includes an assessment of the risks associated with the relationship. In 2025, 100% of the 1,917 critical suppliers were assessed for integrity and ESG aspects. GRI 205-1

These assessments, conducted by the Compliance area, result in the development of a heat map of identified risks and the definition of recommended risk mitigation actions to be monitored throughout the term of the contracts. GRI 205-1

Additionally, we conducted 1,223 integrity assessments across other stakeholders, including: GRI 205-1

- 938 customers;
- 119 partners;
- 55 sponsors;
- 82 donations;
- 25 corporate transactions;
- 4 loan-for-use agreements.

Additionally, the Compliance area conducts integrity assessments for governance agents, leaders, and employees at AXIA Energia.

Communication and training in anti-corruption policies and procedures GRI 205-2

	Governance body members	Managerial-level employees	Employees with higher education	Employees without higher education	Partnerships in investees
Total number of employees	31	611	3,016	3,541	42
Total who received anti-corruption training	31	591	2,940	3,466	-
Percentage who received anti-corruption training	100%	96.7%	97.5%	97.9%	-
Total informed about anti-corruption policies and procedures	31	611	3,016	3,541	42
Percentage informed about anti-corruption policies and procedures	100%	100%	100%	100%	100%

Employees who received communication and training in anti-corruption policies and procedures by region GRI 205-2

	North	Northeast	Midwest	Southeast	South
Total number of employees	707	2.430	725	2.428	878
Total who received anti-corruption training	688	2,364	705	2,370	870
Percentage who received anti-corruption training	97.3%	97.3%	97.2%	97.6%	99.1%
Total informed about anti-corruption policies and procedures	707	2,430	725	2,428	878
Percentage informed about anti-corruption policies and procedures	100%	100%	100%	100%	100%

COMMITMENTS AND ACKNOWLEDGMENTS

WHISTLEBLOWING CHANNEL

We provide a Whistleblowing Channel to enable the safe and anonymous reporting of violations of our Code of Conduct, internal policies, and applicable laws – including breaches of human rights. Reports submitted through the Whistleblowing Channel are managed by the Compliance area. Each report is assigned a risk level, allowing us to prioritize investigations. **GRI 2-16, 2-25, 2-26**

The Channel, available to all stakeholders, ensures anonymity and non-retaliation against whistleblowers.

In 2025, we observed a gradual increase in the volume of reported cases. Each occurrence is handled within a maximum cycle of up to 90 days, from initial submission through the completion of the investigation, with 99% of cases annually resolved within this timeframe. Once the process is closed, the responsible area records a response to the stakeholder and, when recurring vulnerabilities are identified, recommendations are developed to enhance processes and support risk prevention.

Our Whistleblowing Channel operates everyday, 24h per day. **GRI 2-6**
Access: www.axia.com.br/canaldedenuncias
Or call: **0800 721 9885**

IN 2025, WE RECEIVED 546 SUBSTANTIANED COMPLAINTS, OF WHICH[1]: GRI 2-16

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

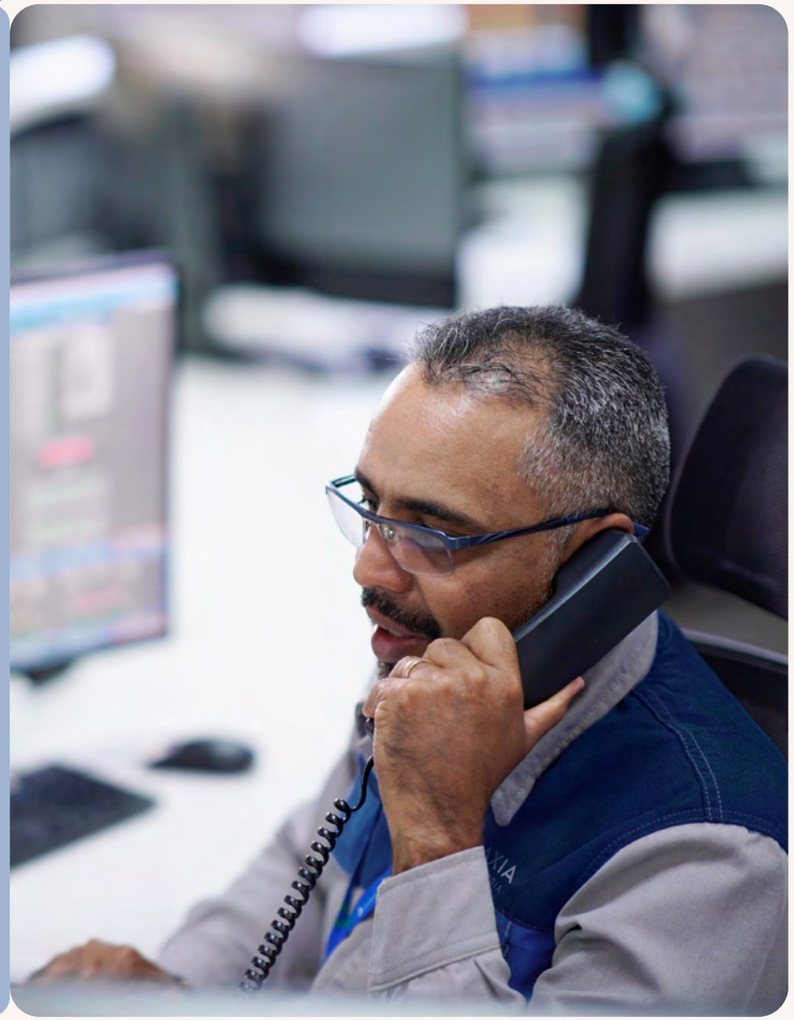
GOOD TRANSPARENCY PRACTICES

In 2025, we enhanced the processes of our Whistleblowing Channel, advancing toward the goal agreed upon with the Action Against Corruption Platform of achieving "100% transparency regarding whistleblowing channels." This progress was reflected in the recognition we received at the Good Practices Award of the UN Global Compact's 100% Transparency Movement.

The Whistleblowing Channel's results, indicators, and processes are monitored on a quarterly basis by senior management, with updates shared internally through our intranet. Comprehensive reports are published annually on the Company's website.

With the aim of preventing and detecting ethical and behavioral misconduct, we carried out several awareness and communication initiatives in 2025, in collaboration with the Internal Commissions for Accident Prevention (CIPAs) and across operational units. We also reinforced communication about the Whistleblowing Channel in Compliance training sessions and communications.

[1] The information reported considers the holding company (AXIA Energia), its subsidiaries AXIA Energia Nordeste, AXIA Energia Norte, AXIA Energia Sul, and its investee companies Brasil Ventos, Baguari, MESA, Retiro Baixo, Teles Pires, Triângulo Mineiro, and Vale São Bartolomeu.



AXIA Collection

OMBUDSMAN CHANNEL

AXIA Energia's Ombudsman Channel operates as a second-instance channel, dedicated to receiving and addressing matters that have not been resolved through the company's first-instance channels. Its activities are overseen by the Compliance area, ensuring independence, impartiality, and confidentiality in handling all requests.

First-instance channels include service platforms designed for specific topics, such as the Whistleblowing Channel and energy commercialization, or for specific stakeholders, such as the press and investors. Acting as a second-instance channel enables the Ombudsman Channel to contribute to the ongoing improvement of processes by identifying recurring flaws, issuing recommendations for improvement, and strengthening the quality of service provided to our stakeholders.

During the operation to reduce and subsequently replenish the level of HPP Colíder reservoir (learn more on page 44), we intensified our engagement with local communities by establishing a human-centered support hub via WhatsApp, managed by the Ombudsman Channel, offering assistance and support.

This hub is staffed by a dedicated team available Monday through Friday, from 8:00 a.m. to 6:00 p.m., via WhatsApp at +55 (21) 3955-1075. The initiative aims to ensure agile, transparent, and accessible communication with the local population in light of the ongoing changes in the local scenario.

Get in touch with AXIA! Access our Customer Service Channels.

Was your request not resolved through our Channels? Please contact our Ombudsman Office: www.axia.com.br/canaldeouvidoria

Phone: 0800 721 3275
(Available Monday through Friday, from 8:00 a.m. to 8:00 p.m.)

Access the 2025 Compliance Annual Report and explore additional indicators and information on our Compliance channels and consequence management.

CONFLICT OF INTEREST

Situations involving conflicts of interest are guided by our Bylaws and Code of Conduct, which provide for the guidelines for an ethical, transparent conduct aligned with the Company's interests and those of its stakeholders. GRI 2-15

The Related Party Transactions and Conflict of Interest Handling Policy sets procedures and criteria for conducting transactions in compliance with applicable legislation and best corporate governance practices. According to the policy, actions such as the misuse of confidential information and participation in negotiations or approvals that may compromise impartial decision-making are prohibited. GRI 2-15

The Board of Directors is responsible for preventing and managing situations involving conflict of interest and may establish procedures and rules restricting access to materials and discussions in order to safeguard the Company's interests. All Board members undergo integrity assessments prior to their election, in accordance with internal regulations. GRI 2-15

Annually, members of the Board of Directors, Fiscal Council, and Executive Board complete a related parties disclosure form and are subject to a reassessment of their eligibility and integrity requirements. The Board also conducts an annual evaluation of the independence of its members.

The adoption of ethical criteria to prevent and manage conflicts of interest is also required under the Compliance Policy, as well as their immediate reporting through the appropriate internal channels. The Compliance Management Platform enables employees, leaders, and managers to submit inquiries regarding conflicts of interest, record corporate courtesies and relationships with public officials, and allows the Compliance team to monitor and address such situations. Additionally, employees complete a Conflict of Interest questionnaire on an annual basis. GRI 2-15

Through the Reference Form, we disclose individual information regarding politically exposed persons, relevant affiliations, independence conditions, and relationships with AXIA Energia and related parties. GRI 2-15

Access the 2025 Reference Form.

Substation Foz do Iguaçu - AXIA Collection

RISK MANAGEMENT

We have a robust integrated risk management process in place aligned with market best practices and that reflects the expectations of investors, regulators, and other stakeholders. This process is designed to support decision-making and mitigate the occurrence of events that could negatively impact our strategic objectives, while also strengthening business resilience from a Triple Bottom Line (Economic, Environmental, and Social) perspective, thereby optimizing value creation.

The Risk Management and Internal Controls Policy establishes the guidelines, roles, and responsibilities for risk identification, assessment, management, monitoring, and communication, and is approved by the Executive Board and the Board of Directors. Through this policy, we incorporate a risk-based perspective into our strategy and corporate decision-making, under the oversight of the Audit and Risk Committee, which reports the most relevant matters to the Board of Directors. GRI 2-12

The Policy is based on ISO 31000 and the COSO ERM and COSO ICIF frameworks, and adopts the Three Lines Model from the Institute of Internal Auditors (IIA) as a reference, ensuring proper segregation of responsibilities.

By adopting the Three Lines Model, we ensure that each function is performed in an assertive and transparent manner, strengthening our risk management culture.

Our business areas, which represent the first line, rely on the expertise and methodological support of the second line and acknowledge their responsibility for managing the risks inherent to their activities.

Internal audit holds a Quality Assessment (QA) recognized by the IIA and operates independently in the periodic evaluation of the risk management process, and issuing recommendations for improvement. In the most recent audit, conducted in 2024, all recommendations were fully addressed.

RISK GOVERNANCE STRUCTURE – LINES OF DEFENSE

1ST LINE

BUSINESS AREAS
They own the risks and are responsible for managing them

2ND LINE

RISK AND INTERNAL CONTROLS AREA
They define standards and methodologies, coordinate and monitor risk management and internal control processes.

3RD LINE

INTERNAL AUDIT
Evaluates the effectiveness of risk management and internal control processes

Learn more about the risk management process at AXIA Energia.

RISK APPETITE

The Board of Directors is responsible for defining the Company's risk appetite, which is incorporated into the Risk Management and Internal Controls Policy in the form of a qualitative statement.

In 2025, we enhanced this statement by issuing an internal regulation, also approved by the Board of Directors, which further details the risk appetite for each type of risk in our portfolio. This provides clear guidance on the acceptable levels of risk we are willing to assume across different areas in order to achieve our strategic objectives.

The monitoring of risk appetite is a systematic process carried out through key risk indicators (KRIs) defined by the business areas with support from the risk management team. In order to improve the monitoring of deviations from the risk appetite and tolerance limits, in 2025 we increased the number of KRIs to more than 50, which are monitored and reported on a monthly basis by the Risk Management Department to the Audit and Risk Committee.

This reporting is conducted through a traffic light alert system, which presents the behavior and status of the indicators using color-coded signals, facilitating communication and highlighting exceptions that require corrective actions.

On a monthly basis, the risk management team analyzes the data to identify trends and changes in exposure levels. The thresholds established for each indicator serve as alerts, and the risk owners may adopt corrective or preventive measures, when necessary, depending on the results.

Click here to access AXIA's Risk Management and Internal Control Policy.

PROGRESS IN THE RISK MANAGEMENT MODEL

In 2025, we reviewed our Risk Portfolio, which was updated to encompass four pillars (Strategic, Financial, Operational, and ESG), comprising 20 risks. These are further broken down into risk factors and assessed in terms of their likelihood and potential impact on the company's business.

The risk management methodology was also enhanced, with the expansion of the impact dimensions evaluated and the adoption of objective criteria to determine probability. This approach takes into account both the maturity level of the control environment associated with each risk factor and the degree of influence of external factors on its materialization. For each identified risk, action plans are defined, monitored by the Risk Management Department, and reported on a quarterly basis to the Audit and Risk Committee, the Executive Board, and the Board of Directors. **GRI 2-25**

The consolidation of this model has strengthened our ability to identify, monitor, and respond to relevant events in a structured and coordinated manner.

KEY RISKS ASSESSED

AXIA Energia's risk portfolio is composed of:

Strategic risks: encompass risks related to the volumes and prices adopted as assumptions in our energy commercialization strategy, the implementation of new projects, regulation of the electricity sector, human capital management, as well as reputational and emerging risks.

Financial risks: include liquidity risk, counterparty risk, actuarial risk, contagion risk arising from SPEs — which may require capital contributions to these SPEs beyond what was originally planned — and litigation risk, which may have a significantly high financial impact on the Company's cash flow.

Operational risks: refer to risks associated with the operation and maintenance of generation and transmission assets, including supplier management, dam safety, occupational health and safety (OHS), cybersecurity and artificial intelligence-related risks.

ESG risks: consider climate risks (physical and transition risks), environmental, social (including human rights) and compliance risks, covering issues of fraud and corruption.

We have strengthened the management of ESG risks over recent years, through several initiatives and projects aimed on mapping the most relevant risk factors to which we are exposed. In 2025, we made further progress in mitigating climate and social risks, presented as follows.

Risk	Climate	Social
Risk factor	**Adaptation (physical risk):** the occurrence of extreme climate events that may affect generation and transmission assets, such as meteorological droughts, riverine flooding, windstorms, among others.	**Harassment and Discrimination:** the occurrence of abusive, prejudiced, and/or discriminatory conduct that undermines the dignity, integrity, and well-being of professionals, leading to a deterioration of the organizational climate, reduced productivity and engagement, increased turnover, and potential financial costs arising from labor claims and indemnities.
Likehood	**Very likely:** the risk is driven by unpredictable external factors, and asset adaptation measures are still underway.	**Possible:** the control environment is well defined and consistently implemented across the organization, with formalized processes and controls. Risk mitigation is integrated into business processes and monitored on a regular basis. However, the likelihood is classified as possible, as the issue is rooted in human and cultural factors and may therefore arise even in controlled environments, requiring ongoing vigilance and a prompt response.
Impact	**High:** climate risk studies conducted on the company's generation and transmission assets indicate that the operational and financial impact is significant.	**Low:** the low impact reflects the understanding that, based on the corporate matrix criteria, the most plausible current scenarios tend to produce localized, manageable, and reversible effects, with no expectation at this time of a material impact on operational continuity or financial performance.
Examples of mitigation actions	Adaptation plans are in the final stages of development for prioritized generation assets, based on a previous study. A climate risk assessment for transmission is currently underway, which will support the subsequent prioritization of assets to have adaptation plans developed (learn more on page 89).	We have established mechanisms for the prevention, reporting, and handling of inappropriate conduct, such as the Whistleblowing Channel. Internal guidelines on the subject are formalized in the Code of Conduct, the Whistleblowing Channel, the Report Receipt and Handling Standard, and the Guide to Preventing Sexual and Moral Harassment. We carry out ongoing training and awareness initiatives, including lectures, annual training for 100% of our employees, and regular meetings with leadership. The Risk, Compliance, and Information Security Week is held on an annual basis to promote awareness of expected and non-tolerated behaviors. The Disciplinary Committee is responsible for managing the application of consequences, and accountability for the handling of reports and complaints is ensured on a regular basis, including adopted measures. In addition, our organizational structure includes a dedicated Organizational Culture, Diversity, and Inclusion Department.

THE COLÍDER CASE

The robustness of AXIA Energia's risk management processes and our commitment to safety were clearly demonstrated during the structural intervention at HPP Colíder, which was incorporated into the company's portfolio in May 2025.

A few weeks after taking over the asset, anomalies were identified in the drainage system, indicating the onset of an erosive process within the dam's foundation. In light of this situation, we adopted a preventive and conservative approach, guided by the principle of safety.

Based on recommendations from an independent panel of national and international dam safety experts, we decided to proceed with a controlled drawdown of the reservoir — a technically sound solution to reduce hydraulic pressure and enable proper handling of the drainage system. The operation was carried out with the authorization of environmental authorities and supported by ongoing monitoring, daily inspections, and protocols designed to mitigate socio-environmental impacts.

The response involved the immediate and integrated mobilization of multiple areas — engineering, operations, environment, social responsibility, legal, regulatory, and communications — along with the constant presence of specialists and senior leadership on site, ensuring agility and efficiency throughout the process.

We established ongoing communication channels with local communities, public authorities, and regulators, ensuring transparency, timely information sharing, and active listening at every stage. This approach helped reduce uncertainty, preserve stakeholder trust, and mitigate social and environmental impacts.

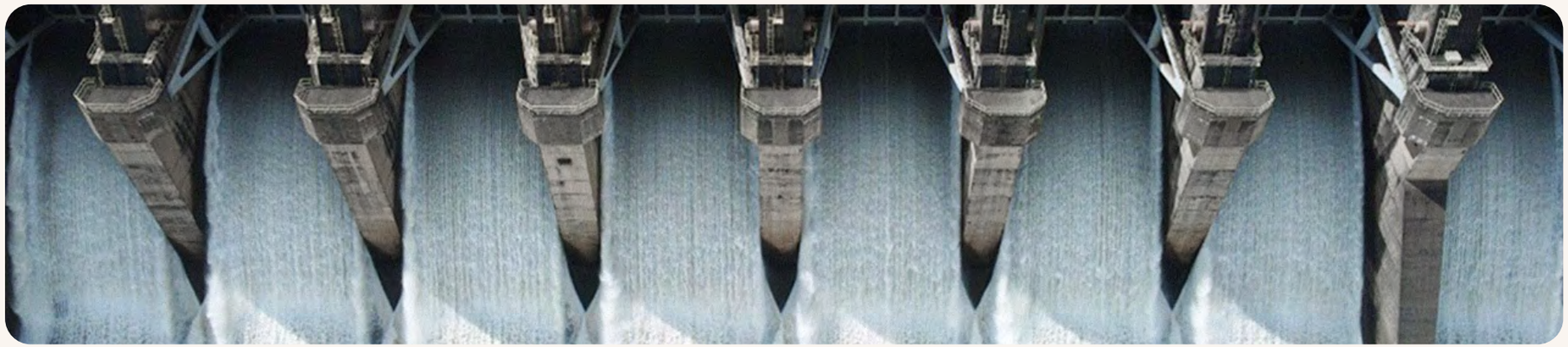
From a technical standpoint, the event at Colíder drove significant advancements in dam instrumentation and monitoring, including the implementation of innovative technologies and engineering solutions.

Although challenging, the episode became a milestone in organizational learning. The way the situation was managed demonstrated our teams' ability to work in a unified and integrated manner, responding swiftly, technically, and responsibly, and reinforcing AXIA's maturity in risk management as well as our unwavering commitment to the safety of people and the environment.

Access the Market Notice regarding the Colíder case.

HPP Colíder - AXIA Collection

SUSTAINABILITY MANAGEMENT



HPP Tucuruí - AXIA Collection

We rely on a governance structure that integrates sustainability into strategic decision-making and overall business management. In order to support this process, since 2023, the Sustainability Department, which reports to the Vice Presidency of Governance and Sustainability, has been responsible for promoting ESG management practices, with the aim of implementing processes, procedures, and tools, as well as representing the company in forums focused on sustainable development. GRI 2-13

The Department is led by a dedicated leadership team, strengthening our ability to manage, prioritize, and monitor sustainability initiatives in alignment with AXIA Energia's strategic planning.

ESG topics are reported by management to the Board of Directors on a monthly basis. In 2025, the main topics addressed were related to socio-environmental and private social investment strategies, policies, community engagement, and indicators monitoring. GRI 2-13

To support the Board of Directors in overseeing the ESG strategy, the Sustainability Committee (CSUS) operates in alignment with the strategic planning, highlighting the cross-cutting nature of sustainability across the organization and fostering continuous progress on this agenda (Learn more on page 28). GRI 2-13

Access AXIA's ESG Page and learn more about our initiatives.

STAKEHOLDER ENGAGEMENT

Engagement with our stakeholders is a key part of our sustainability strategy, providing inputs to guide priorities, strengthen transparency, and promote shared value creation. This dialogue is conducted in a cross-cutting manner by different areas, based on our Communication and Engagement Policy, and involves: GRI 2-29

- Employees and their families;
- Investors, shareholders, and market analysts;
- Communities and society;
- Media and opinion leaders;
- Partners, sponsors, and suppliers;
- Governments, legislators, and regulatory bodies;
- Customers.

This engagement is aimed at promoting an integrated communication, grounded in trust and alignment among stakeholder interests, disseminating corporate values and reinforcing ethical and sustainable practices. GRI 2-29

Engagement channels vary according to each audience and include: GRI 2-29

- Intranet and internal reports for employees;
- Investor Relations (IR) website and market disclosures, aimed at investors;
- Campaigns and social initiatives directed at society and customers;
- Press releases and a press room focused on the media.

AXIA Energia's employee - AXIA Collection

2030 AGENDA

The Sustainable Development Goals (SDGs) are part of the United Nations (UN) 2030 Agenda and comprise 17 interconnected goals, broken down into 169 targets, aimed at addressing global challenges and promoting sustainable development.

Recognizing the relevance of these goals to the electricity sector and their connection to our corporate strategy, we have defined, in our Strategic Plan, nine priority SDGs to guide our actions. The 2025 Sustainability Report presents several initiatives and contributions aligned with these SDGs, enhancing transparency and the traceability of reported information.

SDG

ESG ROADMAP

During 2025, we made meaningful progress in implementing the ESG Roadmap, an instrument that connects the sustainability agenda to the guidelines of the Strategic Plan 2025+ (learn more on page 17).

Structured around the Environmental, Social, and Governance pillars, the ESG Roadmap guides the integrated execution of strategic initiatives, contributing to sustainable value creation and advancing priorities related to organizational excellence, customer focus, and capital allocation (ECK).

In 2025, we carried out 25 initiatives, totaling R$ 11.37 million in investments. Of these, 16 were finalized by December, while the remaining initiatives are expected to be completed in 2026.

On the environmental front, we advanced several projects, including adaptation plans for critical assets (learn more on page 89) and an emissions calculator for generation and transmission expansions (learn more on page 92). The social initiatives panel, in turn, includes human rights frameworks (learn more on page 50) and community engagement frameworks, as well as a methodology for measuring and evaluating the impact of social projects (learn more on page 119), among others.

AXIA Energia's employees - AXIA Collection

Within the governance pillar, key initiatives focused on strengthening the Company's structures and practices, including the development of a competency matrix for the Board of Directors, bylaw reform, and other advancements in corporate governance, as well as projects aimed at enhancing sustainability management, as detailed below.

DATA JOURNEY

A three-year strategic initiative focused on modernizing and governing ESG information, aimed at mapping data sources, automating processes, and ensuring full data traceability, transforming data into reliable assets for audits, reporting (such as GRI, CDP, IFRS), and support for strategic decision-making.

The quantitative and qualitative indicators processed within the Data Journey are integrated via automated bridges into the IGS, a sustainability data management system developed by Cepel. As a strategic management tool, the IGS centralizes, monitors, and analyzes ESG information based on variables from various areas of the Company, supporting impact prevention, performance tracking, and the preparation of the Sustainability Report in accordance with the GRI methodology.

ESG GAP MONITORING SYSTEM

In order to strengthen the management and governance of the ESG agenda, a digital tool for the ongoing monitoring of non-compliance identified through rating agency assessments and sustainability indices is currently being implemented. The system allows ESG gaps to be recorded and forwarded to the responsible areas, which monitor their handling until resolution, in a systematic and integrated way.

The tool entered the testing phase at the end of 2025, with rollout across the Company expected for Q1 2026. The benefits already observed include increased agility in addressing gaps, a more structured view of critical topics, and the strengthening of ESG culture across business areas.

INTEGRATING SUSTAINABILITY IN SPES

This project promotes the dissemination of a sustainability culture among SPEs undergoing integration, equipping their professionals with training on topics relevant to AXIA Energia and ensuring conceptual alignment, consistency of practices, and joint progress.

To this end, training sessions on diversity and inclusion, moral and sexual harassment, human rights, and biodiversity were provided. As a result, more than 1,300 training sessions have already been conducted across the SPEs Baguari, Brasil Ventos, Colíder, Retiro Baixo, Santo Antônio Energia, Teles Pires, and Triângulo Mineiro Transmissora (TMT).

The project also includes preparing SPEs to disclose sustainability information, ensuring consistency and quality in the preparation of corporate Sustainability Reports.

ESG ROADSHOW

We held the second round of investor engagement through our ESG Roadshow. This initiative aimed at clarifying the progress of governance and the ESG agenda since privatization, while deepening dialogue on strategic priorities.

Throughout 2025, our Investor Relations team conducted approximately 500 interactions with analysts and investors through in-person and virtual meetings, as well as conferences and roadshows. We also participated in around 30 conferences across more than ten countries in North America, Europe, Asia, and Oceania, further strengthening transparency and engagement with the market.

AXIA Collection

AXIA ENERGIA

AWARDS AND RECOGNITIONS

ISE B3

We were included in the B3 Corporate Sustainability Index (ISE) portfolio for the **18th time**.

CDP

We were included in the CDP Climate A List, which recognizes **global leaders in environmental action and transparency** based on a methodology aligned with the TCFD recommendations.

IDIVERSA B3

For the 4th consecutive year, we are included in the IDIVERSA B3 index, a benchmark for **good governance and diversity practices in organizations.**

merco

In 2025, AXIA was ranked 1st in the electricity sector in the Merco ranking, which monitors the **reputational perception of companies in Latin America**.

REPORTING MATTERS

AXIA Energia ranked among the **TOP 15 reports** evaluated out of 82 companies participating in Reporting Matters, consolidating our position as a leader in this practice. This marks the 2nd consecutive year we have been featured among the **top performers**, demonstrating our commitment to the continuous enhancement of our reporting practices.

Access here the 2025 Reporting Matters report.

S&P Global
Sustainability Yearbook Member
20 Years
Participation in the Corporate Sustainability Assessment
Achieved in 2025

AXIA Energia ranked among the **top 15% of the global electricity sector in the S&P Global Sustainability Yearbook 2026**, achieving 26th place in the ranking that assesses companies' ESG performance based on the Corporate Sustainability Assessment (CSA), in which we have participated for 20 years. This recognition reinforces the ongoing advancement of our ESG practices.

Anuário Integridade esg 2025

We were also included in the ranking of the **100 companies with the strongest ESG performance**, by Insight Comunicação.

HPP Santo Antônio, located in the state of Rondônia (RO), was granted the Hydropower Sustainability Standard Gold Certification, the most prestigious international recognition for sustainable practices in the hydropower sector.

FullEnergy

In 2025, we received the Energy Leaders Award, promoted by Grupo Mídia, in the Social Impact category.

LEADERS LEAGUE COMPLIANCE SUMMIT & AWARDS BRAZIL

Our Compliance area was awarded the Best Compliance Department in Brazil's energy sector from Leaders League at the Compliance Summit & Awards Brazil. This distinction recognizes AXIA's excellence and reinforces our commitment to integrity and corporate governance.

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

HUMAN RIGHTS

GRI 3-3

Respect for human rights is a central principle of AXIA's operations, especially given the scope of its operations and the diversity of audiences and territories impacted.

Throughout 2025, we made progress in the implementation of the commitments assumed following the approval of the Human Rights Policy in 2024, strengthening processes, standards, and management tools aimed at preventing, mitigating, and remediating impacts.

Learn more about AXIA Energia's actions in Human Rights.

IMPACT ASSESSMENTS

In 2024, we proactively carried out the first independent Human Rights Impact Assessment (HRIA) in the Brazilian electricity sector at the Paulo Afonso Hydropower Complex. This initiative was conducted with an independent international consultancy and aligned with the guidelines of the Human Rights Policy, approved in the same year.

HUMAN RIGHTS IN THE ESG ROADMAP

In 2025, we structured a human rights front within our ESG Roadmap (learn more on page 47), aligned with the United Nations Guiding Principles on Business and Human Rights and leading national and international references on the topic. This front brought together initiatives focused on the diagnosis, prevention, and management of human rights risks and impacts, with an emphasis on our operations, relationships with internal and external stakeholders, and the mitigation of risks to people and territories.

The initiative comprised three main deliverables in 2025:

- **Human rights risk assessment**
  The initiative considered AXIA's entire operation and the management of its relationships with internal and external stakeholders, supporting action plans and improvements to management processes in an integrated manner with corporate risk management.
- **Alignment of grievance mechanisms**
  Channels such as the Ombudsman Channel and the Whistleblowing Channel were assessed in light of the United Nations Guiding Principles on Business and Human Rights, with a focus on enhancing its legitimacy, accessibility, and effectiveness.
- **Remediation manual**
  The document establishes guidelines and procedures for the company's response in situations involving human rights violations, prioritizing restorative justice approaches, dialogue with legitimate stakeholders, and proportionate responses to impacts.

For 2026, a review of Human Rights Due Diligence (HRDD) processes is planned, as well as the creation of a data lake for monitoring key performance indicators (KPIs).

VALUE CHAIN

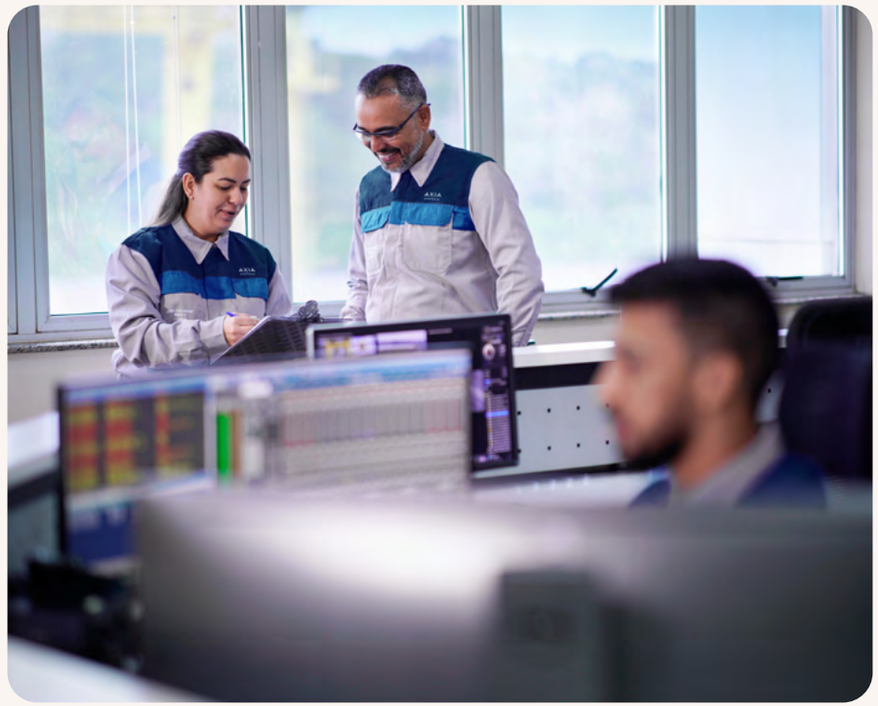
Human rights management also extends to our suppliers, partners, and special purpose entities (SPEs). We have contractual clauses that prohibit practices such as child labor, forced or slavery-like labor, discrimination, and harassment, in addition to conducting periodic monitoring and implementing corrective measures whenever necessary (learn more on page 126).

INSTITUTIONAL RECOGNITION

In recognition of AXIA's trajectory in advancing the human rights agenda, in 2025, we were featured in the annual publication Renewable Energy and Human Rights Benchmark, by the Business & Human Rights Resource Centre, and were invited to represent the corporate sector at the initiative's launch event, held during New York Climate Week.

In addition, we participated in the United Nations Forum on Business and Human Rights, in Geneva, where we contributed to a panel dedicated to indigenous peoples.

Click here to access the event recording.
Acces the report Renewable Energy and Human Rights Benchmark 2025.



Operations center at HPP Santo Antônio - AXIA Collection

Security personnel trained in human rights policies or procedures GRI 410-1

	2023	2024	2025
Total number of AXIA Energia's own security guards	0	0	0
Total number of outsourced security guards	1,947	987	1,075
Total number of security guards (own staff and outsourced)	1,947	987	1,075
Number of security guards (own staff) trained in human rights policies or procedures	0	0	0
Number of security guards (outsourced) trained in human rights policies or procedures	925	987	1,075
Percentage of security guards (own staff and outsourced) trained in human rights policies or procedures	47.50%	100%	100%

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

INFORMATION SECURITY AND DATA PRIVACY

In order to ensure the reliability of our systems and the protection of information and personal data, whether our own or that of our stakeholders, we adopt structured information security and privacy practices.

We continuously invest in strengthening our controls and processes, thereby supporting operational integrity and fostering trust among our stakeholders.

PRIVACY

On our website, we provide a Privacy Portal that offers access to a system for handling data subject requests. Throughout 2025, no substantiated complaints were recorded regarding privacy breaches or loss of customers' personal data, whether through our portal or other channels. . GRI 418-1

Stock image

EDUCATIONAL INITIATIVES

As a complement to the Compliance, Risk, and Information Security Week program (learn more on page 35), we carried out both in-person and digital educational initiatives aimed at raising awareness of information security risks in daily activities. Among these, the "Link or Trap" initiative used QR codes in administrative environments to encourage employees to remain vigilant to suspicious content, reinforcing the importance of verifying links and URLs before any interaction.

Another engagement initiative, "Safe Minute with the Spy," promoted interactive and engaging activities in the workplace to address topics such as phishing identification, data breach verification, best practices for password creation, the use of multi-factor authentication, and clean desk policy.

These activities contributed to strengthening the information security culture by linking secure behaviors to risk prevention in the company's operations.

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

Banco de imagens

CYBERSECURITY

In 2025, we advanced the maturity of our cybersecurity posture by consolidating an integrated approach between Information Technology (IT) and Operational Technology (OT) areas. The adoption of solutions traditionally associated with IT within the company's operations highlights a significant convergence between these areas, and reinforces the need for cybersecurity processes to evolve alongside this integration.

As part of this ongoing enhancement, we implemented several initiatives aimed at advancing security metrics based on the NIST framework.

As we evolved from a reactive stance to a predominantly preventive approach, we began implementing structuring initiatives such as updating the Information Security Master Plan, adopting advanced layered defense strategies, continuously monitoring critical assets, and strengthening contingency plans. As a result, we have observed a consistent improvement in our cyber risk level, as detailed in the table.

Cyber risk assessment

Year	Target	Result
2023	3.0	3.1
2024	3.2	3.3
2025	3.5	3.6

CONTINGENCY PLANS

We have formalized contingency plans in line with our Business Continuity Management Standard, which establishes the minimum review frequency for these plans, the criteria for their revalidation following significant changes in operational or technological environments, their formal approval by governance bodies, and the documentation of evidence related to updates, tests, and exercises performed. GRI EU21

In this way, operational continuity is embedded into strategic planning and corporate decision-making processes in a structured manner. GRI EU21

AXIA ENERGIA

SDG

CAPITALS

CHAPTER 3

SUSTAINABLE PERFORMANCE

Being a driving force.
Being transformation.
Being innovation.
Being inexhaustible.

This is the energy of the new.

AXIA Energia's employee - AXIA Collection

OPERATIONAL EFFICIENCY

GENERATION

#NATURALPOWER

We closed 2025 with 43,872.3 MW of installed capacity, accounting for 16.9% of the national capacity[1 4]. The slight 0.8% decrease in the total capacity compared to 2024 is associated with the divestment of natural gas-fired thermal power plants, which reduced the Company's thermal capacity.

On the other hand, there was an increase in wind capacity with the start of operations of the Coxilha Negra 2, 3, and 4 wind farms, as well as an expansion of hydropower capacity driven by the acquisition of HPP Colíder, the consolidation of a 100% ownership interest in HPP Serra da Mesa, and the transfer of an ownership interest in HPP Jayme Canet. **GRI EU1**

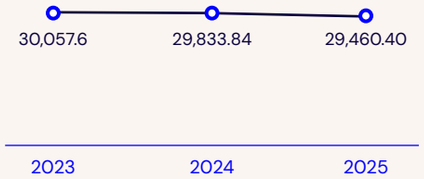
We generated 140,803 GWh of energy (-1.9%). Hydropower, which accounted for 97% of total generation (-0.5%), remained our primary source; wind generation increased by 11.5%, reaching a 1.4% share, while natural gas generation declined by 49.2%, accounting for 1.6%. Solar generation, in turn, grew by 10.7%, maintaining a share below 0.001% of total generation. **GRI EU2, SASB IF-EU-000.D**

In addition, we purchased 24,642,655 MWh to supplement resources and balance our energy portfolio. **SASB IF-EU-000.E**

	Installed capacity[2] (MW) GRI EU1	Net generation[2] (GWh) GRI EU2	Average availability factor (%) GRI EU30
Solar	0.9	1.0	93.25
Wind	798.7	1,909.1	91.98
Hydropower	43,072.7	136,697.7	94.43
Natural Gas	-	2,195.5[3]	-
Coal	-	-	-
TOTAL	**43,872.3**	**140,803.4**	**94.39**

[1]Compared to data from the National Interconnected System (SIN) of December 2025. [2]The reported data considers all subsidiaries and investments. [3]The sale of thermal power plants occurred throughout 2025 and, therefore, we still generate a remaining amount of energy from natural gas-fired thermal sources. [4]The value of national capacity considers distributed generation values.

Installed capacity - corporate (MW)



Installed capacity- investees (MW)

Please refer to the complete data history in the Indicators Booklet.

We operate a total of 81 power plants, of which: 47 hydroelectric, 33 wind, and one solar. Our environmental management system, aligned with ISO 14001, encompasses six certified HPPs

Wind power generation – AXIA Collection

MODERNIZATION OF ASSETS

With the renewal of concessions for 22 hydropower plants, resulting from the Company's privatization process established under Law No. 14.182/2022, AXIA Energia has consolidated the largest generation portfolio in Latin America. A significant portion of these assets has been in operation for decades — such as Tucuruí, which reached 41 years of operation in 2025, and Paulo Afonso I, which marked 71 years in the same period — requiring important modernization efforts to ensure performance, reliability, and operational longevity.

In 2025, the company conducted a broad set of modernization projects, with investments in the order of billions of reais, covering generation assets totaling thousands of megawatts of installed capacity. GRI EU1

Currently, more than 900 pieces of equipment, including transformers, generators, turbines, and auxiliary systems, are approaching the end of their regulatory useful life. This context justifies the continuation of the largest hydropower plant modernization program currently underway in the Brazilian electricity sector.

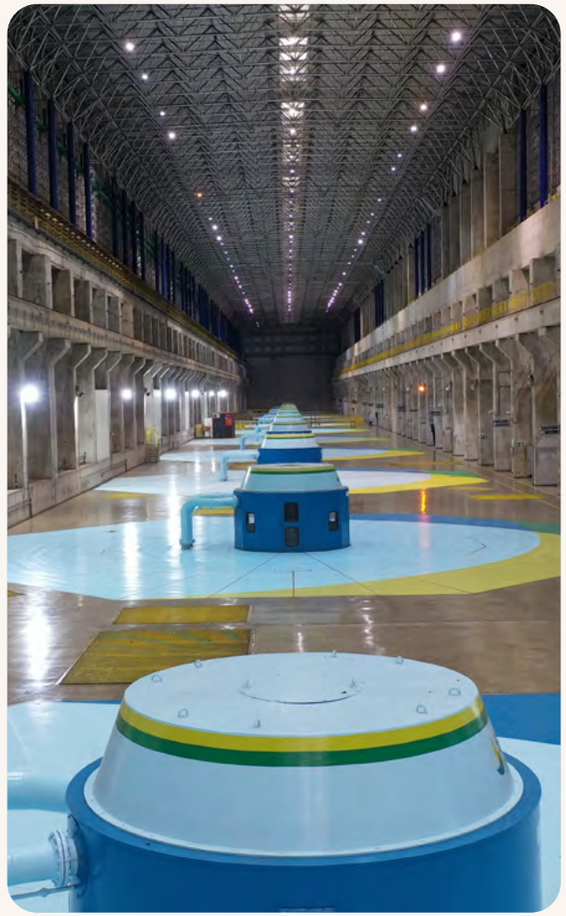
In addition to enhancing operational efficiency and extending asset lifespan, hydropower plant modernization contributes to meeting regulatory and environmental requirements, reinforcing AXIA's commitment to operational safety, sustainability, and long-term value creation.

ADVANCEMENTS AT HPP TUCURUÍ

Our hydropower plants include the Tucuruí plant, located in the state of Pará, the second-largest fully Brazilian plant, with a generation capacity of 8,535 MW.

In 2025, we continued the modernization of five of the 25 generating units at HPP Tucuruí. Once completed, the project will total 1,750 MW of modernized installed capacity, with investments of approximately R$230 million. GRI EU1

During the year, the delivery of the main components was completed and the modernization of the first generating unit was finalized, while the second unit entered the execution phase, further strengthening the asset's efficiency and longevity.



HPP Tucuruí - AXIA Collection

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

Coxilha Negra Wind Farm - Alexandro Albornoz

INAUGURATION OF THE COXILHA NEGRA WIND FARM

In 2025, we completed the implementation of Coxilha Negra Wind Farm, located in Sant'Ana do Livramento, in the state of Rio Grande do Sul, with all 72 wind turbines planned for the project entering into operation. The complex totals 302.4 MW of installed capacity, establishing itself as the largest wind generation project in the state.

With an investment of R$2.4 billion, the wind farm has the potential to supply electricity to over 1.5 million people, reinforcing the expansion of renewable generation within the Company's portfolio. Throughout its implementation, the project also contributed to local economic development by generating jobs and carrying out social and educational initiatives aimed at surrounding communities.

Learn more about the inauguration of Coxilha Negra Wind Farm.

TRANSMISSION

In 2025, we expanded our transmission line (TL) network by more than 700 km, closing the year with a total of 74.7 thousand km. Of this total, 70,200 km are at voltage levels above 230 kV, representing 37% of the National Interconnected System (SIN)[1]. GRI EU4

The Allowed Annual Revenue (RAP) from corporate transmission assets in operation reached BRL 16,623 million. GRI EU4

At ANEEL Transmission Auction No. 004/2025, held in October, we were awarded four projects — sub-lots 6A, 6B, 7A, and 7B — dedicated exclusively to the implementation of synchronous condensers. Due to this characteristic, these projects do not include associated transmission or transformation lines.

To enable the concession agreements, wholly owned specific purpose companies were established for each lot. The planned installations include synchronous condensers in the Nova Ponte 3, Paracatu 4, Açu III, and João Câmara III projects, strengthening the stability and operational efficiency of the power system. GRI EU4

Evolution of transmission lines[2] GRI EU4, SASB IF-EU-000.C

	2023	2024	2025
AXIA Energia transmission lines (km)	66,539	66,760	67,031
Investees transmission lines (km)	7,249	7,253	7,738
AXIA Energia transformation capacity (MVA)	278,531	264,535	263,735
Investees transformation capacity (MVA)	30,874	33,593	32,748

[1] Compared to data from the Brazilian Electric System (SEB) as of July 2025. [2] The reported data considers all subsidiaries and investees.

Please refer to the complete data history in the Indicators Booklet.

SMART TENSIONING

Through Innovation Grid, our open innovation program, we partnered with Engepro to scale a solution addressing one of the main maintenance challenges associated with the more than 22,500 guyed transmission towers across the country.

Guy wires are steel cables that ensure tower stability, and proper tension adjustment is essential to maintaining structural integrity. Previously, this process required heavy tools, a larger workforce, and increased exposure to ergonomic, electrical, and working-at-height risks.

The new tool enables retensioning without deforming components, an advancement that combines precision, safety, and efficiency, and has already delivered the following results:

- 94% reduction in verification time per guy wire;
- 78% reduction in transported weight;
- 82.3% reduction in man-hours exposed to risk;
- 80% reduction in operational risks.

Following successful testing at two training centers, in 2026 we will move forward with deploying this innovation across all of the company's maintenance teams.

TRANSMISSION EXPANSION

PROGRESS ON 2024 AUCTION PROJECTS

In March 2024, through AXIA Energia Norte, we secured four lots in Transmission Auction No. 01/2024, reinforcing our strategy to expand and modernize the national electric infrastructure.

In 2025, the projects progressed steadily. Construction works on Lot 09, in the state of Santa Catarina, remain on schedule, with energization expected by June 2026 — approximately 18 months ahead of the deadline established by ANEEL. For the remaining lots, located in Northeastern states, installation licenses were granted in December 2025, with construction commencing immediately upon their issuance.

Once completed, the projects in the Northeast region are expected to total approximately 2,000 km of new transmission lines, enabling the integration of renewable generation, while also creating approximately 10,000 direct jobs in the region.

CLIMATE RESILIENCE IN TRANSMISSION INFRASTRUCTURE

AXIA Energia has been incorporating more robust climate resilience criteria into the design of transmission towers, considering the increasing intensity of extreme weather events. In studies conducted for ANEEL auctions, updated wind modeling has been adopted, including turbulence factors, high-intensity scenarios over shorter time intervals, and the assessment of extreme events such as downbursts, in full compliance with applicable regulations.

In 2025, a Technical Working Group was established to assess vulnerabilities, review loading assumptions, and propose structural and operational reinforcement solutions for critical corridors in the South, Southeast, and Midwest regions, with diagnostic results expected by 2026.

Transmission operational availability rate (%) GRI EU6

2023	2024	2025
99.96	99.97	99.96

Technical losses due to transmission (%) GRI EU12

2023	2024	2025
0.50	0.53	0.54

Operational Unavailability (SAIDI) SASB IF-EU-550a.2

2023	2024	2025
3.71 hours	2.74 hours	3.15 hours

Please refer to the complete data history in the Indicators Booklet.

NEW INVESTMENTS IN TRANSMISSION

In October, AXIA Energia was awarded four lots in ANEEL's Transmission Auction No. 04/2025, totaling R$1.6 billion in investments.

The projects include the installation of synchronous condensers in the states of Minas Gerais and Rio Grande do Norte, contributing to the expansion of the power grid and to the integration of renewable sources into the National Interconnected System. GRI EU4

The delivery timeline for these projects is three and a half years and involves technological solutions aimed at strengthening the stability, reliability, and security of the power system, with particular emphasis on synchronous condensers. Such equipment contribute to voltage control and overall grid robustness, what makes them strategic in a context of increasing participation of intermittent renewable sources.

The outcome reflects a comprehensive technical planning process and the company's readiness to address the evolving demands of the Brazilian electricity system.

Click here to see the participation of AXIA on Aneel's transmission auction No. 04/2025.

DELIVERY OF THE MANAUS–BOA VISTA TRANSMISSION LINE

In September 2025, we commenced commercial operations of the Manaus-Boa Vista Transmission Line through the concessionaire Transnorte Energia S.A. (TNE). Considered a structural milestone for the Brazilian power sector, the project integrates the state of Roraima into the National Interconnected System (SIN), connecting the last state capital that was still operating in isolation.

The project involved investments of approximately R$ 3.3 billion, totaling 724 km of transmission lines.

The commissioning of the transmission line significantly reduces reliance on fossil fuel-based thermal generation in Roraima. Initial estimates indicate a reduction of approximately 280 thousand tCO_2e emissions per year. In addition, energy security and the reliability of supply to the region are considerably enhanced.

The completion of the transmission line strengthens AXIA Energia's ability to deliver projects of high technical, logistical, environmental, and social complexity, generating long-term value for the country and our shareholders.

The concession runs through 2051, with an Allowed Annual Revenue (RAP) of R$ 562 million (September 2025 baseline). TNE's shareholders are AXIA Energia, holding a 64.6% stake, and Alupar, with 35.4%, with a progressive increase in AXIA Energia's stake foreseen under the terms of the Shareholders' Agreement.

As the line crosses the Waimiri Atroari Indigenous Land, the transmission line was developed with rigorous attention to socio-environmental aspects, full compliance with applicable legislation, and respect for Indigenous rights (see page XX). Mitigation and compensation initiatives, along with ongoing dialogue with communities, were carried out in a structured and participatory manner, consolidating a relationship built over decades and reaffirming the company's commitment to a just and inclusive energy transition.

Learn more about the inauguration of the Manaus-Boa Vista transmission line.

GROWTH STRATEGY

Throughout 2025, AXIA's growth strategy was guided by disciplined capital allocation, with a focus on investments offering attractive risk-adjusted returns, revenue predictability, and alignment with the ongoing transition of the electricity sector.

Our investments were primarily directed toward the modernization of HPPs and toward reinforcements and improvements in the transmission segment (learn more on pages 58 and 61).

Learn more about the investments made in the 2025 Management Report.

EXPANSION PLATFORMS

#SUSTAINABLEPERFORMANCE

During this period, our investments were primarily focused on infrastructure projects and participation in transmission auctions, as well as on the modernization of our HPPs and on preparing the company for the changes ahead in the electricity sector.

TRANSMISSION

Both ongoing construction works and the portfolio of new projects expand our long-term revenue base, aligned with the Company's risk profile and its execution capabilities in large-scale infrastructure projects.

REINFORCEMENTS AND UPGRADES

As a recurring growth driver, this investment front enhances the reliability, availability, and useful life of strategic assets, in addition to reducing operational and regulatory risks.

FREE ENERGY MARKET

We have advanced in structuring a more customer-centric approach, offering flexible commercial solutions. This positioning expands our monetization potential and prepares us for a fully open market environment.

STORAGE SYSTEMS

We invest in the development of battery storage projects (BESS), a key technology for the energy transition. AXIA Energia is preparing to lead the sector's first auctions, increasing the flexibility and reliability of the electrical system.

RESULT GENERATION

We ended 2025 having built a solid foundation for long-term value creation. This was the year in which positive results began to materialize consistently. The Company's gross revenue totaled R$ 48.4 billion, representing a 1.4% increase compared to 2024, while net debt reached R$ 46.7 billion, reflecting progress in the deleveraging process.

Costs related to personnel, materials, services, and other items decreased by 12.8% compared to the previous period, evidencing the effectiveness of efficiency measures and cost rationalization efforts. GRI 201-1

These developments, combined with a strengthened commercial strategy and disciplined capital allocation, enabled AXIA to announce a record dividend distribution of R$ 8.3 billion and to enter a phase of greater financial predictability. GRI 201-1

Gross revenue by business and total (R$ million) GRI 201-1

	2023	2024	2025
Generation	26,617	28,096	27,748
Transmission	17,432	19,293	20,116
Other revenues	426	337	541
TOTAL	44,475	47,725	48,405

Distribution of added value (R$ million) GRI 201-1

	2023	2024	2025
Personnel	4,784	3,980	3,690
Tax	1,969	5,299	8,189
Third parties	15,779	19,789	19,667
Shareholders	4,395	10,380	6,559

The full financial results can be accessed in the 2025 Management Report.

AXIA ENERGIA

REGIONAL FUNDS

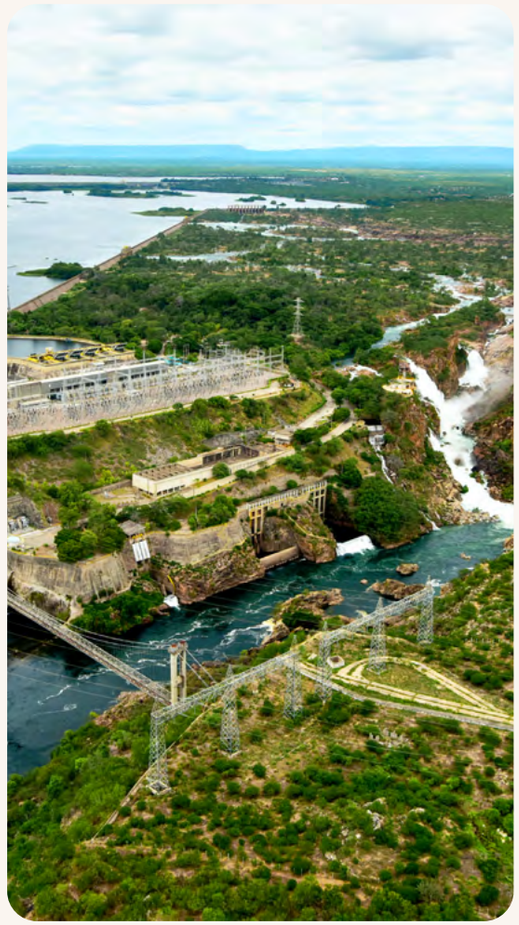
Within the context of the company's privatization, we have undertaken structuring investment commitments within the Brazilian territory. The so-called Regional Funds are implemented through three programs:

- Preservation, conservation, and restoration of priority areas in the São Francisco and Parnaíba river basins;
- Revitalization of water resources in areas influenced by AXIA Energia's hydroelectric reservoirs in the Southeast region (formerly Furnas);
- Reduction of energy generation costs in the Amazon and improvement of navigability along the Madeira and Tocantins rivers.

Over a ten-year period, in accordance with the obligations provided for by Law No. 14.182/2021, AXIA Energia will make annual contributions of approximately R$ 1 billion to these three programs, with resources allocated across a range of initiatives.

Throughout 2025, AXIA Energia teams dedicated to the Regional Funds, working in close coordination with the Sustainability area, developed preliminary impact indicators associated with strategic themes (education, income generation, biodiversity, climate strategy, and energy transition). In parallel, we have initiated the contracting of a specific study aimed at measuring the positive impacts of the Regional Funds Projects.

This initiative seeks to provide a more structured assessment of the positive impacts generated by the invested resources, strengthening AXIA's contribution to territorial development and improving the quality of life of local populations. Meanwhile, it supports the mitigation of socio-environmental risks, alignment with ESG best practices, and the promotion of long-term value creation for the company.



HPP PA I, II and III - André Schuler

IMPLEMENTATION OF REGIONAL FUNDS PROGRESS

Following the structuring phase, in 2025, the Regional Funds intensified the implementation stage of their projects, with a focus on defining strategic priorities, detailing the technical aspects of the initiatives, and consolidating governance, monitoring, and follow-up mechanisms, as outlined below. The resources allocated to these initiatives originate from the Federal Government and result from financial contributions made by AXIA Energia, in compliance with the obligations provided for by Law No. 14.182/2021.

	São Francisco and Parnaíba River Basins	Areas of influence of AXIA Energia's reservoirs in the Southeast region.	Pró-Amazônia Legal Program
Program's goal	To preserve, conserve, and restore priority areas within the São Francisco and Parnaíba river basins, where water resources are in a vulnerable condition, in order to support both the quantitative and the qualitative aspects of multiple water uses.	To preserve, conserve, and restore priority areas within the influence zones of the AXIA Energia hydroelectric power plant reservoirs in the Southeast region (formerly Furnas), where water resources are vulnerable, with a view to meeting the quantitative and qualitative needs of multiple water uses.	To reduce energy generation costs in the Legal Amazon region, by promoting decarbonization, enhancing the interconnection of remote regions, and improving the navigability of the Madeira and Tocantins rivers.
Key Developments in 2025	Expansion of the investment portfolio from 66 to 154 projects (+133%), totaling R$ 2.91 billion in investments. Highlights include the expansion and modernization of the meteorological monitoring network and system; the implementation of an integrated water supply system in the municipalities of Bom Jesus da Lapa, Riacho de Santana, and Igaporã (Adutora da Fé), serving 53 rural communities, benefiting 140.6 thousand people, and with the potential to generate up to 3,200 direct and indirect jobs; and the completion of the restoration project of the steam vessel Benjamim Guimarães, reinforcing the operational flexibility of the Três Marias HPP system.	Expansion of the portfolio, from seven to 40 projects (+471%), totaling R$ 1.22 billion in investments. Highlights include the implementation of 200 demonstration units for spring restoration using forest species of economic interest, the conversion of gullies and degraded areas into springs, and the launch of the "Águas do Paranaíba" public call, aimed at ecological restoration in synergy with BNDES' Floresta Viva program.	Qualification and contracting of 15 projects, totaling R$ 511 million, including 14 proposals selected under Public Call Notice No. 1/2024. Highlights include hybridization initiatives with Battery Energy Storage Systems (BESS) and public lighting modernization projects in municipalities across the Amazon region.
Implementation Status	In 2025, within the approved portfolio, we completed 2 projects, initiated execution of 58, advanced 28 to the contracting phase, and maintained 66 under structuring, consolidating the portfolio's progress throughout the implementation cycle.	In 2025, within the approved portfolio, we completed 1 project, continued execution of 12, advanced 6 to the contracting phase, and maintained 21 under structuring, reflecting the portfolio's continuous progress throughout the implementation cycle.	Within the approved portfolio, 14 projects are under execution and 1 project remains in the final contracting phase, consolidating the portfolio's advancement and the effective entry of initiatives into the implementation cycle.
Financial contribution in 2025	R$ 387.53 million	R$ 254.67 million	R$ 326.63 million
Financial contribution until 2025	R$ 1,110.54 million	R$ 729.79 million	R$ 936.01 million

ENERGY TRANSITION IN THE AMAZON

In 2025, AXIA contracted a specialized technical consulting firm to support the Amazon Energy Program, coordinated by the Ministry of Mines and Energy (MME), with the objective of estimating the investment required to replace diesel-based generation with renewable sources in locations not connected to the National Interconnected System.

By connecting technology, data, and institutional coordination through Regional Funds, the initiative reduces emissions and structural costs while fostering regional development. The project reinforces our role in decarbonization and in promoting more sustainable and inclusive energy solutions.

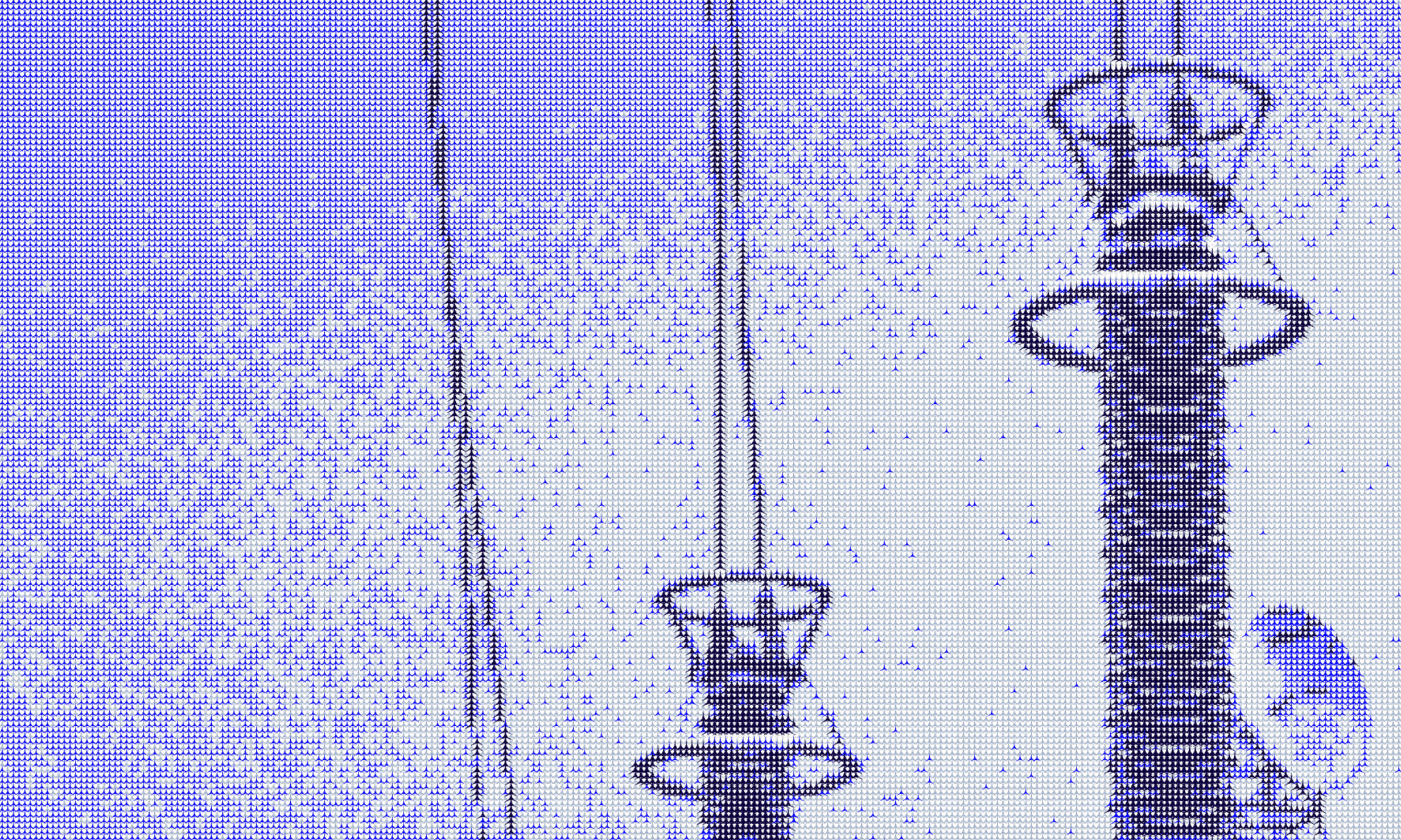
AXIA ENERGIA

SDG

CAPITALS

CHAPTER 4

INNOVATION AND TECHNOLOGY



AXIA ENERGIA

INNOVATION AND RESEARCH

GRI 3-3

AXIA Energia is committed to leading the innovation agenda in the Brazilian electricity sector.

We leverage technology, research, and development as strategic enablers to enhance the efficiency and sustainability of our operations, in addition to creating new business opportunities.

The Vice Presidency of Technology and Innovation is responsible for leading our strategy in this topic, with the objective of addressing the company's priority challenges. Within this context, in 2025, we consolidated the Innovation Powerhouse model, which centralizes innovation governance and organizes the various research and technology initiatives into Value Deliveries (VDs), led by the business units.

With a focus on measurable results, the VDs combine capabilities in technology, research, data, automation, R&D and open innovation, according to the needs of each challenge, avoiding silos and maximizing impact. In 2025, the portfolio surpassed 70 active VDs, with an estimated value generation potential of approximately R$ 2 billion.

Access AXIA Energia's innovation page.

Below, we highlight the main VDs that combine financial impact with positive socio-environmental impact.

METEOROLOGICAL INTELLIGENCE APPLIED TO OPERATIONS

We operate one of the most advanced asset and meteorological monitoring systems in the country, integrating climate intelligence with operational management to strengthen the resilience of our assets.

The Meteorological Intelligence and Monitoring Center, located in Rio de Janeiro, consolidates data from proprietary stations and public databases, supporting preventive actions against climate risks. It brings together the teams from Projeto Atmos, focused on monitoring weather conditions, and the Integrated Asset Management Leadership (Liga), responsible for monitoring generation and transmission assets.

The monitoring system aims to ensure greater efficiency and safety through daily and seasonal bulletins, as well as alerts for extreme winds, heat waves, and wildfires. In addition, it provides customized analyses for projects and energy trading strategies.

By combining cutting-edge technology and connectivity, the system centralizes critical information, enabling real-time monitoring of the performance of essential equipment, anticipating failures, and reducing risks. To this end, the solution integrates meteorological data, climate forecasting models, and georeferenced information on our assets.

ATMOS strengthens the resilience of the grid, contributing to safer and more efficient operations. As a result, the initiative delivers annual gains exceeding R$ 11 million, driven by reduced penalties for outages, fewer equipment damages, optimized insurance policies, and lower penalties related to unavailability.

In 2025, the system evolved with the application of a Google Cloud Artificial Intelligence tool, trained on data and mathematical models used in Brazil since the 1960s. The solution enhanced the ability to forecast extreme events and improved decision-making accuracy.

Learn more about the Atmos Project and the Asset Monitoring Center.

INTELLIGENT COOLING SYSTEM

At HPP Tucuruí, we face a recurring overheating issue caused by the buildup of golden mussels in the cooling system, leading to unplanned outages, revenue losses, and increased maintenance costs.

To address this challenge, we developed the Intelligent Cooling System (SiRI), which leverages sensors, automation, and artificial intelligence to monitor and optimize water treatment, enabling more precise and controlled interventions.

The solution directly reduces the risk of failures, preserves assets, and increases unit availability. Its implementation can reduce overheating-related outages by up to 75%, avoiding losses of up to R$ 177 million annually and lowering maintenance costs by R$ 11.3 million.

In addition, the system delivers environmental benefits by enabling more efficient and controlled use of chemicals, with potential for application in other plants.

Sistema de Resfriamento - Acervo AXIA

In 2025, AXIA Energia consolidated innovation as one of the pillars of our long-term strategy, with investments of approximately R$ 630 million directed toward strengthening digital, analytical, and technological capabilities.

These resources supported infrastructure advancements, the development of data- and AI-driven solutions, open innovation initiatives, and the modernization of critical processes, enhancing operational efficiency, asset security, and business resilience.

Fully aligned with the ESG agenda, innovation serves as an enabler of the energy transition, more efficient resource use, and improved governance, contributing to sustainable value creation, risk mitigation, and the strengthening of the Company's positive impact in the territories where we operate.

VALOR INOVAÇÃO

We ranked second in the Valor Inovação Brasil 2025 ranking for the electricity sector, in addition to the eighth position among the 150 most innovative companies in the country. The yearbook assesses companies' innovation capabilities based on competencies such as creativity, knowledge generation, and the strategic application of novel technologies.

Learn more about the ranking Valor Inovação 2025.

Acervo AXIA

INNOVATION GRID

Open innovation at AXIA has gained scale through Innovation Grid, our platform for connecting with external stakeholders across the innovation ecosystem.

In 2025, through Innovation Grid, we invested in projects that foster solutions within the context of the energy transition while leveraging new business models.

In order to drive solutions at different stages of development and encourage partnerships with diverse audiences, the platform is structured into four fronts:

- **SPARK:** focused on training and co-creating solutions with students and educational institutions, addressing challenges in the electricity sector.
- **POWER UP:** connects AXIA with mature solutions within the innovation ecosystem through business-oriented challenges and agile experimentation.
- **TECH PARTNERSHIPS:** dedicated to the development and adaptation of pre-existing technologies in collaboration with universities, research centers, and companies.
- **TECH TRANSFER:** focused on the transfer and commercial deployment of internally developed technologies, enabling their large-scale application across the business.

Saiba mais sobre o Innovation Grid.

With the aim of broadening the geographic reach of the initiative, the platform operates through hubs distributed across the five regions of Brazil:

- Digital Port (PE);
- Maravalley Port (RJ);
- Hub Goiás (GO);
- Guamá Science and Technology Park (PA);
- Santa Catarina Technology Association – Acate (SC).

We have consolidated our innovation efforts by establishing partnerships with a diverse ecosystem of startups, companies, research centers, universities, and public and private institutions, while maintaining a technology- and vendor-agnostic approach.

In 2025, Innovation Grid executed 23 contracts, further expanding our open innovation activities. Our partners are distributed across the Southeast, Northeast, and South regions of Brazil, in addition to one international partnership, increasing the geographic and technological diversity of this ecosystem.

Through this approach, we enable the experimentation, validation, and scaling of solutions addressing key business and ESG topics, strengthening our ability to tackle complex challenges collaboratively. This model reinforces connections, accelerates value creation, and integrates innovation, operational efficiency, and socio-environmental responsibility.

Among the topics addressed, the following stand out:

- **Social:** promotion of the SAE Eletroquad Competition, an initiative that contributes to technical training and fosters innovation;
- **Safety:** projects on unauthorized approach detection and communication of health and safety requirements for suppliers;
- **Operational risk management:** COO regulatory Management System;
- **Meteorological and environmental risk management:** extreme winds and transmission line inspection by drones projects.

Adaptation/Simulation of the ATMOS screens for the new identity.

WILDFIRE MONITORING

At AXIA Energia, we strengthen the management of operational risks through innovative solutions. Among these, the Wildfire Monitoring System stands out, leveraging satellite imagery and geospatial intelligence to identify active hotspots, map affected areas, and generate near real-time alerts, supporting asset protection and operational safety.

Integrated into PortalGeo, the system combines public data with ongoing monitoring to inform preventive actions and post-event analyses. This solution enables us to anticipate risks, support decision-making, and enhance our response to events that may impact operations and the environment.

The solution continuously monitors more than 74,000 km of transmission lines, reducing risks, optimizing resources, and supporting the prevention of wildfires in a sustainable way. It also stands out for its 24/7 monitoring, the use of imagery from more than 20 satellites, and analyses updated every 10 minutes, covering all transmission lines across the country.

This initiative was developed in partnership with Inspectral, a startup selected through Innovation Grid's PowerUp challenge. This collaboration enabled the tool to be enhanced, expanding its accuracy, stability, and integration with corporate systems.

The project reinforces the role of AXIA Energia's innovation ecosystem in pursuing technological solutions applied to risk management, contributing to asset resilience and the generation of sustainable value. With this, we directly contribute to SDG 9 by strengthening the electricity sector's infrastructure through integrated space technology.

RESEARCH AND DEVELOPMENT

Investments in Research and Development (R&D) strengthen innovation as a cross-cutting driver of our strategy, simultaneously supporting business sustainability and the energy transition.

To enable evaluation, development, and maturation of new technologies, our R&D area provides technical and scientific expertise, laboratory infrastructure, and capabilities across strategic technological domains. Our activities are structured around three core pillars:

- Operational Efficiency;
- Hydrogen & Electrification;
- Renewables & Storage.

In 2025, R&D investments were primarily directed toward projects aligned with the future challenges of the electricity sector, including battery storage, green hydrogen, microgrids, digital certification of renewable energy (RECFY), high-performance computing, and solutions aimed at customer decarbonization.

Cepel's Ultra High Voltage Laboratory - AXIA Collection

CEPEL

When applicable, AXIA Energia's innovation projects are supported by the technical, scientific, and laboratory expertise of the Electric Power Research Center (Cepel), the leading research institution in the electricity sector in Latin America.

Cepel provides advanced infrastructure and multidisciplinary teams dedicated to developing technological solutions for generation, transmission, distribution, and commercialization segments.

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

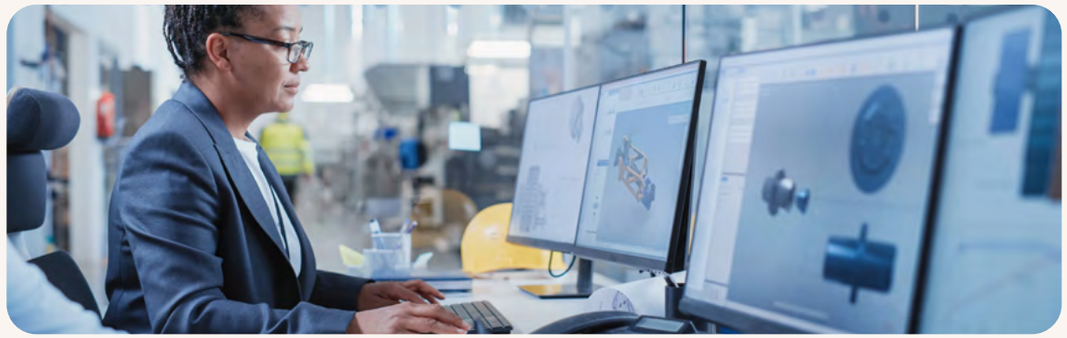
KEY INNOVATION THEMES

The resources allocated to research, development, and innovation are intended to create technology-based business solutions, thereby expanding the Company's value generation. In 2025, we focused our investments on the following key themes: **GRI EU8**

- Digitalization;
- Electrification;
- Green hydrogen;
- Artificial Intelligence;
- Virtual reality and augmented reality;
- Generation and storage (urban hybrid systems, renewable energy);
- Hybrid power generation;
- Floating photovoltaic generation systems for marine environments;
- Electric power system planning.
- Digital transformation and the Building Information Modelling (BIM) methodology;
- Heliothermal energy.

Investments in innovation as classified by ANEEL (R$ million) GRI EU8

	2023	2024	2025
Alternative electricity generation sources	43.1	35.4	55.32
Thermal power plants	1.9	46.2	-
Basin and reservoir management	4.2	1.3	0.38
Environment	7.7	-	-
Safety	11.1	0.3	1.37
Energy efficiency	5.8	1.9	5.41
Electric power system planning	25.9	20.3	12.12
Electric power system operation	21.7	6.8	8.79
Supervision, control, and protection of electric power systems	39.1	9.7	6.70
Quality and reliability of electric power services	38.3	3.4	0.28
Metering, billing, and mitigation of commercial losses	0.2	3.7	-
Other	17.4	56.5	84.98



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AXIA ENERGIA

STORAGE SOLUTIONS

#OPPORTUNITYFACILITATOR

In 2025, we deepened our research and development initiatives in energy storage systems, strategic technologies to enhance the flexibility and resilience of the power system within a context of increasing participation of renewable sources. These studies, which engage our Engineering and Expansion areas, involve the company's technical preparation for the storage auctions scheduled for 2026.

Among the ongoing projects, we highlight the concentrated solar power (CPV) project in Pernambuco, completed in 2025, which combines renewable generation with thermal storage.

In parallel, we have been developing a microgrid in Bahia to integrate various generation sources, storage systems, and simulated loads, enabling the testing of operational arrangements and control strategies under conditions close to those of the real system.

As part of this process, our professionals conducted international missions to more mature energy storage markets — such as Australia, China, and the United States — with the aim of understanding operational practices, risks, and regulatory requirements.

Our research efforts also encompass battery life cycle analysis, including second-life and recycling strategies, in alignment with the National Solid Waste Policy (PNRS) and international benchmarks.

Floating Photovoltaic Solar Platform in Sobradinho - Zeca Teixeira

AXIA ENERGIA

DIGITAL TRANSFORMATION

In 2025, we invested in initiatives such as artificial intelligence (AI), automation, digitalization, systems, sensors, and drones.

By investing in the digital transformation of our business, we aim to integrate technology, data and innovation into our operations, supporting decision-making processes. In parallel, we invest in the ongoing development of our professionals, strengthening our team's internal knowledge base.

Out of the approximately R$ 630 million invested in innovation, more than R$ 100 million were allocated to Artificial Intelligence initiatives, including the first NeoCloud in Latin America.

In 2025, we made consistent progress in modernizing our technological infrastructure, reinforcing the foundations for operational efficiency and innovation. We advanced initiatives related to the implementation of SAP S/4HANA and incorporated corporate platforms such as ServiceNow, Ariba, Salesforce, and SuccessFactors, enhancing the integration of management, procurement, customer relationship, and people processes.

In addition, we expanded connectivity across power plants and substations, enabling the use of sensors, remote monitoring, and asset automation, resulting in significant gains in reliability, operational safety, and system responsiveness.

ARIBA

The implementation of SAP Ariba has strengthened AXIA's procurement management by promoting greater standardization, automation, and transparency in processes. By integrating suppliers and internal areas, the solution enhances data control and reliability, reduces negotiation cycles and manual errors, and reinforces governance in contract utilization by customer areas.

SERVICENOW

By structuring a corporate service platform, ServiceNow has delivered immediate gains in customer service, proactive license and asset management within a single self-service portal featuring a comprehensive catalog. The solution is also establishing a scalable foundation for new digital workflows and data-driven decision-making based on reliable information.

VIRTUAL ENGINEER AND DONA NORMA

Within the context of digital transformation, AXIA Energia develops Artificial Intelligence–based solutions to support the Expansion Engineering area.

The Virtual Engineer, for example, automates the analysis of technical documents, identifying deviations from established standards and references.

Dona Norma, in turn, is a virtual agent that integrates external technical standards and internal knowledge into an interactive interface, supporting technical decision-making with greater efficiency, accuracy, and safety.

V360

In 2025, we implemented the V360 solution to standardize and automate invoice receipt processing. The tool is integrated with the State Department of Finance (SEFAZ), municipalities, and the SAP system, and leverages artificial intelligence to capture and validate invoices, thereby reducing manual activities and strengthening tax compliance.

The system enhances managerial visibility, improves control over workflows, and supports the prioritization of adjustments, as well as continuous process improvement.

SALESFORCE

We have adopted Salesforce as a cornerstone of our digital transformation process, with a focus on cross-functional integration, operational excellence, and customer-centricity. The platform consolidates sales, marketing, customer relationship and service, promoting process standardization, reducing rework, and enabling more efficient use of corporate resources.

By supporting automation, strengthening governance, and continuously enhancing customer relationship, Salesforce contributes to more efficient and transparent management, aligned with the ESG guidelines that underpin AXIA's business model.

ELETRO.IA

In its second year of implementation, the program continues to establish Artificial Intelligence as a core discipline within the company, advancing data governance and computational capacity, while enabling the development of advanced solutions.

In 2025, there were 23 models in operation, 28 models under development, 34 agents in operation, and 21 agents under development. The initiatives addressed themes such as operational efficiency, asset management, back-office functions, climate management, commercial activities, and engineering and expansion.

Eletro.ia is structured around four pillars:

- Development of an engine for building AI products;
- Establishment of a robust data foundation;
- Identification and implementation of high-impact AI initiatives for business areas; Governance aligned with the principles of responsible AI;
- Training professionals in analytics and artificial intelligence.

By driving operational efficiency, energy commercialization, and climate management, the program fosters innovation and technological improvements in the digital infrastructure.

PROGRAMA 220

In 2025, 220 Program was consolidated as a strategic initiative by AXIA Energia to develop competencies in innovation, technology, and the responsible use of digital tools, promoting technical autonomy, operational efficiency, and value creation.

Focused on democratizing knowledge in analytics, automation, and artificial intelligence, the Program delivered structured learning journeys, with approximately 1,200 participants. It also promoted eight AI Marathons, resulting in 75 solutions applied to real challenges, with measurable impacts on productivity and processes.

The initiative also established a collaborative ecosystem with four Communities of Practice, bringing together more than 1,600 members and strengthening knowledge sharing, ongoing collaboration, and the sustainability of digital capabilities within the organization, which in turn support our long-term strategy.

CONNECTED ASSETS

The Ilumina Project has been advancing the digital transformation of our assets, expanding connectivity and modernizing the technology infrastructure across our power plants and substations. In 2025, the initiative was completed at Imperatriz substation (MA) and in assets such as the Tucuruí (PA), Itumbiara (MG), Furnas (MG), Luiz Carlos Barreto de Carvalho (SP), and Mascarenhas de Moraes (MG).

The modernization encompasses a full upgrade of network and cabling infrastructure, including the installation of switches and access points, as well as the enhancement of monitoring systems and access control. These solutions strengthen integration among equipment, systems, and teams, enabling connectivity throughout the operational area.

As a result, our professionals are now able to access technical data in real time, directly in the field, increasing the agility and accuracy of their activities. Improved communication also reduces operational failures and shortens incident response times.

The project enables new digital applications and reinforces operational security, making our assets more modern, connected, and efficient, in alignment with our innovation and operational excellence strategy.

AXIA Energia's employee - AXIA Collection

PARTNERSHIP WITH INMET

The expansion and modernization of the national meteorological network contribute to strengthening the country's climate data foundation, extending territorial coverage and improving measurement quality. These benefits go beyond our operations, supporting public policies for climate monitoring and adaptation.

Within this context, we have established a partnership with the National Institute of Meteorology (INMET) to support the installation of more than 220 high-precision meteorological stations across the São Francisco and Paranaíba river basins, as well as in the area of influence of the AXIA Energia hydropower plant reservoir in the Southeast region (formerly Furnas), through Regional Funds.

The initiative also includes the implementation of a National Monitoring Center in Brasília, expanding access to real-time data and leaving a lasting legacy for water, energy, and climate management in the country.

Click here to learn more about our partnership with INMET.

AXIA ENERGIA

SDG

CAPITALS

ANNUAL SUSTAINABILITY REPORT

CHAPTER 5

CLIMATE AND NATURE

Catalyze. The power that brings the future together with our energy.

Araras (AM) - AXIA Collection

CLIMATE STRATEGY GRI 3-3

We are the largest renewable energy generation company in the Southern Hemisphere, and we recognize our role in advancing the transition to a low-carbon economy.

As part of the evolution of our business model, we have committed to achieving net zero by 2030, ten years ahead of the timeline established for the electricity sector by the Science Based Targets initiative (SBTi). The organization supports companies worldwide in setting science-based targets to mitigate climate change. SASB IF-EU-110a.1

We are ambassadors for the United Nations Global Compact Net Zero Ambition and Amazon Impact movements, which support companies in defining ambitious climate targets and advancing the transition to a green economy in the Amazon region.

Learn more about the approval of science-based targets by SBTi.

In February 2025, our science-based emission reduction targets —submitted to the SBTi in 2023 — were approved by the initiative. This recognition positions us among the most ambitious companies in Brazil's electricity sector.

ENVIRONMENTAL LEADERSHIP

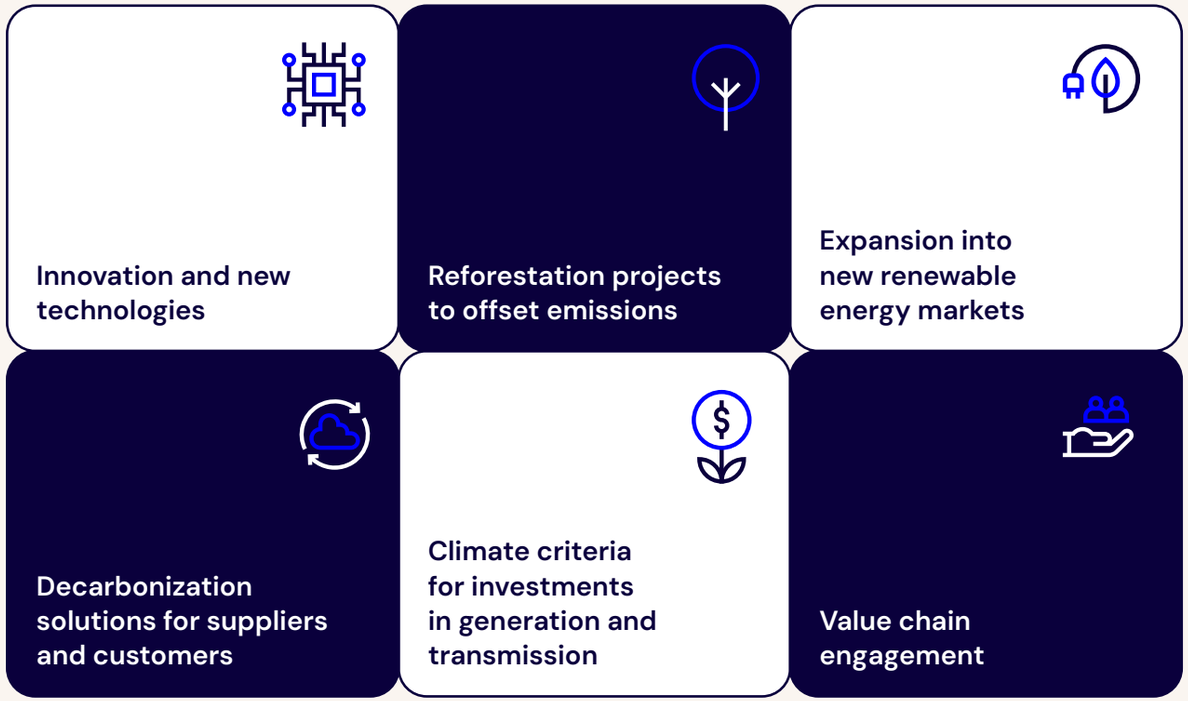
Climate CDP A List 2025

In 2025, we were included in the Carbon Disclosure Project (CDP) Climate A List in recognition of our leadership in corporate transparency and performance on climate-related issues. CDP scoring is based on a rigorous methodology aligned with the parameters of the Task Force on Climate-related Financial Disclosures (TCFD), assessing the depth of corporate reporting, the understanding of environmental risks, and the evidence of best practices, including the establishment of ambitious targets and verified actions.

In 2025, only 10 companies in the electricity sector were included in the A List; therefore, achieving an "A" rating places us among global leaders demonstrating mature environmental governance and significant progress toward environmental resilience.

OUR STRATEGY

In order to achieve the goal of reaching net-zero emissions in our operations by 2030, we have implemented an action plan focused on expanding our renewable generation portfolio, fostering innovation, supporting the decarbonization of our value chain, and investing in reforestation projects to offset residual emissions.



"An effective climate strategy goes beyond emissions management; it must also guide investment decisions, foster innovation, and shape market positioning. When well structured, such a strategy enables decarbonization to translate into the creation of environmental assets, while effective climate risk management can lead to reduced financial impacts. From this perspective, value creation is becoming increasingly central for companies seeking to lead the transition to a low-carbon economy."

LAURA ALBUQUERQUE
Executive Officer - Future Climate

AXIA ENERGIA

DECARBONIZATION IN PRACTICE

In 2025, we made significant progress in decarbonizing our portfolio, phasing out thermal power generation, strengthening strategic partnerships, and implementing initiatives focused on emissions reduction and the electrification of operations.

END OF THERMAL POWER PLANTS

Upon the completion of the sale of thermal power plants to the Âmbar Energia S.A. group, we now operate with 100% of our energy generation coming from renewable sources.

Learn more about the sale of thermal power plants to Grupo Âmbar.

AGREEMENT WITH ANTAQ

At the beginning of 2025, we entered into a cooperation agreement with the National Waterway Transportation Agency (Antaq). The agreement provides for mapping port facilities eligible to migrate to the Free Energy Market, as well as identifying the electrification potential of ports and terminals.

Access the agreement with ANTAQ.

FLEET ELECTRIFICATION

In 2025, we advanced the electrification of our corporate fleet by replacing 60 combustion-engine vehicles with fully electric models. This initiative reduced operating costs, emissions, and maintenance-related risks, while enhancing operational efficiency and safety through the installation of wallbox chargers across our facilities.

SF_6 REUSE

The management and reuse of SF_6 gas, currently the main source of Scope 1 emissions, have undergone significant progress. We have entered into a contract with White Martins to recover the gas at units without dedicated recovery stations, thereby reducing fugitive emissions, procurement costs, and environmental risks, in alignment with circular economy principles.

Fieldwork - AXIA Collection

AXIA ENERGIA AT COP30

The 30th United Nations Climate Change Conference (COP30), held in November 2025 in Belém, Pará, underscored the scale of AXIA Energia's role in the transition to a low-carbon economy and the urgency of moving from ambition to implementation.

Our participation was aligned with our corporate strategy to accelerate investments in renewable energy, innovation, and solutions for hard-to-abate sectors, while integrating climate adaptation, biodiversity, and positive impacts in the territories where we operate.

During the conference, we actively contributed to 12 panels addressing key structural topics for the electricity sector, including resilience to climate change, the role of renewable energy in the energy transition, and the integration of climate, biodiversity, and people in the assessment of business risks and opportunities.

We also addressed the importance of engaging the value chain in decarbonization efforts, as well as strengthening water and forest management, in addition to initiatives focused on biodiversity capacity building and the incorporation of new corporate transparency requirements.

COP30 further reinforced the relevance of electrifying the economy, technological innovation, and the renewable energy market — areas in which we have consistently invested.

As a 100% renewable company, we see the advancement of climate regulation and the carbon market as key growth drivers, expanding our potential to operate in transmission, certifications, and solutions aimed at the energy transition.

By participating in these discussions, we reaffirm our commitment to translating international guidelines into concrete actions, contributing to the legacy of COP30 and to building a more resilient, inclusive energy model aligned with the climate challenges faced by Brazil and the world.

Access here AXIA Energia's participation and key reflections on COP30.

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

CLIMATE RESILIENCE

GRI 3-3

With a 100% renewable matrix, we have advanced in the energy transition while strengthening the resilience of our business in the face of climate change, integrating the management of physical and transition risks into our strategy.

Once we achieved a fully renewable matrix, we shifted our focus toward expanding solutions that enable the energy transition, fostering the development of new technologies, and building business models aligned with a more flexible and resilient energy system.

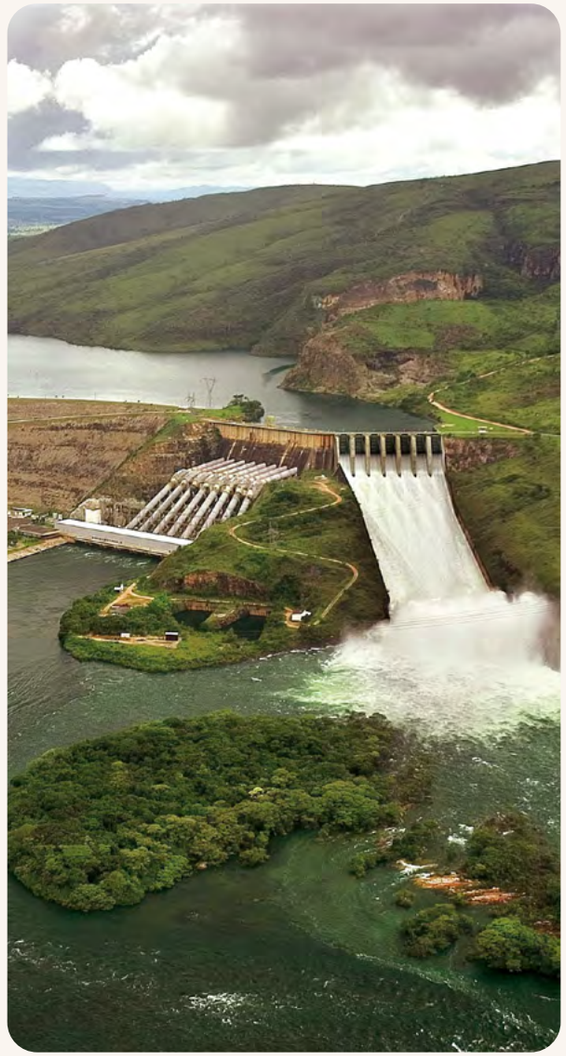
At the same time, we seek to ensure business resilience and longevity in the face of climate change, through a strategic approach to identify and analyze our exposure to physical and transition risks.

Learn more about climate risk management and adaptation plans in the Climate and Nature Booklet.

has included specific guidelines on climate change that guide the management of this topic across our subsidiaries.

Starting in 2026, we will adopt a dedicated Climate Strategy Policy, that incorporates the principles and guidelines of the Intergovernmental Panel on Climate Change (IPCC), the International Finance Corporation (IFC), the International Financial Reporting Standards (IFRS S2), the GHG Protocol, the 2030 Agenda, GRI, TCFD, and CDP.

This policy highlights the identification and integrated management of climate-related risks and opportunities, as well as in the implementation of measures aimed at reducing risk exposure and enhancing business resilience. It also encompasses the incorporation of adaptation measures in the operation, as well as asset expansion to ensure long-term resilience and continuity — considering water resource management, ecosystem protection, and the resilience of surrounding communities.



HPP Corumbá - AXIA Collection

RISKS AND OPPORTUNITIES FOR GENERATION AND TRANSMISSION

Over the past few years, we have assessed climate-related risks affecting our generation and transmission assets, considering the scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) across different time horizons. For hydropower plants (HPPs), we evaluated threats such as meteorological droughts and flooding through an assessment covering all river basins where we operate. As a result, we identified the assets most exposed to physical risks and prioritized them for the implementation of adaptation measures.

In 2025, we initiated an analysis of the exposure of AXIA Energia's transmission lines and substations to climate-related risks, with the objective of: GRI 201-2

- Quantifying the physical risks affecting transmission lines and substations in operation, including rising temperatures, flooding, changes in wind patterns, landslides, and wildfires;
- Assessing energy transition opportunities related to AXIA's electricity transmission operations, considering different global warming scenarios;
- Estimating the positive and negative financial impacts on the business arising from critical climate risks and strategic opportunities for transmission assets;
- Recommending adaptation measures aimed at reducing the identified risks across transmission assets.

PHYSICAL RISKS

These refer to the direct impacts of climate change, including extreme events, seasonal variability, and long-term shifts in climate patterns. They may result in physical damage, operational disruptions, and changes in ecosystems, among other consequences. GRI 201-2

Threat	Type of risk	Type of Operation	Impacts
Flooding	Acute		1, 2, 3, 4, 7, 10
Meteorological droughts	Acute		1, 2, 4,
Extreme winds	Acute		2, 3, 4, 10
Storms	Acute		1, 2, 3, 4, 8, 9,
Wildfires	Acute		2, 3, 4, 7, 10
Landslides	Acute		2, 3, 4, 10
Sea level rise	Chronic		2, 4
Heat waves	Chronic		2, 4, 5, 6

CAPTION: TYPE OF OPERATION

- Transmission lines
- Hydro power plants
- Wind farms
- Substations

CAPTION: IMPACTS

Operational impacts
1. Reduction in generation capacity due to shutdowns
2. Operational interruptions
3. Limited access to facilities
4. Damage to infrastructure and equipment
5. Reduced equipment lifespan
6. Decreased efficiency and operational capacity

Socio-environmental impacts
7. Loss of biodiversity
8. Deterioration of water quality
9. Reservoir siltation

People-related impacts
10. Risk to the physical integrity of employees

TRANSITION RISKS

These refer to the financial impacts associated with adapting to a low-carbon economy and responding to related policy and regulatory changes. They encompass risks linked to the transition toward cleaner energy sources, shifts in consumer preferences, and other pressures associated with climate change mitigation. GRI 201-2

TYPE AND DESCRIPTION

REGULATORY

Risks arising from new regulations related to addressing climate change.

- Increased stringency of environmental laws and regulations;
- Changes in public policies;
- Emergence of legal risks;
- Mandatory carbon pricing;
- Mandatory transparency regarding emissions.

MARKET

Risks related to shifts in supply and demand as economies respond to climate change.

- Increase in insurance premium prices driven by climate-related risks;
- Signs of market uncertainty;
- Rising carbon prices;
- Constraints on expansion within the regulated transmission market;
- Increased costs of key operational inputs;
- Changes in precipitation patterns and greater variability in extreme weather conditions.

TECHNOLOGICAL

Risks associated with emerging technologies designed to support the transition to a low-carbon economy.

- Expansion of low-carbon technologies and, consequently, associated technological risks;
- Environmental impacts linked to business growth;
- Insufficient capacity for energy exchange between subsystems;
- Challenges in adapting to new technologies.

REPUTATIONAL

Risks of damage to brand value and loss of the customer base due to shifts in public behavior in response to climate change.

- Pressure from consumers and society;
- Pressure from stakeholders and markets to meet voluntary commitments related to the climate/ESG agenda;
- Reputational exposure.

[1] Considering the NDCs 2.1°C and Net Zero 2050 scenario, with a horizon from 2030 to 2050.

AXIA ENERGIA

OPPORTUNITIES

They relate to the strategic gains associated with the transition to a low-carbon economy.

In alignment with AXIA's decarbonization strategy, we highlight the opportunities connected to the regulated carbon market in Brazil, as technologies, activities, and sectors that contribute to the energy transition (such as renewable energy generation) create competitive advantages due to their potential to reduce greenhouse gas (GHG) emissions.

Within this context, we have been expanding our strategy through the commercialization of renewable energy certificates and our own carbon credits, as well as by assessing the potential to generate new carbon credits from projects within our forested areas. . GRI 201-2

ENERGY SOURCE

» Use of energy sources with lower emission intensity.

PRODUCTS AND SERVICES

» Development of low-emission goods and services.

MARKET

» Access to credit and financing under more favorable conditions for sustainable companies.
» A leading role in the energy transition.

RESOURCE EFFICIENCY

» Repowering and expansion of plants with existing infrastructure.

RESILIENCY

» Development of a climate adaptation plan.
» Engagement strategies with the regulatory authority.
» Investment in R&D&I to optimize national energy security during periods of water scarcity.
» Strategic planning grounded in climate data and risk scenarios.

ASSET ADAPTATION

During 2025, we developed climate adaptation plans for 14 priority power plants, which account for 76% of our installed capacity.

These adaptation plans are designed to enhance the resilience of our assets, addressing infrastructure, operations, ecosystems, and surrounding communities. They present the identification, prioritization, and detailed description of measures aimed at strengthening resilience against the physical impacts of droughts and floods, thereby ensuring business continuity over the long term.

The use of multi-criteria analysis enables us to prioritize adaptation measures by considering their benefits, costs, effectiveness, complexity, and implementation timelines. In addition, the climate resilience indicator assesses the level of preparedness and response capacity of infrastructure in the face of droughts, floods, and the simultaneous occurrence of both. This assessment takes into account existing measures (current resilience) as well as the implementation of adaptation actions (potential resilience).

Learn more about climate risk management and adaptation plans in the Climate and Nature Booklet.

STAGES OF CLIMATE RISK ASSESSMENT FOR HYDROELECTRIC POWER PLANTS

1 **CLIMATE RISK DIAGNOSIS (DROUGHTS)**
Qualification of meteorological drought risks for hydroelectric power plants.

2 **CLIMATE RISK DIAGNOSIS (FLOODS)**
Modeling considering the threat of flooding caused by excess rainfall and flow in the Southern region.

3 **FINANCIAL IMPACT ANALYSIS**
Survey of the potential impacts associated with the climate risks assessed for priority assets, as well as a valuation of risks related to flood and meteorological drought threats.

4 **ACTION PLAN**
Benchmarking to identify and analyze good climate adaptation practices applicable to the hydroelectric sector, interviews with operational teams to map perceptions and actions, and surveying adaptation measures.

5 **CLIMATE ADAPTATION PLAN**
Development of adaptation plans for priority assets.

The plans establish indicators and targets to assess the progress and effectiveness of the measures adopted — organized according to their implementation horizon (short, medium, and long term). Ongoing actions are structured across four thematic fronts:

1. Climate: prioritize operational resilience by upgrading infrastructure and optimizing processes, ensuring a stronger capacity to respond to extreme climate events.

2. Social: aimed at strengthening relationships and communication between our assets and surrounding communities, reducing the risk of conflicts and potential litigation related to climate issues.

3. Biodiversity: establish nature-based solutions that contribute to enhancing the resilience of our assets to climate risks, while promoting ecosystem benefits and the conservation of local biodiversity.

4. Technological: include the implementation of cutting-edge equipment, innovative practices, and technology-driven operational adaptations, with the aim of increasing efficiency, resilience, and our assets' responsiveness to climate risks.

Adaptation plans were developed for 14 hydropower plants, each encompassing more than 20 structured measures designed to support operational continuity and the long-term sustainability of the business. The diagram below outlines the main stages involved in the development of these plans.

1 Selection of adaptation measures

2 Assessment of technical, economic, social, and environmental

3 Multicriteria analysis and prioritization of measures

4 Establishment of the action plan

HPP Funil - AXIA Collection

AXIA Energia's employees - AXIA Collection

STUDIES AND PROJECTS

AXIA Energia has been expanding its portfolio of technical studies to strengthen climate management and guide strategic decision-making in the context of the transition to a low-carbon economy.

INTERNAL CARBON PRICING STUDY

The study aims to measure the financial impacts of a potential CO_2 emissions tax, contributing to the development of regulatory resilience and to the direction of future investments.

Scenarios with values of US$5 and US$20 per ton of CO_2 equivalent are considered, based on international market benchmarks, enabling the assessment of risks and opportunities across different pricing contexts.

LIFE CYCLE ASSESSMENT

In partnership with Cepel, we developed a Life Cycle Assessment (LCA) methodology, adapting best practices in carbon footprinting to the technologies used in Brazil for power generation and transmission.

The study covered hydroelectric, natural gas thermal, wind, floating solar, and transmission assets, supporting a more comprehensive view of emissions associated with each technology.

SOCIO-ENVIRONMENTAL VULNERABILITY INDEX

The Socio-environmental Vulnerability Index to Climate Change was developed to map regional vulnerability based on the river basins where our assets are located.

The tool integrates climate, ecosystem, and Indigenous population dimensions, supported by a georeferenced web-based system that already enables visualization of areas such as the Xingu River basin and the Legal Amazon.

METEOROLOGICAL MONITORING AND INTELLIGENCE CENTER

The use of data and predictive intelligence has also been essential to anticipate the impacts of increasingly frequent extreme events, such as severe storms, lightning strikes, and prolonged droughts, which place pressure on power grids and operational teams in the electricity sector.

Through algorithms, big data analysis, and machine learning, our Meteorological Monitoring and Intelligence Center has enhanced the identification of early risk signals and the guidance of preventive actions, strengthening operational resilience (learn more on page 69).

INNOVATION AND NEW ENERGY TRANSITION VECTORS

We have been strengthening our role in green hydrogen as one of the main drivers of decarbonization, structuring R&D projects in partnership with the Trading area and integrating into three national hydrogen hubs.

As a renewable energy source produced from water with zero carbon emissions, green hydrogen stands out as a sustainable alternative to fossil fuels, with particularly promising applications in hard-to-abate sectors.

WATER AND CARBON FOOTPRINT CALCULATOR

In 2025, as part of our ESG Roadmap and in partnership with Cepel, we developed a tool to estimate emissions associated with new assets that may be incorporated into our portfolio, enabling effective emissions management aligned with our net zero target.

In collaboration with the Trading area, we structured a dedicated module to calculate the CO_2 emissions avoided by customers when purchasing our energy. This feature will be incorporated into our customer communication strategy and portfolio expansion efforts starting in 2026. In the coming year, the calculator will also include a new module for water footprint calculation.

AXIA Energia's employee – AXIA Collection

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

CLIMATE METRICS SASB IF-EU-110a.1

We monitor and report greenhouse gas (GHG) emissions on an annual basis, through our Emissions Inventory, prepared in accordance with the guidelines of the Intergovernmental Panel on Climate Change (IPCC, 2006) and the Greenhouse Gas Protocol (GHG Protocol) (WRI, 2004), which are internationally recognized standards for emissions accounting and reporting. Each year, this inventory is published in the Public Emissions Registry of the Brazilian GHG Protocol Program.

All data are consolidated within the Corporate Sustainability Management Indicators (IGS) system, ensuring traceability and supporting effective climate management. As part of our decarbonization journey, we have established absolute and relative (emission intensity) targets, which are monitored on a quarterly basis and linked to leadership's variable compensation, reinforcing alignment with our corporate strategy (see more on page 17).

In 2025, we offset 91% of Scope 2 emissions through the use of renewable energy certificates, an increase of 17.8% compared to the previous year.

Emissions (tCO_2e) GRI 305-1, 305-2, 305-3, SASB IF-EU-110a.1 and IF-EU-110a.2

	2023	2024	2025[1]	Variação 2024-2025
Scope 1	3,999,341	2,332,558	92,957	-96.01%
Scope 2	289,121	460,723	410,857	-10.82%
Scope 3	1,376,948	1,918,957	558,794	-70.88%
Total	5,665,409	4,712,238	1,062,608	-77.45%

[1] *The significant reduction in scope 1 and scope 3 emissions is related to the divestment of thermal power plants in 2024 and 2025.*

Air pollutants GRI 305-7, SASB IF-EU-120a.1

	2023	2024	2025[2]
NOx (t/year)	19,365	11,565.92	0.1359
SOx (t/year)	14,451	81.96	0.000
Particulate matter - MP (t/year)	739	0.00	0.0013
Carbon monoxide - CO (t/year)	-	-	0.0197
RCHO (aldehydes) (t/year)	-	-	0.003
NMHC (non-methane hydrocarbons) (t/year)	-	-	0.0027
Total	34,555	11,647.88	0.1599

[2] *With the divestment of thermal power plants, the 2025 air pollutant values refer exclusively to the vehicle fleet.*

GHG emission intensity GRI 305-4

Scopes 1, 2 and 3	2023	2024	2025
By net energy produced (tCO_2/MWh)	0.056	0.04	0.010
By net operating revenue (tCO_2/ROL)	0.152	0.12	0.025
Scopes 1 and 2 without losses	**2023**	**2024**	**2025**
By net energy produced (tCO_2/MWh)	0.039	0.02	0.001
By net operating revenue (tCO_2/ROL)	0.108	0.06	0.002

[3] *Considering net operating revenue (ROL) in millions of reais (R$).*

Jacaré-de-óculos (*Caiman crocodilus*) - AXIA Collection

Science-based Targets

Scope	Type	Year-base 2023 (tCO_2)[2]	Indicator	Short-term target	Long-term target	2025 (tCO_2)	% reduction
1	Relative	0.000003	tCO_2/MWh	Reduce emissions related to energy generation by 76% by 2029	Reduce emissions related to energy generation by 80% by 2030	0.000005	-74%
1+2	Absolute	383,270	tCO_2	Reduce scope 1 (except energy generation) and scope 2 emissions by 50% by 2029	Reduce scope 1 (except energy generation) and scope 2 emissions by 90% by 2030	82,171	79%
2	Relative	0.012	tCO_2/MWh	Reduce emissions from fuels and energy-related activities by 80%, covering all energy sold, by 2029.	Reduce emissions from fuels and energy-related activities by 85%, covering all energy sold, by 2030.	0.004	61%
3	Absolute	434,615	tCO_2	Reduce emissions by 40% (excluding those related to fuels and energy-related activities) by 2029.	Reduce emissions by 90% (excluding those related to fuels and energy-related activities) by 2030.	61,141	86%

[2] Recalculated to exclude thermal plants sold in 2024 and 2025.

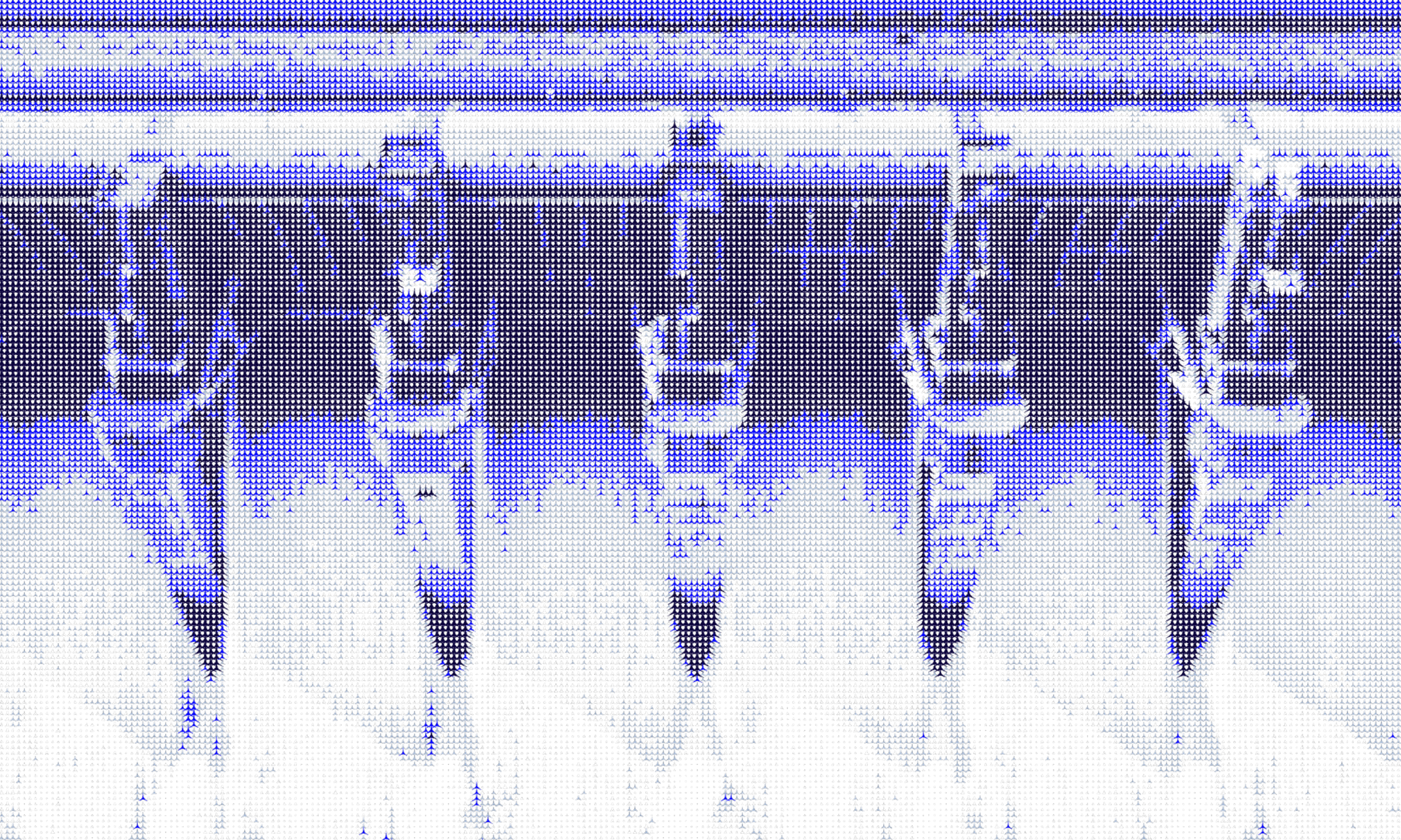
ENERGY CONSUMPTION

Energy efficiency is a core pillar of our strategy to reduce greenhouse gas emissions in our operations. Our practices are guided by the Energy Efficiency Policy, which directs the management and monitoring of consumption, as presented below.

In 2025, we established the goal of ensuring that 100% of the electricity consumed from the distribution grid is certified as renewable by 2030, through the use of RECFY certificates.

Total energy consumption (GJ) GRI 302-1, 302-2

	2023	2024	2025
Fuel consumption - non-renewable sources (GJ)			
Gasoline	28,912.44	22,598.97	29,408.09
Diesel	144,902.17	100,654.48	129,309.59
LPG	575.58	391.99	1,238.96
Lubricants	73,548.23	21.61	29.45
Aviation kerosene	-	-	48,285.58
Natural gas (generated by independent power producers)	-	-	8,860,552.86
Total	**55,508,216.24**	**39,787,773.00**	**9,068,824.53**
Fuel consumption - renewable sources (GJ)			
Vehicle ethanol	20,348.26	10,977.22	12,062.92
Ethanol added to gasoline		5,796.69	8,071.96
Biodiesel added to diesel	17,445.33	14,949.91	20,396.39
Total	**37,793.59**	**31,723.82**	**40,531.27**
Electricity consumed (GJ)			
Electricity from the transformer	522,574.92	359,754.95	323,367.14
Electricity purchased from the National Interconnected System (SIN)	406,639.55	27,614.60	85,163.53
Electricity consumption in isolated systems	2,732.18	586.44	564.97
Electricity purchased from renewable sources in the Free Contracting Environment (ACL)	10,640.97	3,442.87	11,429.50
Total electricity self-consumption in the hydroelectric generation process	14,750,938.16	7,305,108.58	966,314.66
Total	**16,792,963.52**	**8,151,936.10**	**1,386,839.80**
Total energy consumption (GJ)			
Non-renewable fuels consumption	55,508,216.24	39,787,773.00	9,068,824.53
Renewable fuels consumption	37,793.59	31,723.82	40,531.27
Total electricity consumption	16,792,963.52	8,151,936.10	1,386,839.80
Total	**72,338,973.35**	**47,971,432.92**	**10,496,195.60**



BIODIVERSITY

GRI 3-3

We work to prevent and reduce the impacts of our operations on biodiversity, while expanding conservation and restoration initiatives in the territories where we operate. This agenda is integrated into our strategy, strengthening business resilience and supporting the transition to a low-carbon economy.

In 2025, we began developing AXIA's Biodiversity Policy, which was approved in early 2026. The document, which is based on the guidelines of the Global Biodiversity Framework, the National Strategy and Action Plan for Biodiversity, the TNFD, and the 2030 Agenda, will guide the identification, assessment, and quantification of risks and opportunities related to biodiversity and ecosystem services, as well as the development of biodiversity conservation and restoration actions in the regions where we operate.

Access AXIA Energia's Biodiversity Policy.

OUR COMMITMENTS

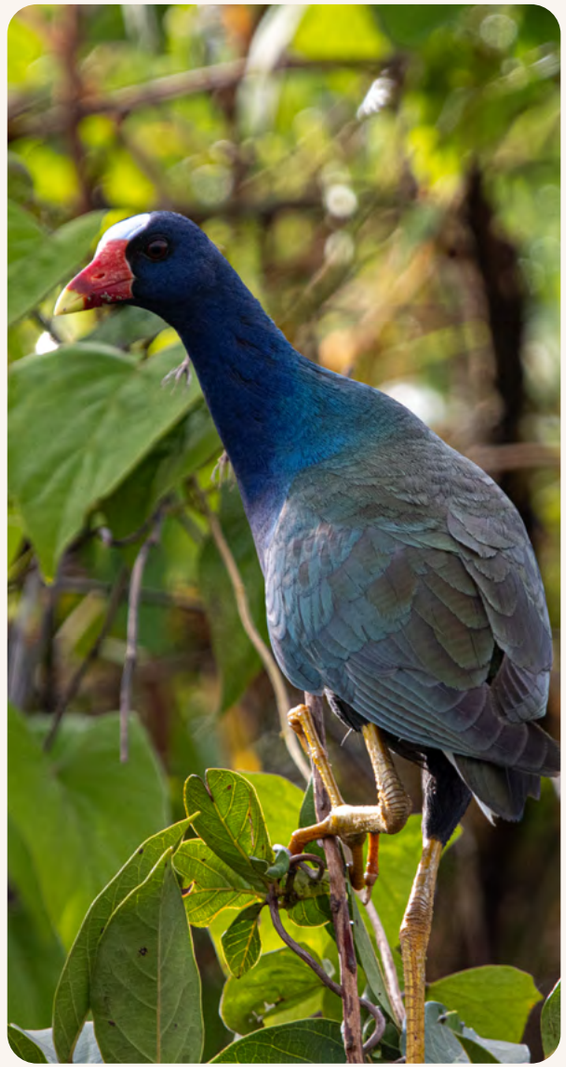
We are signatories to the Brazilian Business Commitment for Biodiversity of the Brazilian Business Council for Sustainable Development (CEBDS), and we have joined the Business for Nature "Call to Action," aimed at collective efforts to reverse nature loss by 2030. GRI 101-1

We also participate in CEBDS' Action for Nature Platform, aligned with TNFD guidelines, and are signatories to the Brazilian Business Sector Statement on the National Biodiversity Strategy and Action Plan (NBSAP), as well as to the Kunming-Montreal Global Biodiversity Agreement.

15 LIFE ON LAND

TNFD *ADOPTERS*

As part of our commitment to biodiversity conservation, in 2024 we voluntarily adopted the Taskforce on Nature-related Financial Disclosures (TNFD) framework, aligning with global best practices in transparency regarding nature-related risks and opportunities. GRI 101-1



Frango-de-água-azul (*Porphyrio martinica*) - AXIA Collection

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

OUR AMBITION

We are committed to a nature-positive and low-carbon transition, through which we will achieve no net loss of biodiversity by 2040 and be on a nature-positive pathway by 2050.

Our efforts are focused on minimizing negative impacts and enhancing positive ones, while addressing the climate crisis by achieving net zero by 2030.

Gaivota-alegre (*Leucophaeus atricilla*) - AXIA Collection

BIODIVERSITY TARGETS

The Corporate Sustainability Management Indicator System (IGS) comprises a set of indicators and variables designed to manage biodiversity in the regions where our assets are located. From 2021 to 2025, our approach to this topic included targets aimed at expanding biodiversity conservation and restoration initiatives, with progress monitored by the Sustainability Committee.

We currently have indicators aligned with our biodiversity targets, which were updated in 2025 following the achievement of all targets established for the cycle, as presented in the table below. GRI 101-1

Indicator	Deadline	Year-base	Target	2021	2022	2023	2024	2025	Target achievment
Total areas protected and/or forested by the company	Annual for five years	2021	Zero loss of vegetated areas that have been protected and/ or forested by actions carried out by companies	134,197 ha of forested areas	269,704 ha of forested areas	292,556 ha of forested areas	380,358 ha of forested areas	459.689 ha of forested areas	Target achieved
Species included in the IUCN Red List and in national conservation lists included in projects carried out for the conservation of endangered species	Annual for five years	2021	Annual inclusion of at least one new endangered species in conservation projects carried out by the companies	34 endangered species in conservation projects by AXIA	85 endangered species in conservation projects by AXIA	87 endangered species in conservation projects by AXIA	92 endangered species in conservation projects by AXIA	96 endangered species in conservation projects by AXIA	Target achieved
Voluntary investment in projects that contribute to biodiversity management	Annual for five years	2021	Increase by 1% per year, in relation to the base year, voluntary investments in projects that contribute to the conservation of biodiversity	R$ 1,673,712 voluntarily invested in biodiversity conservation projects	R$ 1,321,919 voluntarily invested in biodiversity conservation projects	R$ 4,571,964 voluntarily invested in biodiversity conservation projects	R$ 7,450,625 voluntarily invested in biodiversity conservation projects	More than R$ 9 million voluntarily invested in biodiversity conservation projects	Target achieved
Carbon fixation in biomass (tons)	Annual for five years	2021	Increase carbon fixation in biomass in areas forested by AXIA by 5% per year compared to the previous year	Fixation of 75,180 tCO_2e in biomass	Fixation of 94,530 tCO_2e in biomass	Fixation of 73,304 tCO_2e in biomass	Fixation of 128,446 tCO_2e in biomass	Fixation of 172,162 tCO_2e in biomass	Target achieved

APPLICATION OF TNFD: LEAP APPROACH

In 2025, AXIA Energia conducted an assessment of the material nature-related impacts, dependencies, risks, and opportunities across all our generation and transmission assets, in alignment with the LEAP approach and the TNFD guidelines.

L **LOCATE**
INTERFACE WITH NATURE

E **ESTIMATE**
DEPENDENCIES AND IMPACTS

A **ASSESS**
RISKS AND OPPORTUNITIES

P **PREPARE**
TO RESPOND AND REPORT

This approach enables a rapid, high-level preliminary analysis of internal and external data and reference sources to generate a hypothesis regarding the organization's potential dependencies, impacts, risks, and opportunities related to nature, in order to define the parameters for assessment.

Learn more about the LEAP methodology on page 93 of the 2024 Annual Report.

1. LOCATE

The first stage aims to establish a clear understanding of the scope of the company's business model and value chain. It includes an initial screening of the main nature-related impacts and dependencies, the identification of interfaces with ecologically sensitive locations, and the identification and prioritization of AXIA's interface with nature.

We assessed 35 hydropower plants, 19 wind farms, and 171 transmission lines, and identified nine priority assets — all of them hydropower plants.

For the purposes of this analysis, we considered material locations - those potentially associated with moderate to high impacts and dependencies - and sensitive locations - those situated in or near:

- Protected areas;
- Priority areas;
- Ramsar sites (wetlands of international ecological importance);
- Traditional communities;
- Priority ecoregions;
- Biodiversity hotspots.

AXIA Energia's employee - AXIA Collection

L **LOCATE**
INTERFACE WITH NATURE

E **ESTIMATE**
DEPENDENCIES AND IMPACTS

A **ASSESS**
RISKS AND OPPORTUNITIES

P **PREPARE**
TO RESPOND AND REPORT

2. ESTIMATE

We analyzed and prioritized the impact drivers on nature to which we contribute and that affect our dependencies and society as a whole. Understanding the most relevant impact drivers arising from direct operations allows us to link global pressures to production processes, thereby facilitating the prioritization of management risks and opportunities. GRI 101-6, 101-8

The materiality of impacts and dependencies in direct operations resulted in the matrix presented below.

Direct operations	Impact drivers	Ecosystem services
Hydropower generation	● Use of freshwater ecosystems ● Use of terrestrial ecosystems	● Provision of freshwater ● Regulation of water flow ● Retention of soils and sediments ● Global climate regulation ● Local climate regulation ● Regulation of precipitation patterns ● Flood mitigation
Hydropower generation	● Use of terrestrial ecosystems ● Disruptions	● Global climate regulation ● Local climate regulation ● Storm mitigation ● Retention of soils and sediments ● Flood mitigation
Energy transmission	● Use of terrestrial ecosystems	● Global climate regulation ● Local climate regulation ● Storm mitigation ● Retention of soils and sediments ● Flood mitigation
	CAPTION ● Very high impact ● High impact ● Medium impact	CAPTION ● Very high dependence ● High dependence ● Medium dependence

L **LOCATE**
INTERFACE WITH NATURE

E **ESTIMATE**
DEPENDENCIES AND IMPACTS

A **ASSESS**
RISKS AND OPPORTUNITIES

P **PREPARE**
TO RESPOND AND REPORT

3. ASSESS

In the assessment stage, we considered physical, transition, and systemic risks. Opportunities, in turn, were categorized according to business and sustainability performance, as presented below.

PRIORITIZED RISKS	PRIORITIZED OPPORTUNITIES
REGULATORY CHANGES Increased CAPEX and OPEX costs	**RATIONAL USE OF NATURAL RESOURCES** Cost reduction and net positive impact converted into financial assets
INVESTOR PRESSURE Divestments, restricted access to capital, and increased financing costs	**CONSERVATION INTEGRATED INTO PROJECTS** Reduced cost and environmental impact
SOCIO-ENVIRONMENTAL CONFLICTS Social acceptance, project delays and operational disruptions	
EXTREME WEATHER EVENTS Power outages, operational costs, fines, and social pressure	
WATER AVAILABILITY Operational and revenue impacts	

CAPTION: TYPE OF OPERATION

Transmission lines · Hydropower plants · Wind

L **LOCATE**
INTERFACE WITH NATURE

E **ESTIMATE**
DEPENDENCIES AND IMPACTS

A **ASSESS**
RISKS AND OPPORTUNITIES

P **PREPARE**
TO RESPOND AND REPORT

4. PREPARE

Our action plan is structured around four thematic pillars, with implementation set to begin in 2026. Below, we present the objectives associated with each pillar.

Pillar	Theme	Goals
Governance	Nature governance	Structure nature corporate governance, in conjunction with climate governance
	Nature budget	Ensure sufficient financial resources for the effective implementation of the Nature Action Plan
	Human rights	Strengthen the human rights agenda in AXIA's strategy aligned with the UN Guiding Principles on Business and Human Rights (UNGP)
Engagement	Supply chain	Promote the engagement of the supply chain in climate and biodiversity agendas.
	Community relationship	Promote engagement with AXIA's relationship communities, contributing to climate resilience and generating positive value in the territory.
Nature	Water Resources	Structure the strategic plan for water resource management focusing on water security of the river basins in which we operate.
		Strengthen corporate governance for the sustainable and efficient management of water resources.
		Propose actions that contribute to water security in synergy with biodiversity and climate plans in the river basins where we operate.
	Biodiversity	Contribute to biodiversity conservation and restoration and the maintenance of ecosystem services, promoting progressive and measurable gains.
		Contribute to the conservation of endangered fauna and flora species.
		Increase carbon sequestration in biomass across various biomes.
	Climate	Make consistent progress in decarbonizing direct operations and the value chain, through substantial reductions in scopes 1, 2 and 3 GHG emissions, in alignment with a net-zero trajectory by 2030.
	Circular economy	Contribute to the transition to a circular economy model as an essential driver for combating the climate and biodiversity crisis.
Data, metrics, and targets management	Integrated system for managing climate and nature data	Promote full integration of climate and nature data and information management.
	Nature-related metrics	Define the most business-aligned nature metrics for monitoring and reporting throughout AXIA's positive journey.

Learn more about the targets set by the Nature Action Plan in the Climate and Nature Booklet.

AXIA ENERGIA

ENVIRONMENTAL IMPACTS

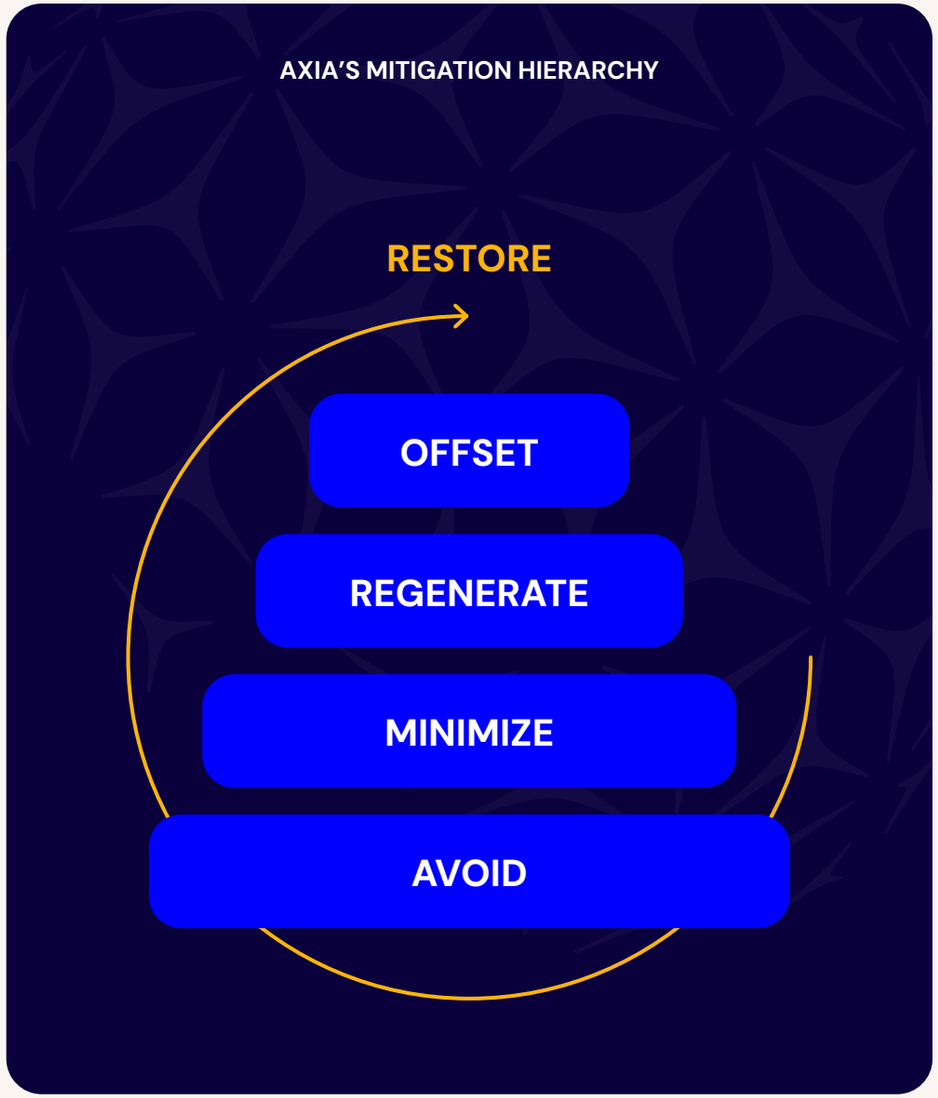
When planning and implementing our investments, we apply the mitigation hierarchy as a guiding principle for biodiversity management, prioritizing: GRI 101-2

- **Anticipating and avoiding** potential impacts;
- **Minimizing** impacts that cannot be avoided;
- **Regenerating** when impacts occur;
- **Offsetting** when residual impacts still remain.

As a result, we seek to restore ecosystems with a focus on generating net positive impacts for biodiversity. GRI 101-2

Within the scope of environmental licensing, we conduct Environmental Impact Assessments (EIA) to identify and evaluate how the implementation and operation of our projects may affect local biodiversity. For each negative impact identified, mitigation and compensation measures are proposed and submitted for evaluation by the relevant licensing authorities. GRI 101-2

During project operation, monitoring efforts may indicate the need to revise actions and allocate new investments. The assessment of impacts, dependencies, risks, and opportunities has proven to be an important strategy for improving biodiversity management across our operations. GRI 101-2



IMPACTS OF OPERATIONS ON BIODIVERSITY

Based on the TNFD's LEAP approach (learn more on page 100), in 2025 we conducted an assessment of impacts, dependencies, risks, and opportunities associated with all our generation and transmission assets.

We used data on the nature status, environmental pressures, and response measures to analyze the impact drivers to which the company contributes, which also affect its dependencies and society at large. This stage included:

- Identification of the main impact drivers on biodiversity related to our operations;
- Assessment and understanding of the materiality of both negative and positive impacts;
- Identification of material assets in terms of their impacts on nature.

In parallel, we identified the most relevant impact drivers arising from direct operations, such as vegetation clearing, habitat fragmentation, changes in hydrological regimes, pollutant emissions, noise, and solid waste generation.

For this assessment, we used the ENCORE tool to link global pressures to production processes, facilitating the prioritization of management risks and opportunities, as well as supporting the definition of biodiversity materiality. GRI 101-4

Learn more about our conservation and restoration projects on the Climate and Nature Booklet.

Fieldwork – AXIA Collection

Impacts on biodiversity GRI 101-2

Direct impacts	Duration	Reversibility	Indirect impacts	Duration	Reversibility	Actions to avoid impacts	Actions to reduce impacts	Actions to regenerate/compensate/restore
Hydropower plants								
Conversion of river ecosystems from lotic to lentic	Permanent in the reservoir area	Irreversible in the reservoir area	Changes in water quality	Temporary	Reversible	Reduction of biomass before filling the reservoir	Water quality monitoring	Recovery of spring areas and riparian forests
			Loss of aquatic habitats	Permanent	Irreversible	Avoid ecologically sensitive environments	Monitoring aquatic ecosystems	Ecosystem restoration actions
			Macrophyte proliferation	Temporary	Reversible	Mapping of areas with potential for proliferation	Monitoring of water quality, monitoring of macrophytes, removal of macrophytes	Actions to improve water quality
			Loss and/or substitution of aquatic species	Permanent	Irreversible	Prioritizing construction projects that alter the characteristics of the river as little as possible	Monitoring and management of aquatic fauna	Management of aquatic fauna. Conservation actions for threatened aquatic species
			Reduction of aquatic fauna populations	Temporary	Reversible		Reproduction and restocking actions	Reproduction and restocking actions. Conservation actions for threatened aquatic species
Interference in the migratory routes of ichthyofauna	Permanent	Irreversible	Isolation of fish populations	Temporary with the adoption of management measures.	Reversible with the adoption of management measures.	Installation of plants outside migratory routes	Ichthyofauna monitoring Fish transposition mechanism Ichthyofauna management actions	Ichthyofauna management actions. Reproduction and restocking actions. Protection actions in priority areas for conservation. Conservation actions for threatened species
			Loss and/or modification of ichtyofauna species	Permanent	Irreversible			
Hydropower plants, solar plants, transmission lines, wind farms								
Loss of vegetation cover	Permanent in the plant implementation area	Irreversible in the plant implementation area	Forest fragmentation	Permanent	Irreversible	Prioritize projects with smaller occupancy areas	Recovery of degraded areas	Maintenance of germplasm banks
								Creation of ecological corridors
								Reforestation in areas adjacent to the plant
			Loss of terrestrial habitats	Permanent	Irreversible	Prioritize projects with smaller occupancy areas; avoid ecologically sensitive environments	Monitoring and restoration actions	Ecosystem restoration actions
								Protection actions in priority areas for conservation
								Voluntary support for conservation and environmental recovery projects in third-party areas
			Loss of flora and fauna diversity	Permanent	Irreversible	Avoid ecologically sensitive environments and those with endemic, rare and endangered species	Monitoring and management of fauna and flora	Management of fauna and flora
								Conservation actions for endangered species
			Reduction of terrestrial fauna populations	Temporary	Reversible	Prioritize projects with smaller occupancy areas; avoid ecologically sensitive environments	Monitoring of fauna Reproduction and restocking actions	Management of fauna and flora
								Conservation actions for endangered species
Change in ecosystems/ habitats	Permanent	Irreversible	Loss of flora and fauna diversity	Permanent	Irreversible	Prioritize projects with smaller occupancy areas; avoid ecologically sensitive environments	Monitoring of fauna and flora; Management actions for fauna and flora.	Management actions for fauna and flora
								Support for the creation and/or maintenance of protected areas
								Conservation actions for endangered species
Transmission lines, wind farms								
Occurrence of bird and bat collisions	Permanent	Reversible	Occurrence of bird and bat deaths	Temporary	Reversible	Implementation of plants outside the migratory route area	Installation of signaling equipment to avoid collisions	Conservation actions for endangered species
								Investment in new technologies for bird protection

***Stakeholder engagement*:** Employee training initiatives. Supplier engagement. Development of informational materials. Environmental education actions in the communities with which we interact. Sharing of information gathered through asset monitoring. Projects that incorporate a Citizen Science approach.

Dom Pedro II Metal Bridge crossing the São Francisco River, located in the Paulo Afonso region, Bahia - AXIA Collection

The occurrence, magnitude, and relevance of biodiversity impacts vary according to the type, size, and location of each project, as well as the environmental and socioeconomic characteristics of the regions in which they are situated. GRI 101-2

Socioeconomic impacts arising from biodiversity impacts are related to the loss or reduction of natural resources, changes in ways of life, and the impairment of economic and subsistence activities. In order to address these impacts, we implement programs to support and restore productive activities, monitor the living conditions of affected populations, and promote Social Engagement and Communication initiatives.GRI 101-2

It is worth noting that the occurrence of an impact, as well as its intensity, magnitude, and significance, depends on the type and size of the project and on the characteristics of the region where it is implemented. GRI 101-2

ASSETS IN PROTECTED AREAS

The HPPs Tucuruí (PA), Samuel (RO), and Balbina (AM) are located in protected areas of high biodiversity relevance, with a primary focus on hydropower generation. GRI 101-5

Our activities encompass the operation and management of these assets, including ongoing monitoring of flow rates, reservoir levels, turbine and generator performance, and water quality. In parallel, we carry out dam safety actions and both preventive and corrective maintenance services, ensuring infrastructure reliability. GRI 101-5

For all protected areas affected by our operations, compensation measures have been established following the implementation of our projects, with the support of AXIA. These measures include biodiversity management and conservation initiatives developed by the company. In the table below, we present details of the operational units located within their respective protected areas. GRI 101-5, 101-7

PLANT	HPP Tucuruí	SPP Samuel	HPP Balbina
Location	Pará	Rondônia	Amazonas
Plant position in relation to the protected area	Fully integrated	Partially integrated	Fully integrated
Type of operation	Hydropower generation	Hydropower generation	Hydropower generation
Protected area	Tucuruí Environmental Protection Area	Samuel Ecological Station	Uatumã Biological Reserve
Type of ecossystem	Amazon dense ombrophilous forest	Amazon open ombrophilous forest, riparian ecosystems, and aquatic environments formed by the reservoir	Dense ombrophilous forest on firm ground, igapó ecosystems, and aquatic environments formed after reservoir filling
Size of the operational plant	The asset occupies approximately 300,700 hectares, which includes floodplain areas, streams, and islands surrounding the reservoir	The property occupies approximately 58,500 hectares, including areas of flooded forest and streams.	The asset occupies approximately 316,107 hectares, encompassing flooded areas and islands formed within the Amazon Rainforest.
Condition of the ecosystem	**Baseline year:** ecosystem in an altered condition, typical of large Amazonian reservoirs, marked by environment transition from lotic to lentic, ichthyofauna reorganization, and the formation of new shorelines. **Current period:** stable condition, with continuous monitoring of water quality, limnology, and ichthyofauna indicating the maintenance of environmental patterns characteristic of the reservoir.	**Baseline year:** ecosystem in an altered condition, typical of large Amazonian reservoirs, with loss of original vegetation cover, changes in hydrological dynamics, and reorganization of aquatic communities. **Current period:** stable condition, with maintenance of the monitored environmental parameters and the presence of consolidated ecosystems resulting from reservoir maturation.	**Baseline year:** highly altered condition due to the conversion of continuous forest areas into a mosaic of islands and flooded environments, with significant changes in vegetation structure and aquatic communities. **Current period:** stable condition, with consolidated characteristics of an aging reservoir. Continuous monitoring shows the maintenance of limnological conditions, the presence of adapted aquatic communities, and ongoing enforcement and pressure-reduction efforts in the surrounding areas of the reservoir and the Uatumã Sustainable Development Reserve.

POSITIVE AGENDA FOR NATURE

AMAZONIAN MANATEE PROJECT

In February 2025, AXIA's Center for the Preservation and Research of Aquatic Mammals and Turtles (CPPMQA), located alongside HPP Balbina (AM), saw the birth of the first Amazonian manatee calf in five years. The species has previously been threatened with extinction due to indiscriminate hunting and habitat degradation.

The father's age — four years old when the 18-year-old female got pregnant — establishes a new benchmark for sexual maturity in male Amazonian manatees. Scientific records had previously indicated that such maturity was only reached after six years of age, making this an unprecedented milestone in the captive management of the species.

The manatee initiative has been in place in the region since 1992. Currently, 43 animals are being monitored at the center, which rehabilitates rescued animals in captivity and monitors the local population of manatees released into the wild. The reintroduction of these animals to their natural habitat is part of a cooperation agreement between AXIA and Associação Amigos do Peixe-boi (AMPA), signed in 2022.

FOREST GERMOPLASMA PROGRAM

Maintaining a nursery with a capacity of 120,000 seedlings, the program, located at HPP Tucuruí, has a laboratory dedicated to seed analysis and storage. More than 39 million seeds have already been collected, with 21 million of them donated, contributing to environmental restoration and biodiversity in the region.

FOREST RESTORATION

In 2025, AXIA Energia made significant progress in the recovery of degraded areas. Across the country, from north to south, initiatives span the Amazon, Caatinga, Cerrado, and the Atlantic Forest, with the planting of native species adapted to each biome.

Seedlings originating from forest restoration programs, environmental compensation actions, and conservation initiatives were planted, helping protect the biomes where we operate and advancing towards a low-carbon future.

Seed Bank - AXIA Collection

QUELÔNIO PROJECT

This initiative, developed in southeastern Pará, combines environmental education with the reproductive management of the Amazon River turtle (Podocnemis expansa) and the yellow-spotted river turtle (Podocnemis unifilis), species that inhabit the Tocantins River. Activities take place in municipalities surrounding HPP Tucuruí reservoir, engaging schools and riverside communities in conservation efforts and environmental awareness actions.

In addition to contributing to the increase of chelonian populations and the improvement of the river's environmental quality, the project promotes local income generation through initiatives based on the principles of the solidarity economy. The proposal encourages legal and sustainable production and commercialization practices, strengthening the connection between biodiversity conservation and socioeconomic development.

Learn more about the Project

Quelônio Project - Balbina Hydroelectric Plant - Wildlife Research and Rehabilitation Center - AXIA Collection

UNPRECEDENTED RECORD OF A RARE SPECIES

At HPP Sinop, a project in which AXIA Energia holds a stake, an unprecedented record in Brazil was achieved, allowing for the observation of the complete reproductive cycle of the Uiraçu eagle, one of the rarest birds of prey in the country. Monitoring took place in the Amazon region as part of ongoing wildlife tracking activities.

Through the use of camouflaged equipment and ongoing monitoring, we were able to document every stage of the cycle, from nest construction to the fledgling's independence. This record contributes to the scientific understanding of the species and reinforces our commitment to biodiversity conservation.

Águia Uiraçu (*Harpia harpyja*) - AXIA Collection

BIRDS AND TRANSMISSION LINES

Bird collisions with transmission structures are among the primary impacts associated with the operation of the power system. In order to address this challenge, we have developed a structured approach to monitoring and mitigating risks to avifauna, combining science, innovation, and integration across our Environmental, Operation, and Maintenance teams.

This initiative involves mapping sensitive areas and identifying sections with a higher risk of collision, based on recognized methodologies such as field monitoring, cross-referencing scientific data, and actively listening to local communities. This process enables us to guide preventive actions, including the installation of visual markers and improvement of operational planning, thereby contributing to species conservation.

Monitoring activities have been carried out in the states of Pernambuco, Paraíba, Rio Grande do Norte, Alagoas, Sergipe, and Bahia, including the 230 kV Rio Largo II – Arapiraca II Transmission Line in Alagoas, an asset with a history of outages associated with the presence of caracara nests. Through this project, we have been developing solutions that balance power system reliability with wildlife protection, fostering coexistence between infrastructure and biodiversity.

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

WATER MANAGEMENT AND SECURITY

GRI 3-3

We consider water a fundamental input for our operations, as more than 97% of our generation matrix comes from hydropower sources. For this reason, we adopt practices aimed at the sustainable use of this resource, focusing on ensuring water security and long-term operational continuity.

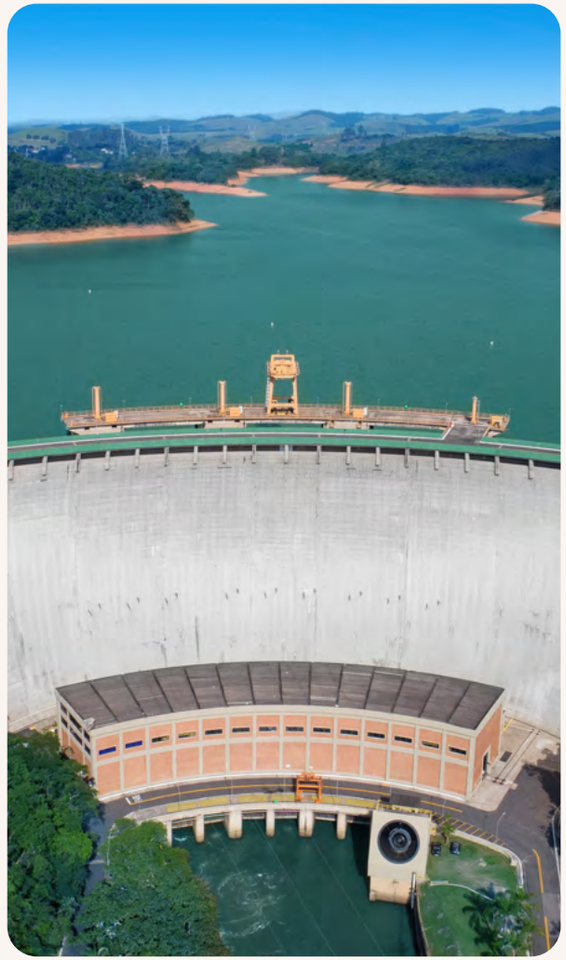
In this context, we rely on a cross-functional Water Working Group that brings together the Water Resources, Dam Safety, Environment, and Risk Management teams, coordinated by the Sustainability area within the scope of the Socio-environmental Committee.

In 2025, the group led the revision of the Water Resources Policy. They incorporated updated technical references and international guidelines, with an emphasis on access to high-quality water, effective monitoring through performance indicators, adaptive planning that accounts for climate change, ecosystem protection, innovation, and the instruments required to ensure implementation.

We have also renewed our adhesion to the CEBDS' Brazilian Business Commitment to Water Security (learn more on page 113). In addition, we hosted the Water Security Seminar in partnership with Firjan and CEBDS, bringing together experts and leaders to discuss the key challenges of water management in Brazil, reinforcing water as a strategic resource for sustainable development.

Regarding our workforce, in 2025 we developed a training program to raise awareness about the sustainable use of water, strengthening a culture of shared responsibility and contributing to the more efficient use of water resources.

Following our divestment from thermal power plants, we significantly reduced our water consumption, as this source of power generation accounted for the majority of water demand in our operations.



HPP Funil - AXIA Collection

4% per year — reduction in the company's water consumption by 2030 (base year: 2023)

Water consumption target for AXIA Energia, considering both operational and administrative activities.

INTEGRATED PLANNING AND REGULATORY COMPLIANCE

Throughout all project phases, we work closely with the National Water and Basic Sanitation Agency (ANA) and align with the National Water Resources Plan (PNRH) to project water use scenarios over the concession period. These studies are approved by ANEEL and the Brazilian Institute of Environment and Renewable Natural Resources (Ibama) and take into account various possible changes in the watershed conditions. The results are used to determine the energy to be generated by the project.

In order to mitigate the environmental impact of our operations, Environmental Impact Assessments (EIA) establish minimum flow requirements to maintain habitats and ecological processes downstream from hydropower plants. Through aquatic ecosystem and water quality monitoring programs, we ensure that the water returned to natural bodies maintains appropriate quality and temperature levels. To use water in our plants, we pay a Financial Compensation for the Use of Water Resources (CFURH), as established by Law No. 7.990/1989. These funds are allocated to states, municipalities, and public funds.

We also work with the National Electric System Operator (ONS) to help plan the operation of the National Interconnected System (SIN). These plans include a riskaverse operating curve, which defines the minimum volume to be maintained in reservoirs and strengthen the security of electricity supply across the country.

In addition complying with legal requirements, we treat water as a shared resource and participate in River Basin Committees – depending on the asset location –and other forums (learn more on page 135).

Learn more about our research and innovation projects in water resources management in the Climate and Nature Booklet.

NEW BUSINESS COMMITMENT TO WATER SECURITY

During COP30, CEBDS relaunched the Brazilian Business Commitment to Water Security, to which we are signatories, now with an expanded focus on concrete actions and on incorporating risks associated with climate change.

Developed through a collaborative effort among companies from different sectors, the new commitment sets more ambitious guidelines for responsible water management, reinforcing the need for continuous monitoring, clear targets, and the integration of water planning, climate adaptation, and value creation for society.

Access here the Business Commitment to Water Security in full.

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

KEY INITIATIVES

NASCENTES PROJECT

The Nascentes Project, an initiative led by AXIA Energia to enhance environmental quality and increase water availability in the areas surrounding the Mascarenhas de Moraes and Furnas hydropower plant (HPP) reservoirs, has already restored 200 river springs in the state of Minas Gerais.

By planting native species, we help preserve the region's biodiversity, while economically valuable crops contribute to soil and water protection and create income opportunities for local producers.

We monitor flow rate, turbidity, temperature, and air humidity at the springs. These analyses are supported by artificial intelligence (AI), a pioneering approach that enables more accurate and dynamic interpretation of patterns over time.

The compiled data feed into the "Regenerascentes" application database, which provides users with technical recommendations on how to restore springs and degraded areas. With an intuitive interface, the app serves as an accessible resource for farmers, environmental managers, and the general public.

The project's impact goes beyond spring restoration. It supports the recovery of ecosystems that are vital for maintaining water resources, while also fostering awareness and engagement among local communities. Furthermore, partnerships with universities and companies throughout the project strengthen its collaborative nature, bringing together experts, academics, and the broader community in the search for solutions.

Since 2021, we have restored 157 hectares and 200 springs, with the participation of 37 municipalities.

IARA PROJECT

The Environmental Intervention for Water Restoration (IARA) Project is a voluntary environmental initiative aimed at promoting the cleanup and restoration of areas near AXIA's operational units across Brazil. Its name refers to Iara, a figure from Brazilian folklore, reinforcing our commitment to preserving water resources while integrating cultural and environmental elements into its identity.

Following years of successful implementation in the Southeast region (formerly Furnas), the IARA Project has expanded to other operational areas, strengthening its positive impact and fostering a corporate culture centered on sustainability and socio-environmental responsibility.

In 2025, the initiative carried out an action at the surrounding of HPP Paulo Afonso IV's dam (BA), aligning with the global mobilization of the World Cleanup Day. This event seeks to foster collective engagement in concrete actions focused on cleanup, environmental education, and social engagement.

ECOINFRA

Ecoinfra is a water and energy efficiency program designed to implement effective solutions for the efficient use of water, energy, and waste across administrative facilities. In 2024, we conducted a survey of initiatives related to water management and efficiency, and in 2025, we launched a pilot reuse project with the installation of a rainwater harvesting system in Guamá (PA), with plans to expand it to other company units.

LIFE CYCLE ASSESSMENT

In partnership with Cepel, we developed a methodology aimed at adapting international best practices in water footprinting to the reality of the technologies used in Brazil for power generation and transmission, based on ISO 14046.

We are also developing a water footprint module within AXIA Energia's footprint calculator, which will enable the assessment of the water footprint of projects across different typologies. This initiative is intended to help us map the impacts of our operations and take action to minimize them.

WATER WITHDRAWAL, CONSUMPTION AND DISCHARGE

Water withdrawal across our operations is carried out under permits issued by the relevant authorities. At our administrative offices, supply comes from the public water supply network, in addition to surface and groundwater sources. At our hydropower plants (HPPs), water use is non-consumptive: after power generation, water is returned to natural water bodies with quality comparable to that at the point of withdrawal. GRI 303-1

AXIA monitors indicators related to water withdrawal, discharge, and consumption through the IGS system. Records of turbined water are obtained from software that calculates the water balance, while data on water used for administrative activities are sourced from utility bills or meter readings.

WATER QUALITY

Our subsidiaries issue water quality monitoring reports in accordance with Conama Resolutions 357/2005 and 430/2011, which provide for quality standards, monitoring frequency, and the parameters to be assessed. GRI 303-2

AXIA Energia has implemented an Effluent and Water Quality Monitoring Plan (PMEQA), which defines procedures, parameters, sampling locations, and analysis frequency to ensure the potability of consumed water and the proper discharge of effluents, in line with regulations from the Ministry of Health and the National Environmental Council (Conama). GRI 303-2

All the water we use and discharge is freshwater. Accordingly, its discharge complies with the regulatory requirement of a maximum concentration of 500 mg/L for total dissolved solids. GRI 303-2

Water withdrawal, consumption, and discharge (thousand m³)[1] GRI 303-3, 303-4, 303-5, SASB IF-EU-140a.1

	2023	2024	2025
Administrative activities	**1,196.44**	**664.88**	**630.08**
Surface water	593.67	95.54	86.24
Groundwater	345.63	321.54	306.46
Utility water	257.15	247.80	237.38
No water meter available (estimated consumption)	**210.03**	**64.66**	**45.04**
Thermal power	**34,563.18**	**27,222.13**	**1,330.35**
Surface water	34,166.65	26,108.48	1,298.37
Groundwater	396.53	1,113.65	31.99
Wind generation	**0.54**	**1.25**	**0.19**
Groundwater	0.54	1.25	0.19
Hydropower	**625,135,385.32**	**679,201,485.02**	**554,732,177.50**
Surface water	625,135,385.32	679,201,485.02	554,732,177.50
Transmission system	**0.00**	**138.14**	**295.70**
Surface water	0.00	138.14	295.70
Other uses	**2,523.48**	**2,523.05**	**3,293.13**
Water withdrawal for use in fish farms	2,521.57	2,521.57	3,292.45
Water withdrawal from rainfall	1.91	1.48	0.68
Total water withdrawal	**625,173,877.08**	**679,232,097.65**	**554,737,771.32**
Total water discharge	**625,162,463.86**	**679,226,321.03**	**554,736,305.95**
Total water consumed	**11,413.22**	**5,776.61**	**1,465.38**
Turbined water (hydroelectric in water-stressed areas)	**2,476,478.83**	**2,242,712.61**	**2,864,614.95**

[1] *The information reported considers the holding (AXIA Energia) and its subsidiaries AXIA Energia Nordeste, AXIA Energia Norte and AXIA Energia Sul.*

WATER STRESS

In 2025, we updated our assessment of the HPPs located in water-stressed areas, in accordance with the Water Balance methodology established by the Brazilian National Water Agency (ANA). SHP Curemas and HPP Pedra and Batalha are situated on rivers currently experiencing water stress. Their combined installed capacity accounts for approximately 0.17% of AXIA Energia's total installed capacity.

It is worthy noting that, according to the Aqueduct Water Risk Atlas — developed by the World Resources Institute (WRI) — none of the company's plants are located in areas classified as having medium-high, high, or extremely high water stress.

Potential impacts on water resources GRI 303-1, SASB IF-EU-140a.2 and IF-EU-140a.3

Possible impacts	Examples of mitigation and compensation measures
Hydroelectric plants	
Changes in hydrosedimentary dynamics	Hydro-sedimentological monitoring program
Changes in rainfall patterns/Reduced downstream streamflow	Hydro-sedimentological monitoring program
Changes in groundwater levels	Hydrogeological monitoring program / Water table and groundwater quality monitoring program
Conversion of river ecosystems from lotic to lentic	Water quality monitoring program/Ichthyofauna Program
Changes in surface water quality	Water quality monitoring program
Riverbank erosion downstream of the reservoir	Erosion monitoring/Rehabilitation of riparian vegetation
Changes in multiple uses due to the formation of the reservoir.	Reservoir Bank Environmental Conservation and Usage Pla - PACUERA
Thermal power plants	
Consumptive water use in the generation process	Water consumption and quality monitoring program
Possibility of water contamination by waste/ oil leaks	Water quality monitoring program / Emergency Response Plan
Changes in parameters such as temperature, turbidity, and pH in the returned water.	Water and Effluent Quality Monitoring Plan
Transmission lines	
Consumptive water use in the transmission process/ Consumptive water use in current conversion	Water consumption and quality program / Addition of chemicals to the cooling water to increase the number of cycles in the Converting Substation towers
Floating solar farms (on reservoirs)	
Oil spills (equipment collapse)	Contingency Plan Bunding

AXIA ENERGIA

SDG

CAPITALS

CHAPTER 6

VALUE RELATIONSHIPS

Catalyze.
The power that brings the future together with our energy.

Emergency maintenance on a transmission line in Macaé (RJ)

COMMUNITY ENGAGEMENT

GRI 3-3

AXIA Energia operates in more than 1,500 municipalities across Brazil, including power plants, substations, and transmission lines. In all these locations, we carry out community engagement initiatives that include consultation processes, impact assessments, and mitigation, compensation, and territorial development programs. As we generate energy and connect the country, we impact 64 Indigenous Lands and engage with 35 Indigenous ethnic groups, as well as quilombola communities and other traditional communities. GRI 413-2

These figures underscore the breadth and complexity of our engagement with communities, which are jointly managed by our Social Responsibility, Engineering, Operations, Services, Communications, and Legal teams.

Within the ESG Roadmap, we are developing an integrated governance framework for our community engagement, aimed at fostering a unified institutional identity, mapping risks and opportunities, prioritizing relationships and critical territories, and consolidating data and results. This process is expected to be completed in 2026.

We have also implemented a Stakeholder Relationship Management (SRM) system, a georeferenced platform that consolidates, in a single repository, the history of our engagement with communities — including Indigenous Peoples and traditional communities — as well as the associated assets and key stakeholders.

IMPACT MEASUREMENT

SDG 8, 10 and 12

In 2025, we completed the application of the Social Return on Investment (SROI) methodology to the Lagos de São Francisco project, carried out in partnership with the Brazilian Agricultural Research Corporation (Embrapa), local municipalities, and smallholder farmers in the area surrounding the Paulo Afonso complex (learn more on page 122).

The assessment involved fieldwork, interviews with beneficiaries and partners, and an analysis of socioeconomic indicators.

The results showed that for every **R$ 1 invested in the project, R$ 2.92 was generated** in social value for participants, highlighting gains such as increased income, improved productivity, and the strengthening of local communities.

Applying SROI requires the definition of measurement parameters capable of translating qualitative impacts — such as self-esteem and motivation — into measurable indicators, which makes its replication dependent on the specific context of each project. Even so, this experience represents a meaningful step forward, as it allows us to more tangibly demonstrate the social outcomes generated by AXIA Energia's investments.

CRISIS MANAGEMENT: COLÍDER CASE

GRI 413-1

In the case of the controlled depletion operation of the Colíder HPP (learn more on page 44). To manage the situation, we prioritized engagement with reservoir users, surrounding communities, and those located within the Self-Rescue Zone (ZAS). Our teams maintained a continuous presence in the field, fostering active listening and providing direct communication channels to clarify questions, log requests, and share updates on the measures being implemented.

These interactions were organized in a structured manner, with ongoing case monitoring and close coordination with local leaders, ensuring transparency, traceability, and the steady building of trust throughout the process.

Actions with local communities – AXIA Collection

IMPACTS ON COMMUNITIES

We prevent impacts on local populations by applying the mitigation hierarchy when assessing socio-environmental impacts across all project phases. We comply with applicable laws, as well as the principles and guidelines set forth in our Environmental, Human Rights, and Social Responsibility Policies, and we adopt industry best practices. GRI 413-2, EU20

In this context, starting from the planning stage, we implement engineering solutions and preventive measures designed to reduce impacts on people and the environment. Our studies include participatory socio-environmental diagnostics and surveys to identify vulnerable groups, along with impact assessments and the development of mitigation and compensation measures. GRI EU20

Where impacts on Indigenous Peoples and traditional communities are concerned, we apply FPIC (learn more on page 124). GRI 413-2, EU22

Our actions also include stakeholder and conflict mapping, as well as the identification of potential human rights violations. The formal recording of interactions with communities is conducted in compliance with the General Data Protection Law. GRI 413-2

DAM SAFETY

We have a Dam Safety Policy which defines our strategy for managing all processes related to the topic, ensuring high technical standards and the adoption of sound engineering practices. We promote standardization, risk management, and a strong dam safety culture, grounded on best practices in engineering and operations. GRI EU21

The company has a structured set of plans and procedures to ensure dam safety. All plants are equipped with an Emergency Action Plan (EAP), which is reviewed on a regular basis and include clear protocols, periodic drills, and alert systems, in full compliance with legal requirements. GRI EU21

Learn more about this topic in the Social Impact Booklet.

IMPACTS ON COMMUNITIES GRI 413-2

Potential impacts	Examples of mitigation or compensation actions
Hydroelectric plants	
Compulsory relocation of urban and rural communities	Communication and social interaction actions, assistance to the affected population, restoration of productive activities, social support
Loss of livelihoods (farming, non-timber forest products, mining, fishing)	Communication and social interaction actions, assistance to the affected population, restoration of productive activities, qualification of the professional workforce in the fishing sector, support for aquaculture projects
Disruption/loss of transportation routes and communications systems	Communication and social interaction actions, improvement and restoration of roads
Changes in reservoir outflow rate	Communication and social interaction actions
Hydroelectric and wind power plants	
Changes in lifestyles and sociocultural relations	Communication and social interaction actions, assistance to the affected population, environmental education, social monitoring, heritage appreciation
Real estate speculation	Communication and social interaction actions, urban requalification
Thermal power plants	
Adverse effects on air quality from particulate and dust emissions, etc.	Communication and social interaction actions, air quality monitoring, installation of equipment that reduces the emission of these substances
Wind farms	
Moving shadows and/or reflections (stroboscopic effect)	Avoid developing solar farms near populated areas
Solar farms	
Flash blindness	Avoid developing solar farms near populated areas
Transmission lines	
Presence of maintenance crews on rights-of-way	Communication and social interaction actions, environmental education actions, specific actions for indigenous communities
Noise caused by equipment installed on transmission towers	Communication and social interaction actions
Increased vulnerability of the territory	Actions of communication and social interaction, territorial protection, in the case of indigenous lands, strengthening of indigenous organization, support for productive activities, environmental and indigenous awareness, environmental education
Hydroelectric power plants and transmission systems	
Interference in traditional communities, indigenous people and/or other ethnic groups	Specific communication and social interaction actions, to assist the affected population, actions proposed within the scope of the study of the indigenous component and the basic project of the indigenous component
Hydroelectric, thermoelectric, wind and solar power plants and transmission systems	
Generation of expectations in the local and regional population and emergence/ increase of social tensions	Communication and social interaction actions, environmental education
Restriction of land use	Communication and social interaction actions,environmental education, recomposition of productive activities, recovery of degraded areas
Limitation of land use within the right-of-way and adjacent areas	
Dynamization of the economy	Communication and social interaction actions, workforce qualification, institutional articulation, development of productive activities
Increase in the collection of municipal taxes	Communication and social interaction actions, institutional articulation, development of productive activities, strengthening public administration
Increase in the supply of direct jobs during construction	Communication and social interaction actions, workforce qualification, institutional articulation
Increase in technical-scientific knowledge about the region	Communication and social interaction actions, environmental education
Migratory flow	Communication and social interaction actions, institutional articulation, urban requalification, public health, environmental education
Hydroelectric, wind and solar power plants and transmission systems	
Interference with tourist potential (degradation of scenic beauty)	Communication and social interaction actions, recovery of tourism and leisure activities
Interference with landscape, paleontological, archaeological and speleological sites and other places of symbolic value to local communities	Communication and social interaction actions, environmental education, research, monitoring and paleontological and archaeological rescue and protection of landscape and speleological sites

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

SÃO FRANCISCO LAKES PROJECT

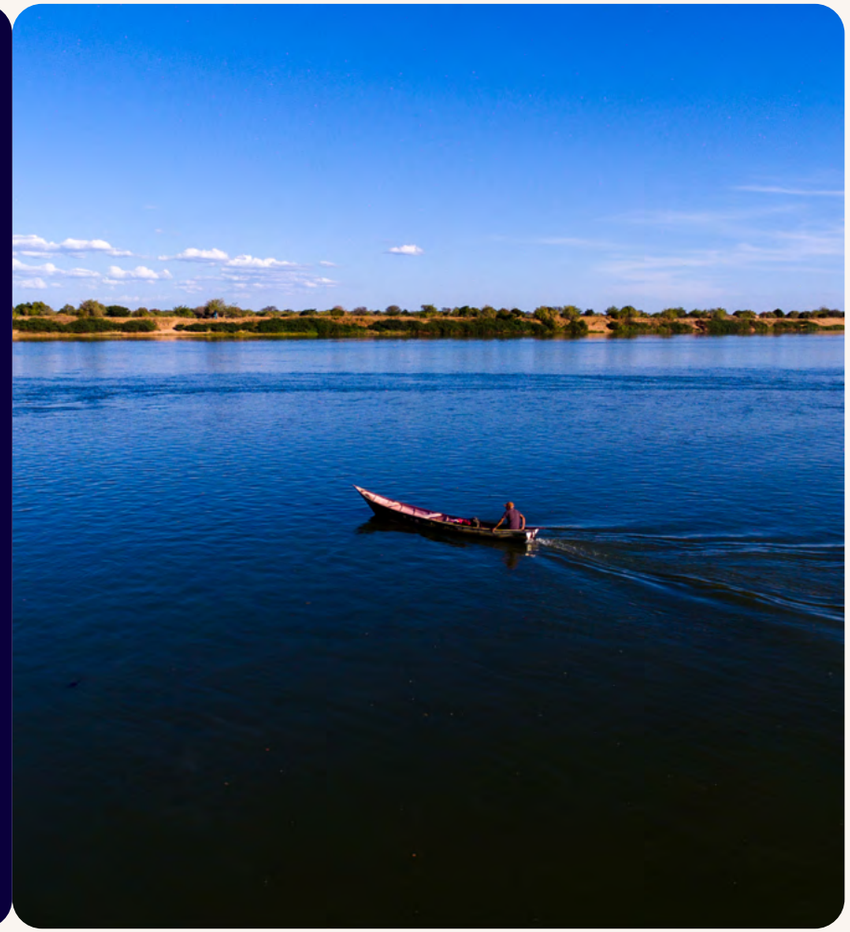
GRI 413-1 | SDG 8, 10 and 12

With the aim of strengthening rural communities located along the São Francisco River, across the states of Pernambuco, Sergipe, Alagoas, and Bahia, the project was designed to deliver social, productive, and environmental development initiatives to students and agricultural producers.

These efforts are aimed at improving families' quality of life, increasing productivity, and reducing costs, thus supporting the transition from traditional agriculture to organic and sustainable practices.

The project reaffirms AXIA's commitment to sustainable local development, strengthening collaboration among communities, public authorities, civil society, research institutions, and funding partners.

Click here to learn more about the Project.



São Francisco River - AXIA Collection

"Back then, agriculture here was still quite limited. With the arrival of the project, our farmers gained access to new technologies and have since developed a different perspective. Many who once relied on government assistance programs or worked on other people's land are now independent. Today, they work their own plots and sell their products through public programs and local markets."

RENALLY MEDEIROS
Secretary of Agriculture of Delmiro Gouveia-AL

SOCIAL ENGAGEMENT

In our efforts to foster an environment of transparency, trust, and safety in our relationship with surrounding communities, we maintain permanent service channels and encourage participation and dialogue through social communication programs and public meetings.

Our communication is carried out using language and formats tailored to the characteristics of the territories where we operate, ensuring respect for their cultural specificities.

COMBATING SEXUAL VIOLENCE

In 2025, we implemented the "Grandes Empreendimentos" (Large-Scale Projects) Program with the aim of coordinating initiatives to prevent, identify, and mitigate impacts related to sexual violence against children and adolescents.

In partnership with Childhood Brasil, this initiative included four participatory assessments on the topic in Cantá (RR), Mucajaí (RR), Rorainópolis (RR), and Presidente Figueiredo (AM), municipalities impacted by the Manaus–Boa Vista transmission line project, with direct participation of 28 representatives of the protection network.

The initiatives included awareness sessions with 42 supplier leaders, the training of 26 facilitators among AXIA employees and partners, and, at construction sites, approximately 696 workers were engaged through Weekly Health Dialogues, addressing topics such as the sexual exploitation of children and adolescents and responsible fatherhood. In addition, in 2025, on-site technical visits were conducted to monitor compliance with human rights standards at the company's worksites.

Furthermore, AXIA's senior leadership formally signed a Public Commitment against the sexual exploitation of children and adolescents through a Term of Commitment for Large-Scale Projects and Works and a Steering Committee was established and is operating on a regular basis, comprising ten managers and one director.

SOCIAL RESPONSIBILITY

We continue to advance our Private Social Investment (PSI) management toward a model focused on social innovation and the creation of shared value. In 2025, we approved the Private Social Investment Policy, which governs the strategic allocation of voluntary social and socio-environmental projects within the company, among which the following are worth highlighting: GRI 413-2

- **Teacher Training Program:** in partnership with Roda Educativa, this initiative operates in ten municipalities in Brazil's Northeast, directly benefiting 635 professionals from the local public education system and more than two thousand students;
- **Civil Society Organizations (CSO) Acceleration Program:** in partnership with Instituto Phomenta, we enhance the impact of CSOs and non-profit collectives through a free institutional acceleration journey designed to strengthen management, fundraising, governance, and sustainability;
- **Novos Caminhos Program:** in 2025, AXIA carried out three initiatives (in collaboration with the Court of Justice of the States of Amazonas, Pará, and Santa Catarina), all focused on psycho-pedagogical support and the development of essential skills for young people entering the labor market.

We prioritize identifying business opportunities aligned with solutions to social challenges, enabling the company to expand its financial results while strengthening its market differentiation.

In 2025, we reached

R$ 19.3 million

in PSI. GRI 413-2

We support the "Na Mão Certa" initiative by Childhood Brasil. Meet the Program here.

FREE, PRIOR AND INFORMED CONSENT (FPIC)

In 2025, we approved and began implementing the Free, Prior, and Informed Consent (FPIC) Standard as an extension of our Human Rights Policy.

The standard follows international guidelines, such as the International Labour Organization (ILO)' Convention 169, and establishes procedures to incorporate FPIC into our relationships with Indigenous Peoples and traditional communities affected by our projects. From planning and impact studies to compensation and mitigation measures, the initiative ensures that consultation processes are conducted in advance, with transparency and in a culturally appropriate manner.

FPIC is already being applied to new transmission projects, in close coordination with the communities themselves, licensing authorities, the Federal Public Prosecutor's Office (MPF), intervening parties, and others. This approach strengthens the management of socio-environmental risks and reinforces the legitimacy of the Company's decision-making processes.

Kaigang Village - AXIA Collection

WAIMIRI ATROARI PROGRAM SDG 12

Dedicated to promoting health, education, and the territorial and environmental protection of the Waimiri Atroari people — while also strengthening their productive activities — the program was established since the 1980's as a means of mitigating and compensating for impacts associated with the implementation of the HPP Balbina.

Through actions guided by respect for the community's autonomy and aspirations, we seek to expand the Waimiri Atroari's understanding of Brazil's sociopolitical context and to support the restoration of their economic and cultural independence.

The program helps balancing economic and cultural relations between the Waimiri Atroari and national society, ensuring their exclusive use of demarcated and officially recognized Indigenous land, which spans 2,586,000 hectares, 99.93% of which with its natural cover preserved. At the same time, we promote ongoing investments defined through dialogue with the community and with the relevant authorities, contributing to improvements in the overall living conditions of the Waimiri Atroari.

Click here to learn more about the Program.

> *"In the context of the São Marcos Program, our engagement with AXIA Energia has been guided by respect and a genuine openness to listening to the communities. This process is essential to building trust and ensuring that studies move forward responsibly and with full respect for the territory."*
>
> **MARCELLO MACUXI**
> Macuxi Leader of the São Marcos Indigenous Land, impacted by the Brazil–Venezuela transmission line

COMMUNITY ENGAGEMENT HUBS

Developed in partnership with the Brazilian Institute for Social and Economic Analyses (IBASE), this project strengthens local development in the regions of Ibiraci (MG), Itatiaia (RJ), Mogi das Cruzes (SP), Mambucaba (RJ), Foz do Iguaçu (PR), and Claraval (MG). We do this by promoting participatory diagnostics and action plans built collaboratively with the communities.

The methodology fosters social protagonism, enhances dialogue among residents, public authorities, and institutions, and enables the implementation of Reference Projects defined by the local communities. The initiative expands the social value generated by AXIA in the communities where we operate, in alignment with our Private Social Investment Policy (PSI).

Engagement with the local community[1] GRI 413-1

	2023	2024	2025
Total number of operations	1,010	1,114	1,114
Number of operations with engagement, impact assessments and/or development programs aimed at the local community, among other actions	850	738	752
Percentage of operations with engagement programs (%)	84.16%	66.25%	67.5%

[1] *The information reported considers the holding (AXIA Energia) and its subsidiaries AXIA Energia Nordeste, AXIA Energia Norte and AXIA Energia Sul, in addition to its investments Baguari, Eólica Ibirapuitã, Teles Pires, Madeira Energia (MESA), Brasil Ventos and Vale de São Bartolomeu.*

Learn more about the relationship with indigenous peoples and traditional communities in the Social Impact Booklet.

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

RESPONSIBLE SUPPLY CHAIN

In 2025, we engaged a total of 4,536 contracted suppliers, forming a robust network that helps ensure the reliability of our services. GRI 2-6

Most of our contractors operate in the fields of technology, information technology, telecommunications, engineering, manufacturing, transportation, resale, electrical equipment, consulting across various areas, as well as cleaning and security services. GRI 2-6

Supplier contracting and management follow the guidelines set forth in our Supply Logistics Policy, Our partnerships are grounded in ethical principles and transparency, extending our positive impact across the entire value chain.

In 2025, we made progress in integrating assets and systems with the implementation of the SAP Ariba module, aimed at automating and strengthening supplier and procurement management while incorporating ESG criteria, compliance requirements, and qualification processes for critical categories. GRI 2-6

These features enable us to manage the entire supplier lifecycle — from onboarding to qualification, segmentation, and performance evaluation — while also streamlining and enhancing the efficiency of contract formalization, ensuring compliance and traceability throughout the procurement process. GRI 2-6

We also launched Integra+ to further improve efficiency and security in supplier management. This initiative focuses on the implementation and management of service contracts in partnership with a specialized company that reviews and monitors documentation, equipment, vehicles, and machinery. GRI 2-6

SUPPLIER EVALUATION

In 2025, we signed 2,378 new contracts with suppliers. Starting this year, we began incorporating ESG criteria into our selection process, assessing potential partners interested in working with AXIA based on Compliance, Human Rights, Environmental, and Occupational Health and Safety (OHS) criteria. GRI 2-6

Throughout the year, we assessed 1,669 suppliers as critical with regard to risks related to child labor, forced labor, or slavery-like conditions. Service providers with personnel allocated within AXIA operations are considered more susceptible to these risks. GRI 408-1, 409-1

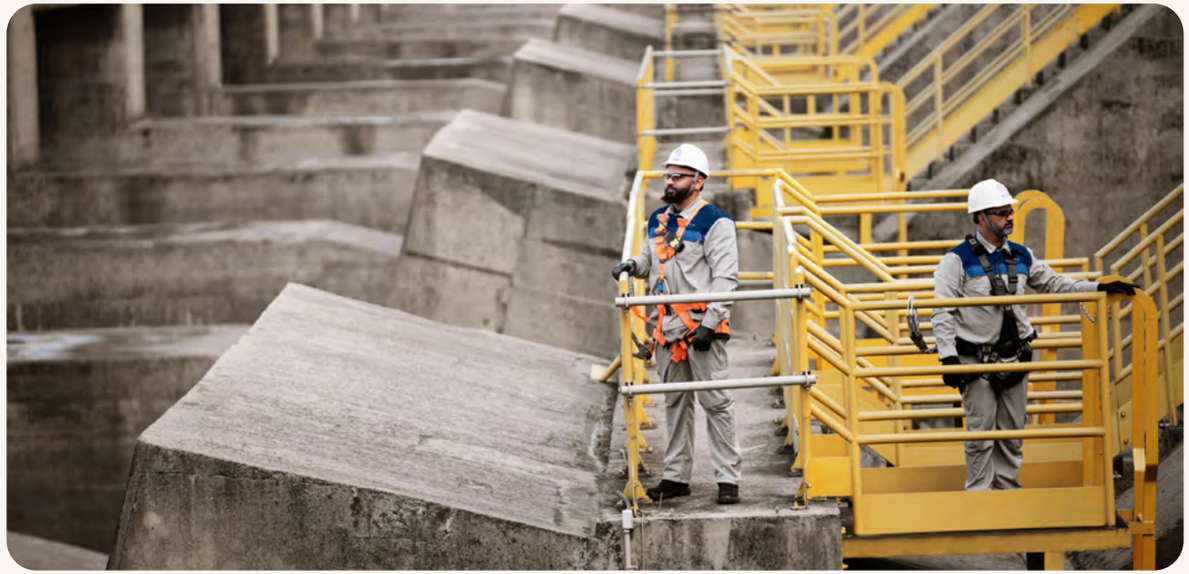
SUPPLIER CODE OF CONDUCT

In 2025, we revised AXIA Energia's Supplier Code of Conduct, incorporating new ESG practice guidelines for our supply chain. Among the key updates, we highlight:

- Monitoring and implementing actions to ensure the rational, efficient, and sustainable use of water resources in their operations;
- Assessing biodiversity-related business impacts and dependencies;
- Identifying measures to reduce and/or eliminate the emission of greenhouse gas, air pollutants, and gases covered by the Montreal Protocol, including the preparation and disclosure of their own emissions inventory.

STRENGTHENING STRATEGIC PARTNERSHIPS

With the objective of deepening relationships and building new connections to support AXIA Energia's growth in the coming years, in September 2025 we carried out the Asia Mission, taking four of our leaders to China and South Korea for meetings with strategic suppliers across generation, transmission, execution of highly complex projects, and energy storage.



HPP Tucuruí - AXIA Collection

TOOLS FOR OPERATIONAL EFFICIENCY

In order to enhance efficiency in procurement management and improve supply delivery to client areas, we began implementing SAP Ariba as our central procurement platform. This initiative standardizes processes, increases transparency, and strengthens governance in supplier management, in addition to reducing negotiation cycles and manual errors (learn more on page 76).

We also deployed V360, which automates invoice processing through integrations with SEFAZ, municipalities, and SAP, thus ensuring greater control and on-time payments (learn more on page 77).

Furthermore, we implemented OiTchau, a digital time-tracking system with facial recognition for outsourced workers, increasing data reliability, ensuring compliance with labor obligations, and improving efficiency in service contract management.

Transmission line maintenance - AXIA Collection

CONTRACTOR SAFETY

To enhance the safety of our contracted workforce, we established a management unit dedicated exclusively to this topic, with the goal of reducing exposure to operational risks. With third-party workers engaged across our generation, transmission, and construction activities, this new structure strengthens the standardization of requirements, reinforces our technical presence in the field, and promotes closer integration between safety and operations.

We have also extended the Safety Leaders program to our partner companies, preparing contractor managers to act as key agents in accident prevention. In 2025, two in-person events were held — one in São Paulo and another in Brasília — attended by more than 9,000 employees. The next steps include cascading this initiative to tactical and operational management levels (learn more on page 151).

In addition, we have begun to include outsourced workers in all corporate OHS indicators. This change reinforces our understanding of contractors as an extension of AXIA, increasing transparency in our results, guiding preventive actions, and strengthening a unified culture of care throughout the supply chain.

CUSTOMER RELATIONSHIP

GRI 3-3

Customer satisfaction and safety remain central elements of our strategy. Following the completion of the post-privatization transformation phase, and leveraging the approval of Provisional Measure No. 1.304/2025, we advanced in strengthening the structures required for the opening of the free energy market.

From an economic standpoint, the maturation of our commercial strategy, combined with the digitalization and automation of processes, strengthened the Free Contracting Environment (ACL), enhancing market efficiency, competition, and consumers' freedom of choice.

This movement contributed to reduced operational costs, greater financial predictability, and a consistent expansion of our customer base, which by the end of 2025 recorded a 17% increase compared to the previous year, with 136.45 TWh commercialized. GRI EU3 | SASB IF EU-000.b

This growth reinforces the importance of deepening our customer focus, as we continue to connect opportunities, improve our responsiveness to their demands, and support the transformation of our curtomers' businesses in an increasingly dynamic and competitive environment.

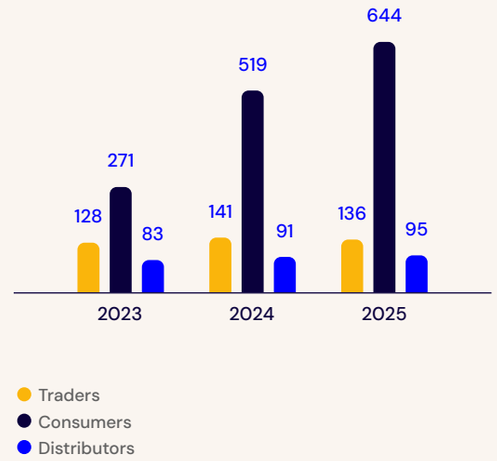
The completion of the Salesforce CRM implementation enabled us to expand, segment, and qualify our customer base, while also unifying the history of interactions and opportunities, increasing efficiency and enabling cross-selling initiatives.

In 2025, with the objective of expanding our customer base and accessing new markets, we began supplying energy to TIM's corporate customers in the small and medium-sized enterprise (SME) segment, offering greater cost predictability and solutions aligned with the new free contracting environment.

In this way, as the energy landscape becomes increasingly renewable, intermittent, and sensitive to climate conditions, we have positioned ourselves consistently in the face of greater market volatility, continuously refining our systemic perspective to maintain competitiveness and relevance.

AXIA ENERGIA'S CUSTOMER PROFILE

GRI EU3 | SASB IF-EU-000.A



Operational routine in a plant - AXIA Collection

BUSINESS MODEL TRANSFORMATION

To ensure a higher level of customer service, we advanced in structuring a dedicated area focused on customer relationships, supported by the adoption of structured customer experience management processes, as well as the definition of clear objectives and performance indicators.

By classifying customers according to their profile, size, consumption patterns, and specific needs, we were able to design tailored commercial approaches for each segment. This allows us to better align with their actual demands and contributed to the growth of our customer portfolio.

Another important transformation within the commercial area was the creation of a trading desk dedicated to on-demand products, with a focus on addressing customers' specific requirements.

By seeking market-based solutions that meet each customer's needs, this approach enhances our commercial flexibility, strengthens AXIA's positioning as a comprehensive solutions provider, and supports customer retention.

To sustain this movement, our Product Development area has deepened its understanding of customer behavior by analyzing consumption curves, future demand profiles, decarbonization initiatives, and investment needs.

This knowledge has enabled the development of new products and strengthened our ability to anticipate trends in an increasingly renewable, intermittent, and volatile electricity sector.

ELECTRICITY DELIVERED TO CUSTOMERS

SASB IF EU-000.b

In 2025, we sold a total of 136.45 TWh of electricity to commercial, industrial, trading, and distribution customers.

CLIENT	2024	2025
Commercial	0.03	2.67
Residential	-	-
Other customers (industrial)	16.54	8.99
Trader/generator and distributor (wholesale consumer)	125.6	124.79
TOTAL	**142.17**	**136.45**

AXIA Collection

CUSTOMER EXPERIENCE

Customer experience is monitored through a structured and continuous governance approach. The Customer Committee is a multidisciplinary body that meets monthly and is responsible for assessing the progress of ongoing initiatives, reviewing performance indicators, and consolidating insights derived from surveys, interviews, and feedback.

As its primary satisfaction metric, AXIA has adopted the Net Promoter Score (NPS). The results, along with the associated qualitative insights, support the prioritization of improvement actions, process adjustments, and the strengthening of the value proposition throughout the customer journey.

DECARBONIZATION SOLUTIONS

We have been working to expand our portfolio of solutions that support our customers' climate strategies. To this end, we seek to identify decarbonization opportunities through a detailed analysis of their consumption profiles, enabling an increasingly robust offering of renewable energy certificates and carbon credits as part of tailored solutions.

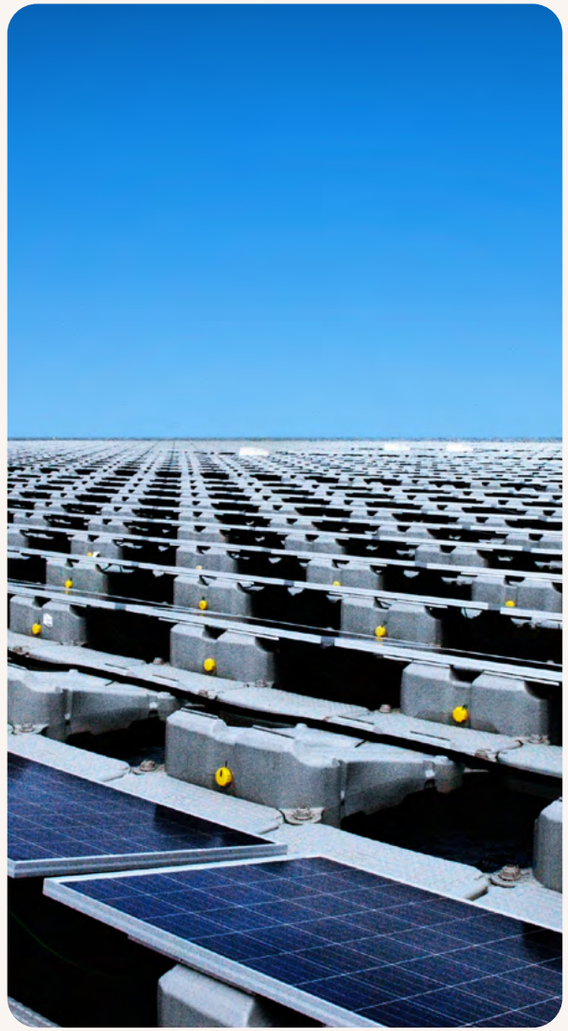
In this context, the following initiatives stand out:

- Partnership with Banco do Brasil, which intermediated the purchase of 992 carbon credits generated by HPP Rio Teles Pires for Brasilseg;
- Offsetting of emissions from TIM's 2025 National Sales Convention through the retirement of 500 carbon credits sourced from HPP Foz do Chapecó;
- Neutralization of CO_2 emissions from the Clube de Regatas Flamengo headquarters, in Rio de Janeiro, throughout 2024 and up to June 2025.

We have also advanced in the issuance of renewable energy certificates. In 2025, we issued 11.9 million I-RECs and 7.8 million RECFYs — our proprietary certificate operated on a digital platform using blockchain technology. I-REC emissions represent a volume 29.35% higher than in 2024, and RECFY emissions doubled compared to the previous year, including sales to customers and self-deductions. Through RECFY, AXIA offset 91.25% of its scope 2 emissions for the year 2025.

These instruments expand AXIA Energia's portfolio of decarbonization solutions, supporting customers in managing their emissions and strengthening long-term sustainable value creation.

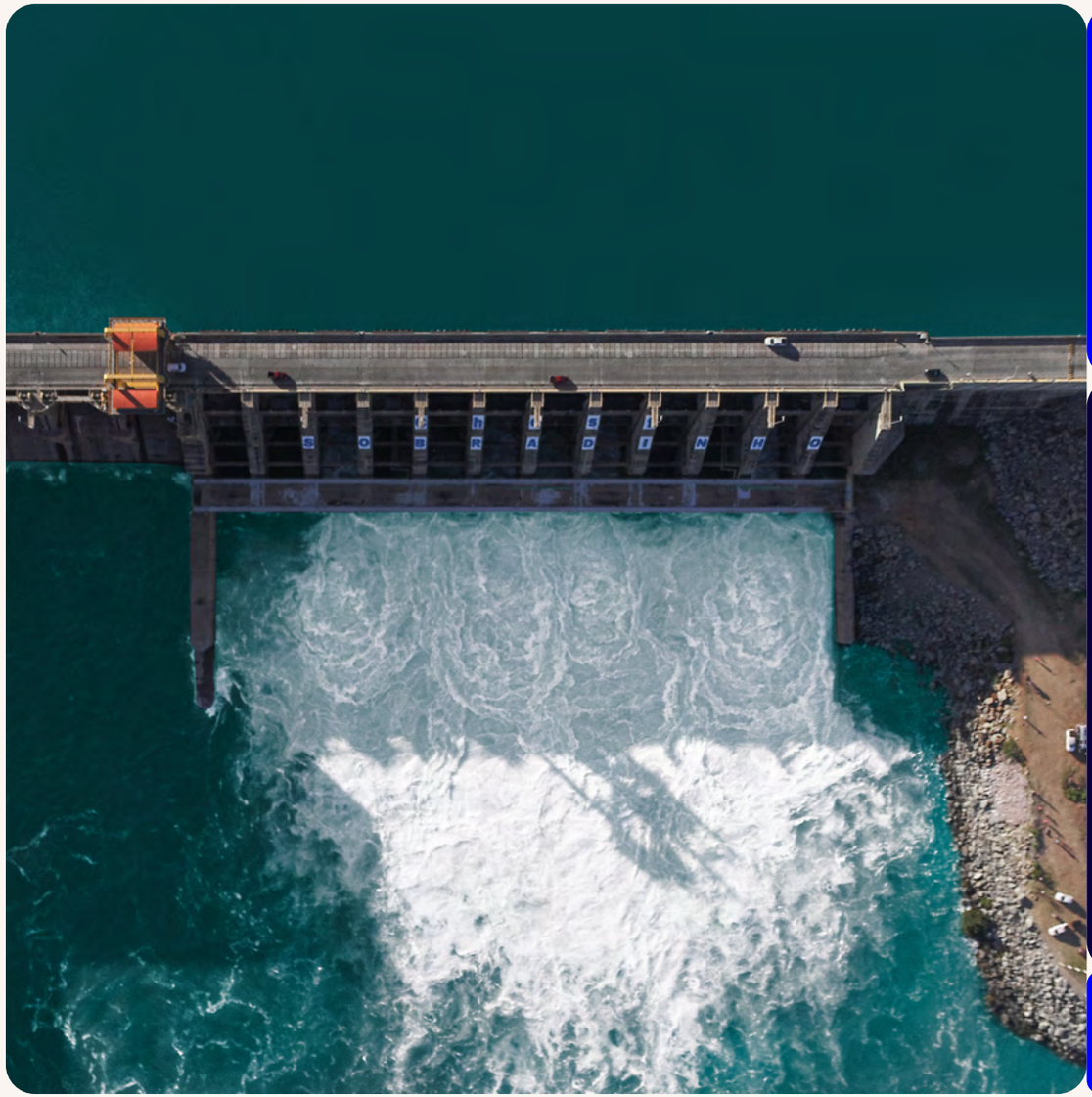
In addition, AXIA has been acting as a Demand Response Aggregator, supporting customers in voluntarily reducing electricity consumption during critical periods of the power system. This initiative contributes to the balance of the National Interconnected System (SIN), reduces the dispatch of thermal power plants, and generates economic gains for participants, consolidating itself as a decarbonization solution grounded in efficiency, flexibility, and market innovation.



Solar platform - Zeca Teixeira

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT



HPP Sobradinho - AXIA Collection

EMISSION MANAGEMENT

METRIA is a solution developed by Cepel that brings together a GHG emissions calculator and an e-commerce platform for offset assets, creating a fully digital journey that allows us to measure and offset emissions in a structured manner aligned with international standards. By making METRIA available to both customers and suppliers, we expand our management and traceability capabilities, strengthening value chain integration in emissions management.

ENERGY EFFICIENCY

Given the growing demand for digital services and cloud computing, the integration of energy infrastructure with data centers is increasingly consolidating as a strategic trend worl-dwide. In this context, our Engineering area has been assessing locations that combine the availability of renewable energy, transmission capacity, and strong connectivity, with the goal of delivering solutions that bring together energy efficiency, emissions reduction, and regulatory reliability.

Within the broader decarbonization agenda, we have also advanced our studies on green hydrogen (H_2V), formalizing a memorandum of understanding with the government of Espírito Santo to evaluate the implementation of a plant based on this technology. By using renewable electricity to produce hydrogen with low carbon emissions, this initiative has the potential to accelerate both industrial and regional energy transition.

Click here to learn more about METRIA.
Learn more about Demand Response Mechanisms.

GOVERNMENT RELATIONS AND ADVOCACY

In order to monitor the effects of laws and public policies on our business, the economy, the environment, and society, we maintain ongoing engagement with public authorities, associations, companies, and civil society organizations.

To support this effort, we rely on an Institutional and Government Relations Policy, which formally guides these interactions and the defense of the Company's interests within the regulatory environment, ensuring that our Institutional and Government Relations activities are conducted with transparency and integrity.

To centralize the management of this topic, all interactions with public entities are recorded on an integrated platform defined by our Governance and Compliance areas.

In 2025, we demonstrated active engagement in managing critical issues alongside public authorities and regulators.

One of them was the conciliation agreement with the Federal Government, which addressed AXIA's shareholder voting criteria. Ratified by the Supreme Federal Court (STF) in December 2025, the agreement resolved disputes regarding the government's participation rights as our shareholder and preserved the company's privatization model.

We also strengthened our institutional engagement to support the opening of the free energy market to all consumers, actively advocating key initiatives with legislators and regulators, while preparing the company for a broader and more competitive commercial environment (learn more on page 63).

In the Colíder case (learn more on page 44), we promptly communicated with the municipal government, the State Government of Mato Grosso, the Federal Government, the National Water Agency (ANA), the National Electric Energy Agency (Aneel), Civil Defense, and the National System Operator (ONS).

Access the Institutional and Government Relations Policy.

STREAMLINING PARTICIPATION IN ASSOCIATIONS

In order to provide greater clarity around the company's advocacy agenda, in 2025 we implemented a centralized control system for participation in associations. This mapping defined the technical areas responsible for each entity, eliminated duplications, and corrected strategic misalignments, strengthening a more qualified, consistent, and results-oriented approach.

INSTITUTIONAL OPERATION

With the aim of strengthening our collaborative approach and contributing to the development of the sector, the company, and our stakeholders, we actively participate in a range of organizations and associations. GRI 2-28

ABCE – Brazilian Association of Companies of Electric Power
ABDIB – Brazilian Infrastructure and Heavy Industry Association
ABEEÓLICA – Brazilian Association of Wind Energy and New Technologies
ABERJE – Brazilian Association of Business Communication
ABGR – Brazilian Risk Management Association
ABIHV – Brazilian Green Hydrogen Industry Association
ABRACEEL – Brazilian Wholesale Electricity Association
ABRACONEE – Brazilian Association of Electrical Energy Sector Accountants
ABRAGE – Brazilian Association of Power Generation Companies
ABRAGEL – Brazilian Association of Clean Energy Generation
ABRAMAN –Brazilian Association of Maintenance and Asset Management
ABRASCA – Brazilian Association of Public Companies
ABRATE – Brazilian Association of Power Transmission Companies
ABSAE – Brazilian Energy Storage Solutions Association
ABVE – Brazilian Electric Vehicle Association
ACATE – Santa Catarina Technology Association
ACENDE BRASIL – Acende Brasil Institute
AHK Rio – Brazil-Germany Chamber of Commerce and Industry
AMCHAM – American Chamber of Commerce for Brazil
ANEFAC – National Executive Association
APA Piaçabuçu – Advisory Council of the Piaçabuçu Environmental Protection Area
APINE – Brazilian Association of Independent Power Producers
B3 – Brazil Stock Exchange (Brasil, Bolsa, Balcão)
CCEE – Electric Power Trading Chamber
CBDB – Brazilian Dam Committee
CBH AMAP PN1 – Minas Gerais tributaries committee of Upper Paranaíba River Basina
CBH CEIVAP – Integration Committee of the Paraíba do South River Basin
CBH CVSM – Corumbá, Veríssimo and São Marcos River Basin Committee
CBH Grande – Grande River Basin Committee
CBH Paranaíba – Paranaíba River Basin Committee
CBH Rio Araguari – Araguari (AP) River Basin Committee
CBH-GD3 – Furnas Reservoir Surrounding Watershed Committee
CBH-GD7 – River Basin Committee of the Minas Gerais Tributaries of the Middle Rio Grande
CBH-GD8 – River Basin Committee of the Minas Gerais Tributaries of the Lower Rio Grande
CBH-MPS – River Basin Committee of Middle Paraíba do South
CBH-PS1 – River Basin Committee of the Minas Gerais Tributaries of the Preto and Paraibuna Rivers
CBHSF – São Francisco River Basin Committee
CDP – Carbon Disclosure Project
CEBDS – Brazilian Council for Sustainable Development
CECRF Adolpho Ducke – Adolpho Ducke Ecological Corridor Council, Puraquequara
CERH-AM – State Council of Water Resources (AM)
CERH-AP – State Council of Water Resources (AP)
CERH-PA – State Council of Water Resources (PA)
CHILDHOOD BRASIL – World Childhood Foundation
CIGRÉ BRASIL – Brazilian National Committee for Production and Transmission of Electric Energy
CIRJ-FIRJAN – Industrial Center of Rio de Janeiro – Federation of Industries of Rio de Janeiro
CVM – Brazilian Securities and Exchange Commission
COMUCA PF – Municipal Council for Environmental Control of Presidente Figueiredo Professional Councils in the states where we operate, according to the activities carried out in our facilities.
CONSEMA-MA – State Environmental Council of Maranhão
CRH-RO – State Water Resources Council (RO)
CSM/PA – Seed and Seedling Commission of the State of Pará
eAMAZÔNIA – Sustainable Energy and Innovation
ESEC de Samuel – Management Council of the Samuel Ecological Station
Flona do Bom Futuro – Advisory Council of the Bom Futuro National Forest
GHG Protocol – Brazilian GHG Protocol Program (FGV)
GRI – Global Reporting Initiative
IABRATE – ABRATE Institute
IBRI – Brazilian Institute of Investor Relations
IDEFLOR-Bio – Tucuruí Lake Conservation Unit Mosaic Management Council
IHA – International Hidropower Association
MEMÓRIA DA ELETRICIDADE – Electricity Memory Center
NGI ICMBio Cuniã-Jacundá – Management Council of the ICMBio Cuniã-Jacundá Integrated Management Center
ONS – National Electric Systems Operator
RBPG – Global Compact Brazil Network Institute
RDS Uatumã – Management Council of the Uatumã Sustainable Development Reserve
REBIO Uatumã – Management Council of the Uatumã Biological Reserve
RESEX Ipaú-Anilzinho – Ipaú-Anilzinho Extractive Reserve
UTCAL – Utilities Telecom & Technology Council

AXIA ENERGIA

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SDG

CAPITALS

CHAPTER 7

OUR PEOPLE

Catalyze. The power that brings the future together with our energy.

Transmission line maintenance - AXIA Collection

PROFILE

2025 was marked by significant transformations, including our rebranding to AXIA Energia. Despite these changes, we remained firmly committed to our people, ensuring a safe, collaborative, and innovative work environment aligned with our core values.

Below, we present the company's demographic profile, highlighting key gender indicators and regional distribution.

Employees by gender[1] GRI 2-7, 2-8

	Men	Women	Total
Full time	5,694	1,474	7,168
Interns	86	70	156
Young apprentices	40	97	137

Employees by region[1] GRI 2-7, 2-8

	Midwest	Southeast	South	North	Northeast	Total
Full time	725	2,428	878	707	2,430	7,168

[1]All active employees at AXIA Energia work full-time. The information reported considers AXIA Energia, AXIA Energia Norte, AXIA Energia Nordeste and AXIA Energia Sul.

Access our People Management Policy.

DIVERSITY AND INCLUSION AT AXIA

AXIA Energia operates across various regions of the country, and this broad presence is reflected in the diversity of our people. We bring together distinct backgrounds, accents, and life experiences, which deepen our understanding of Brazil's territory and strengthen our nationwide performance.

For the fourth consecutive year, we have been included in the IDIVERSA B3 Index, a benchmark for best practices in governance and diversity within organizations. In addition, we take part in the Pro-Gender and Race Equity Program, which promotes consistent measures to advance equality in the workplace, and we have earned the Gold Seal in the Empresa Amiga da Mulher RJ certification, which recognizes initiatives aimed at gender equality, the prevention of harassment, and the appreciation of women in the corporate environment.

These initiatives help reinforce our internal policies and ensure greater clarity in people management, supporting the company's steady progress toward practices that are aligned with business needs and the context in which we operate.

We recorded no cases of discrimination within the organization in 2025.. GRI 406-1

EMPLOYEES PROFILE

GRI 2-7, 2-8, 405-1

7,168
ACTIVE EMPLOYEES[1]

20.6% Women
79.4% Men

46.6%
Black, brown, asian and indigenous

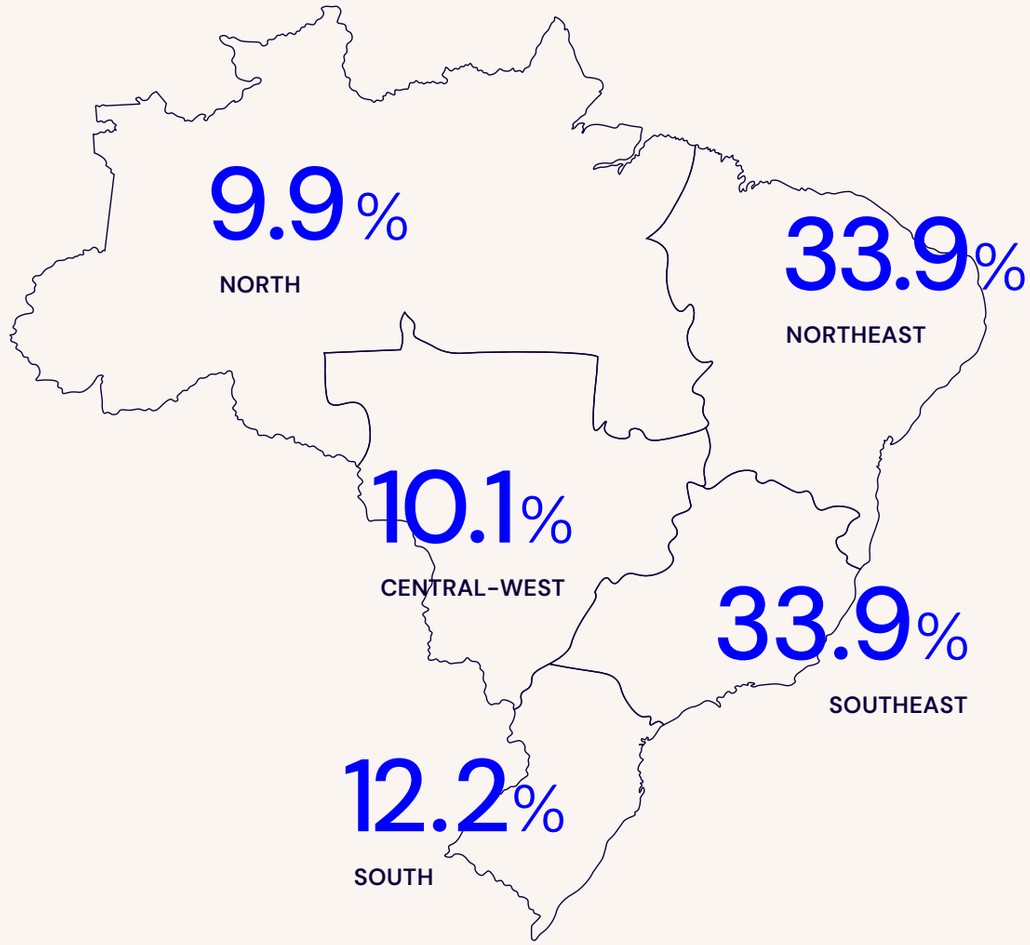
156 Interns
44.9% Women
55.1% Men

137 Young Apprentices
70.8% Women
29.2% Men

7.8%
UNDER 30 YEARS OLD

70.8%
30 TO 50 YEARS OLD

21.4%
OVER 50 YEARS OLD



[1]All active employees at AXIA Energia work full-time. The information reported considers AXIA Energia, AXIA Energia Norte, AXIA Energia Nordeste and AXIA Energia Sul.

Employee diversity by gender (%) GRI 405-1

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Governance bodies	90.0	10.0	90.5	9.5	87.1	12.9
Leadership	77.0	23.0	73.7	26.3	75.3	24.7
Employees	83.0	17.0	80.1	19.9	79.8	20.2

Employee diversity by age group (%) GRI 405-1

	2023			2024			2025		
	Under 30 years old	30 to 50 years old	Over 50 years old	Under 30 years old	30 to 50 years old	Over 50 years old	Under 30 years old	30 to 50 years old	Over 50 years old
Governance bodies	0.0	52.0	48.0	0.0	46.0	54.0	0.0	32.3	67.7
Leadership	0.3	80.3	19.4	0.3	78.7	20.9	0.2	82.3	17.5
Employees	3.5	63.5	33.0	7.6	63.6	28.8	8.5	69.7	21.8

Employee diversity by minority group[1] (%)

	2023	2024	2025
	Black, brown, asian and indigenous	Black, brown, asian and indigenous	Black, brown, asian and indigenous
Governance bodies	10.0	12.7	9.7
Leadership	26.0	26.1	27.5
Employees	40.2	48.5	50.4

[1] *Data for people with disabilities is not available*

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TALENT ATTRACTION AND SELECTION

To achieve our medium- and long-term strategic objectives, we have invested in workforce renewal and effective knowledge management.

Our Talent Attraction and Selection area is guided by the principle of offering career opportunities, whether by developing internal talent or attracting professionals from the market, with the aim of strengthening the competencies that are essential to the sustainability of our business.

In 2025, in response to the evolution of the energy market and with the support of the People and Governance Committee, we structured a new recruitment and selection strategy, prioritizing the recognition of internal talent and the modernization of our processes. In this context, we implemented new digital tools, automating manual activities, establishing clear guidelines, and defining workflows tailored to different professional levels, ensuring greater agility, technical consistency, and cultural alignment.

Our job management system was customized to integrate greater dynamism, traceability, and autonomy for both the recruitment team and leadership into a single platform, while also enabling real-time tracking of the selection process.

We also initiated a structured approach to monitoring and managing recruitment and selection indicators, focusing on data-driven decision-making, defining strategic actions, and continuously improving our processes, thereby enhancing hiring accuracy.

Throughout 2025, we filled more than one thousand positions, more than 36% of which were filled through internal mobility. Of these, more than one thousand positions corresponded to leadership roles, reinforcing our commitment to professional growth and development.

By the end of the year, our workforce comprised 7,168 professionals, of whom 39% joined the company after privatization. This composition reflects a balance between market benchmarks and a renewed vision of the business, combined with the deep technical and operational expertise of long-tenured employees.

This combination — valuing internal talent, attracting diverse professionals, and incorporating new perspectives — has been essential to sustaining the company's evolution, strengthening our culture, and supporting long-term value creation for both the business and society.

Stock image

TRAINEE PROGRAM

The 1st AXIA Energia Trainee Program was completed in 2025, with a 63% retention rate among participating professionals. Over the 18-month program, trainees experienced a structured development journey that included sessions with senior executives, activities focused on strengthening professional competencies, external mentoring, and development assessments.

As part of their immersion in the business, they also conducted technical visits to key company assets, expanding their understanding of operations and the strategic context of the energy sector. This initiative reinforces our commitment to developing talent and preparing professionals for the sector's future challenges.

YOUNG APPRENTICE PROGRAM

Our Young Apprentice Program is designed to foster social inclusion while supporting the professional development of young individuals. Through this initiative, we aim to build both technical and behavioral competencies aligned with business needs and AXIA's core values. In doing so, we reinforce our commitment to creating opportunities, promoting diversity, and advancing sustainable development.

With a duration defined in accordance with applicable legislation, the Young Apprentice Program helps build a talent pipeline prepared to meet the challenges of the energy sector. The selection process is conducted in a structured manner, with online stages that assess candidates' learning potential, engagement, and competencies, ensuring transparency, fairness, and broad participation. We closed 2025 with 137 young apprentices across Brazil, further expanding the positive social impact generated by the initiative.

The Program is developed in partnership with social training institutions and combines theoretical and practical activities, offering participants an integrated learning experience within the corporate environment.

INTERNSHIP PROGRAM

AXIA Energia's Internship Program underwent a process of consolidation and restructuring throughout 2025, with the goal of identifying and developing future talent in an innovative and inclusive way. The selection process, conducted entirely online, included gamified stages, a business case panel focused on energy efficiency, and competency-based interviews, ensuring an evaluation aligned with sector challenges and the company's strategic capabilities.

Launched in the second half of the year, the Program received 13,150 applications, from which 120 students were selected. With a duration ranging from one to two years, the Program closed December 2025 with 156 interns on board. Over the course of the year, 3% of participants were hired as full-time employees, reinforcing the Program as an important channel for talent development and attraction at AXIA Energia.

PEOPLE AND GOVERNANCE COMMITTEE

The People and Governance Committee (CPES) serves as an advisory body to AXIA Energia's Board of Directors in strategic decisions related to people management.

Its responsibilities include overseeing matters such as compensation, performance evaluation, and succession processes for executives and members of the governance bodies.

The Committee also plays an active role in strengthening the corporate identity, while supporting the development and review of policies related to people, culture, and governance.

Click here to access CPES Regulations.

Overall turnover rate GRI 401-1

2023	2024	2025
22.9%	26.5%	19.7%

Turnover rate by gender GRI 401-1

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Total hires	667	155	979	431	637	274
Hiring rate	9.7%	10.5%	16.0%	27.4%	11.2%	18.6%
Total dismissals	1493	423	1.714	332	1.041	373
Turnover rate	21.7%	28.7%	27.9%	21.1%	18.3%	25.3%

Turnover rate by age group GRI 401-1

	2023			2024			2025		
	Under 30 years old	30 to 50 years old	Over 50 years old	Under 30 years old	30 to 50 years old	Over 50 years old	Under 30 years old	30 to 50 years old	Over 50 years old
Total hires	263	493	66	322	969	70	161	664	86
Hiring rate	96.7%	9.1%	2.5%	59.6%	19.4%	3.2%	28.8%	13.1%	5.6%
Total dismissals	2	401	1.513	16	767	1.263	36	714	664
Turnover rate	0.7%	7.4%	56.6%	2.9%	15.3%	58.2%	6.4%	14.1%	43.3%

Turnover rate by region GRI 401-1

	2023				
	North	**Norheast**	**Midwest**	**Southeast**	**South**
Total hires	83	244	93	278	124
Hiring rate	8.2%	9.7%	9.3%	10.7%	10.1%
Total dismissals	244	596	288	548	240
Turnover rate	24.1%	23.6%	28.8%	21.1%	19.5%

	2024				
	North	**Norheast**	**Midwest**	**Southeast**	**South**
Total hires	102	513	113	513	169
Hiring rate	12.3%	21.0%	14.8%	18.9%	17.6%
Total dismissals	268	577	299	412	490
Turnover rate	32.3%	23.6%	39.1%	15.2%	50.9%

	2025				
	North	**Norheast**	**Midwest**	**Southeast**	**South**
Total hires	106	185	75	478	67
Hiring rate	15.0%	7.6%	10.3%	19.7%	7.6%
Total dismissals	208	187	160	755	104
Turnover rate	29.4%	7.7%	22.1%	31.1%	11.9%

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COMPENSATION AND BENEFITS

In 2025, we carried out a comprehensive review of compensation across the company, increasing the share of variable pay.

Taking into account criteria such as external competitiveness, cost efficiency, and the promotion of performance and the desired culture, we raised the target payout for the Profit Sharing Program (PLR) by 50% for the period, from two to three salaries, with the potential for significantly higher payouts depending on performance.

This change strengthens performance incentives, helps optimize fixed costs, and enhances the alignment between annual compensation and organizational results.

OUR BENEFITS GRI 401-2

We value the dedication of our people and promote their well-being and quality of life through the following benefits:

- Health and dental insurance;
- Medication reimbursement;
- Psychopedagogical allowance;
- Supplement to sickness allowance;
- Agreement with gyms;
- Leave for employees who are victims of domestic violence;
- Leave to care for dependents;
- Extended paternity leave (20 days) and extended maternity leave (180 days);
- Daycare / nanny allowance;
- Pension plan;
- Variable remuneration;
- Group life insurance;
- Vacation bonus;
- Meal and food allowance;
- Education allowance;
- Foreign language course;
- Leave upon the death of stepparents;
- Funeral assistance.

LABOR PRACTICES

In alignment with our commitments and with the aim of valuing our professionals, we have implemented the following practices across our own operations, contractors, and partners:

- Payment of a living wage;
- Monitoring and reduction of overtime or excessive working hours;
- Definition of maximum working hours;
- Equal pay for men and women;
- Payment of annual leave to workers;
- Definition of minimum consultation or notice periods before mass layoffs.

We also maintain programs to manage labor practices, as outlined below:

- Monitoring of working hours, including overtime management;
- Ensuring that employees are properly compensated for overtime worked;
- Regular engagement with workers' representatives regarding working conditions;
- Expanding social protection coverage for workers beyond public programs;
- Ensuring that employees fully benefit from their rights to paid annual leave.

Return to work and retention rate after parental leave GRI 401-3

	2023	2024	2025
Employees entitled to maternity leave	1,475	1,575	1,474
Employees entitled to paternity leave	6,853	6,135	5,694
Employees who took maternity leave in the year	19	24	25
Employees who took paternity leave in the year	149	145	165
Employees who returned to work after maternity leave in the year	18	20	12
Employees who returned to work after paternity leave in the year	147	145	161
Female return rate	100%	100%	100%
Male return rate	100%	100%	100%
Employees who returned to work after maternity leave and were still employed 12 months after returning to work	29	20	14
Employees who returned to work after paternity leave and were still employed 12 months after returning to work	130	138	71
Female retention rate	100%	100%	66.7%
Male retention rate	94%	90.8%	84.5%

Ratio of basic salary and remuneration of women to men GRI 405-2

	Basic salary		Remuneration		Ratio of basic salary of women to men	Ratio of remuneration of women to men
	Men	Women	Men	Women		
Management	R$ 30,172.19	R$ 31,343.96	R$ 45,544.95	R$ 45,090.58	1.04	0.99
University level	R$ 14,137.42	R$ 12,573.22	R$ 23,982.52	R$ 18,446.19	0.89	0.77
Non-university level	R$ 6,861.79	R$ 6,311.17	R$ 14,281.29	R$ 11,023.97	0.92	0.77

PROFESSIONAL DEVELOPMENT

In 2025, we focused on consolidating a knowledge base aligned with the company's growth strategy, with an emphasis on knowledge transfer and on building the structure required to support future initiatives.

In this context, the integration between professionals with long-standing experience at the company and those who joined after the privatization process has been treated as a central element to preserve accumulated technical knowledge, while incorporating new ways of working and innovating.

We also worked on defining standards and documenting processes, enhancing their governance and consistency. In addition, we prioritized the delivery of mandatory operational training, ensuring compliance and safety as fundamental pillars.

CORPORATE LEARNING

AXIA's Corporate Learning team promotes structured initiatives grounded in the company's strategic priorities. These initiatives are organized through the Learning Academies, which bring together learning tracks, journeys, and content aligned with the comprehensive development needs of our professionals. They are structured around the following themes:

- **Safety and health**: strengthens the safety culture, with a focus on standardization, compliance, and accident prevention, reinforcing our commitment to health.
- **Operational excellence:** develops technical capabilities and methodologies to ensure efficiency, quality, innovation, and high performance.
- **Business**: provides strategic training for the sector, broadening systemic thinking and driving innovation and sustainable growth.
- **Corporate and culture:** promotes behavioral competencies that encourage collaboration, ethics, and alignment with organizational values.
- **Leadership:** develops leaders by encouraging reflection on the role, responsibilities, and expectations of leadership at AXIA Energia, strengthening the practice of essential skills for performance aligned with organizational demands and people development.

Throughout the year, AXIA also offered professionals opportunities to participate in relevant national and international conferences, of which the National Seminar on Electric Energy Generation and Transmission (SNPTEE) stands out. Participation on this event inspired the creation of Knowledge Management Week — an internal event in which employees presented technical and scientific papers to strengthen a culture of knowledge sharing. GRI 404-2

APRENDA MAIS PROGRAM

Aprenda Mais is an integrated learning environment made available by the company to all professionals. It manages, stores, distributes, and monitors learning initiatives, supporting the promotion of a continuous learning culture. GRI 404-2

It encompasses a virtual learning platform launched in 2024 that, in 2025, was consolidated into a single page, providing professionals with access to all learning topics. The platform offers 109 courses, of which 34 are new and were released in 2025.

The portal is structured into six categories: GRI 404-2

- Mandatory training;
- Corporate and Culture Academy;
- Safety and Health Academy;
- Operational Excellence Academy;
- Lidera Mais Academy;
- Business Academy.

We continue to encourage greater use of the platform by raising awareness across our teams about the importance of ongoing learning. In 2025, we focused on mandatory safety training, reaching more than 18,000 participations, in addition to the development and rollout of four new e-learning courses, namely: NR05 (CIPA), NR06 (PPE), NR10 (Basic and Advanced Electricity), and NR26 (Safety Signage).

TRAINING AND DEVELOPMENT

In 2025, we recorded a total of 468 thousand training hours, delivered both online (synchronous and asynchronous) and in person, equivalent to an average of 65 hours per employee, representing a 72.4% increase compared to 2024. GRI 404-1

Average training hours by gender GRI 404-1

	2023	2024	2025
Men	44.41	40.71	66.81
Women	35.48	26.16	59.78

Average training hours by position GRI 404-1

	2023	2024	2025
Management	52.05	47.14	57.01
University level	40.14	33.80	81.67
Non-university	42.90	47.31	52.92

INSTITUTIONAL TRAINING

Mandatory institutional training programs offered in 2025 were :

- “Na Linha”, with six modules focused on ethics and compliance;
- “Information Security and Privacy Awareness”, with five courses dedicated to data protection;
- Three courses focused on safety, health, and Risk Management: safety onboarding, Life Commitments, and risk awareness.

In addition, we also cover training related to Occupational Health and Safety (OHS) and risk management.

LIDERA MAIS PROGRAM

The “Lidera Mais” Leadership Development Academy encourages reflection on the role and responsibilities of leadership, while strengthening the essential skills needed to guide teams and manage the business in a responsible and sustainable manner.

In 2025, we carried out a series of initiatives aimed at developing behavioral and leadership competencies, with a focus on:

- Safety culture and behavior;
- Responsible and safe leadership;
- People management;
- Continuous feedback;
- Risk management and compliance;
- Information security;
- Artificial intelligence.

At the same time, we promoted team-building initiatives designed to enhance team integration, development, and cohesion. These efforts aim to strengthen trust, encourage productive conflict, foster accountability, and increase focus on results by reinforcing interpersonal relationships and connections.

We also invested in individual development initiatives through the Coaching Program and the External Mentoring Program at AXIA Energia, further reinforcing our commitment to the continuous growth of our leaders.

BEHAVIORAL ASSESSMENT

As part of our annual performance management process, in 2025 we carried out the first post-privatization Behavioral Assessment cycle. This initiative incorporates behavioral criteria into the process, with the aim of ensuring alignment between expected attitudes and behaviors and the principles that guide our organizational culture.

The process is designed for leaders and specialists, and reinforces the importance of acting consistently with AXIA's values, fostering high-quality workplace relationships, and promoting a culture of ongoing feedback as key drivers for people development and the creation of sustainable long-term value.

Employees receiving performance evaluation (%) GRI 404-3

	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Management	100	100	100	90.5	86	89.3	83.5	77.5	82.0
University level	100	100	100	-	-	-	21.3	13.8	18.8
Non-university level	100	100	100	-	-	-	0.0	0.0	0.0

AXIA Energia's employees - AXIA Collection

CAREER TRANSITION

We maintain a structured career transition support program designed for laid-off professionals, with a focus on facilitating their reintegration into the job market. In 2025, 23 professionals took part in the initiative, which is tailored to the profile and seniority level of each participant.

With a 6- to 12-month duration, the program includes career guidance, emotional support, skill development, and job placement assistance. GRI 404-2

WELL-BEING, HEALTH AND SAFETY

GRI 3-3

People's health and safety are central priorities within the Organizational Excellence strategic pillar.

Throughout 2025, we reinforced this commitment through initiatives grounded in our Occupational Health and Safety Policy, which provides for the principles, responsibilities, and guidelines for the entire organization, as well as in the "Commitments to Life in Occupational Health and Safety" standard, which defines fundamental safety rules. GRI 403-3, 403-7

One of the key actions was prioritizing the topic within the company's risk matrix, increasing its visibility among senior leadership. The work, carried out in partnership with the Strategy and Risk areas, aimed to more accurately reflect the relevance of the topic, contributing to consistent improvements in occupational safety indicators.

The second initiative relates to the operational model of the Occupational Health and Safety (OHS) Department, which underwent a restructuring. Teams that were previously distributed across different vice presidencies are now centralized. This shift enabled the standardization of procedures, accelerated the dissemination of practices, and replaced multiple isolated cultures with a single corporate approach.

SIPAT 2025

To reinforce AXIA Energia's commitment to "Life First," the 2025 Internal Week for the Prevention of Workplace Accidents (SIPAT) featured a series of online talks led by external experts, addressing topics such as safety culture, human factors, mobility safety, and mental health.

One of the highlights was the talk "The Power of Transformation," delivered by former Brazilian gymnast and medalist Lais Souza. The initiative brought together more than four thousand employees and contractors.

In parallel, the Internal Commissions for Accident Prevention (CIPAs) carried out in-person initiatives in more than 40 cities, including lectures, interactive activities, and discussion circles aimed at strengthening a culture of safety and care in the workplace.

MANAGEMENT SYSTEM

The Occupational Health and Safety Management System (OHSMS) integrates all organizational processes related to working conditions and the work environment. Aligned with the corporate strategy and based on ISO 45001, the system guides the continuous improvement of health and safety practices, covering both employees and contractors. GRI 403-1

Employee participation takes place through the Internal Commissions for Accident Prevention and through OHS governance forums, which address topics such as culture, digital transformation, indicator assessment, lessons learned, and best practices. GRI 403-4

As of July 2025, the Preventive Safety Index (PSI) became part of the safety routine for directors and managers, providing an indicator that enables ongoing monitoring of the safety management system. Deviations are classified according to their level of criticality, allowing for the proper targeting of corrective and preventive actions.

Four AXIA Energia hydropower plants (HPPs) are certified under ISO 45001.

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OCCUPATIONAL HEALTH AND SAFETY EXECUTIVE COMMITTEE

In 2025, we formalized an Occupational Health and Safety Executive Committee, a deliberative and advisory body led by the CEO and coordinated by the Vice Presidency of People and Services.

With the participation of the Operations, Engineering, Governance, and Legal Departments, the Committee will address strategic Occupational Health and Safety (OHS) matters, review critical incidents, validate targets, ensure resource allocation, and deliberate on investigations and corrective actions.

Meetings will be held on a monthly basis, with activities scheduled to begin in the first quarter of 2026, with periodic reporting to the Board of Directors.

HEALTH AND SAFETY ENGAGEMENT

AXIA adopts structured communication and training practices to strengthen its Occupational Health and Safety (OHS) culture. GRI 403-4

In this context, we hold monthly OHS forums that foster continuous alignment, open dialogue, and the sharing of lessons learned. Information is disseminated through the Tá Ligado hub — on our intranet —, the weekly newsletter "Somos AXIA Energia", and email communications. High-potential incidents, in turn, trigger alert cards. GRI 403-4

OHS training is defined according to each role and the risk level of the activities performed, in alignment with the Risk Management Program (PGR). GRI 403-5

The training matrix encompasses both legal and operational requirements — such as applicable Regulatory Standards (NRs), training for emergency brigade, first aid, and defensive driving — ensuring prevention, regulatory compliance, and the strengthening of our safety culture. GRI 403-5

To recognize professionals who have made outstanding contributions to the company, we run the "Mandou Bem!" program. This OHS recognition initiative rewards, both financially and through formal acknowledgment, those who have contributed most to building a safe work environment.

SAFETY LEADERS

The Safety Leaders development program aims to strengthen the Health and Safety culture and reinforce the leading role of management in accident prevention. The initiative combines targeted training for leaders from AXIA Energia and contractor companies, promoting alignment of practices and leadership engagement in building increasingly safer work environments.

The program was designed for leaders from the Engineering and Operations vice presidencies, as well as the Shared Services Center (SSC). Throughout 2025, 13 cohorts were delivered, reaching more than 300 leaders and achieving a 94% favorability rate in the participants' Net Promoter Score (NPS).

With respect to contractors, 40 companies participated, selected based on criteria such as performance in critical activities, presence at AXIA sites, and number of workers involved.

Other initiatives implemented included Safety Walks, aimed at senior leadership, and Preventive Safety Inspections, targeted at other management levels. These visits encourage the consistent presence of leadership in operational areas, with guidance-oriented inspections, direct engagement with teams, and the identification of improvement opportunities, reinforcing safety as a shared responsibility. GRI 403-2

AXIA ENERGIA

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AXIA Energia's employees (operations) - AXIA Collection

HEALTH AND SAFETY RISK ASSESSMENT

At AXIA, we adopt an integrated approach to identifying and controlling occupational risks, combining legal requirements, operational tools, and corporate guidelines. This model is supported by the Risk Management Program (PGR), aligned with NR-1, by our proprietary OHS management systems, and by a set of guidelines aimed at critical risks associated with operations and expansion projects. GRI 403-7

Our management approach is underpinned by systematic practices, including data analysis, routine field inspections, structured communication and incident investigation processes, as well as ongoing training. Performance indicators, periodic audits, and the analysis of operational data guide the prioritization of preventive actions. GRI 403-2

We maintain a corporate standard for incident management, applicable to both employees and contractors, ensuring consistency in investigations, fostering organizational learning, and preventing recurrence. The right to refuse is formally established in our OHS Policy, allowing activities to be halted in situations of imminent risk. GRI 403-2

Our Occupational Health area complements these efforts by assessing exposures, monitoring workers' health, advising managers, and promoting educational initiatives, in addition to conducting periodic medical examinations with full assurance of information confidentiality. GRI 403-3

CRITICAL ACTIVITIES PROTOCOLS

One of the key deliverables of the new Board was the approval of the Critical Activities Protocols (PAC), foundational documents designed to standardize processes, reduce exposure to risks, and strengthen the safety culture in the workplace. GRI 403-2

The 12 PACs currently available for consultation were defined based on an analysis of the occurrences recorded in 2025. Although already published, not all of their requirements could be immediately met. Therefore, in 2026, we will conduct a situational assessment at each facility to identify areas of compliance and gaps.

Based on this assessment, we will develop action plans to ensure the full implementation of the protocols.

INCIDENTS AND ACCIDENTS

GRI 403-9

Workplace accidents and occupational diseases GRI 403-9, SASB IF-EU-320a.1

	2023	2024	2025
Frequency of Lost-Time-Accidents (LTA) – (lost-time accidents/man-hours worked)	2.15	0.75	0.43
Frequency rate (FR) – (accidents/man-hours worked)	3.42	1.95	1.72
Severity Rate (SR) – (days lost/man-hours worked)	63.92	394.39	23.92
Number of employees – monthly average	9,048.25	8,809.31	8,116.50
HHTER	18,132.693	17,429.456	16,265.446
Absolute number of lost-time injuries (equal to or less than 15 lost days) – employees	39	11	6
Absolute number of lost-time injuries (more than 15 lost days) – employees	0	2	1
Absolute number of no-lost-time injuries – employees	23	21	21
Total absolute number of accidents - employee (includes fatalities)	174	35	28
Man-days lost - employees	1,159	6,874	396
Number of fatalities	0	1	0
Number of accidents with serious consequences	0	0	0
Number of accidents with mandatory reporting	39	13	7
Rate of fatalities resulting from accidents at work	0.00	0.06	0.00
Rate of accidents with serious consequences	0.00	0.00	0.00
Rate of accidents with mandatory reporting	2.15	0.75	0.43

HEALTH AND WELL-BEING

At AXIA Energia, we are committed to fostering employees' overall health, with a focus on their physical, social, and mental well-being.

Following the consolidation of our Occupational Health and Safety (OHS) Directorate, the promotion of employee health and well-being gained greater institutional prominence. Processes were streamlined, and stronger emphasis was placed on core activities related to protecting and caring for our people.

One of the year's highlights was the psychosocial risk assessment, a pioneering initiative in the power sector carried out in compliance with NR-01.

Data collection, conducted in two cycles throughout 2025, will support the development of organizational plans focused on promoting mental health, while enabling early intervention in sensitive situations — always ensuring full confidentiality and professional support.

We also offer the Health Journey program, through which we deliver a range of free initiatives, both individual and group-based. In 2025, the program provided individual support to 1,848 professionals and delivered 742 group activities. GRI 403-6

Based on the identification of chronic health conditions — highlighted in periodic medical examinations — professionals are invited to participate in nutrition, physical activity, or physiotherapy programs. The following results stand out:

- 61% achieved weight reduction, avoiding 87 bariatric surgeries;
- 91% increased their fruit consumption;
- 72% became physically active;
- 81% reported a reduction in pain complaints.

Throughout the year, vaccination campaigns, lectures on physical and mental health, webinars, online classes, and workplace gymnastics, among other activities, are also carried out, focusing on disease prevention, habit change, improved financial health, and social well-being.GRI 403-6, 403-7

Below are some initiatives under our holistic health model: GRI 403-6, 403-7

SUPPORT CHANNEL FOR EMPLOYEES AND DEPENDENTS (EAP)

Provides confidential, free, 24/7 support, including psychological, social, legal, and financial guidance, fostering early intervention and helping preserve the mental health of employees and their legal dependents.

BODY MOVEMENT

In partnership with Wellhub, this initiative expands access to gyms, studios, and wellness apps, and is also available to dependents.

'NOSSA FAMÍLIA' PROGRAM

Focused on parenting, this initiative helps strengthen emotional bonds among those who care for, educate, and form the family unit. It includes actions such as respectful parenting courses, newborn care guidance, and responsible fatherhood programs.

CARE GROUP

Designed to support professionals with chronic conditions or risk factors, this program aims to assist with health monitoring and promote improvements in overall health conditions.

TECHNOLOGY FOR ACCIDENT PREVENTION

Throughout 2025, in partnership with the R&D area, we developed technological solutions for accident prevention, such as voltage detectors, pressure gauges, and energy blockers.

We also run a pilot project for assisted telemedicine, an innovative practice that is expected to be expanded in 2026, bringing preventive medicine actions to construction sites and power plants.

AXIA ENERGIA

CHAPTER 8

APPENDICES

AXIA ENERGIA

ANNUAL SUSTAINABILITY REPORT

ASSURANCE REPORT

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Independent auditors' limited assurance report on the non-financial information contained in the 2025 Annual Sustainability Report

To The Board of Directors and Stockholders Axia Energia S.A.
Rio de Janeiro - RJ

Introduction

We were engaged by Axia Energia S.A. ("Company" or "Axia Energia") to present our limited assurance report on the non-financial information contained in the 2025 Annual Sustainability Report, as detailed on the basis of preparation prepared by the Company, for the fiscal year ended December 31, 2025.

Our limited assurance does not extend to information from prior periods or to any other information disclosed in conjunction with the 2025 Annual Sustainability Report, including any images, audio files, or embedded videos.

Responsibility of the Management of Axia Energia S.A.

The management of Axia Energia S.A. is responsible for:

(a) Selecting or establishing appropriate criteria for the preparation and presentation of the information contained in the 2025 Annual Sustainability Report.

(b) Preparing the information according to the GRI Standards (2021) and with the basis of preparation, prepared by the Company itself.

(c) Designing, implementing and maintaining internal controls over the relevant information for the preparation of the information contained in the 2025 Annual Sustainability Report, so that it is free from material misstatement, whether due to fraud or error.

Limitations in the preparation and presentation of non-financial information and indicators

In preparing and presenting non-financial information and indicators, management followed the definitions set out in the basis of preparation prepared by the Company and the GRI Standards (2021) therefore, the information presented in the 2025 Annual Sustainability Report is not intended to ensure compliance with social, economic, environmental, or engineering laws and regulations. The aforementioned standards, however, provide for the presentation and disclosure of any non-compliance with such regulations in the event of significant sanctions or fines.

The absence of a significant set of established practices to rely on for evaluating and measuring non-financial information allows for different yet acceptable evaluation and measurement techniques, which can affect comparability between entities and over time.

Our independence and quality management

We comply with the independence requirements and other ethical demands of the Federal Accounting Council (CFC), which are based on the principles of integrity, objectivity, competence, and professional diligence, and which also consider the confidentiality and behavior of employees.

We applied NBC PA 01 - "Quality Management for Independent Auditors' Firms (Legal Entities and Individuals"), and consequently projected, implemented and maintained a comprehensive quality management system, including policies and procedures related to compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibility of the independent auditors

Our responsibility is to express a conclusion on the non-financial information contained in the 2025 Annual Sustainability Report based on limited assurance engagement conducted in accordance with NBC TO 3000 - "Assurance Engagements other than Audits or Reviews", issued by the CFC, which is equivalent to the international standard ISAE 3000 - "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by International Auditing and Assurance Standards Board (IAASB), applicable to non-financial information. These standards require that the work be planned and performed for the purpose of obtaining limited assurance that the non-financial information included in the 2025 Annual Sustainability Report, taken as a whole, is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion.

A limited assurance engagement performed in accordance with NBC TO 3000 (ISAE 3000) consists mainly of making inquiries of Axia Energia S.A. management and other Company's employees which are involved in the preparation of the information and applying analytical procedures to obtain evidence that allows us to issue a limited assurance conclusion on the information taken as a whole. A limited assurance engagement also requires the execution of additional procedures when the independent auditor becomes aware of matters that lead them to believe that the information disclosed in the 2025 Annual Sustainability Report, taken as a whole, might present significant misstatements.

As part of a limited assurance engagement in accordance with NBC TO 3000 (ISAE 3000), we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

(a) We determine the appropriateness in the Company's circumstances of using the GRI Standards (2021) as a basis for the preparation of non-financial information and indicators.

(b) We perform risk assessment procedures, including obtaining an understanding of the internal controls relevant to the work, to identify where relevant misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal controls.

(c) We design and implement procedures that address cases where significant misstatements in non-financial information and indicators are likely to arise. The risk of not identifying a relevant misstatement resulting from fraud is greater than the one resulting from error, as fraud may involve collusion, forgery, willful omissions, or breach of internal controls.

Summary of procedures performed

The procedures selected are based on our understanding of the aspects related to the compilation, materiality and presentation of the information contained in the 2025 Annual Sustainability Report, other circumstances of the engagement and our analysis of activities and processes associated with material information disclosed in the 2025 Annual Sustainability Report, where significant misstatements might exist. The following procedures were adopted:

(a) planning the work taking into consideration the materiality and the volume of quantitative and qualitative information and the operational and internal control systems that were used to prepare the information contained in the 2025 Annual Sustainability Report;

(b) understanding the calculation methodologies and the procedures adopted for the compilation of the indicators through inquiries with the managers responsible for the preparation of the information;

(c) the application of analytical procedures on quantitative information and inquiries about qualitative information and its correlation with the indicators disclosed in the 2025 Annual Sustainability Report;

(d) the application of substantive tests for certain non-financial information and indicators; and

(e) for cases where non-financial data correlates with financial indicators, the comparison of these indicators with the audited financial statements.

The limited assurance engagement also included the analysis of adherence to the GRI Standards (2021) and to the provisions in the basis of preparation prepared by the Company.

Our procedures did not include assessing the design adequacy or operational effectiveness of the controls, testing the data on which the estimates are based, or separately developing our own estimate to compare with the estimate of Axia Energia S.A.

We believe that the evidence obtained in our job is sufficient and appropriate to support our conclusion in a limited manner..

Scope and limitations

The procedures applied in a limited assurance engagement are substantially less in scope than those applied in a reasonable assurance engagement for the purpose of issuing an opinion on the data contained in the 2025 Annual Sustainability Report. Consequently, we were unable to obtain reasonable assurance that we became aware of all the significant matters that might have been identified in a reasonable assurance engagement. If we had performed our engagement for the purpose of issuing an opinion, we might have identified other matters and potential misstatements that may exist in the 2025 Annual Sustainability Report. Therefore, we will not issue an opinion on this information.

Non-financial data is subject to more inherent limitations than financial data, given both the nature and the diversity of the methods used for determining, calculating or estimating such data. Qualitative interpretations of the relevance, materiality and accuracy of the data are subject to individual assumptions and judgments. In addition, we have not performed any procedures in relation to the information presented for prior periods, forecasts and goals.

Our assurance report should be read and understood in the context of the inherent limitations of the process of preparing non-financial information and indicators by management, including the fact that this information is not intended to assure compliance with social, economic, environmental, or engineering laws and regulations.

The contents included in the scope of this assurance engagement are presented in the basis of preparation of the 2025 Annual Sustainability Report.

Conclusion

Based on the procedures performed, described herein and the evidence we obtained, no matter has come to our attention that causes us to believe that the non-financial information contained in the 2025 Annual Sustainability Report, were not compiled, in all relevant aspects, in accordance with the criteria established by the basis of preparation and by the GRI Standards (2021).

Other matters - Restriction of use and distribution

This report was prepared for the use of Axia Energia S.A. and may be presented or distributed to third parties, provided they are familiar with the subject matter and criteria applicable to this assurance engagement, in view of the specific purpose described in the first paragraph of this report.

Any party other than Axia Energia S.A. that obtains access to this report, or a copy of it, and relies on the information contained herein will do so at its own risk. We do not accept or assume any responsibility and disclaim any liability to any party other than Axia Energia S.A. for our work, the assurance report or our findings.

São Paulo, May 12th, 2026

PricewaterhouseCoopers
Auditores Independentes Ltda.
CRC 2SP000160/O-5

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Maurício Colombari
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Maurício Colombari
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GRI CONTENT INDEX

Statement of use	AXIA Energia has reported based on GRI Standards
GRI used	GRI 1: Foundation 2021

GRI Standards	Disclosure	Page/Answer	Omission	Related SASB | TCFD | TNFD	Related SDG | Principle of the Global Compact
General Disclosures					
The organization and its reporting practices					
GRI 2: General Disclosures 2021	2-1 • Organizational details	Page 12			
	2-2 • Entities included in the organization's sustainability reporting	Pages 5, 12, 16 and 28. There are no differences in the list of entities included in our financial report and our sustainability report. Changes to the indicator limits are signaled in the Basis of Preparation.			
	2-3 • Reporting period, frequency and contact point	Pages 5 and 6			
	2-4 • Restatements of information	Not applicable	There was no data correction		
	2-5 • External assurance	Page 6			
Activities and workers					
GRI 2: General Disclosures 2021	2-6 • Activities, value chain and other business relationships	Pages 12, 16, 37 and 126			
	2-7 • Employees	Pages 138 and 139			
	2-8 • Workers who are not employees	Pages 138 and 139			
	2-9 • Governance structure and composition	Pages 25, 26, 27, 28 and 30			
	2-10 • Nomination and selection of the highest governance body	Pages 26 and 30			
	2-11 • Chair of the highest governance body	The Chairman of the Board of Directors of AXIA Energia does not hold an executive role in the company.			
	2-12 • Role of the highest governance body in overseeing the management of impacts	Pages 27, 28, 30 and 45			
	2-13 • Delegation of responsibility for managing impacts	Pages 6 and 21			
	2-14 • Role of the highest governance body in sustainability reporting	Page 39			
	2-15 • Conflicts of interest	Page 37			
	2-16 • Communication of critical concerns	Page 31			
	2-17 • Collective knowledge of the highest governance body	Page 31			
	2-18 • Evaluation of the performance of the highest governance body	Page 32			
	2-19 • Remuneration policies	Page 32			
	2-20 • Process to determine remuneration	Page 32			

GRI Standards	Disclosure	Page/Answer	Omission	Related SASB | TCFD | TNFD	Related SDG | Principle of the Global Compact
GRI 2: General Disclosures 2021	2-21 • Annual total compensation ratio	Ratio between the total annual compensation of the highest-paid individual in the organization and the average total annual compensation of all employees (excluding the highest-paid): 8.41. Ratio between the percentage increase in the total annual compensation of the highest-paid individual in the organization and the average percentage increase in the total annual compensation of all employees (excluding the highest-paid): 1.32.			
Strategy, policies and practices					
GRI 2: General Disclosures 2021	2-22 • Statement on sustainable development strategy	Page 7			
	2-23 • Policy commitments	Page 33			
	2-24 • Embedding policy commitments	Page 33			
	2-25 • Processes to remediate negative impacts	Pages 37 and 42			
	2-26 • Mechanisms for seeking advice and raising concerns	Page 37			
	2-27 • Compliance with laws and regulations	During the reporting period, five cases were identified in which fines were applied to AXIA Energia for non-compliance with laws and regulations with significant value – that is, with values exceeding R$ 100,000. No cases were identified in which non-monetary sanctions were applied. AXIA Energia paid 12 significant fines for non-compliance with laws and regulations in the reporting period, of which: - Two fines paid by AXIA Energia Norte, totaling R$ 429,840.82; - Ten fines paid by AXIA Energia Suleast, totaling R$ 97,481,149.10.			
	2-28 • Membership associations	Page 135			
Stakeholder engagement					
GRI 2: General Disclosures 2021	2-29 • Approach to stakeholder engagement	Page 46			
	2-30 • Collective bargaining agreements	100%. The Collective Bargaining Agreement, with a base date of May, covers the entire workforce. During the 2024 negotiation process, the unions ratified the 2024–2026 CBA through April 30, 2026, ensuring full coverage of all employees until that date.			Principle 3

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GRI Standards	Disclosure	Page/Answer	Omission	Related SASB | TCFD | TNFD	Related SDG | Principle of the Global Compact
Material Topics					
GRI 3: Material Topics 2021	3-1 • Process to determine material topics	Pages 5, 20 and 22			
	3-2 • List of material topics	Pages 21 and 22			
Ethics, integrity and risk management					
GRI 3: Material topics 2021	3-3 • Management of material topics	Page 33			
GRI 205: Anti-corruption 2016	205-1 • Operations assessed for risks related to corruption	Page 35			SDG 16 | Principle 10
	205-2 • Communication and training about anti-corruption policies and procedures	Pages 33 and 36			SDG 16 | Principle 10
	205-3 • Confirmed incidents of corruption and actions taken	No confirmed cases of corruption were reported in 2025.			SDG 16 | Principle 10
GRI 415: Public Policies 2016	415-1 • Political contributions	In accordance with AXIA Energia's Compliance Policy and in line with applicable anti-corruption laws (whether domestic or international), we do not authorize our management, leadership, employees, or any third parties acting on behalf of the company to make political donations or contributions to candidates or political parties in the company's name. As outlined in AXIA Energia's Code of Conduct, we adhere to the legal requirements of Brazil and of all countries where we operate. In this context, we do not make any type of political donation or contribution, nor do we engage in partisan political activities. We also guide our management, employees, representatives, and third parties not to support or contribute to political parties, election campaigns, or candidates for public office using AXIA Energia's resources or in its name.			SDG 16
Innovation and digital transformation					
GRI 3: Material topics 2021	3-3 • Management of material topics	Page 69			
GRI 418: Customer privacy 2016	418-1 • Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 52		SASB IF-EU-550a.1	SDG 9
Sector supplement - Research and Development	EU8 • Research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development	Page 74			SDG 9

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GRI Standards	Disclosure	Page/Answer	Omission	Related SASB | TCFD | TNFD	Related SDG | Principle of the Global Compact
Climate change and energy transition					
GRI 3: Material topics 2021	3-3 • Management of material topics	Page 81			
GRI 201: Economic performance 2016	201-2 • Financial implications and other risks and opportunities due to climate change	Pages 86, 87 and 88		TCFD - Strategy | TCFD - Risk Management	SDG 13 | Principles 7, 8 and 9
GRI 302: Energy 2016	302-1 • Energy consumption within the organization	Page 95			SDG 13 | Principles 7 and 8
	302-2 • Energy consumption outside the organization	Page 95			SDG 13 | Principles 7 and 8
GRI 305: Emissions 2016	305-1 • Direct (Scope 1) GHG emissions	Page 93		"SASB IF-EU-110a.1 | IF-EU-140a.1 TCFD Metrics and Targets"	SDG 13 | Principles 7 and 8
	305-2 • Energy indirect (Scope 2) GHG emissions	Page 93		"SASB IF-EU-110a.2 TCFD Metrics and Targets"	SDG 13 | Principles 7 and 8
	305-3 • Other indirect (Scope 3) GHG emissions	Page 93		"SASB IF-EU-110a.4 | IF-EU-140a.1 TCFD Metrics and Targets"	SDG 13 | Principles 7 and 8
	305-4 • GHG emissions intensity	Page 93		"SASB IF-EU-110a.3 TCFD Metrics and Targets"	SDG 13 | Principles 7 and 8
	305-7 • Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 93		"SASB IF-EU-120a.1 TCFD Metrics and Targets"	SDG 13 | Principles 7 and 8
Water and effluent management and water security					
GRI 3: Material topics 2021	3-3 • Management of material topics	Page 112			
GRI 303: Water and Effluent 2018	303-1 • Interactions with water as a shared resource	Pages 115 and 116		SASB IF-EU-140a.3	SDG 6 and 14 | Principles 7 and 8
	303-2 • Management of water discharge-related impacts	Page 115		SASB IF-EU-140a.2	SDG 6 and 14 | Principles 7 and 8
	303-3 • Water withdrawal	Page 115			SDG 6 and 14 | Principles 7 and 8
	303-4 • Water discharge	Page 115			SDG 6 and 14 | Principles 7 and 8
	303-5 • Water consumption	Page 115			SDG 6 and 14 | Principles 7 and 8
Biodiversity					
GRI 3: Material topics 2021	3-3 • Management of material topics	Page 97			

GRI Standards	Disclosure	Page/Answer	Omission	Related SASB | TCFD | TNFD	Related SDG | Principle of the Global Compact
GRI 101: Biodiversity 2024	101-1 • Policies to halt and reverse biodiversity loss	Pages 97 and 99		TNFD - Governança	SDG 15
	101-2 • Management of biodiversity impacts	Pages 104, 106 and 107		TNFD - Strategy | TNFD - Risk Management	SDG 15
	101-3 • Access and benefit-sharing	Não se aplica.	A AXIA não faz uso de patrimônio genético.		SDG 15
	101-4 • Identification of biodiversity impacts	Page 105		TNFD - Strategy | TNFD - Risk Management	SDG 15
	101-5 • Locations with biodiversity impacts	Page 108		TNFD - Metrics and Targets	SDG 15
	101-6 • Direct drivers of biodiversity loss	Page 101		TNFD - Metrics and Targets	SDG 15
	101-7 • Changes to the state of biodiversity	Page 108		TNFD - Metrics and Targets	SDG 15
	101-8 • Ecosystem services	Page 101		TNFD - Metrics and Targets	SDG 15
Community relationship and human rights					
GRI 3: Material topics 2021	3-3 • Management of material topics	Pages 50 and 119			
GRI 408: Child Labor 2016	408-1 • Operations and suppliers at significant risk for incidents of child labor	Page 126			SDG 8 | Principles 1, 2, 4 and 5
Forced or compulsory labor 2016	409-1 • Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 126			SDG 8 | Principles 1, 2 and 4
GRI 410: Security Practices 2016	410-1 • Security personnel trained in human rights policies or procedures	Page 51			SDG 8, 10 and 16 | Principles 1 and 2
GRI 411: Direitos de povos indígenas 2016	411-1 • Incidents of violations involving rights of indigenous peoples	No cases of violation of indigenous peoples' rights were identified			SDG 16 and 18 | Principles 1 and 2
GRI 413: Local communities 2016	413-1 • Operations with local community engagement, impact assessments, and development programs	Pages 119, 122 and 125			SDG 8, 10, 11 and 16 | Principles 1 and 2
	413-2 • Operations with significant actual and potential negative impacts on local communities	Pages 119, 120, 121 and 123			SDG 8, 10, 11 and 16 | Principles 1 and 2
Sector Supplement - Local communities	EU20 • Approach to managing the impacts of displacement	Page 120			SDG 10, 11 and 16 | Principles 1 and 2
	EU21 • Contingency planning measures, disaster/ emergency management plan and training programs, and recovery/restoration plans	Pages 53 and 120			SDG 10, 11 and 16 | Principles 1 and 2
	EU22 • Number of people physically or economically displaced and compensation, broken down by type of project	In 2025, there was no displacement of people as a result of AXIA Energia's direct operations.			SDG 10, 11 and 16 | Principles 1 and 2

GRI Standards	Disclosure	Page/Answer	Omission	Related SASB | TCFD | TNFD	Related SDG | Principle of the Global Compact
Customer satisfaction and safety					
GRI 3: Material topics 2021	3-3 • Management of material topics	Page 129			
Sector Supplement - Access	EU3 • Number of residential, industrial, institutional and commercial customer accounts	Page 129		SASB IF-EU-000.A | IF-EU-000.B | IF-EU-240a.1 | IF-EU-240a.4 | IF-EU-420a.3	SDG 7 and 12
Worker health, well-being and safety					
GRI 3: Material topics 2021	3-3 • Management of material topics	Page 150			
GRI 403: Occupational health and safety 2019	403-1 • Occupational health and safety management system	Page 150			SDG 3 and 8
	403-2 • Hazard identification, risk assessment, and incident investigation	Pages 151 and 152			SDG 3 and 8
	403-3 • Occupational health services	Pages 150 and 152			SDG 3 and 8
	403-4 • Worker participation, consultation, and communication on occupational health and safety	Pages 150 and 151			SDG 3 and 8
	403-5 • Worker training on occupational health and safety	Page 151			SDG 3 and 8
	403-6 • Promotion of worker health	Page 154			SDG 3 and 8
	403-7 • Prevention and mitigation of occupational health and safety impacts directly linked by busines relationships	Pages 150, 152 and 154			SDG 3 and 8
	403-9 • Work-related injuries	Page 153		SASB IF-EU-320a.1	SDG 3 and 8
Other indicators					
GRI 201: Economic performance 2016	201-1 • Direct economic value generated and distributed	Page 64			
GRI 401: Employment 2016	401-1 • New employee hires and employee turnover	Pages 143 and 144			SDG 5, 8 and 10
	401-2 • Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 145			SDG 5, 8 and 10
	401-3 • Parental leave	Page 146			SDG 5, 8 and 10

GRI Standards	Disclosure	Page/Answer	Omission	Related SASB | TCFD | TNFD	Related SDG | Principle of the Global Compact
GRI 404: Training and education2016	404-1 • Average hours of training per year per employee	Page 148			SDG 4, 5, 8 and 10
	404-2 • Programs for upgrading employee skills and transition assistance programs	Pages 147, 148 and 149			SDG 4, 5, 8 and 10
	404-3 • Percentage of employees receiving regular performance and career development reviews	Page 149			SDG 5, 8 and 10
GRI 405: Diversity and equal opportunities 2016	405-1 • Diversity in governance bodies and employees	Pages 139 and 140			SDG 5, 8 and 10 | Principle 6
	405-2 • Ratio of basic salary and remuneration of women to men	Page 146			SDG 5, 8 and 10 | Principle 6
GRI 406: Non-Discrimination 2016	406-1 • Incidents of discrimination and corrective actions taken	Page 138			SDG 5, 8 and 10 | Principle 6
Sector supplement - Organizational profile	EU1 • Installed capacity, broken down by primary energy source and by regulatory regime	Pages 56 and 58			SDG 7
	EU2 • Net energy output broken down by primary energy source and by regulatory regime	Page 56		SASB IF-EU-000.D	SDG 7 and 12
	EU4 • Length of above and underground transmission and distribution lines by regulatory regime	Transmission projects recorded as not yet completed in SIGET Aneel include additions of 25.97 km in transmission line length and 992 MVA in transformation capacity, encompassing 67 substations and 3 transmission lines (TLs). The associated investments total R$ 3.27 billion, with an allowed annual revenue (RAP) of R$ 977.8 million. We highlight reinforcement and expansion initiatives, such as the replacement of transformers and the installation of reactors across different locations.		SASB IF-EU-000.C	SDG 7
Sector supplement - Availability and reliability	EU6 • Management approach to ensure short and long-term electricity availability and reliability	Page 61			SDG 7 and 12
Sector supplement - System Efficiency	EU12 • Transmission and distribution losses as a percentage of total energy	Page 61			SDG 7
Sector supplement - Access	EU30 • Average plant availability factor by energy source and by regulatory regime	Page 56		SASB IF-EU-550a.2	SDG 7

SASB CONTENT INDEX

Indicator	Page/answer	Corresponding GRI
Risk management		
IF-EU-320a.1: Total recorded incident rate (TRIR), fatality rate and near miss frequency rate	Page 153	GRI 403-9
IF-EU-550a.1: Number of incidents of non-compliance with physical and cyber security standards or regulations	In 2025, we recorded no incidents of non-compliance with physical or cybersecurity security standards or regulations	GRI 418-1
Environmental management		
IF-EU-110a.1 Gross global scope, emissions covered by percentage, emissions - regulatory limitation and reporting regulation	Page 93	GRI 305-1
IF-EU-110a.2: Greenhouse gas (GHG) associated with energy supply	Page 93	GRI 305-2
IF-EU-110a.3: Discussion of the long- and short-term strategy or plan for managing Scope 1 emissions, emissions reduction targets and a performance evaluation against these targets	Pages 81 and 92	GRI 305-4
IF-EU-110a.4 (1) Number of customers served in markets subject to renewable portfolio standards (RPS) and (2) percentage of achievement of RPS target by market	Information not available	GRI 305-3
IF-EU-120a.1: Atmospheric emission of the following pollutants: NO2 (excluding N2O), SOx, particulate matter (PMxx), conductive (Pb) and mercury (Hg), percentage of each in or near densely populated areas	Page 93	GRI 305-7
IF-EU-140a.1: Total water withdrawals, total water consumed, percentage in regions with high or extremely high baseline water stress	Page 115	GRI 303-1, 303-3, 303-5
IF-EU-140a.2: Number of non-compliance incidents associated with water quantity and/or quality permits, standards and regulations	In 2025, there were no non-compliance incidents associated with water quantity and/or quality permits, standards and regulations	GRI 307-1
IF-EU-140a.3: Description of water management risks and discussion of strategies and practices to mitigate these risks	Page 116	GRI 301-1
IF-EU-150a.1: Amount of coal combustion residues (CCR) generated, percentage recycled	Not applicable.	GRI 305-6
IF-EU-150a.2: Coal Combustion Residue (CCR) Impoundments by Hazard Potential Classification and Structural Integrity Assessment	Not applicable.	GRI 305-6
IF-EU-000.A: Number of (1) residential, (2) commercial, and (3) industrial customers served	Page 129	G4-EU3
IF-EU-000.B: Total electricity delivered to commercial customers, residential customers, all other customers and wholesale consumers	Pages 129 and 131	-
IF-EU-000.C: Length of transmission and distribution lines	Page 60	G4-EU4
IF-EU-000.D: Total electricity generated, percentage by main energy source, percentage in regulated markets	Page 56	G4-EU2

Indicator	Page/answer	Corresponding GRI
IF-EU-000.E: Total electricity purchased on the market	Page 56	-
IF-EU-240a.1: Average retail electricity tariff for (1) residential, (2) commercial and (3) industrial consumers	The information is strategic for the company and is not publicly disclosed.	-
IF-EU-240a.4: Discussion of the impact of external factors on customer accessibility to electricity, including economic conditions in the service territory	Not applicable.	-
IF-EU-420a.1: Percentage of revenues from electricity distribution system operators from tariff structures that are decoupled and contain a revenue adjustment mechanism	Not applicable.	-
IF-EU-420a.3: Customer electricity savings from efficiency measures, by market	Not applicable.	-
IF-EU-550a.2: (1) System Average Outage Duration Index (SAIDI), (2) System Average Outage Frequency Index (SAIFI) and (3) Customer Average Outage Duration Index (CAIDI), including major event days, transmission loss percentage	Page 61	G4-EU30

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This Annual Report is the result of the effort of AXIA Energia team.
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