

Annual Report

2024



CPFL
ENERGIA

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Employees in
Campinas (SP)



Message from the Chairman of the Board of Directors

On behalf of the Board of Directors, I would like to express my heartfelt gratitude to our shareholders, employees, partners, and customers. 2024 marked an unforgettable chapter in the history of Brazil and CPFL Energia. Extreme weather events, including unprecedented floods in Rio Grande do Sul, droughts across all country, posed significant challenges throughout all sectors of Brazilian society, with the energy industry being particularly impacted. Beyond natural disasters, a complex industrial, political and economic environment, both domestically and internationally, was also confronted, including renewable energy curtailment. All these tested our resilience and agility.

Overcoming these challenges, CPFL Energia not only focused on short-term crisis management but also reinforced its long-term strategic vision. We swiftly mobilized all resources to ensure uninterrupted power supply, minimizing the impact of extreme weather on our grid and energy infrastructure. We collaborated closely with

local governments, cooperative enterprises, and social organizations, and maintained a constructive communication with our customers and stakeholders. We spared no effort in enhancing the resilience of our infrastructure and improving customer satisfaction. Investments in smart grid technologies and optimizations in our distribution and transmission systems are significantly bolstering our ability to resist future climate shocks. Beyond these accomplishments, 2024 was also marked by countless highlights for CPFL. From groundbreaking technological advancements to impactful community initiatives, each moment reflected our commitment to excellence, innovation and responsibility.

In technology and innovation area, approximately R\$50 million were strategically invested annually in R&D to enhance operational efficiency and create value for our customers, which further solidified our global leadership in innovation. Advanced technologies, such as AI-powered monitoring systems and drone

Daobiao Chen
Chairman of
CPFL Energia's
Board of
Directors



inspections, have been integrated into our operations, significantly improving reliability. Projects like Unicamp’s Microgrid, Smart Meters demonstrated our commitment to energy resilience and adaptability. Additionally, the successful launch of our first comprehensive power generation monitoring center has marked a significant step in CPFL’s journey toward digital transformation and the development of new quality productive forces. Innovation remains the cornerstone of CPFL Energia’s growth, driving efficiency and sustainability.

In culture and experience exchange area, this year, many delegations were organized to China, engaging around 100 internal and external board members, executives, and senior management leaders in visits to Chinese companies. A valuable platform was created for sharing business achievements, adopting advanced management practices, and exploring innovative approaches to governance and operational excellence in an international

context. For the first time, an investor delegation was also mobilized to China, further expanding bilateral exchanges and deepening stakeholder engagement in this strategic dialogue and collaboration. This step underscores CPFL’s role as a bridge for partnerships and knowledge-sharing, advancing the energy sector, while fostering professional ties between Brazil and China.

In social responsibility and sustainable development area, we implemented socio-cultural programs in João Câmara, utilizing sports and arts as tools for social integration and development. We expanded our “China and Brazil: United as a Family” public welfare initiatives, reinforcing our commitment to social development and cultural integration. We increased investments in socio-environmental projects within the ESG 2030 Plan, driving meaningful change in the communities we serve. Also, in 2024, we launched initiatives like the Quintais

Mendonça Project, assisting indigenous families in honey production in Rio Grande do Norte, where our desalination project has continuously benefited local communities. As China and Brazil celebrate the 50th anniversary of their diplomatic relations in 2024, the strengthening of bilateral ties to a China-Brazil Shared Future Community for a Fairer and More Sustainable World has laid an even more solid foundation for deepening the collaboration between State Grid and CPFL. To celebrate this milestone, we organized a series of diverse and impactful cultural activities, further reinforcing the bonds between two nations.

Looking ahead, CPFL Energia remains committed to our strategic vision of becoming the leading power utility in South America, delivering reliable energy and credible services while fostering innovation and cultural collaboration. We will continue to enhance endogenous growth by investing

in infrastructure expansion, innovation, and risk management to ensure asset reliability and quality. Simultaneously, we will pursue exogenous growth by exploring emerging sectors such as energy storage, pumped-storage power plants, green hydrogen, and virtual power plants, positioning ourselves at the forefront of the energy transition.

With the constant support of our main shareholder, the dedication of our employees, and the trust of our customers and partners, we are confident in our ability to overcome challenges and seize opportunities, paving the way for a brighter and more sustainable future to ensure CPFL as a world-class company with high-quality growth.

Daobiao Chen
Chairman of CPFL Energia’s Board of Directors

Message from the CEO

I could not help but begin my message by underscoring that 2024 was a challenging year that demanded resilience, empathy, and solidarity from all of us, demonstrating that, despite obstacles, it is possible to deliver secure results through collaboration. We faced unforeseen events that tested our resilience, our adaptability, and our ability to overcome challenges.

The extreme events that impacted Rio Grande do Sul represented one of the most significant climate tragedies in the nation’s history. Within a single year, we faced five floods that posed considerable challenges to our operational segments within the state. Notwithstanding these challenges, we promptly mobilized to maintain operational continuity and to engage with partners in support initiatives for the impacted populations. More than ever, we acted as ‘guardians of life,’ and we registered zero workplace accidents throughout this period, thereby reinforcing the maturity of our safety culture and reiterating our commitment to placing the safety of our personnel as our paramount concern, always.

The crisis committee was convened to guide and monitor the actions, and a proactive communication strategy with all stakeholders was initiated, particularly with the affected population and the state government. Leveraging the engagement of peers, suppliers, and employees, we deployed new solutions to confront this unprecedented situation: we used Army amphibious vehicles to assist in the reconstruction of networks and support rescue efforts; we made the advanced station in Canoas and the RGE headquarters available to accommodate electricians and their families; we rapidly installed over 1,100 antennas to ensure team communication, restoring network supervision in under two hours; and we organized internal and external donation campaigns.

We relied upon the collaboration of State Grid, which supported us in the donation of R\$ 3 million to the state government. Furthermore, through the CPFL Institute, RGE contributed a total of R\$ 6.2 million to the State Fund for Social and Productive Inclusion Support



(FEAISP) via ICMS transfer. To complement this, through the Energy Efficiency Program of ANEEL (Brazilian Electricity Regulatory Agency), we allocated R\$ 15 million to residents of cities affected by the floods in the State.

Furthermore, we relocated our teams from the São Paulo distributors, who, due to standardized training, provided support in the operation of the Rio Grande do Sul network. We also received the solidarity and assistance of companies within the electricity sector, such as Cemig, Celesc, and Copel, in addition to the contributions from ANEEL and Abradee (Brazilian Association of Electricity Distributors).

The integration of our operation and monitoring centers, alongside the application of our technologies, proved crucial in our response to the partial damage to the 14 de Julho dam, situated in Vale do Taquari (RS). In collaboration with the Civil Defense, we implemented the Emergency Action Plan, guaranteeing the secure evacuation of affected areas and mitigating potential hazards for the population.

Based on these insights, our 2030 ESG Plan now includes a new commitment concerning climate resilience, with the objective of

strengthening our business operations via climate adaptation plans and ongoing improvements in risk management practices.

Notwithstanding the challenges encountered, we have once again achieved consistent results. We report a net operating revenue exceeding R\$ 42.6 billion, representing an increase of over 7.3% compared to the previous year. Our EBITDA grew to R\$ 13.1 billion, registering a rise of 2.4%. Consequently, we attained a net profit of R\$ 5.8 billion, reflecting an increase of 4.1% and reinforcing the Company’s financial soundness.

We continue to invest in strengthening the reliability of our assets and implementing new technologies, irrespective of developments concerning the renewal of concessions. In recent years, we have doubled our investments in the distribution sector, resulting in operational advancements that earned us recognition at the Abradee Award 2024.

Within the generation segment, we encountered challenges pertaining to curtailment, which impacted the sector by limiting the full utilization of installed capacity. Therefore, we intensified our dialogue with regulatory bodies and state governments to seek solutions that would facilitate the complete integration of renewable sources into the national energy grid.

The notable performance of our hydroelectric power plants highlighted their crucial role in guaranteeing the security and stability of the electrical grid. We concluded the year with the commissioning and attainment of the operating license for the Lúcia Cherobim Small Hydroelectric Plant (SHPP), an undertaking developed with a focus on low socio-environmental impact solutions, reinforcing our commitment to sustainability.

We made progress in the valorization of our human capital, with a focus on maintaining a healthy organizational environment and enhancing our employees’ quality of life. Aligned with Sustainable Development Goal (ODS) 3, which addresses health and well-being, we have intensified our initiatives for the promotion of mental health: we conducted a detailed survey on the subject and developed actions to mitigate absenteeism, guided by the Mind in Focus Movement of the UN Global Compact.

Within the context of social development, through CPFL Institute, we made various investments totaling R\$ 33 million for initiatives encompassing culture, music, sports, and healthcare support, reaching around 752,000 individuals from the communities in our concession areas.

Last but not least, it is essential to highlight the 50th anniversary of diplomatic relations between Brazil and China, a historical milestone that reflects the robust partnership between the two nations and the significance of their cultural, economic, and technological exchange. To celebrate this occasion, we also promoted, through CPFL Institute, a series of initiatives that reinforced cultural integration and the strengthening of ties between the countries.

We ended this period with valuable learnings and a profound sense of pride in overcoming each challenge encountered throughout the year. I wish to express my sincerest gratitude to everyone who was part of this journey – employees, partners, shareholders, communities, and authorities – for their unwavering dedication, resilience, and spirit of collaboration. It is through the commitment of each individual that we were able to transform adversities into opportunities and build a solid path for the future, consistently guided by innovation, sustainability, and the positive impact we strive to generate in society.

Gustavo Estrella
CEO of CPFL Energia

About the Report

Reflecting our ongoing commitment to transparency and sustainability, we hereby present CPFL Energia’s 2024 Annual Report, encompassing the key events between January 1st and December 31st, 2024.

In this publication, we share CPFL Group’s progress, challenges, and achievements, highlighting the evolution across the environmental, social, and governance spheres, in addition to providing details on how we generated and shared value throughout the year for our stakeholders.

This report was prepared based on the main international reporting standards and guidelines, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Value Reporting Foundation (Integrated Reporting) framework, and the initiatives related to the United Nations Sustainable Development Goals (SDGs), in alignment with the Global Compact.

GRI 2-3

View of
Campinas (SP).



Reading tools



GRI presents global standards for the voluntary reporting of environmental, social, and governance indicators. Throughout the chapters, we highlight indicators marked with the symbol “GRI XXX-X”. Furthermore, the complete index is available on page 270. Learn more at: <https://www.globalreporting.org/>



SASB provides sector-specific sustainability disclosures. The disclosures will be highlighted with the symbol “SASB XXXX”. The index can be found on page 294. Learn more at: <https://sasb.ifrs.org/>



The Sustainable Development Goals (SDGs) were established by the UN and encompass environmental, social and financial issues. We are signatories to the Universal Principles of the Global Compact, and therefore aim to achieve the 17 proposed SDGs. The SDG map is shown on page 296. Learn more at: <https://odsbrasil.gov.br/>



The Integrated Report guides the disclosure of information based on the six fundamental capitals: manufactured, financial, natural, intellectual, social, human and relationship. Thus, this report presents CPFL’s value generation. The capitals map is shown on page 298. Learn more at: <https://relatointegradobrasil.com.br/>

This report is the result of the dedication and joint effort of our team and has been verified by an independent third-party audit. It was published on March 31, 2025, approved by the executive authorities, it was presented to the Board of Directors via the Strategy, Growth, Innovation, and ESG Committee.

Should you have any queries or suggestions, please contact sustentabilidade@cpfl.com.br


Our Highlights in 2024



5.98 DEC¹

3.47 FEC¹


¹ Consolidated data



479 ideas registered at INLAB and 6 prototypes developed



Over 5,500 poles comminuted at our Refurbishing Facility in São José do Rio Pardo (SP) for recycling purposes.




New Operation and Monitoring Center in Campinas (SP) integrating operations, asset monitoring and dam management.




5 years since the Re-IPO (State Grid’s decision to keep CPFL Energia shares traded on B3) and 20 years since the IPO




Partnership in Pilot Project for Green Hydrogen Production in Rio Grande do Norte




By 2025, we will have 675 kilometers of electrified corridor equipped with charging point infrastructure.




Second phase of implementation of the Hydro 4.0 Project (dam safety)




Launch of ‘Guardião no Zap’ (Guidance Channel of the Guardião da Vida Program)



Obtaining the operating license and completion of the works of SHPP Lúcia Cherobim




29 thousand seedlings planted with the Arborização +Segura program




27 hospitals served by CPFL Institute through the CPFL front in Hospitals




Election of Ms. Kedi Wang as a Member of the Board of Directors




New 2030 ESG Plan commitment on Climate Resilience (totaling 24 commitments)



Leadership positions:
18.47% black people
24.13% women
39.56% representatives of minority groups




30 indigenous families benefiting from the Quintais Mendonça Project, in João Câmara (RN)



Election of Mrs. Claudia Elisa de Pinho Soares as an independent member of the Board of Directors




+ 150 employees sent from operations in the Southeast to reinforce RGE teams in Rio Grande do Sul



Launch of the Carreira 5.0 Program for employees aged 50 or over



752 thousand people benefited through projects supported by the CPFL Institute



Convening of the crisis committee to coordinate recovery efforts and support for the population of Rio Grande do Sul.



64.7% of expenditures were directed to suppliers with advanced sustainability practices



518,115 training hours by CPFL University, with 495,712 hours allocated to employees and 22,403 hours to leaders



R\$ 33 millions invested in social projects through the CPFL Institute

Brazil and China: 50 Years



In 2024, we celebrated the significant milestone of the 50th anniversary of diplomatic relations between Brazil and China. This occasion reflected the strength of the bond between the two nations, encompassing both cultural and commercial spheres. CPFL Energia is proud to be part of this and actively contributes to the strengthening of these ties through our close relationship with State Grid, a Chinese enterprise and our controlling shareholder.

With the objective of integrating Our Way of Being into the culture of State Grid, we rely

on the Corporate Culture Inclusion Program (CCIP), which, since 2020, has driven the development of leadership and supported the strategy, goals, and long-term objectives of CPFL. Between 2020 and 2024, 372 initiatives were implemented through the CCIP, and the program has now been concluded.

Stemming from this program, we have launched the Continuous Education and Integration Program (CEIP), the purpose of which is to provide continuous education and foster integration for the preparation of board members and members of the CPFL Group’s

The CPFL Brazil-China Exchange initiative continues to strengthen the bonds between the two nations through concerts, film screenings, lectures, art exhibitions, and other activities that celebrate their respective traditions.

administration, based on best corporate governance practices. Featuring an annual schedule of lectures, this year, through ESG Talks, we invited specialists in human rights and diversity, equity, and inclusion to address the topic from the perspective of our daily operations, encompassing the 2030 ESG Plan, which connects these discussions with climate change, climate justice, and social inequality. Subsequently, and attentive to evolving market demands, our agenda included a session on the new International Financial Reporting Standards (IFRS) guidelines.

Furthermore, working groups annually participate in an immersion program at State Grid, fostering the exchange of experiences between similar departments and knowledge regarding pertinent sector structures. In 2024, for instance, we visited the Three Gorges Dam, the world’s largest hydroelectric plant, to comprehend its operations, in addition to examining installations dedicated to the provision of electric vehicle charging infrastructure. We also organized the inaugural investor visit to China.

CPFL Institute

CPFL Institute (further information on page 204) started the programming for the CPFL Brazil-China Exchange initiative with a major event held at its headquarters in Campinas (SP), which brought together authorities and executives. This ceremony marked the opening of the exhibition ‘Five Thousand Years of Chinese Art: The Cerqueira Leite Collection’.



Five Thousand Years of Chinese Art: Cerqueira Leite Collection

From August to November 2024, CPFL Institute inaugurated the exhibition ‘Five Thousand Years of Chinese Art: the Cerqueira Leite Collection’ at CPFL premises in Campinas (SP), featuring over 300 pieces for public viewing without charge. This collection provided attendees with a historical panorama extending over five millennia, comprising paintings, sculptures, ceramics, and bronze artifacts originating from the Neolithic period (6500–1700 BCE) to the Republic of China (1912 CE), and including works from the Han, Tang, Song, Ming, and Qing dynasties. Notably, it represents one of the most extensive assemblies of Chinese artifacts in South America. The exhibition received over 3,900 visitors.

+ 3,900
visitors at the art
exhibition

+ 1,200
books distributed to
public schools

2,100
people at the spring
festival

2,330
people at the 3rd
Moon Festival

4,192
spectators at dance
shows

1,737
spectators at EPTV
concerts

610
thousand
views at Café
Filosófico CPFL

+ 40
videos published on
YouTube

With the support of State Grid, we initiated a series of activities to promote Chinese culture, expanding our social welfare initiatives under the banner “China and Brazil: United as one Family.” We launched a collection of three children’s books, written in Portuguese and Mandarin, which narrate the story of the characters Maia, Rosa, and Eduardo, residents of João Câmara (RN), and their relationship with water following the implementation of a desalination plant in their communities, deployed by CPFL Energia and State Grid. Over 1,200 copies were distributed to public schools.

Through the Spring Festival (Chinese New Year) and the Moon Festival (Mid-Autumn), we furnish the public with cultural presentations, workshops, culinary offerings, a dedicated children’s space, and dramatic performances, thus providing a comprehensive immersion in Chinese culture.

Dance and music performances were highlights of the artistic program, with seven presentations by Chinese companies held in the cities of Brasília (DF), São Paulo (SP), and Campinas (SP), attracting over four thousand spectators.

In partnership with EPTV – a broadcaster affiliated with Rede Globo in Campinas, a portion of the interior of São Paulo and the south of Minas Gerais – we also organized four classical music concerts, uniting Brazilian and Chinese musicians in the cities of Ribeirão Preto (SP), Campinas (SP), Bebedouro (SP), and São Carlos (SP). The repertoire included interpretations of traditional Chinese musical pieces and garnered an audience exceeding 1,700 individuals.



CPFL Brazil
China
Exchange:
Moon Festival

CPFL Philosophical Cafe integrated the celebrations with a special program that encompassed unprecedented in-person gatherings and programs broadcast by TV Cultura. The live recordings featured an exclusive series on the ancient practice of Tai Chi Chuan, attracting approximately 10 thousand viewers, exploring its connection to Chinese philosophy. On television, we broadcast two original programs and rebroadcast an additional two, examining themes such as ancestry, tradition, and health, reaching an estimated 600 thousand viewers.

Audiovisual production was also expanded, with thematic playlists that increased the reach of cultural initiatives. On YouTube, we established an exclusive channel for CPFL Brazil China Exchange cultural front, disseminating content regarding the dialogues between Brazilian and Chinese cultures, in addition to fostering integration with other initiatives of CPFL Institute. On Spotify, we launched an unprecedented selection of contemporary Chinese music, connecting individuals and cultures to valorize their traditions, arts, and knowledge.

Spring Festival

On the 3rd and 4th of February, 2024, CPFL Institute, in partnership with the Shaolin Chan Association, hosted the Spring Festival at Estação Cultura in Campinas (SP). The event, dedicated to the Chinese New Year, offered a free and diverse program celebrating Chinese art, culture, and traditions. Held through the Cultural Action Program of the Government of the State of São Paulo, with sponsorship from CPFL Energia and support from State Grid, the festival underscored the cultural integration between Brazil and China, an initiative of the CPFL Brazil-China Exchange front.

Under the theme “Year of the Dragon” a symbol of strength, prosperity, and wisdom in

the Chinese zodiac, the festival offered artistic and cultural attractions, including exhibitions, workshops for children and adults, and traditional performances such as the Dragon and Lion Dances. The venue featured a sustainable children’s area, a food court with a capacity for 300 individuals, and interactive installations like the wishing tree.

The event garnered the attendance of 2,100 visitors from the region, providing an immersive and enriching experience concerning the ancient Chinese tradition, thereby fostering dialogue and cultural cooperation between the two nations.



CPFL Brazil
China
Exchange:
Spring Festival

Moon Festival

On the 14th and 15th of September, 2024, the 3rd edition of the Moon Festival took place in Campinas (SP). Also known as the Mid-Autumn Festival, the event celebrates the harvest and the full moon, bringing together traditions and cultural celebrations.

The program encompassed a variety of attractions for adults and children, including shadow puppetry, Chinese knot workshops, lantern making, drumming, calligraphy, as well as the traditional Dragon Dance and Lion Dance. Tai Chi Chuan practices and other activities were also part of the agenda.

A significant new feature of this edition comprised initiatives focused on innovation and technology, featuring robotics workshops in collaboration with Cyberzukas Ensino Maker and an unprecedented exhibition concerning the Chinese Space Program, one of the world’s foremost, which aims to return humans to the Moon by 2030.

The event convened 2,330 individuals over two days and featured a food court offering traditional Chinese cuisine, in addition to a stage for artistic performances.

Learn More
Click [here](#) to see the video produced by CPFL Institute regarding the activities celebrating the 50th anniversary of Diplomatic Relations between Brazil and China.



CPFL Brazil
China
Exchange:
Moon Festival



Awards and recognitions

- ☆

Corporate Sustainability Index (ISE)
CPFL Energia has achieved its best performance to date in the B3's ISE, which selects companies committed to corporate sustainability. The company secured the second position in the overall ranking of all portfolio constituents and the first position within the Utilities sector.
- ☆

CDP Climate Change
CPFL Energia CPFL Energia has received an A- rating from the CDP, which demonstrates our commitment to a high level of transparency, commitment, and leadership regarding climate change, aligned with international best practices.
- ☆

ICo2
We have once again been integrated into the B3's Efficient Carbon Index, which comprises companies that adopt transparent practices concerning their greenhouse gas (GHG) emissions.

- ☆

IDIVERSA
We have been included in the B3 Diversity Index, which brings together companies that stand out for their commitment to diversity.
- ☆

Ethos Diversity Survey
For the second consecutive year, we have been recognized as prominent within the energy sector by the Ethos Institute, which distinguishes Brazilian companies with leading diversity and inclusion practices.
- ☆

Valor 1000 Award
For the second consecutive year, CPFL Energia was elected as the best company in the Energy Sector, being evaluated in terms of financial results and ESG practices.
- ☆

Época Negócios 360° Yearbook
We We were recognized as Company of the Year in the Energy sector. The award, conferred in partnership with Fundação Dom Cabral, is based on six management challenges.

- ☆

ABRADEE Award
The award ceremony of the Brazilian Association of Electricity Distributors highlighted the performance of all our distribution companies across various categories. CPFL Santa Cruz emerged as the national and Southeast region grand winner, in addition to receiving recognition in the Customer Evaluation (ISQP) category. CPFL Paulista secured the awards for Socio-environmental Responsibility (ESG) and Best Performance Evolution, in addition to achieving 2nd place nationally and in the Southeast region. RGE was the winner in the South region, while CPFL Piratininga ranked 2nd in Socio-environmental Responsibility and Operational Management. Notably, all finalist companies in the ESG category belonged to the CPFL Group.
- ☆

Top Employers
For the sixth consecutive year, CPFL Energia has been recognized as one of the top employers in Brazil by the Top Employers Institute.

- ☆

World Finance Corporate Governance Award 2024
CPFL Energia has been recognized as having the Best Corporate Governance in Brazil. The award is organized by World Finance magazine and highlights the excellence of organizations' transparency.
- ☆

Best in Management – National Quality Foundation
The distribution companies of CPFL Group received recognition in the following categories in 2024: CPFL Piratininga, Gold category in Large Companies; CPFL Paulista, Silver category in Large Companies; CPFL Santa Cruz, Gold category in Large Companies. The award is conferred by the FNQ.
- ☆

Exame Best of ESG
We were recognized as a sector highlight in Exame Best of ESG award, which acknowledges companies that excel in inclusive and sustainable practices, evaluating key social, environmental, and governance actions, as well as commitment to the circular and collaborative economy.



Awards and recognitions



Modern Consumer Award

For the second consecutive year, we won the Consumidor Moderno Award for Excellence in Customer Service. This achievement solidifies the progression of our Customer-Centric initiatives, one of the pillars of the Strategic Plan.



2024 Respect Award

CPFL Energia was the winner of the 22nd Companies that Most Respect the Consumer Award, in the Electric Energy segment. The award recognizes organizations that are a reference in customer experience.



2024 Reclame Aqui Award

For the third consecutive year, we were elected as the best company in the “Service Concessionaires – Large Operations” category at the Reclame Aqui 2024 Awards, reaffirming our commitment to actively listening to customers and meeting their needs.



ANEEL Consumer Satisfaction Award (IASC)

CPFL Energia was recognized in the Southeast and South regions, within the category of concessionaries serving over 400,000 consumer units, by the National Electric Energy Agency (ANEEL). This award highlights companies with the highest rankings in the ANEEL Consumer Satisfaction Index (IASC), which evaluates the performance of distributors through interviews with consumers across various municipalities. The index measures aspects such as the quality of services rendered, energy supply, customer service, and trust.



Empresa Amiga da Primeira Infância

In 2024, CPFL Institute was awarded the “Empresa Amiga da Infância” seal by the City Hall of Campinas, in recognition of our commitment to promoting the development of children from zero to six years of age..

CPFL Recognition
at the ABRADEE
2024 Awards



CPFL Energia

Facade of CPFL Energia headquarters, in Campinas (SP)



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Who We Are

Founded 112 years ago and headquartered in Campinas (SP), CPFL Energia is a publicly traded corporation listed on the Novo Mercado of the B3 stock exchange. The company operates across all segments of the electricity sector, serving the residential, commercial, industrial, rural, institutional, and free energy markets.

With a broad national presence, our operations encompass the generation, transmission, and distribution of energy, in addition to service provision and marketing. We supply sustainable, affordable, and reliable energy, thus contributing to safer, healthier, and more prosperous lives for individuals within the regions where we operate.

In 2024, we commemorated the fifth anniversary of CPFL Group’s Re-IPO (Initial Public Offering), a strategic decision taken by State Grid, our controlling shareholder, to maintain the Company’s shares traded on the Stock Exchange. This reflects the confidence in the robustness of our governance and the growth potential of our business model. The Re-IPO not only reaffirmed our commitment to transparency for investors but also strengthened our market position.

CPFL ENERGIA

Genera- tion	Transmis- sion	Distribution	Marketing and Ser- vices	CPFL Insti- tute
				
				
				
				
		<small>Uma empresa CPFL Energia</small>		



Mission

- We provide sustainable, accessible and reliable energy to all walks of life, and enhance a safer, healthier and prosperous life of people in regions where we operate.
- We propel our business growth in a more strategic and competitive way, keep its dynamics and vitality, and create a more standardized, diversified and international corporate culture, while nurturing its legacy.
- We protect the level playing field for each employee’s growth and attract all talents to join CPFL.



Vision

- We pursue to be the leading power utility in South America that supplies reliable electric energy and credible services.
- We pledge to forge the prolonged strength in developing business and innovation as well as culture.

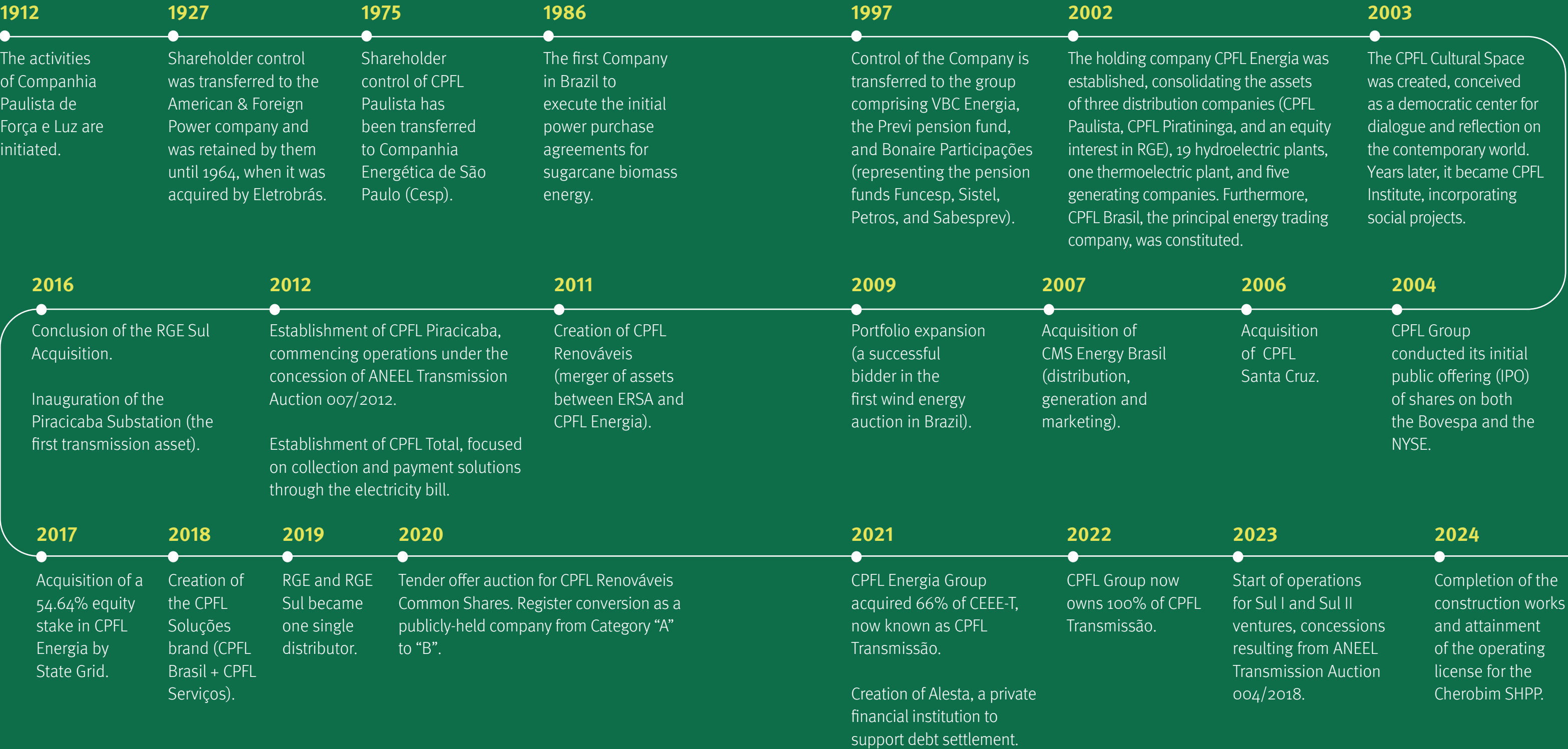


Values

- To us, safety is a nonnegotiable commitment.
- Our strength comes from collaboration among people.
- We innovate to deliver the best solutions to our customers.
- We strive to evolve always in the pursuit of excellence.
- We are ethical and responsible in all we do to deliver sustainable results.



Timeline



Operations Map

Hover the mouse cursor over the **+** symbol to access additional details concerning the activities of our business units throughout the country.

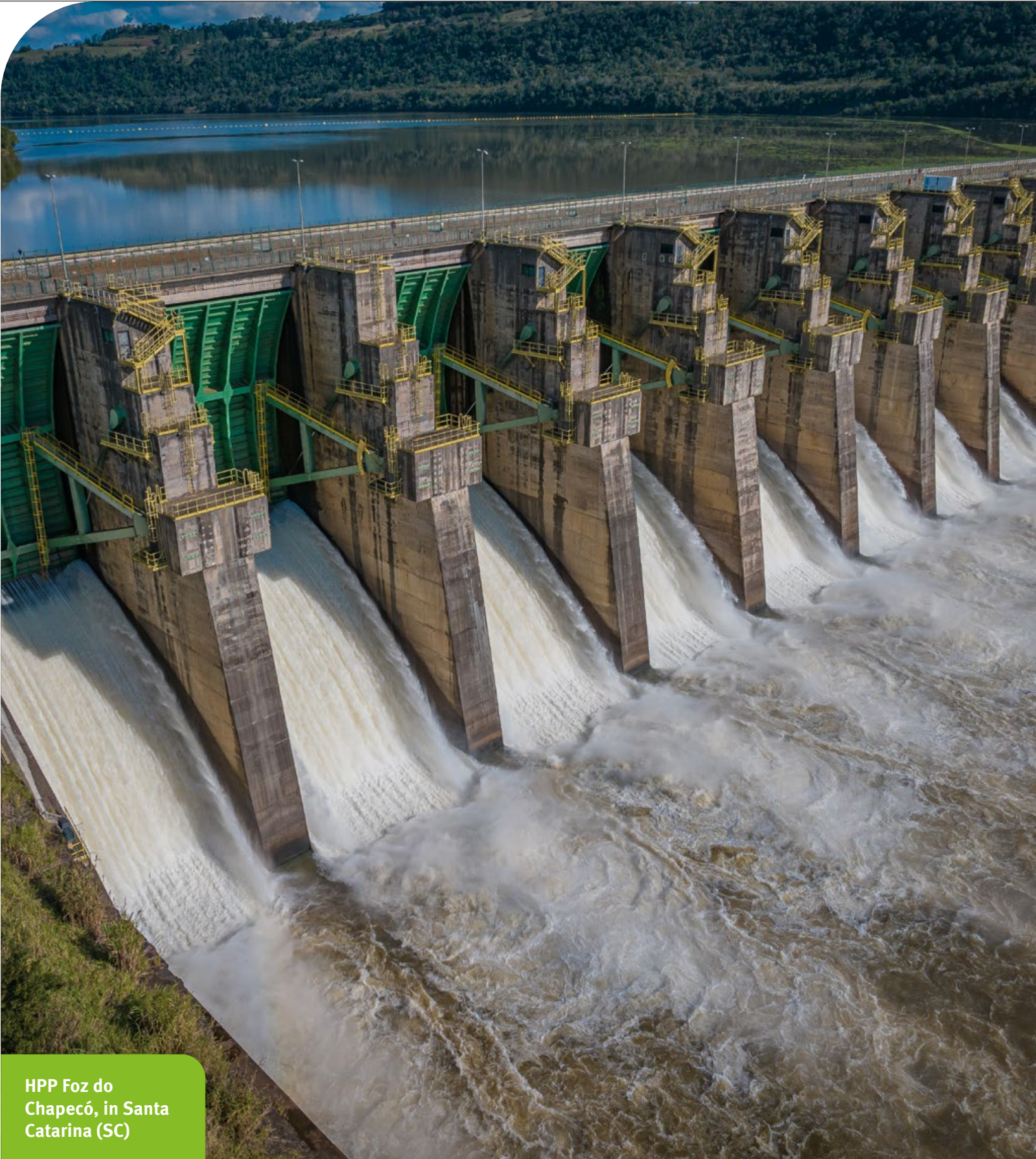


Generation

Through CPFL Geração and CPFL Renováveis, we operate a broad and diversified range of assets, generating and commercializing energy within both the Regulated Contracting Environment (ACR) and the Free Contracting Environment (ACL). Our assets are situated across 11 Brazilian states, encompassing the Southeast, South, Central-West, and Northeast regions. The energy generated is derived from hydroelectric power plants, wind farms, thermoelectric plants, biomass, and solar energy.

Reinforcing our commitment to a renewable, secure, and reliable energy grid, CPFL Energia has a total installed capacity of 4,226 MW in Brazil, of which 96% originates from renewable sources. Within our generation portfolio, the Bio Pedra, Bio Buriti, and Bio Ipê biomass power plants were transferred to the Pedra Group. Approved by ANEEL, this transaction was part of an agreement for the termination of consortia and litigations.

Moreover, in 2024, we achieved a further increase in our generation relative to the previous year, totaling a net production of 16,713 GWh, of which 99% was derived from renewable sources.



HPP Foz do
Chapecó, in Santa
Catarina (SC)

Promoting Environmental Education

Through CPFL Renováveis, we disseminate knowledge regarding environmental practices and the operation of renewable energy generation. Since January 2024, we have hosted visits at our power plants, providing various external stakeholders – such as universities, institutes, associations, and students – with the opportunity to gain firsthand insight into our operational processes and the environmental protocols adopted by the Company.

This initiative raises awareness regarding the significance of renewable energies and fosters an open dialogue concerning sustainability and innovation within the electricity sector. Throughout the year, 221 individuals participated in these visits, experiencing firsthand how CPFL Renováveis integrates technology, efficiency, and environmental stewardship in its operations.

SHPP Lúcia Cherobim

The Small Hydroelectric Power Plant (SHPP) Lúcia Cherobim, located on the Iguaçu River within the limits of Porto Amazonas and Lapa in the state of Paraná, completed its construction works in 2024 and initiated operation in January 2025.

With an installed capacity of 28 MW, this plant reinforces our commitment to sustainable growth by pursuing solutions with low socio-environmental impact. The SHPP operates through the utilization of a free weir, which minimizes interference with the natural course of the river to the greatest extent possible, negating the necessity for reservoirs, maneuvers, or spillway operations, thereby contributing to the reduction of environmental impacts.

During the deployment phase, we invested in strengthening communication and the relationship with surrounding communities. The Communication Center (CEC) ensured a direct channel to address demands, provide information, and register requests from the populace. As of January 2025, 448 interactions were recorded, all of which were forwarded for assessment and response by environmental analysts and other relevant departments. Furthermore, CPFL maintained a close dialogue with stakeholders, distributing

informational bulletins and providing channels to receive inquiries and suggestions. The Social Communication Program (PCS) played an essential role in this process, facilitating meetings with local representatives and public authorities to share progress and challenges of the undertaking.

Our commitment to generating shared value with society was also reflected in our environmental education and social engagement initiatives. On March 23rd, in observance of World Rivers Day, CPFL, in partnership with the Porto Amazonas City Hall and volunteer students from the Coronel Amazonas School, organized a collaborative cleanup effort on the Iguaçu River, resulting in the removal of approximately one metric ton of waste. In addition to this initiative, approximately 3,500 individuals were impacted through workshops, lectures, and community engagements, raising awareness on sound environmental practices and our connection with the local population. Another illustration of this engagement was the sponsorship and organization of the book “Somos Empreendedoras em Porto Amazonas,” which celebrates narratives of courage and resilience among female entrepreneurs in the municipality in their entrepreneurial journeys. Many of these

women participated in the aforementioned workshops, and the book remains part of CPFL’s legacy within the Porto Amazonas community, fostering the appreciation of diversity and the strengthening of social inclusion.

From a socio-environmental perspective, the main risks associated with the installation encompass dam safety, the overburdening of urban infrastructure, and impacts on fauna and flora.

The Emergency Action Plan (EAP) was implemented without complications, with broad participation from the community and local authorities. Periodic training and ongoing monitoring ensure the safety of the structure and the population.

Impact monitoring on urban infrastructure was conducted prior to the started of construction works and did not identify significant evidence. Furthermore, health and safety indicators remained stable, while the educational outcomes of the municipalities involved showed progress.

To mitigate environmental impacts, we have adopted an aspects and impacts matrix, which identifies and assesses the impacts on the physical, biotic, and socioeconomic environments, thereby guiding control and mitigation measures. This set of actions reinforces CPFL’s commitment to sustainable operations, while sharing value with society.



Electricity generation via hydroelectric facilities demonstrated favorable performance in 2024, driven by above-average rainfall volumes. Notwithstanding the severe drought experienced in certain regions of Brazil, particularly in the latter half of the year, the robust output of hydroelectric power plants, notably those with reservoirs, was instrumental in ensuring security and stability throughout the year, without supply risks.

A further significant step involved the insourcing of the operation and maintenance (O&M) of 147 wind turbines, previously managed by the manufacturer General Electric. We now have assets from four manufacturers (General Electric, Siemens, and Siemens Gamesa), which diversifies our technical expertise and strengthens strategic partnerships with suppliers.

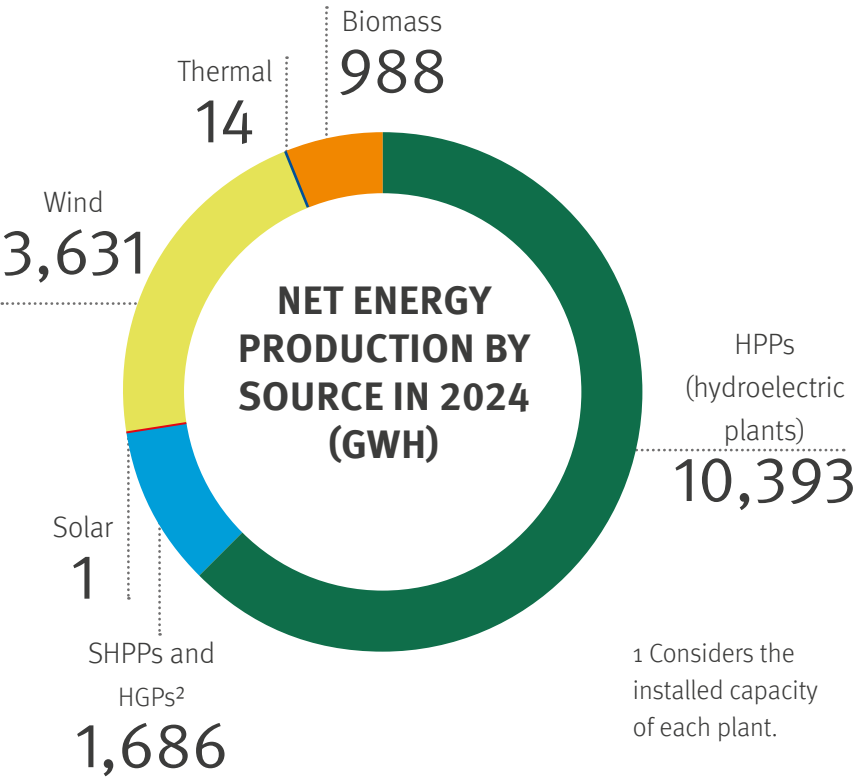
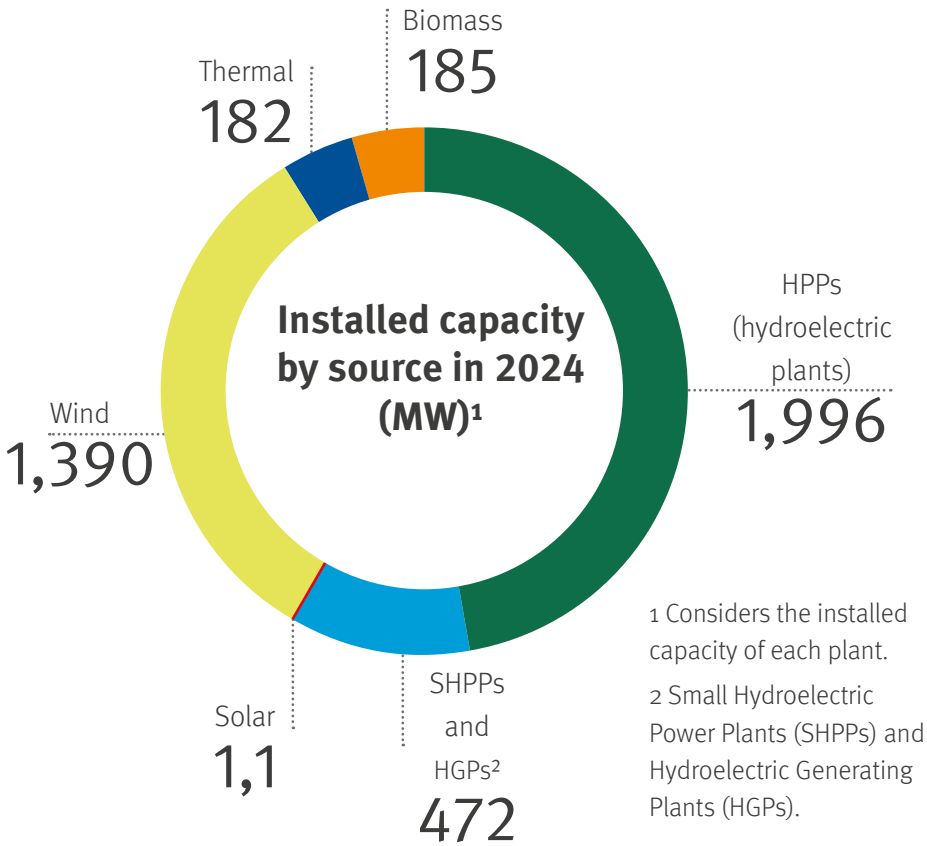
This pioneering initiative within the sector has increased the proportion of the wind turbine portfolio directly operated by CPFL, resulting in a total primarized operating capacity of 772.91 MW. This undertaking, initiated in 2019, reflects the Company’s commitment to enhanced efficiency and operational control, thereby consolidating

its position as a benchmark in renewable asset management. Moreover, since 2023, we have been developing studies to construct new hybrid solar-wind power plants, the designs of which were developed and refined this year, with implementation anticipated for 2025. The addition of photovoltaic solar energy will contribute approximately 196 MW to the existing wind farms, enabling an optimized utilization of land and the transmission system.

Notwithstanding the challenges arising from curtailment and the restrictions imposed on wind power generation by the National Electric System Operator (ONS), CPFL Renováveis ended the year with favorable efficiency and availability indicators, reaffirming its contribution to the provision of clean and reliable energy. Concurrently, the Company intensified its dialogue with regulatory bodies and state governments to address the challenges posed by the intermittency of renewable sources, reinforcing its strategic role in the electricity sector.

Aracati Wind Farm, in Ceará (CE)

96% of the installed capacity in the portfolio comes from renewable sources





CPFL Transmissão employees, in Canoas (RS)

Transmission

Since 2012, CPFL Energia’s transmission infrastructure has been responsible for connecting and transporting energy between generators and distributors, and extends across the states of São Paulo, Santa Catarina, Rio Grande do Sul, and Ceará.

Since the acquisition of Companhia Estadual de Transmissão de Energia Elétrica (CEEE-T) in 2021, now operating as CPFL Transmissão, we have consolidated our position as a leading company within the sector. In Rio Grande do Sul, we play a strategic role, encompassing all regions within the concession area and accounting for approximately 60% of the local transmission service.

Continuing the expansion of infrastructure and the modernization of facilities and equipment reaching the end of their useful life, we continue to invest in the improvement of transmission systems, underpinned by a strategic capital expenditure allocation of R\$ 3.7 billion for the 2025-2029 period. In 2024, we allocated R\$ 758 million to the transmission segment.

Early in the year, we faced the challenges of extreme weather events in Rio Grande do Sul (further details on page 214), which impacted

eight substations and 34 transmission lines. Nevertheless, our efforts and resilience ensured the uninterrupted provision of service.

In June 2024, ANEEL disclosed the Allowed Annual Revenues (RAPs) for the 2024-2025 cycle – defined in the lot auctions and received in accordance with asset performance – wherein the Company secured a value of R\$ 1.063 million, demonstrating the soundness and reliability of our assets as we expand and enhance our network.

Throughout 2024, the transmission segment maintained its trajectory of growth and robustness. We achieved a regulatory EBITDA of R\$ 844 million and a net profit of R\$ 332 million.

6,337.82¹
kilometers of
transmission lines

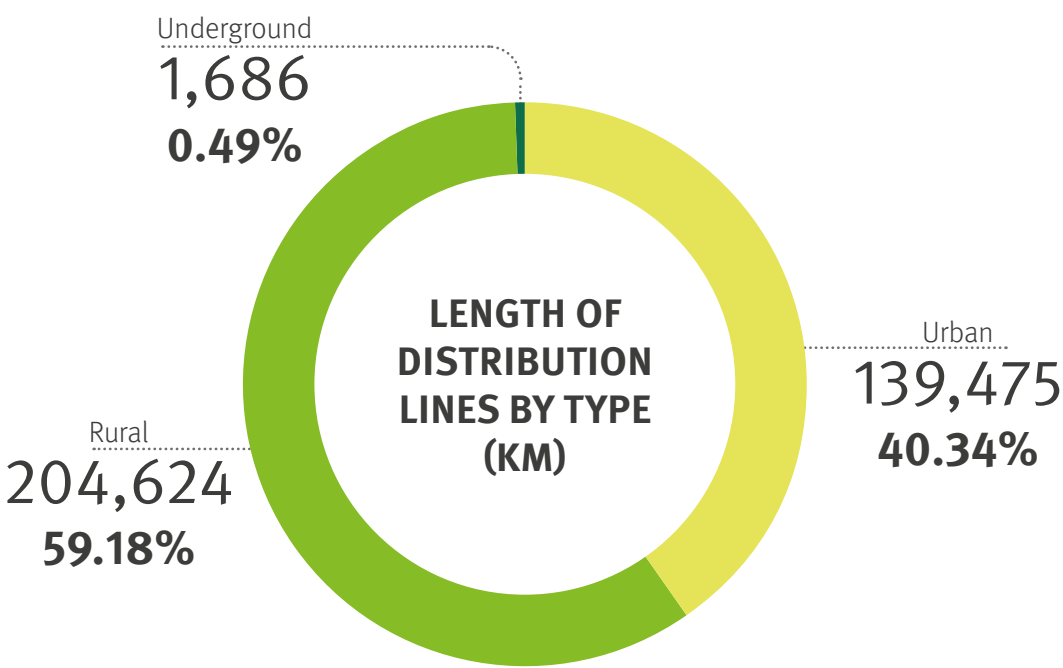
¹ Considering only CPFL Transmissão’s assets.

Distribution

By supplying electricity to residential, commercial, industrial, and other premises within urban and rural areas, CPFL Energia is the foremost distributor by volume of energy sold, accounting for a 13% market share nationally.

Our operations are carried out through four distribution companies —CPFL Paulista, CPFL Piratininga, CPFL Santa Cruz, and RGE — which

collectively serve approximately 10.7 million consumer units across 687 municipalities in the states of São Paulo, Minas Gerais, Paraná, and Rio Grande do Sul. Notably, the states of São Paulo and Rio Grande do Sul represent our most extensive distribution coverage. Our robust infrastructure comprises 346 thousand kilometers of distribution networks and 594 substations.



CPFL Paulista	CPFL Piratininga	CPFL Santa Cruz	RGE
<div><div>5.1 million customers</div><div></div><div>3rd largest distributor in the country</div><div>Main cities: Campinas, Ribeirão Preto, Bauru and São José do Rio Preto</div></div> <div><div> 234 Cities</div><div> 3,628 people working</div><div><div> +90 thousand km² of concession area</div><div> +138 thousand km of distribution network</div></div><div><div> 295 substations</div></div></div>	<div><div>2.0 million customers</div><div></div><div>Main cities: Santos, Sorocaba, Jundiaí and Indaiatuba</div></div> <div><div> 27 Cities</div><div> 1,457 people working</div><div><div> +6.9 thousand km² of concession area</div><div> +28 thousand km of distribution network</div></div><div><div> 59 substations</div></div></div>	<div><div>+ 500 thousand customers</div><div></div><div>Main cities: Itapetininga, Ourinhos, Avaré and Jaguariúna</div></div> <div><div> 45 Cities</div><div> 518 people working</div><div><div> +20.2 thousand km² of concession area</div><div> +24 thousand km of distribution network</div></div><div><div> 74 substations</div></div></div>	<div><div>+ 3.1 million customers</div><div></div><div>Main cities: Novo Hamburgo, Caxias do Sul, Santa Maria and Canoas</div></div> <div><div> 381 Cities</div><div> 3,907 people working</div><div><div> +182 thousand km² of concession area</div><div> +154 thousand km of distribution network</div></div><div><div> 166 substations</div></div></div>

Trevo Substation, in Campinas (SP)



During 2024, energy consumption increased, attributable to a period of higher temperatures, resulting in a 4.2% growth within the concession area. Notwithstanding this increase, our efficient cost management has enabled us to maintain results at or below the inflation rate, in accordance with the expectations of our investors and consumers.

During the course of the year, we also confronted the substantial challenges posed to distribution as a result of the flooding in Rio Grande do Sul, responding with expediency and prioritizing the safety of the individuals, with 98.7% of the municipalities affected by the climatic event within the Company’s concession area (further information regarding our actions can be found on page 214).

Our commitment to the continuous improvement of infrastructure and operational indicators is reflected in the investments made, which are directly aligned with our strategic planning. Within our 2025-2029 Capex Plan, we project investments of R\$ 24.7 billion in the distribution segment. These investments are intended to enhance the quality of energy delivered to our customers and to strengthen our distribution network.

Annually, we conduct the Electrical System Expansion Planning for the distribution companies, with a ten-year horizon. This planning encompasses the structural undertakings necessary to support market

growth and ensure the reliability of the electrical systems. The process initiates with the projection of demand for substations and power transformers, and, utilizing an electrical system model, we undertake assessments to identify the needs for enhancements or expansions, which form the Works Plan for Substations and High-Voltage Distribution Lines.

Furthermore, through the Distribution Automation Plan (PAD), we have installed remotely controlled circuit breakers at strategic points within our distribution networks. This technology enhances the potential for operational maneuvers, facilitates the localization of faults, and enables the segregation of load blocks. Consequently, we have improved energy availability and reliability, directly impacting our operational indicators. In 2024, we reached a total of 19,876 circuit breakers installed on the network, representing a 10% increase compared to 2023. Our target is to reach 23,900 circuit breakers by 2027.

10.7 million customers served by the four distributors

At CPFL Paulista, the largest distributor within CPFL Group, we have invested over R\$ 5 billion over the past three years to expand, modernize, and maintain our distribution networks. Among the actions taken, we highlight the installation of new substations featuring advanced technology, the establishment of service structures in remote regions, and the ongoing modernization of the distribution network.

In 2024, CPFL Paulista achieved a significant milestone by serving five million customers. This accomplishment was made possible through a robust and continuously evolving infrastructure, equipped to address challenges such as increasing energy demand and the frequency of extreme weather events. Our objective is to ensure a secure, efficient, and future-ready energy supply.

CPFL Santa Cruz achieved the milestone of 500 thousand consumer units in 2023, and in 2024, it was recognized as the best electricity distributor in Brazil by the Abradee Award.

Within the RGE concession area, we faced the challenges posed by extreme weather events in Rio Grande do Sul, mobilizing our team not only to re-establish our operations as swiftly as possible, but also to provide assistance to affected employees and the broader community (further information on page 214).

At CPFL Piratininga, we developed the Home ICU Project, which entails the installation of photovoltaic power generation systems in the homes of customers who depend on essential life-sustaining devices. The selection of beneficiaries is based on their social vulnerability condition. This project was

pioneering within RGE in 2022 and, owing to its success, is being expanded to other distribution companies within CPFL Group.

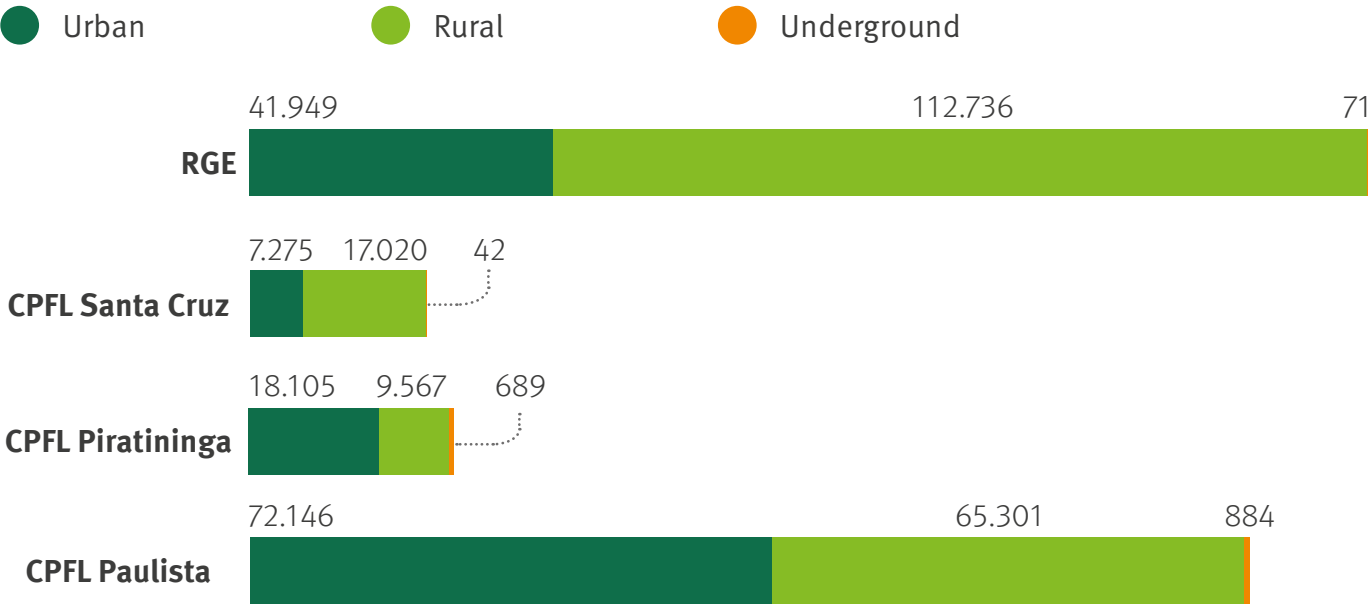
A total of 2,356 customers across 27 municipalities within CPFL Piratininga concession area will be visited and have their lamps replaced with more efficient models (LEDs), in addition to 300 customers who will receive photovoltaic systems.

Over the course of recent years, CPFL’s distribution companies have consolidated their position as a benchmark in supply quality. We consistently maintain the SAIDI (System Average Interruption Duration Index)

and SAIFI (System Average Interruption Frequency Index) indicators below regulatory limits, achieving an availability rate of 99.93%.

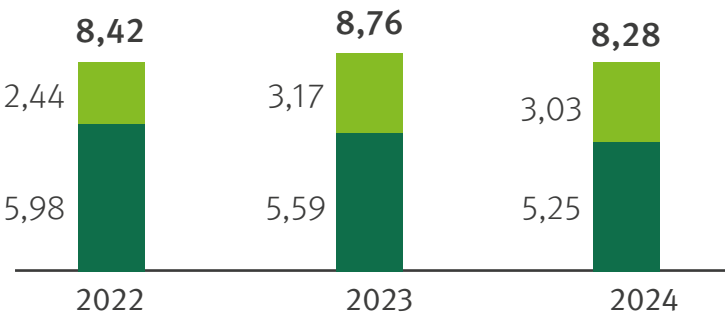
We remain committed to the reduction of commercial losses within our distributors’ operations. To this end, in certain locations, we have adopted smart meters protected by shielded enclosures in areas with a higher incidence of fraud, and we are conducting the mapping and regularization of regions with clandestine connections.

LENGTH OF DISTRIBUTION LINES BY TYPE (KM) AND BY DISTRIBUTOR

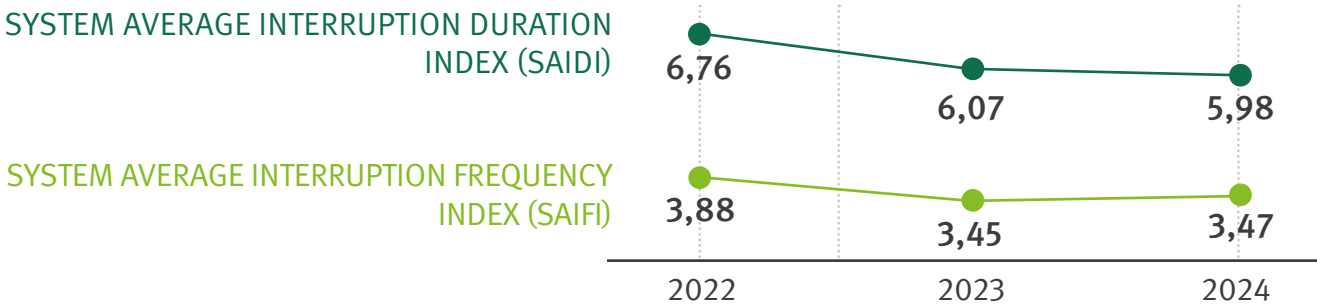


DISTRIBUTION LOSS RATE (%)

Legend: Non-technical (light green), Technical (dark green)



CONSOLIDATED SAIDI AND SAIFI - CPFL ENERGIA¹



¹ Calculated based on the weighted average of the number of customers and the value determined for the SAIDI and SAIFI of each distributor.

Our efforts were recognized at the Abradee Award 2024, wherein all distributors within CPFL Group competed in the same category, subsequent to CPFL Santa Cruz reaching the milestone of 500,000 consumer units. Together, our distributors secured five of the 13 award categories, consolidating CPFL Group’s leadership within the Brazilian electricity sector.

- **CPFL Santa Cruz:** leading national distributor, best company in the Southeast region, customer evaluation (ISQP);
- **CPFL Paulista:** 1st place in socio-environmental responsibility and 2nd place in the Southeast and national regions;
- **CPFL Piratininga:** 2nd place in socio-environmental responsibility and operational management;
- **RGE:** best company in the South region.

Through a combination of technology, innovation, and strategic planning, CPFL Energia continues to advance in the strengthening of the distribution sector in Brazil. Each investment, award received, and project implemented reaffirms our commitment to meeting the needs of customers with practical and intelligent solutions.



Aerial view of Santos (SP)

Solutions and Services

CPFL Energia offers a comprehensive portfolio designed to meet the diverse needs of its customers within the energy sector. In addition to its operations in the generation, transmission, and distribution segments, the company also distinguishes itself in interconnected areas, such as commercialization, energy management, and infrastructure. With decades of expertise in the sector and an ongoing commitment to innovation, CPFL is well-positioned to support its customers throughout every stage of their energy journey.

CPFL Soluções

CPFL Soluções, a joint venture between CPFL Brasil and CPFL Serviços, offers a diversified and integrated portfolio of energy solutions tailored to Group A customers. Our objective is to optimize our customers’ relationship with energy, reducing costs and offering alternatives that foster greater energy security, sustainability, and business competitiveness.

Consequently, we cater to medium and large-sized enterprises across the country, extending beyond our concession area, to

deliver tailored solutions that address the specific needs of diverse businesses. In 2024, we solidified our position as a leading retail energy trader in the country, a landmark year for the energy market due to the liberalization of Group A. In this context, we assisted over 2,000 entrepreneurs in comprehending and realizing savings within this evolving market.

From the inception of our activities in 2018, we have consolidated our position as a strategic partner for companies across diverse sectors, ranging from energy-intensive industries to commercial enterprises such as bakeries and supermarkets. This comprehensive scope reflects our commitment to offering integrated solutions that optimize energy resources and bolster the competitiveness of our clientele.

We serve over 2,160 thousand customers across the country



Energy Management
Specialized consultancy for energy management and savings



Energy infrastructure and services
Diagnosis and solutions for the execution of construction, operation and maintenance of facilities



Maintenance of electrical installations
Customized plans for preventive and corrective maintenance



Refurbishment of transformers and electrical grid components
Solution with a lower carbon footprint when compared to the traditional production process



Free Energy Market
Freedom to buy and trade electricity



Energy efficiency
Energy Efficiency Projects aiming at optimizing resources and performance



Decarbonization
Low carbon solutions (carbon credits and I-RECs) for companies

CPFL Serviços

CPFL Serviços plays a strategic role within CPFL Energia’s ecosystem, offering comprehensive energy infrastructure solutions for transmission and distribution systems, electrical maintenance, and equipment recovery.

Our services encompass the planning and execution of construction works, extending to

advanced solutions in electrical maintenance, such as substation refurbishment and live-line operation, ensuring enhanced safety and operational efficiency for our customers. Furthermore, we operate in energy transmission and distribution projects, guaranteeing more modern, secure, and reliable networks.



Circularity in operations

The circular economy constitutes a key commitment within our 2030 ESG Plan (further details can be found on page 100), and, by exploring new opportunities within reverse logistics in the electricity sector, we promote increasingly sustainable practices through the refurbishment of equipment and the appropriate disposition of network components for recycling or the reverse supply chain. This approach encompasses various material types, such as cables, poles, and oil-based fluids.

Since 2023, we have identified an opportunity to conduct the replacement of poles and crossarms in the distribution networks at our refurbishment facility located in São José do Rio Pardo (SP). This initiative reinforces our commitment to reducing our environmental footprint while upholding quality and efficiency standards. In this process, equipment requiring replacement and maintenance, identified by the

Operation Bases and initially sent for landfills, is crushed, yielding the following byproducts: iron (metallic frame), crushed stone #1, crushed stone #2, and sand.

The distinction between crushed stone #1, crushed stone #2, and sand lies in the particle size of the recycled grey concrete produced by the crusher, which has a processing capacity of 6 m³/h. Crushed stone #1 (finer) and sand (even finer) are utilized as aggregate to the foundations of towers and poles within CPFL Group. Conversely, crushed stone #2 is acquired by agricultural companies for the paving of poultry farming areas.

During 2024, the crushing of over 5,500 poles yielded a monthly average of 30,000 kg of metal, which was sold to recycling and smelting companies, generating a revenue of over R\$ 530,000.00. In addition,

approximately 2,390 cubic meters of crushed stone #2 were produced, yielding additional revenue surpassing R\$ 30,000.00 for the Company.

Furthermore, we work on reverse chain management through the refurbishment of transformers at our operational facilities in São Paulo and Rio Grande do Sul. A distinctive aspect is our laboratory, which individually analyzes the oil from each piece of equipment to detect the presence of PCB (Polychlorinated Biphenyl), thereby ensuring the appropriate disposal of contaminated items and mitigating risks. Moreover, we maximize the reuse of components, such as the oil, which undergoes regeneration, and copper wire, which is reindustrialized, thus reducing the consumption of natural resources and environmental impact.

In 2024, we expanded the processing of materials with the consolidation of cable, insulator, and meter crushing plants, recovering 267 tonnes of aluminum, 223 tonnes of copper, 187 tonnes of iron, and 24 tonnes of HDPE.

Through these initiatives, we have structured a business model aligned with the concept of the circular economy within CPFL Group, which has expanded over the years (learn more on page 146). This approach significantly reduces the volume of waste directed to the environment, reinforcing our commitment within the 2030 ESG Plan to refurbish at least 70 thousand electrical grid assets by 2030.

1 Transformers, voltage regulators, reclosers.

Shared Services Center

The Shared Services Center (SSC) is intended to support the Company in value generation by offering assistance with administrative and operational activities. Operating across various domains, such as customer service, logistics, finance, asset management, and

human resources, the center stands out for integrating internal demands and promoting the enhancement of organizational efficiency.

Throughout 2024, we highlight the involvement of the SSC in initiatives aimed



We manage customer service channels, encompassing the toll-free number, virtual chat, social media, and electronic mail. In 2024, we implemented several projects: 1) We launched ‘Cecília Atendente,’ a virtual assistant designed to address the main inquiries of our employees; 2) We developed ‘Virtual Agent’ to enhance operational efficiency; 3) We conducted the restructuring of the ombudsman’s office; 4) We expanded the capabilities of the virtual assistant on WhatsApp.



We are responsible for Human Resources management, including payroll operations, benefits administration, and the recruitment and onboarding processes. With a focus on efficiency, we contribute to business continuity and development. Aligned with the 2030 ESG Plan, we play a strategic role in the promotion and strengthening of diversity within the Company.



We manage corporate assets, encompassing the vehicle fleet, real estate, administrative services, maintenance, and building security, thereby ensuring essential support for operations. In 2024, we achieved significant progress in our operational fleet electrification initiatives. Further details can be found on page 127.



We plan the integrated management of the supply chain, including procurement, materials, and distribution, with a focus on cost optimization and enhanced competitiveness.



We undertake the financial operationalization and organization, providing strategic support for business decision-making, ensuring the efficiency and financial sustainability of the group.

at sustainability and innovation, such as the retrofitting of stores, in order to enhance existing spaces and mitigate vacant units, the expansion of the electric fleet (further details on pages 126 and 127), and the improvements implemented in the Company’s administrative headquarters facilities (see more on page 138).

Financial Services



Within our business model, we provide customers with access to innovative financial services, integrated with their energy bill payment, through two companies:

CPFL Total and Alesta. These solutions ensure enhanced convenience, flexibility, and accessibility, particularly for customers facing financial constraints.

CPFL Total offers solutions that generate added value for both businesses and our clientele. With over a decade of market presence and through the collaboration of more than 100 partners, it provides a diverse range of products and services catering to a wide spectrum of needs. Through CPFL Total, customers have the option to finance their energy bills, contract services such as insurance, assistance programs, dental plans, and benefit cards, all in a convenient manner, with direct payment on their energy bill.

Alesta, a fully digital, private financial institution authorized by the Central Bank, focuses on supporting customers in financing

overdue energy bill debts. Alesta offers affordable payment terms, providing an agile and secure solution that facilitates debt settlement and the maintenance of access to energy supply.

Through these initiatives, we promote financial inclusion and offer affordable solutions to enable customers to manage their energy bills and related services in the most convenient and flexible manner.

Employee at CPFL Atende headquarters, in Araraquara (SP)



Innovation

We invest in innovation through a comprehensive range of projects within the energy sector, covering topics such as distribution, renewable generation, smart cities, electric vehicles, sustainability, and corporate innovation. These initiatives are aligned with the Strategic Plan 2025-2029 and the 2030 ESG Plan.

In this agenda, we have a the strong support from our controlling shareholder, State Grid, which plays an active role in actions, project approvals, and innovation initiatives. This support is also reflected in the encouragement of CPFL’s growth and prominence, expanding our operations within the sector.

In 2024, we pursued the 11 trends identified in the technological roadmap established in the preceding year, evaluating the main factors impacting the electricity sector. Furthermore, we deepened discussions in alignment with the 2025-2029 Strategic Plan and defined five long-term macro-trends, as presented in the adjacent image.



Macro-trends

1	2	3	4	5
Full decentralization: increasingly independent consumers from the conventional electricity grid, driving distributed generation and self-consumption.	Matrix transformation: increased participation of renewable sources and new alternatives, such as green hydrogen, in the composition of the energy matrix.	End-to-end digitization: expansion of digitalized operations, with a focus on agility, reliability, innovation and the implementation of smart grids.	Ultra efficiency: enhanced efficiency and management of the electrical grid, with advanced equipment monitoring and more rapid, assertive decision-making.	Urban electrification: growing adoption of electric vehicles and demand for greater connectivity in electrical infrastructure to meet new urban needs.



Technology roadmap

1	2	3	4	5	6
Market liberalization.	Increased generation capacity from renewable sources.	Increased distributed generation.	Increased demand for energy.	Greater concern about environmental and social impacts.	Increase in initiatives to explore the digitalization of structures.
7	8	9	10	11	
Greater exploration of analytics technologies for operations.	Greater exploration of automation technologies in the field and processes.	Increased demand for better energy management by industry.	Change in the skills required for the sector.	Expansion of electric mobility.	



Research and Development

Through our Research & Development (R&D) program, the investments of which adhere to ANEEL’s regulations, we conduct projects that drive business innovation and monitor the key trends within the electricity sector. In 2024 alone, we invested over R\$ 65 million through our distribution companies and R\$ 8 million through our generation and transmission companies.

R&D investment decisions are guided by the Strategy, Growth, Innovation, and ESG Committee, a multidisciplinary group comprising directors from various business areas, responsible for defining strategies and directing innovative initiatives for the Company.

Green Hydrogen

Consistent with the guidelines of the 2030 ESG Plan and our commitment to decarbonization, in 2024, we entered into a partnership with Mizu Cimentos to implement a pilot plant for green hydrogen production in Rio Grande do Norte. The project utilizes renewable energy to power an electrolyzer, thereby promoting innovation and sustainability.

This initiative will not only contribute to the advancement of studies concerning green hydrogen technology but will also enable the evaluation of its application in cement production. Furthermore, the project seeks to identify new market opportunities and to

capacitate professionals within the sector. Developed by CPFL innovation department, the project is financed by ANEEL and entails an investment of approximately R\$ 44 million, establishing itself as a significant milestone in the progression of sustainable and technological solutions within the energy sector.

Microgrids

Microgrids are small-scale power distribution networks, incorporating one or more local generation sources, that operate independently of the main distribution grid. These systems enable the efficient management of energy, mitigating voltage fluctuations and power outages, thus ensuring stable operation, even under adverse conditions. During scheduled events or emergency situations, microgrids can operate in an isolated manner, offering a secure and self-sufficient solution.

CPFL Energia has made a significant investment in the development and deployment of these technologies, through projects such as CampusGrid, located on Unicamp campus. As part of a broader initiative supported by ANEEL, the project also encompasses two additional microgrids in the city of Campinas (SP) and involves partnerships with Universidade Estadual de Campinas (Unicamp), Universidade Federal do Maranhão (UFMA), Instituto Avançado de Tecnologia e Inovação (IATI), China Electric

Power Research Institute (CEPRI), and Hexing. This project has allocated a total of R\$ 43.9 million to research and development, with an estimated annual saving of approximately R\$ 450 thousand for Unicamp, in addition to contributing to the reduction of CO₂ emissions.

The CampusGrid project features an autonomous energy microgrid, which integrates electricity generation, storage, and distribution technologies, representing the largest ever implemented in a university in Latin America, reinforcing CPFL’s commitment to technological innovation. This microgrid supplies power to two libraries, a multidisciplinary gymnasium, and the School of Physical Education on the Unicamp Campus, combining photovoltaic solar generation, lithium-ion batteries, and a natural gas generator. The development of this technology holds the potential for replication in other contexts, such as industries, hospitals, and remote communities.

In addition to CampusGrid, CPFL is developing two other initiatives. The first one, also located at Unicamp, is NanoGrid, a microgrid installed at the Laboratory of Intelligent Electrical Grids (LabREI), aimed at testing system applications in residential settings. The second one, Congrid, is a microgrid situated in a residential condominium in the district of Barão Geraldo, benefiting 47 residences with solar power generation and a battery storage system capable of ensuring energy supply throughout the day.

Innovation culture

In order to foster a culture of innovation, we have implemented several projects and actions that encourage the engagement of our employees. Through initiatives both internal and external to the company, we seek to strengthen an environment of collaboration, experimentation, and continuous learning, disseminating the core pillars of innovation.

Project execution is the responsibility of the Company’s Innovation department, supported by a range of administrative and operational areas, and under the guidance of the Innovation Committee. This committee, composed of executives from CPFL Energia and representatives of State Grid, meets on a quarterly basis to deliberate on new projects

and monitor those currently underway. In 2024, we were granted ISO 56002 certification in Innovation Management, with the objective of standardizing processes related to the management of innovation-focused projects, thereby ensuring greater efficiency and strategic alignment.

Internally, we cultivate innovation in a straightforward and accessible manner, engaging personnel at all levels. To this end, we conduct various initiatives throughout the year, such as Innovation Week, INLAB, and the Innovation Trail.

Innovation Week is an annual event encompassing lectures, training sessions,

Ground Ladder Securing Tool

This initiative was created and presented at INLAB Campo by a team of electricians from the Advanced Station of Itapetininga (SP).

Due to physical obstructions within the network, ladder securing posed a challenge for field teams, with several safety deviations recorded in relation to this activity. As a solution, the team developed a tool that enables the facilitated securing of ladders directly on the ground, thus mitigating the risk of accidents and incidents and reducing the time required for the activity.

For the tool to be validated, 25 units are currently being tested across CPFL Group’s distribution companies, specifically in the interior of São Paulo and the state of Rio Grande do Sul.

Nut and Washer Coupler

This initiative was conceived and presented to INLAB by a team of electricians from the Jundiaí (SP) Advanced Station.

Addressing the challenges faced by field teams in handling small objects due to the use of protective gloves, this coupling device was developed. Its objective is to facilitate the secure connection between nuts, washers, and the disconnect switch – an apparatus used to interrupt the current flow in power distribution cables – proving particularly beneficial in ‘live-line’ maintenance operations, wherein work is performed without de-energizing the network. Consequently, the duration of exposure to risk is reduced, thus enhancing team safety, improving operator ergonomics, and expediting operations.

Sixteen units were tested across CPFL Group’s distribution companies located in the interior of São Paulo and Rio Grande do Sul, and currently, over 80 couplers are being used by the teams.



dissemination of completed projects, and results presentation. Although primarily held at the headquarters in Campinas, the Week features decentralized activities across other units. This event fosters engagement and the exchange of best practices among employees, and it demonstrates how innovation can be readily incorporated into daily routines in a straightforward manner.

INLAB is our Corporate Ideas Program, which fosters the transformation of employees’ creative ideas into efficient solutions across the Company, functioning as a space for internal entrepreneurs. The program has over 3,600 registered users and has launched 9 challenges to date. Nearly 2,000 ideas have been received, of which more than 30 have been approved,

and 26 are in the implementation phase or have already been implemented. The initiatives undertaken through this program seek full alignment with the Strategic Planning areas, aiming for a positive and actual impact.

Furthermore, we offer the Innovation Trail, a training program developed by CPFL University that covers topics such as design thinking, entrepreneurship, and Research & Development (R&D). This training is available to all our employees, fostering the development of essential skills for the generation of innovative and effective solutions within the Company.

Externally, we promote interactions and partnerships with the open innovation ecosystem through CPFL Inova. In 2024, we

initiated an additional strategic endeavor: the creation of an innovation hub and a partnership with Plug and Play, the world’s largest innovation platform, comprising over 70,000 startups within its ecosystem and collaborating with major global corporations.

We also held the second edition of the Low Code Hackathon, bringing together multidisciplinary teams composed of employees from various departments within CPFL and participants from registered companies. The teams were tasked with developing innovative solutions for specific

challenges, using low-code development platforms.

This partnership, aligned with the Strategic Plan, aims to establish a continuous approach for the identification of challenges and the development of innovative solutions. Furthermore, it seeks to ensure that CPFL is consistently connected to the trends within the electricity sector, reinforcing its leading role and its adaptive capacity in a constantly evolving scenario.

Investment in R&D from distributors (R\$ thousand)

	2024	2023	2022
Safety	4,296	7,221	4,955
Energy efficiency	0	0	2,202
Planning of electrical power systems	22,901	9,927	8,158
Operation of electrical power systems	10,022	5,219	2,689
Supervision, control and protection of electrical power systems	1,603	3,792	7,312
Quality and reliability of electricity services	900	5,106	4,316
Measurement, billing and combating commercial losses	4,385	1,407	3,772
Other	17,977	13,759	14,031
Management programs¹	3,570	2,128	1,154
Total	65,654	48,559	48,590

Investment in R&D from generation and transmission companies (R\$ thousand)

	2024	2023	2022
Alternative sources of electricity generation	0	0	14
Thermoelectric generation	0	0	143,5
Basin and reservoir management	5,174	2,553	1,064
Environment	3,477	3,225	1,910
Safety	2,080	1,270	1,766
Energy efficiency	0	0	2,937
Planning of electrical power systems	115	857	281
Operation of electrical power systems	662	1,098	1,923
Supervision, control and protection of electrical power systems	5,983	5,991	4,995
Quality and reliability of electricity services	1,396	1,351	355
Other	4	431	305
Management programs¹	722	760	553
Total	19,613	17,536	16,246,5

Total	85,267	66,095	64,836,5
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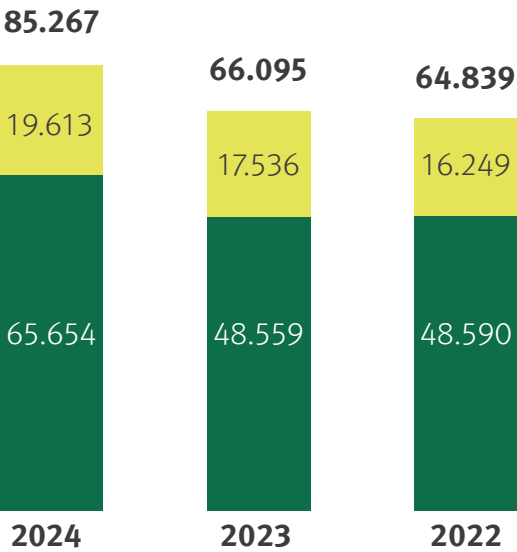
¹ This category includes values pertaining to the time allocation of team members, prospecting activities, dissemination of completed projects, and other activities inherent to the R&D program.

Insulating blanket strap

This initiative was conceived by three electricians from the Sorocaba (SP) Advanced Station.

The insulating blanket employed in ‘live line’ operations is essential for isolating operators from electrical current during work. Upon observing that its storage method was damaging the material, the Sorocaba team developed a flexible PVC collar that organizes and protects the blanket. This innovation enables safer and more efficient transportation, preventing damage and extending its useful life.

R&D INVESTMENTS (R\$ THOUSAND)



- Distributors
- Generators and transmitters

Corporate Governance

Our governance model is founded upon the principles of integrity, transparency, equity, accountability, and sustainability. We adhere to best market practices and are listed on the B3's Novo Mercado, which represents the highest standard of corporate governance. To this end, we have a robust internal structure, detailed in our Corporate Governance Guidelines.

We seek an environment of ongoing interaction among shareholders, the Board of Directors (BoD), Committees and Advisory Committees to the BoD, Fiscal Council, and Executive Board.

The management, control, and enhancement of governance processes are conducted by the Corporate Governance Department, which reports functionally to the Board of Directors (BoD) and serves as an advisor to senior management and governance bodies. This department comprises two management and one coordination unit. The coordination unit functions as a channel for facilitation and communication with other areas of the Company, monitoring strategic topics and projects of interest to the BoD, and tracking the execution and development of deliberated matters with the support of CPFL Group's business units. As a result of the work undertaken and through the presentation of KPIs, the BoD has an innovative management

tool within the Brazilian market, which ensures control, compliance, transparency, and corporate accountability in CPFL Group's governance processes.

Throughout 2024, the coordination monitored 233 topics and disseminated 40 newsletters addressing strategic matters of high relevance.

Shareholding structure

This year, we celebrate the fifth anniversary of CPFL Group's Re-IPO, a strategic decision wherein State Grid Brazil Power Participações S.A. (SGBP), controlled by State Grid Corporation of China (SGCC), maintained CPFL's shares trading on the Stock Exchange after assuming controlling interest.

SGBP holds 83.71% of CPFL Energia's share capital, while the remaining 16.29% is traded on B3, representing the "free float". This capital structure, composed exclusively of common shares, ensures equitable treatment for both controlling and minority shareholders.



Governance structure

CPFL Energia’s Corporate Governance structure is composed of the General Shareholders’ Meeting, the Board of Directors, its Committees and Commissions, the Board of Executive Officers, the Fiscal Council, and the Corporate Governance Department.

Board of Directors

The Board of Directors is a deliberative body of CPFL Energia, responsible for conducting the Company’s strategic affairs, with a focus on generating long-term value and promoting a culture aligned with the corporate mission, vision and values, in addition to best ESG practices.

Its responsibilities include defining and monitoring compliance with corporate policies, preserving the corporate purpose and governance system, optimizing the return on shareholders’ investments and representing stakeholders’ interests, ensuring sustainability and business continuity. The Board of Directors holds regular monthly meetings and may meet extraordinarily whenever necessary.

The members of the Board of Directors are elected for unified terms of two years, as stipulated in the Company’s Bylaws, with the possibility of re-election. The [Nomination Policy](#) for members of the Board of Directors, Board of Executive Officers, and Advisory Committees provides that nominations must meet the Company’s needs, prioritizing the diversity of knowledge and profiles so as to enrich deliberations and enhance the

quality of decisions. Currently, the Board is composed of seven members, two of whom are independent.

According to the [Remuneration Policy](#), the members of the Board of Directors receive a fixed monthly remuneration, established based on market surveys conducted periodically by specialized firms. Any potential adjustments are evaluated by the Board with the support of the People Committee and subsequently submitted for approval to the Shareholders’ General Meeting. Remuneration is not contingent upon attendance at board meetings, and no additional or variable remuneration is paid, with the exception of those who are members of the Audit Committee.

On an annual basis, the Board Members conduct a self-assessment to analyze the collective performance of the Board, the quality of its composition, structure, processes, effectiveness in decision-making, and the individual performance of each member, based on competencies, contributions, and level of engagement. The results are analyzed and presented to the Board Members. Based on the findings of this evaluation, an action plan may be developed for the subsequent year, with a focus on the implementation of continuous improvements.

Composition of the Board of Directors

- Mr. Daobiao Chen**
Chairman of the Board of Directors (external member), Coordinator of the People Committee and Finance and Risk Management Committee
- Mr. Gustavo Estrella**
Member and CEO of CPFL Energia
- Mrs. Kedi Wang**
Member and CFO of CPFL Energia (elected at the AGM held on 08/08/2024, under the terms of the Corporations Law and the Company’s Bylaws)
- Mrs. Liu Yanli**
External member
- Mrs. Claudia Elisa de Pinho Soares**
Independent Board Member (elected at the AGM held on April 26, 2024) and Coordinator of the Related Parties Committee
- Mr. Yumeng Zhao**
External member and Coordinator of the Strategy, Growth, Innovation and ESG Committee
- Mr. Antonio Kandir**
Independent member and Coordinator of the Audit Committee

Learn More

Click [here](#) to see the composition of the Board of Directors

Advisory Committees

The Board of Directors is supported by five Advisory Committees to assist in decision-making and the monitoring of relevant and strategic matters, ensuring greater assertiveness and efficiency in the processes. These committees operate on a permanent basis, and their members are elected in accordance with the Internal Regulations. Additionally, temporary commissions may be established to address specific needs, with their structure and operation defined at the time of their creation.

Committee members are appointed by the Chairman of the Board of Directors and, following approval by the BoD, assume their responsibilities upon the signing of the Instrument of Appointment. Each committee comprises a minimum of three full members and may include up to three alternate members who serve as substitutes when necessary; each committee is coordinated by BoD members. The Related Parties Committee and the Audit Committee are exceptions and do not include alternate members.

The Committees’ activity reports are presented during the BoD monthly meetings. However, the committees do not have decision-making authority, being solely responsible for formulating recommendations to be evaluated and deliberated upon by the Board.

No Committee member receives additional remuneration for their participation, with the exception of the Audit Committee.

The Strategy, Growth, Innovation, and ESG Committee is responsible for monitoring, analyzing, and evaluating CPFL Group’s Strategic Plan and 2030 ESG Plan, overseeing the operational strategy of the business, and supporting innovation and efficiency initiatives. It also conducts periodic reviews of corporate governance documents and tracks the performance of ESG indicators and the awards in which the Company participates.

The People Committee monitors the nomination process for members of CPFL Group’s governance bodies, in addition to advising on and reviewing the remuneration criteria for these members, including the Short-Term and Long-Term Incentive (STI and LTI) Plans. The committee also monitors and analyzes the Succession Plan, tracks the organizational structure and diversity and inclusion practices, as well as the guidelines for talent attraction, retention, and development.

The Finance and Risk Management Committee monitors CPFL Group’s economic and financial performance, recommending measures to mitigate financial risks, in addition to evaluating the annual and multi-year budget, fundraising plans, and financing operations.

Learn More
Click [here](#) to see the composition of the Advisory Committees

The Related Parties Committee, predominantly composed of independent members, advises the Board of Directors in the strategic analysis of transactions involving related parties. The committee evaluates procedures involving related parties for the selection and engagement of suppliers and service providers, as well as power purchase and sale agreements.

The Audit Committee, comprised entirely of independent members, oversees internal and external audits, analyzes financial statements, and monitors compliance and risk management. The committee also evaluates and recommends improvements to internal controls and corporate policies, ensuring the integrity and quality of operations.



Board of Executive Officers

The Board of Executive Officers is the body responsible for conducting the Company’s daily operations, implementing the strategies defined by the Board of Directors and, when applicable, submitting proposals for analysis by this body, in addition to ensuring the preservation and appreciation of the Company.

The Board of Executive Officers is also responsible for proposing new business plans and policies, conducting and supervising operations, preventing and managing instances of conflict of interest or differing opinions, and for providing guidance on the execution of business affairs in compliance with the principles of responsibility and ethics outlined in the Code of Conduct.

The BoD is responsible for electing the members of the Board of Executive Officers, selecting qualified professionals to achieve the Company’s objectives, aligned with the Strategic Planning and committed to social and environmental responsibility. These selections are based on ethical criteria, respect for the organization’s purpose, and the appreciation of the organizational culture. The re-election of directors is assessed based on annual performance.

Members of the Board of Executive Officers receive a fixed monthly remuneration, in addition to benefits and variable compensation. They also have short-term incentives, contingent upon the achievement of corporate and individual

targets encompassing financial and non-financial indicators, aligned with ESG aspects as outlined in the Strategic Plan. These targets are defined and approved in advance by the Board of Directors, which also establishes long-term incentives.

The monitoring and evaluation of the Executive Board’s performance concerning the fulfillment of annual targets are presented to the Board of Directors with the support of the People Committee.

Fiscal Council

The Fiscal Council is a collegiate body, independent of the Board of Directors and the Board of Executive Officers. Permanent in nature, it comprises a minimum of three and a maximum of five effective members, and an equal number of alternate members, with one member elected by minority shareholders. Its primary responsibilities include overseeing the actions of Management, preserving the Company’s values, examining and issuing opinions on the financial statements, and reporting its conclusions to the shareholders, without interfering in the Company’s management.

Members of the Fiscal Council are required to have expertise in finance and are elected for a unified term of one year, with the possibility of re-election. They receive a fixed monthly remuneration (fees), with alternate members receiving only half of this amount in the event

they substitute the effective member to whom they are linked. In accordance with the Brazilian Corporation Law, the remuneration of the Fiscal Council members must be, at a minimum, 10% of the average compensation attributed to the Company’s directors, excluding benefits and profit sharing.

The members of the Fiscal Council adhere to a minimum schedule of activities, which encompasses regular meetings with both internal and external auditors, as well as engagements with the CEO, ensuring appropriate oversight and alignment with the Company’s governance practices.

Composition of the Board of Executive Officers

Mr. Gustavo Estrella
CEO

Mrs. Kedi Wang
Vice President of Finance and Investor Relations

Mr. Huang Futao
Vice President of Strategy, Innovation and Business Excellence, and Executive Vice President (interim)

Mr. Luís Henrique Ferreira Pinto
Regulated Operations Vice-President

Mrs. Karin Regina Luchesi
Vice President of Market Operations

Mr. Gustavo Pinto Gachineiro
Vice President of Legal and Institutional Relations

Mr. Vitor Fagali de Souza
Vice President of Business Development

Mr. Flávio Henrique Ribeiro
Vice President of Business Management

Learn More

Click [here](#) to see the composition of the Board of Executive Officers

Composition of the Fiscal Council

Mr. Vinicius Nishioka
Deputy Chief Financial Officer at State Grid Brazil Holding S.A

Mrs. Ran Zhang
Chief Financial Assets Officer at State Grid Brazil Holding S.A.

Mr. Rafael Alves Rodrigues
Partner and co-manager at Evolve Capital

Learn More

Click [here](#) to see the composition of the Fiscal Council

Ethics and Transparency

CPFL Energia conducts its operations in an ethical and transparent manner, based on the values of integrity and accountability, with the objective of generating long-term value. To this end, the Company operates in compliance with all applicable laws and regulations, maintaining a responsible and transparent relationship with its stakeholders.

Within this context, the Ethics and Integrity area is responsible for developing, implementing, and monitoring the CPFL Group’s Integrity Program, ensuring alignment with best corporate governance and ethics practices.

The Integrity Program, established with autonomy and an independent structure, aims to promote ethical principles and guidelines that govern the conduct of employees, suppliers, commercial partners, and members of senior management. The objective is to ensure that business operations are conducted with ethics, legality, and transparency, in alignment with the values established in our [Code of Ethical Conduct](#) and with the legal requirements applicable to our business activities

The Program adheres to the Brazilian Anti-Corruption Law and its scope was expanded

upon certification under ISO 37001 to encompass the Anti-Corruption Management System, in addition to maintaining certification for Anti-Bribery Management Systems.

Supported by the Compliance Risk Assessment (CRA), which is based on the guidelines of the UN’s ‘A Guide for Anti-corruption Risk Assessment,’ and the Sensitive Public Mapping — which identifies stakeholder groups deemed sensitive with heightened exposure to interaction with public agents, commercial relationships, and customer service — all the Company’s departments are evaluated regarding corruption-related risks.

For sensitive audiences, we provide targeted annual training tailored to the activities and functions of each category, addressing specific topics and ethical dilemmas that may arise in the daily course of their duties. Furthermore, additional capacity-building initiatives may be conducted based on demand and corporate assessment.

In 2024, no cases of corruption were recorded, nor were there any legal proceedings pertaining to this matter involving the Company or any of our professionals.



Employees at CPFL Energia headquarters, in Campinas (SP)

Employee at the CPFL Transmissão headquarters, in Porto Alegre (RS)



In order to ensure that the Integrity Program guidelines are understood, the Company annually develops a Communication Plan, promoting widely disseminated actions across internal and external channels, covering 100% of our stakeholders. The resources used include a dedicated page on the institutional website, newsletters on the Multi Portal (intranet), social media campaigns, disclosures to suppliers via Rede de Valor, and corporate events such as the Integrity Day and the Monthly Integrity Dialogue.

To reinforce the culture of integrity, CPFL Energia conducts regular training sessions within the scope of its Integrity Program, which provide guidance on the directives to be followed, with the aim of strengthening the ethical culture within the Company and disseminating the concepts and premises of the Code of Ethical Conduct. These training initiatives are planned annually based on risk assessments pertaining to fraud, corruption, and situations reported through the Ethics Channel, with the content, target audience, and schedule defined by the Ethics and Integrity Department in conjunction with business area managers.

Training is a fundamental pillar of the Integrity Program. All new employees participate in an

onboarding course that includes guidance on the Code of Ethical Conduct, the Integrity Program, and the Ethics Hotline. Furthermore, mandatory e-learning courses are offered through CPFL University, wherein participants also complete the acceptance form for the Code of Ethical Conduct. Third parties undergo onboarding training and, whenever necessary, participate in refresher training.

Furthermore, leaders receive annual training to reinforce the Program’s guidelines, the culture of integrity and good corporate practices. In addition, training is provided to specific groups on topics such as gifts, conflicts of interest, relationships with public officials and prevention of corruption and bribery.

As part of these initiatives, the management of conflicts of interest is reinforced not only through training programs but also via an internal procedure specifically dedicated to this matter. Any individual may report a conflict of interest situation at any time through self-declaration and the completion of a designated form, ensuring transparency and adherence to governance practices.

In 2024, we provided training to our workforce on compliance and anti-corruption issues, in accordance with the principles of our 2030 ESG Plan.



GUIDELINES

Code of Conduct Update

Last year, we revised CPFL’s Code of Conduct to reflect societal transformations. The document was updated to adopt inclusive and diverse language, in addition to presenting clear regulations that guide all stakeholders. It establishes the guidelines and ethical principles assumed by the Company, serving as a reference for the standards of conduct expected of employees, suppliers, customers, and other stakeholders.

Anti-Corruption Policy

Our [Anti-Corruption Policy](#) provides for the guidelines for controlling and combatting corruption, bribery, and money laundering, applicable to all stakeholders, as well as investigating complaints and adopting appropriate measures.

Learn More
About our Codes, Policies and Bylaws [here](#)



COMMUNICATION

Ethics Channel

CPFL Group has an Ethics Channel administered by an external and independent firm, contracted to ensure the secure receipt of records pertaining to ethical matters, such as reports, inquiries, and suggestions. This model assures the integrity and confidentiality of information, in addition to preserving users anonymity. The Channel is accessible to stakeholders at any time. The generating companies Baesa, Ceran, Enercan, and Foz do Chapecó have their own dedicated ethical reporting channels.

The Ethics Channel is accessible to all stakeholders, 24 hours a day, every day of the year. Retaliatory practices are prohibited and, if substantiated, are subject to disciplinary measures.

Periodically, the Board of Directors and the Board of Executive Officers monitor the crucial concerns and indicators of the channel, such as the number of complaints registered, their typologies, and the cases deemed substantiated. In 2024, 1,333 cases were registered, of which 323 resulted in investigations, and 104 were considered substantiated.



EVALUATION

Evaluation Actions

Annually, we map areas and functions with increased exposure to risks of corruption, ethical breaches, and improper conduct. Based on this mapping, we conduct diagnoses and plan specific actions to be implemented within the scope of the Integrity Program.

Additionally, we conduct integrity due diligence processes, with the aim of identifying potential risks to which the Company may be exposed in brand associations, M&A transactions, Energy Efficiency projects, and partnerships with prospective suppliers or customers.

The Ethics and Integrity area plays an advisory role, preparing assessments and opinions with recommendations pertaining to customers, suppliers, anti-corruption clauses, corporate governance, and internal ethics and integrity guidelines.



MONITORING

Ethics and Business Conduct Committee

The Ethics and Business Conduct Committee is responsible for supporting CPFL Group companies in the dissemination, application, and defense of the ethical guidelines and principles established in the Code of Ethical Conduct, as well as for receiving records of suggestions, inquiries, and complaints submitted through the Ethics Channel.

To strengthen the investigation process conducted by the Committee, the Complaints Processing Commission (CPC) was established, entrusted with analyzing and investigating ethical records. The CPC comprises three executives and one independent external member and presents the findings of the investigations in a clear and objective manner.

Access CPFL Energia’s Ethics Channel
Telephone and WhatsApp: 0800 741 0029
E-mail: cpfl@canaldeetica.com.br
Website: www.canaldeetica.com.br/cpfl

Risk Management

CPFL Energia’s Risk Management aims to identify, measure, monitor, and report risks with the potential to impact the business. We have adopted an integrated approach involving various areas and processes of the Company, with the objective of identifying adverse situations, minimizing negative impacts, and evaluating threats within the operational environment.

The responsibilities of the Corporate Risk Management area include: coordinate the risk management process; define, in conjunction with the executive officers and the Board of Directors, the acceptable level of risk exposure; ensure that business operations are conducted within the established limits; monitor mitigation actions; prevent practices that compromise sustainability or expose the Company to risks not inherent to its activities; and support the organization in preparing for adverse situations.


The main risks are consolidated within the Corporate Risk Map, structured across eight categories: Financial, Operational, Legal, Energy Market, Sectoral Regulation, Environmental, Reputational, and Corruption. These risks are periodically monitored and

evaluated, using models and indicators that have exposure limits previously approved by the Board of Directors.

Risk limits represent the level of exposure that the Company is willing to accept in order to achieve its business objectives. They are predominantly defined based on quantitative metrics and classified into three levels: low, moderate, and high. Should any limit be exceeded, action plans must be implemented to reduce exposure. The Corporate Risk Management area, in turn, is responsible for ensuring adherence to the risk governance approved by the Board of Directors.

Furthermore, risk indicators and limits are continuously evaluated, and, if necessary, proposals for changes shall be submitted by the Board of Executive Officers to the Board of Directors for deliberation.

The corporate risk management and stakeholder responsibilities are publicly described and regulated by the Risk Management Policy.



Learn More
Click [here](#) to see the Risk Management Policy.



Employees at the Advanced Station, in Campinas (SP)

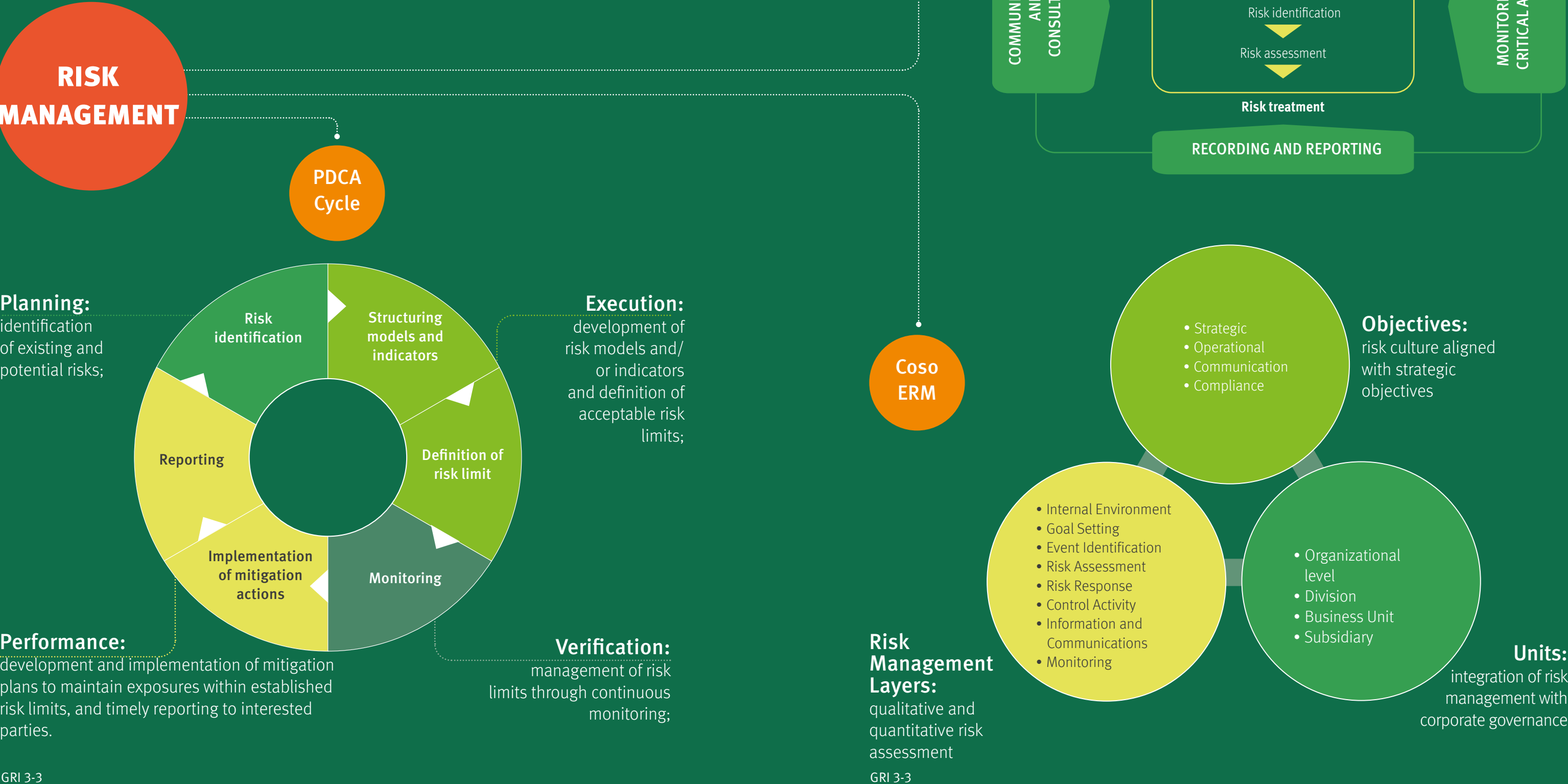
Emerging Risks Map

In 2024, we presented to the Audit Committee a new methodology for emerging risk assessment, with the objective of analyzing the exposure to risks associated with the main projects of the Strategic Plan 2025-2029, considering the probability of occurrence and the impacts from a financial, legal/regulatory, reputational, operational, environmental, and safety perspective.

This methodology was applied to identify and monitor risks supplementary to those encompassed within the Corporate Risk Map, taking into account trends and potential scenarios of the Brazilian electricity sector and aligned with the Company’s strategy.

Additionally, multidisciplinary action plans have been developed to support the achievement of the company’s strategic objectives.

The Risk Management Policy regulates the entire management process, outlining the main responsibilities of the involved parties, the exposure limits, and the guidelines for effective risk management. To execute, identify, assess, monitor, and mitigate risks, we use three primary frameworks as reference: PDCA, COSO, and ISO 31000.





Employees at the Telecom Operations Center, in Campinas (SP)

As part of the strengthening of risk management, the Internal Controls area is responsible for the evaluation and ongoing monitoring of the operation of internal controls. With the objective of reducing risk exposure to acceptable levels and supporting the achievement of CPFL Group’s strategic objectives, fostering long-term value creation, it ensures the reliability of financial information and transparency in disclosures to shareholders. Additionally, on an annual basis, the Company’s Management assesses the effectiveness of internal controls based on the “Internal Control — Integrated Framework” from 2013, established by the Committee of Sponsoring Organizations of the Treadway Commission – COSO.

Processes, risks, and internal controls are evaluated and certified electronically by our executive officers through a dedicated management system, following these stages:

- Identification of the main business processes, controls and risks that influence the financial statements;
- Self-assessment of the effectiveness of processes and controls;
- Effectiveness tests of internal controls relevant to the financial statements and the business, conducted using auditing techniques and standards;

- Monitoring the implementation of action plans and improvements to internal controls;
- Discussion with executive officers and reporting to the Audit Committee, the Board of Directors of CPFL Energia, and other governance forums; and
- Coordination of the upward certification process, the electronic validation procedure for the results of internal controls over financial reporting, is initiated by managers and concluded by the Vice President of Finance and Investor Relations and the CEO of the CPFL Group.

Internal Audit

CPFL’s audit operates through three modalities: traditional audit, follow-up process audit, and advisory audit. In 2024, the department maintained a rigorous criticality assessment process across macro-processes. All processes, sub-processes, and third-level items classified as very high or high criticality were included within the scope, while those of medium or low criticality were subjected to evaluation on a rotational basis.

With approximately 33 thousand hours dedicated by its auditors, CPFL has obtained the Quality Assessment certification from the Institute of Internal Auditors (IIA). This achievement has positioned CPFL as the second subsidiary of State Grid and the third company in the Brazilian electricity sector to attain this certification, reaffirming its commitment to excellence, integrity, and transparency in its corporate practices.

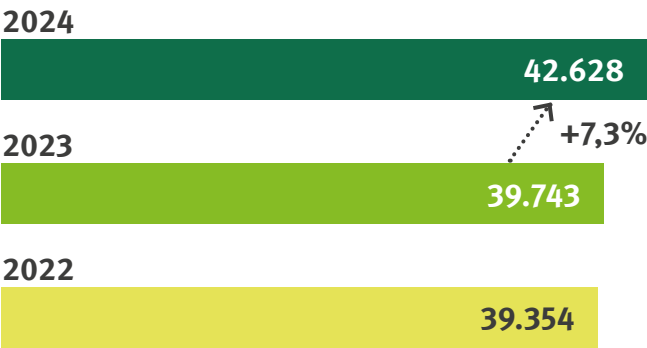
Financial Performance

In 2024, we witnessed one of the most significant climate-related tragedies in history in Rio Grande do Sul. We experienced a substantial volume of rainfall and flooding across virtually all municipalities within our concession area, impacting our distribution, generation, and transmission assets. Despite the challenges encountered by the sector in 2024, our resilience and commitment to our strategic pillars enabled us to achieve robust results, even amidst a demanding scenario.

In 2024, CPFL Energia’s operational and financial results were positive, reflecting gains in productivity and efficiency, as well as optimizations and synergies across all business segments. The capture of growth opportunities, stemming from investments in existing assets, yielded advancements in the Company’s key performance indicators.

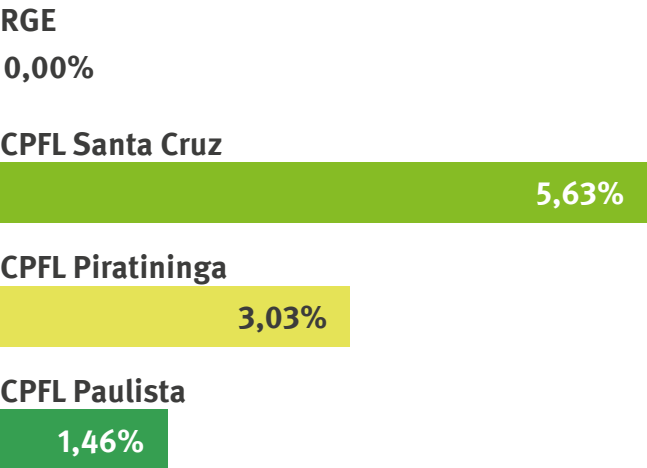
Net operating revenue grew by 7.3% in comparison to the previous year. This performance was driven by revenue from the distribution segment, attributed to the increased load demand within the concession areas of the distributors.

NET OPERATING REVENUE



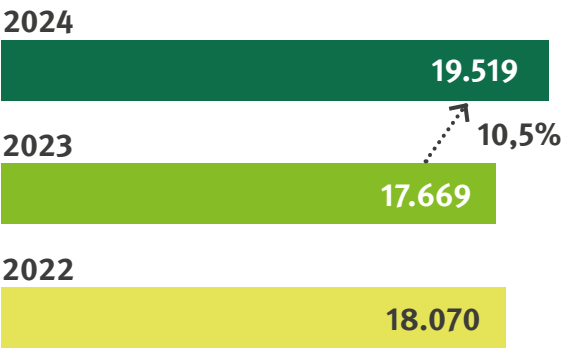
In 2024, the distributors CPFL Santa Cruz, CPFL Paulista, and CPFL Piratininga obtained positive average tariff adjustments. As a consequence of the severe weather events that occurred in Rio Grande do Sul in May 2024, RGE agreed with Aneel for a tariff postponement, which led to the creation of a regulatory asset to be recovered in the 2026 and 2027 Tariff Review Processes (RTAs), updated by the SELIC rate, resulting in a zero impact on consumers in 2024 and less tariff fluctuation in subsequent years..

AVERAGE TARIFF ADJUSTMENT IN 2024



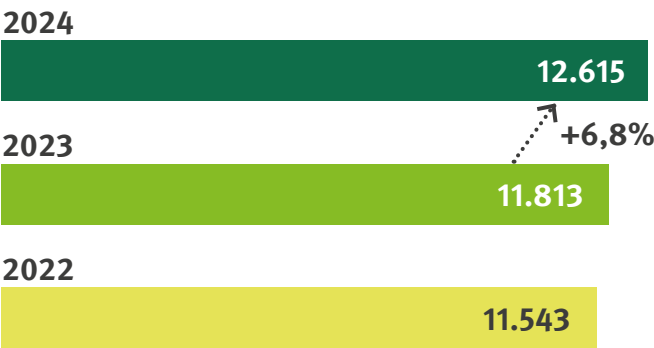
The costs of electricity purchased for resale increased by 14.2%, and charges for using the transmission and distribution system by 1.3%.

ELECTRICITY COSTS



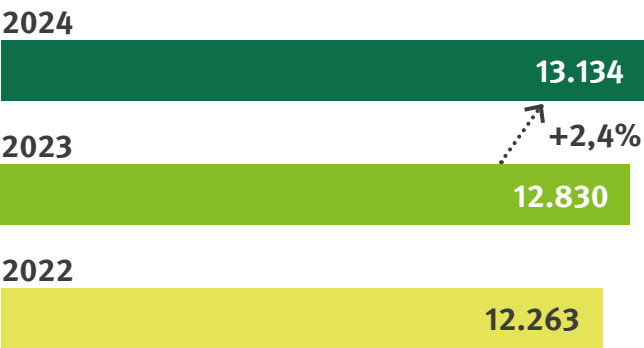
Operating costs and expenses remained in line with the prior year, exhibiting an increase of 6.8% in the year-over-year comparison, attributable to extraordinary items.

OPERATING COSTS AND EXPENSES (R\$ MILLION)



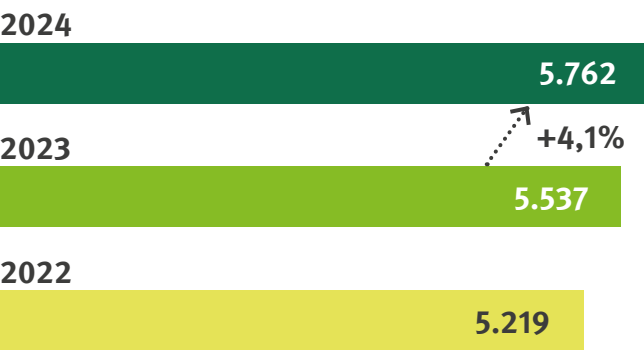
EBITDA reached a total of R\$ 13.1 billion, representing a 2.4% growth in the year-over-year comparison.

EBITDA (R\$ MILLION)



This EBITDA result yielded a 4.1% increase in the net profit for the period, totaling R\$ 5.8 billion.

NET PROFIT (R\$ MILLION)



In line with the strategic planning, the total investments undertaken by the Company amounted to R\$ 5.8 billion in 2024. This CAPEX facilitates the modernization and evolution of assets within the Regulatory Asset Base (RAB), generating value for the business operations in accordance with the regulations of the electricity sector. Further investments were allocated to the maintenance of power plants and to reinforcements and improvements in transmission networks, consistently aiming for excellence in operational management. Regarding investments, it is also pertinent to highlight the completion of the construction of SHPP Lúcia Cherobim, located in the state of Paraná, with an installed capacity of 28.0 MW; its entry into operation occurred in early 2025.

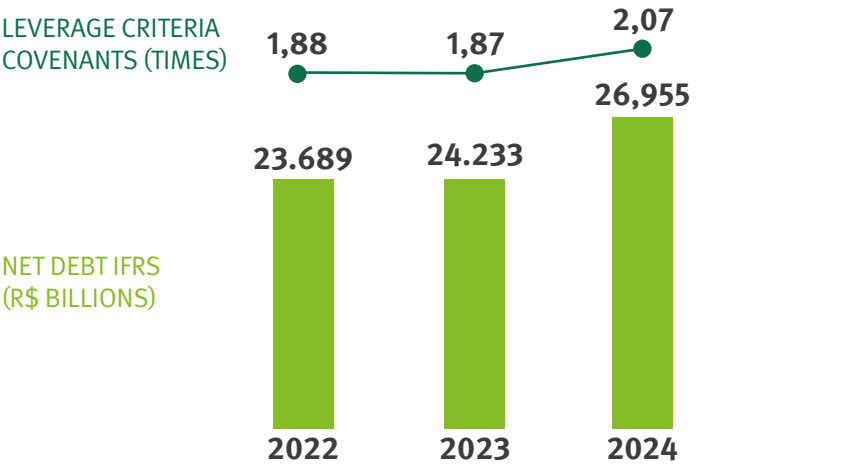
INVESTMENTS (R\$ MILLION)



Learn More
[Access our results disclosure page](#)

Furthermore, the Company maintained its total net debt and leverage ratio consistent with the prior year. At the close of the period, total net indebtedness amounted to R\$ 27.0 billion, with an average amortization term of 3.61 years.

INDEBTEDNESS



Distribution of Added Value

The net added value available for distribution in 2024 totaled R\$ 30.937 billion, representing a 5% increase compared to the previous year, primarily due to revenue growth. In the distribution of this added value, the portion allocated to the payment of taxes, fees, and contributions remained the most significant, owing to the sector-specific taxation model, accounting for 60% of the total distributed.

Statement of added value – main lines (R\$ million)

	2024	2023	2022
Revenues	61,114	56,905	54,960
Supplies purchased from third parties	(29,881)	(27,520)	(27,745)
Gross value added	31,233	29,385	27,215
Retentions	(2,310)	(2,253)	(2,039)
Added value received in transfer	2,014	2,332	2,765
NET ADDED VALUE TO BE DISTRIBUTED	30,937	29,464	27,941
Distribution of added value			
Staff and charges	2,289	2,202	2,236
Taxes, fees and contributions	18,436	17,126	15,311
Remuneration of third-party capital	4,450	4,599	5,175
Remuneration on equity	5,761	5,537	5,219

Value Generation

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Strategy 96

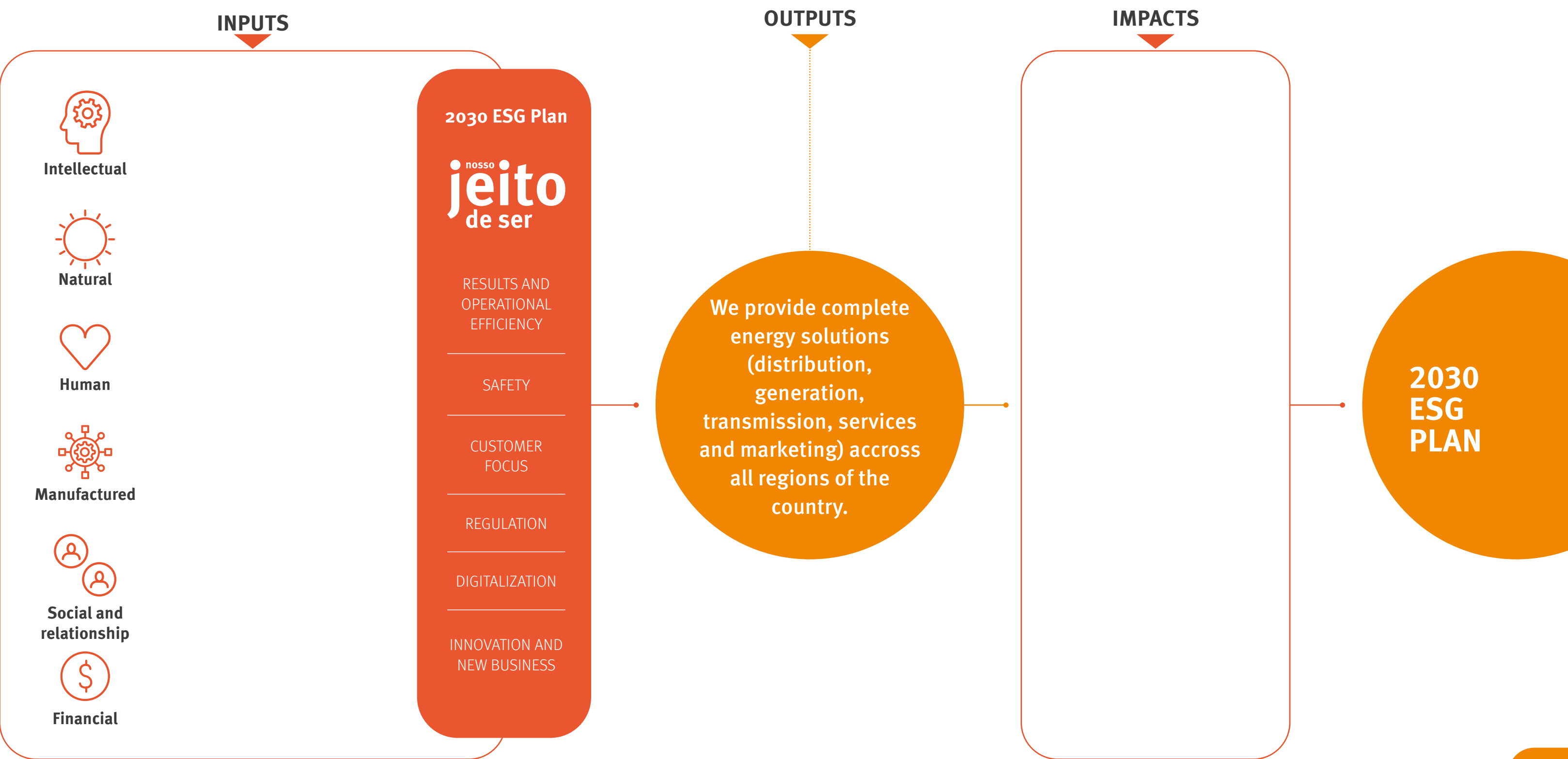
2030 ESG Plan100

Employees in Canoas (RS)



How We Generate Value

Hover the mouse cursor over the  symbol



Materiality

Every two years, our materiality study is reassessed to guarantee its alignment with the most current and relevant market demands. In 2024, this update was undertaken with careful attention to the emerging requirements pertaining to diverse reporting modalities.

Through a double materiality assessment process, we identify and prioritize the most relevant environmental, social, and governance issues from the perspective of CPFL Energia’s stakeholders. This process, which combines the evaluation of impact and financial materiality viewpoints, maps the positive and negative effects of the Company on the environment and society, as well as the impacts of external factors experienced by the organization. Consequently, we conduct a comprehensive analysis of the impacts, risks, and opportunities related to our business.

To this end, we conducted an online consultation in April 2024, which garnered 1,118 responses from distribution and solutions customers, employees, investors, and suppliers. Furthermore, we undertook secondary research involving senior leadership, competitors, sector associations, organized civil society/NGOs, regulators and

industry bodies, the press, and other relevant stakeholders, including again customers, employees, and investors. We also performed the mapping of potential topics, based on the 2022 materiality matrix, the 2030 ESG Plan, international reporting standards (GRI, CSRD, and IFRS), and an industry benchmark.

The consolidation of this methodology resulted in 14 priority material topics. Aligned with CPFL’s strategic planning, these topics serve as the foundation for the initiatives and decisions of senior leadership concerning ESG matters.

The study was presented to the Executive Sustainability Committee, the Board of Executive Officers, the Strategy, Growth, Innovation, and ESG Committee (which advises the Board), and the Board of Directors itself.

The outcomes and subsequent developments pertaining to this Materiality Matrix are disseminated to the Interested Parties through institutional channels on a periodic basis.

Social

Health and safety as a value

2030 ESG Plan
18/19/20

Promoting community development

2030 ESG Plan
12/13

Human capital development

2030 ESG Plan
21/22

Promoting diversity and inclusion

2030 ESG Plan
14

Environmental

Climate change and decarbonization

2030 ESG Plan
1/2/3/4/24

Smart energy and innovation

2030 ESG Plan
5/6

Water and effluents

2030 ESG Plan
7/8

Resource use and circular economy

2030 ESG Plan
7/8/10/11

Biodiversity preservation

2030 ESG Plan
8/9

Governance

Ethical conduct and transparency

2030 ESG Plan
21/22/23

Financial and operational performance

2030 ESG Plan
17/23

Corporate governance and risk management

2030 ESG Plan
21/22/23

Customer satisfaction

2030 ESG Plan
16

Sustainable purchasing

2030 ESG Plan
15



Employees at the CPFL Transmissão headquarters, in Porto Alegre (RS)

Strategy

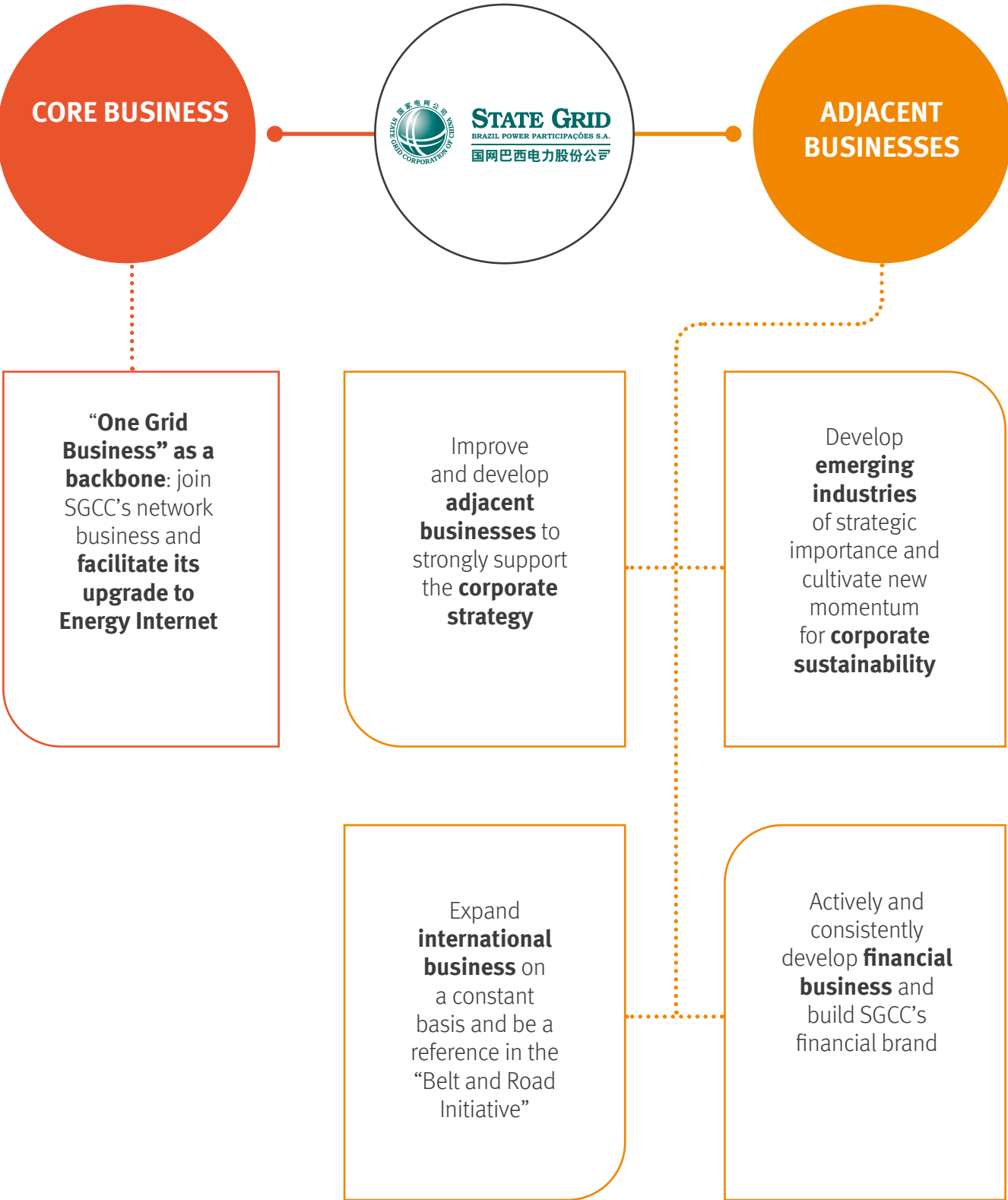
To optimize our current operations and drive growth, our strategic model is designed to respond to the trends and transformations within the electricity sector. The primary drivers of our strategic planning are our values, which guide all actions and deliverables:

- Safety
- Customer focus
- Innovation and new business
- Regulation
- Digitalization
- Results and operational efficiency.

Our 2025-2029 Strategic Plan establishes goals and objectives for all business areas within the Company, aligning with the global vision of State Grid. Furthermore, it is fully integrated with the 2030 ESG Plan, which

provides a long-term perspective, supporting and guiding the short- and medium-term actions of the Strategic Plan. This integration ensures that both plans, while having specific objectives, are directed towards a common horizon.

For this forthcoming cycle, we have initiatives under development and discussion across the following areas: digitalization and smart metering; modernization of the electrical grid; adaptation to extreme weather events (with a focus on grid resilience, contingency plans, and communication with society); electric mobility; CPFL in Hospitals program; talent diversity retention and promotion; and innovation (including the formulation of a plan to connect innovation companies and the advancement of the innovation program).



¹ RRB: Regulatory Remuneration Base for distributors.

2030 ESG Plan

In 2022, we approved and disclosed the 2030 ESG Plan, undertaking public commitments to guide our initiatives and processes, with the goal of generating positive impacts on our business and society, as well as contributing to the 2030 Agenda and the Sustainable Development Goals (SDGs). We started its implementation in 2023.


The 2030 ESG Plan has a more comprehensive scope in terms of ESG and a long-term vision, aligned with global trends. It undergoes annual review, in accordance with the Company’s Strategic Planning, and is periodically monitored by the Board of Executive Officers, the Executive Sustainability Committee, the Strategy, Growth, Innovation and ESG Committee, and the Board of Directors.

The annual review methodology is based on industry best practices, internal assessment, the updating of annual commitments with departments, and concurrent validations with Strategic Planning, aligned with market positioning, investors’ expectations, and the interests of other stakeholders.

Additionally, we considered the outcomes of the double materiality assessment conducted in the first semester of 2024, which identified 14 priority topics, 13 of which were already integrated into the 2030 ESG Plan. The impact of climate change on business and the development of human capital were the new topics highlighted for inclusion in the annual update cycle.

Building upon this, in 2024, we added a new commitment concerning Climate Resilience to our existing 23 commitments, with the aim of enhancing resilience to climate change and continuously advancing risk management through 2030 (learn more on page 214). The commitment pertaining to human capital development is also under our consideration and will be developed in the subsequent cycle.





Finally, although Information Security and Data Protection were not deemed a priority topic during the materiality assessment process, we maintained them within the 2030 ESG Plan due to their strategic relevance to the Company.



Learn More
Click [here](#) to learn more about the 2030 ESG Plan

 Sustainability Driver	We provide sustainable, affordable and reliable energy at all times, making people’s lives safer, healthier and more prosperous in the regions where we operate.	
 Electricity sector trends	<ul style="list-style-type: none">• Energy matrix transition• Digitalization• Smart Grids• Market opening• Customer focus	
 Objectives	Drive the transition to a more sustainable, safe and intelligent way of producing and consuming energy, maximizing our positive impacts on society.	
 Pillars	Renewable and smart solutions	Shared value with society
	Providing solutions for a carbon neutral future	Creating shared value with our stakeholders
 Commitments	Sustainable operations	Safe and reliable performance
	Seeking the smallest environmental footprint possible	Promoting a culture of safety and responsibility

24 Public Commitments

<div><div>Renewable and smart solutions</div></div> <div>Providing solutions for a carbon neutral future</div> <div>OUR LONG-TERM VISION</div> <div><div>Decarbonization Promote a carbon neutral business, based on renewable energy and with a low emissions profile</div><div>Smart energy Promote and implement smart energy solutions</div></div>	<div><div>Sustainable operations</div></div> <div>Seeking the smallest environmental footprint possible</div> <div>OUR LONG-TERM VISION</div> <div><div>Eco-efficiency Continuously advance in the efficient use of natural resources</div><div>Circular Economy Integrate the circularity perspective into our operations</div><div>Biodiversity Leverage our net positive impact on biodiversity</div></div>	<div><div>Shared value with society</div></div> <div>Creating shared value with our stakeholders</div> <div>OUR LONG-TERM VISION</div> <div><div>Customer relationship Promote a customer-centered culture</div><div>Community Be part of the solution to social challenges in our communities</div><div>Diversity Create an inclusive culture, leveraging the potential of diversity</div><div>Sustainable purchasing Promote the sustainable development of our supply chain</div></div>	<div><div>Safe and reliable performance</div></div> <div>Promoting a culture of safety and responsibility</div> <div>OUR LONG-TERM VISION</div> <div><div>Health and safety Ensure a safe and healthy environment for all people</div><div>Corporate Governance Seek the best standards of governance and integrity</div><div>Security and data protection Ensure transparency and alignment with best cybersecurity and data protection practices, considering the ongoing digital evolution and emerging technologies</div><div>Climate Resilience Enhance resilience to climate change and continuously advance risk management until 2030</div></div>
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Renewable and smart solutions		
COMMITMENTS	RESULTS IN 2024	STATUS
1 Generate 100% renewable energy by 2030	Our generation was 96% from renewable sources.	Annual target achieved
2 Be carbon neutral by 2051, reducing 56% of scope 1, 2 and 3 emissions by 2030	59% reduction in scope 1, 2 and 3 emissions compared to the base year 2021. Emissions will be neutralized from 2025 onwards.	Annual target achieved
3 Offer low carbon solutions to our customers, with annual I-REC and carbon credit revenue targets	The sales volume of decarbonization solutions, including carbon credits, was below expectations, reflecting a global trend. For 2025, we will continue to closely monitor and track this market. Positive internal trends will be contingent upon the regulation and consolidation of the newly established Regulated Carbon Market in Brazil.	Annual target not achieved
4 Achieve at least 15% ³ of Electric Fleet (trucks with aerial basket ⁴) in Distributors by 2030	In 2024, we invested R\$7 million in the operational fleet (CAPEX and OPEX), with 6.24% of the fleet electrified.	Annual target achieved
5 Invest at least R\$40 million in green hydrogen technologies by 2030	In 2024, investment to enable green hydrogen technologies totaled R\$1.32 million.	Annual target achieved
6 Achieve at least R\$580 million in investments in smart energy solutions by 2027	In 2024, the total investment in smart solutions was R\$152 million.	Annual target achieved

¹ Neutralization in 2026 referring to the 2025 GHG inventory.
² Baseline for reducing average emissions from 2019 to 2121 in scopes 1, 2 and 3.
³ Baseline for increasing the electric fleet: March/23.
⁴ Operational trucks with aerial basket up to 13 meters long.

Sustainable Operations		
COMMITMENTS	RESULTS IN 2024	STATUS
7 Consolidate CPFL's eco-efficiency management program, setting goals by 2024 to promote conscious energy and water consumption and reduce the sending of waste to landfills ⁵	In 2024, we consolidated the Eco-efficiency Program and established water, energy and waste targets.	Annual target achieved
8 Phase out single-use plastics in our administrative facilities by 2025	In 2024, we eliminated disposable cups in our administrative facilities.	Annual target achieved
9 Create CPFL's Biodiversity Positioning by 2025 to maximize the benefits and value generated by our operations for the environment and society	In 2024, we invested R\$13.6 million in socio-environmental programs for biodiversity, such as environmental awareness and fauna monitoring.	Annual target achieved
10 Refurbish at least 70,000 power grid devices ⁶ by 2030	In 2024, 9,876 pieces of equipment were renovated.	Annual target achieved
11 Ensure 100% of the main components of the distribution network are destined for recycling or reverse chain systems	100% of the distribution network components annually destined for recycling or reverse chain systems.	Annual target achieved

⁵ Waste disposal at the Campinas Headquarters, EA Jundiá, CPFL-T Porto Alegre Headquarters, RGE São Leopoldo Headquarters, Former RGE Caxias Headquarters, CSC Indaiatuba, CPFL Serviços Rio Pardo.
⁶ Transformers, voltage regulators, reclosers.

<div><div></div>Shared Value with Society</div>		
COMMITMENTS	RESULTS IN 2024	STATUS
12 Invest at least R\$ 230 million in socio-environmental projects that maximize the transformation in the community by 2030.	In 2024, the total investment in socio-environmental projects was R\$43.53 million, approximately 13.5% above the established amount.	<div>Annual target achieved</div>
13 Invest R\$ 140 million in energy efficiency initiatives in public hospitals by 2025.	R\$31.21 million were invested in energy efficiency actions, benefiting 70 hospitals, with projects completed.	<div>Annual target achieved</div>
14 Reach 40% minority group representatives in leadership positions by 2030	By 2024, we had 39.56% of minority groups in leadership positions.	<div>Annual target achieved</div>
15 Assess 100% of critical suppliers in sustainability criteria ⁷ and achieve at least 85% of our spending ⁸ with companies that present advanced practices in sustainability by 2030	92.1% of critical suppliers were evaluated based on sustainability criteria in 2024 and 64.7% of spending was directed to suppliers with advanced sustainability practices.	<div>Annual target achieved</div>
16 Maintain at least 90% of attendance by digital channels	91% of services were provided through digital channels.	<div>Annual target achieved</div>
17 Sustain at least 1 distributor among the top 3 in the ANEEL Customer Satisfaction Index – IASC.	CPFL Santa Cruz (Southeast Region) and RGE (South Region) were awarded, and CPFL Paulista (Southeast Region) was among the top three in the IASC in 2024.	<div>Annual target achieved</div>

⁷ defined in the SBM, critical to operation

⁸ Distributors + CPFL Renováveis – the portfolios of the other businesses will be evaluated and worked on during the period, and it is not possible to make a target proposal now.

<div><div></div>Safe and Reliable Operation</div>		
COMMITMENTS	RESULTS IN 2024	STATUS
18 Strengthen the safety culture to achieve zero fatalities, reduce the frequency and severity rate of accidents involving employees and service providers.	In 2024, we strengthened our safety culture, maintaining zero fatalities among our own workforce and reducing TF and TG indicators among contractors. Despite these advances, we did not achieve one of the four established goals.	<div>Annual target not achieved</div>
19 Invest R\$ 50 million in awareness and risk reduction projects ⁹ for the population by 2030.	We invested R\$4.5 million in the Guardião da Vida Program and R\$2.7 million in quality of life initiatives.	<div>Annual target achieved</div>
20 Promote a healthy work environment, increasing awareness of mental well-being and establishing supportive actions for our employees.	In 2024, we continued with the Mental Health Group initiatives.	<div>Annual target achieved</div>
21 Ensure 100% of employees ¹⁰ trained in the Company's Integrity Program	100% of professionals were trained in the Integrity Program.	<div>Annual target achieved</div>
22 Train 100% of administrative staff ¹¹ in cybersecurity, data protection and emerging technologies ¹² integrated into the business	100% of professionals were trained in security and data protection.	<div>Annual target achieved</div>
23 Continually seek best practices in integrity, transparency, equity, accountability and sustainability	In 2024, our governance was aligned with the best business practices, recognized by the World Finance Award.	<div>Annual target achieved</div>
24 Establish climate adaptation plans for CPFL's generation, transmission and distribution businesses, strengthening the resilience of our assets by 2030	In 2024, we set a new climate adaptation commitment.	<div>Annual target achieved</div>

⁹ Guardião da Vida and Arborização + Segura.

¹⁰ CPFL Energia, its subsidiaries and affiliates with the same management and governance model, in which CPFL Energia manages the administration.

¹¹ Except for employees with suspended employment contracts, either by agreement between the parties or by legal imposition, as established in the CLT

¹² Inteartificial intelligence, internet of things, among others.

Renewable and Smart Solutions

Climate Changes 110

Smart Energy..... 130

Related SDG

- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 13 CLIMATE ACTION

Aracati Wind Farm, in Ceará (CE)



Climate Changes

In 2021, we published the document ‘Our Journey Against Climate Change’, a periodically updated report that details our climate strategy, encompassing scenarios, governance, targets, and supplier engagement. Through this publication, we have strengthened transparency and consolidated our leadership within the electricity sector in climate mitigation and adaptation initiatives.

The following year, we updated the publication, taking into account new guidelines and advancements promoted by the 2030 ESG Plan. Subsequently, in 2024, we published a new version of the document, which details, among other aspects, the climate-related risks

and opportunities identified for our businesses, the procedures for the quantification of greenhouse gas emissions, and the manner in which we engage our value chain.

Among the 24 commitments established by the ESG Plan, our actions to address climate change primarily permeate the 16 commitments presented in the following page.

Our initiatives concerning climate change are focused on four key areas of action, from which we deploy specific measures and guidelines for the execution of projects and the mitigation of impacts associated with our activities.



Generate 100% renewable energy by 2030.



Carbon neutrality from 2025 and reduction of GHG emissions.



Climate adaptation plans for generation, transmission and distribution.



Fleet electrification.



Investment in green hydrogen.



Investment in Smart energy solutions.



Eco-efficiency program.



Phasing out single-use plastics.



Biodiversity positioning.



Equipment renovation.



Destination for reverse chain or recycling.



Investments in socio-environmental projects.



Energy efficiency in hospitals.



Sustainable purchasing.



Service through digital channels.



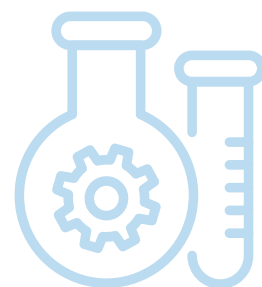
Low carbon solutions.

How we act within the context of climate change scenario



ENGAGEMENT AND DISCLOSURE

We are in constant evolution to foster best practices aimed at climate change within the Company, across our value chain, and for our customers. We have developed strategies and commitments for the low-carbon economy, and we aim to support other companies in their decarbonization journeys. Accordingly, we participate in initiatives and commitments related to climate issues, such as training and capacity building, and we incorporate climate change-related criteria into our supplier selection and development processes (learn more on page 190).



INNOVATION

We invest in research and development with the aim of enhancing operational efficiency, mitigating operational risks, and identifying long-term opportunities. Based on this, we have various projects pertaining to the mitigation and adaptation of climate-related risks, such as electric mobility and green hydrogen. In this manner, we develop solutions that contribute to the advancement of emerging technologies within the sector and to the distribution and generation of clean energy.



GHG EMISSIONS MANAGEMENT

Every year, we prepare our greenhouse gas (GHG) emissions inventory, enabling the monitoring and tracking of the volume of greenhouse gases emitted as a direct and indirect result of our activities. We adhere to the guidelines and methodologies of the Brazilian GHG Protocol Program, disclose our inventory in the Public Emissions Registry, and hold the Gold Seal, obtained through third-party external verification (learn more on the following page).



CLIMATE RISK AND OPPORTUNITIES MANAGEMENT

We classify our risks based on the Task Force on Climate-related Financial Disclosures (TCFD) methodology, considering transition risks to a low-carbon economy, physical risks, and opportunities. Based on this, we have developed a publication that consolidates the main impacts to which we are exposed, such as changes in the climate physical parameters and changes in regulations, in addition to the key opportunities for the development of new products and services. We report this mapping and other initiatives to the Carbon Disclosure Project (CDP), wherein we achieved a rating of A-.

To mitigate climate- change related impacts, which may influence our operations, revenues, expenditures, and business model, we conduct the management and monitoring of climate-related risks, in addition to the identification of opportunities. We have adopted an integrated approach, considering the specificities of our operating segments – generation, transmission, distribution, and solutions – and we adhere to the Task Force on Climate-related Financial Disclosures (TCFD) methodology for the classification and evaluation of these risks.

Our management process is integrated with the strategic planning and the 2030 ESG Plan. Furthermore, we maintain a sound governance structure, comprising specialized committees linked to the Board of Executive Officers and the Board of Directors, which ensures a thorough analysis and coordinated actions in response to climate-related challenges and opportunities (further details on our governance structure can be found on page 68).

Arising from this process, we identify climate-related risks and opportunities, categorized within Our Journey Against Climate Change by categories, trends, risk, and management.

For each risk we identify, we endeavor to develop adaptation measures for implementation, thereby ensuring our long-term operation. Regarding opportunities, we

seek to develop new business models to offer the most effective products and solutions for the energy transition of our customers.

As a result of the scenario analysis and the company’s drivers, 20 risks were identified, along with their respective management strategies to mitigate negative impacts. Furthermore, the same analysis indicated 11 opportunities, accompanied by approaches to leverage them for the maximization of positive impacts.

The monitoring of our greenhouse gas (GHG) emissions is also a priority to ensure the transparency and efficacy of our mitigation actions.

Our emissions are continuously accounted for through a digital platform and consolidated annually within the GHG inventory. This document is prepared in accordance with the premises of the Brazilian GHG Protocol Program, audited by an external and independent firm, and classified with the Gold Seal – the highest level. We adopt the equity share approach methodology, which enables us to account for emissions proportional to our investments in various businesses. This methodology considers the gases CO₂, CH₄, N₂O, SF₆, HFCs, and PFCs, in addition to those included in the Kyoto Protocol.


During 2024, in comparison to 2023, Scope 1 emissions registered a 54% reduction, primarily attributable to the completion of the SHPP Lúcia Cherobim construction. However, there was an

increase in GHG emissions associated with power generation by the Biomass Plants.

Furthermore, the Buriti, Pedra, and Ipê plants were removed from the inventory in 2024, in accordance with the methodology of the Brazilian GHG Protocol Program.

Scope 2 emissions for the CPFL Group are almost exclusively related to transmission and distribution losses. In 2024, there was a greater intensity of thermoelectric dispatch compared to 2023, considerably increasing the emissions factor of the National Interconnected System (SIN) and resulting in a 41% increase in Scope 2 emissions. However, in comparison to the 2021 baseline year, the electrical dispatch was less intensive, leading to a significant reduction in the SIN emissions factor and, consequently, a decrease in Scope 2 emissions over that period, thus contributing to a 48% reduction in Scope 2 emissions when considering the baseline.

Finally, regarding Scope 3 emissions, a 14% reduction was observed in comparison to 2023. The primary factor contributing to this decrease was the reduced quantity of materials purchased by the CPFL Group’s distribution companies, impacting the capital goods category. Furthermore, a decrease in emissions was noted within the category of ‘fuel- and energy-related activities not included in Scope 1 and 2,’ attributable to lower energy sales. When compared to 2021, Scope 3 emissions exhibited a 39% reduction.



Learn More
about our [Our Journey Against Climate Change](#)



Risks of transition to low carbon economy

- Legal and political
- Technological
- Market
- Reputational



Physical risks

- Chronic
- Acute



Opportunities

- Power supply
- Markets
- Resource efficiency
- Resilience
- Products and services

Through our inventory, we also monitor the intensity of our emissions, managing the carbon footprint proportionally to the volume of business activities.

To calculate emissions intensity, Scopes 1 and 2 were considered, in accordance with the Brazilian GHG Protocol Program. We determined the intensity per net operating revenue, which corporately encompasses all emissions, per energy generated (for

the generation business), and per energy distributed (for the distribution business).

By 2024, we achieved a 59% reduction in GHG (Scope 1, 2, and 3) emissions compared to 2021 (baseline), equivalent to 928 ktCO₂e

GHG inventory by scope (thousand tCO₂e)

	2024	2023	2022
SCOPE 1			
Gross emissions	80.77	231.13	87.59
Biogenic emissions	1,964.95	1,611.17	1,605.30
SCOPE 2			
Localization approach	308.99	218.44	249.81
SCOPE 3			
Gross emissions	257.83	301.22	309.52
Biogenic emissions	8.04	4.22	1.99

GHG emissions intensity indicators

	2024	2023	2022
By generated energy (tCO ₂ e of scope 1/GWh)	4.80	11.83	6.36
By distributed energy (tCO ₂ e of scope 2/GWh)	4.24	3.09	3.58
By net operating revenue (tCO ₂ e of scopes 1 and 2/R\$)	9.14	9.94	8.57

Company’s energy consumption (GJ)¹

	2024	2023	2022
GENERATED FROM NON-RENEWABLE FUELS			
Diesel	461,223.98	444,121.34	451,463.21
Fuel oil	128,085.28	196,239.01	79,549.56
Gasoline	2,922.96	67,533.85	29,443.26
Natural gas	7,116.81	12,790.52	16,599.96
Liquefied petroleum gas (LPG)	90.58	114.67	124.13
Acetylene	38.62	68.54	17.74
Marine diesel	3.18	0.00	2.67
Subtotal of non-renewable fuels	599,481.41	720,867.93	577,200.53
GENERATED FROM RENEWABLE FUELS			
Biomass/sugar cane bagasse	15,578,017.94	11,563,911.41	13,701,542.35
Wood from renewable sources	0	46,733.25	177,577.00
Hydrous ethanol	74,054.10	67,845.88	73,753.36
Subtotal of renewable fuels	15,652,072.04	11,678,490.54	13,952,872.71
Total energy generated from fuels	16,251,553.45	12,399,358.46	14,530,073.24
Purchased electricity	426,180.85	241,627.14	349,745.64
TOTAL	16,677,734.30	12,640,985.60	14,879,818.88

¹ Data consolidated by the Climas software from monitoring fuel volumes consumed and control of invoices for purchased electricity, corresponding to scopes 1 and 2 of the GHG inventory.

Value chain engagement

As part of commitment 15 of the 2030 ESG Plan, we have integrated sustainability criteria into our sourcing practices and have set the following goal by 2030: to assess 100% of critical suppliers¹ and ensure that at least 85% of spending² is carried out with companies that adopt advanced sustainability practices.

The monitoring of our suppliers is conducted through the Supply Base Management (SBM) platform, which assesses dimensions such as climate change, eco-efficiency, and shared value. In 2024, we made significant progress towards this objective, with the evaluation of 160 suppliers, comprising 125 material suppliers and 35 service providers (further details on page 190).

Sustainable value chain management also includes monitoring of energy consumption, thus contributing to the

measurement and management of indirect emissions (Scope 3). In 2024, electricity consumption by free market (ACL) customers accounted for 9% of total Scope 3 emissions, underscoring the relevance of initiatives focused on energy efficiency and low-carbon solutions.

In addition to monitoring and management of emissions, CPFL promotes the engagement and development of its suppliers through the Value Network, which fosters literacy and training in critical topics such as climate change and the development of greenhouse gas (GHG) inventories. Notable initiatives include the Supplier Newsletter (Jornal do Fornecedor), published monthly, and the organization of meetings focused on the exchange of experiences and the discussion of relevant subjects.

¹ As defined in the SBM, critical for the operation.
² Distributors + CPFL Renováveis – the portfolios of the other businesses will be evaluated and worked on during the period, and it is not possible to make a target proposal now.



Energy consumption outside the Company(GJ)¹

	2024	2023	2022
Diesel	83,167.92	81,315.35	151,418.58
Purchased electricity	1,595,274.61	4,754,184.62	6,621,516.00
Hydrous ethanol	79,151.90	32,712.36	5,242.44
CP II Cement	0	43,527.16	166.29
Gasoline	113,329.68	85,827.35	43,905.43
Jet fuel	6,493.14	10,646.78	10,411.82
Lubricant (inputs for the petrochemical industry)	23.85	60.43	9.06
TOTAL	1,877,441.10	5,008,274.07	6,832,669.63

¹ Data consolidated by the Climas software corresponding to scope 3 of the GHG inventory.



HPP Barra Grande (Baesa), em Pinhal da Serra (RS)

Decarbonization

The 2030 ESG Plan reinforces our commitment to decarbonization, with the transition to a low-carbon economy being one of its objectives. A key commitment undertaken is to ensure that, by 2030, 100% of our energy generation portfolio will originate from renewable sources. Since 2010, our investments have been exclusively directed towards hydroelectric plants, wind farms, solar power plants, and biomass plants. Concurrently, we are studying emerging technologies such as green hydrogen and microgrids, which hold the potential to revolutionize the future of energy generation and consumption (learn more on page 60).

Our predominantly renewable generation matrix already positions CPFL Energia as a company with a low emissions profile. Thus, we have undertaken the commitment to achieve carbon neutrality from 2025 and to reduce our total Scope 1, 2, and 3 emissions by 56% compared to 2021 levels.

Acknowledging that a low-carbon future requires comprehensive actions, we are expanding the electrification of our operational fleet, with particular emphasis on vehicles such as aerial lift trucks¹. Our objective is to electrify at least 15%² of the technical fleet by 2030, continuing our efforts in electric mobility, which we pioneered in 2007.

In addition, we remain engaged in the modernization and continuous improvement of the efficiency of our networks. We consistently invest in automation, digitalization, and innovation to ensure enhanced robustness and quality in our energy supply. These initiatives serve to mitigate environmental impacts and improve the resilience of our infrastructure in the face of extreme weather events.

¹ Operational trucks with aerial baskets up to 13 meters long.

² Baseline for increasing the electric fleet: March/2023.




Another fundamental pillar of our strategy is supporting customers and partners in their decarbonization journeys. Through CPFL Soluções, we offer integrated solutions such as carbon credits and renewable energy certificates (I-RECs). These initiatives not only support the sustainability endeavors of our supporting customers, but also reinforce our role as a catalyst in the construction of a green economy.

We continuously work on the decarbonization front of our suppliers. Throughout 2024, we conducted supplier capacity-building efforts on this topic, featuring a training session led by experts in life cycle assessment and the Brazilian GHG Protocol Program, which was attended by 30% of our direct suppliers.

The training was extended to sub-suppliers, in which eight sub-supplier companies participated.

Through an interdisciplinary working group, in collaboration with the Innovation, Procurement, Legal, and Market Intelligence departments of CPFL Group, we also developed, throughout the year, a comprehensive study aimed at fostering an evolution of the decarbonization strategy and supplier engagement. Its focus is to strengthen the corporate culture on this matter, continuously empower suppliers, and assist them in a profound and effective manner in their decarbonization journeys.

 **Learn More**
about our [initiatives](#) in decarbonization.

Since 2004, we have been signatories of the UN Global Compact, aligning our operations with its ten universal principles, which encompass Human Rights, Decent Work, Environmental Preservation, and Anti-Corruption. We also integrate the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda.

In 2022, we further progressed by adhering to the Net Zero Ambition Movement, an initiative of the Global Compact Network

Brazil that challenges companies to establish science-based climate targets. This adherence incorporates SDG 13 (Climate Action) and the commitments of the Paris Agreement into our business strategies.

In order to guide our actions and achieve our goals, we utilize climate scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) and adhere to the guidelines of the Brazilian GHG Protocol Program.

Team engagement

CPFL Energia encourages employee engagement through internal campaigns addressing topics such as explanations regarding GHG inventories, our results, and concepts and actions pertaining to renewable energy certifications. The workforce is also made aware of emissions reduction projects, including a mapping of the Company's contribution to the achievement of the SDGs.

Furthermore, as part of this engagement process, our personnel receive instruction regarding the rational use of energy and water within the Company's facilities, correlating energy efficiency with the reduction of GHG emissions. Last year, we launched the ESG Trail, an internal

training program aimed at developing collaborating personnel in the most relevant topics of the ESG agenda.

We also provide the United Nations Global Compact platform for training purposes, which offers over 50 courses, directing the lessons towards the topics of Ethics, Human Rights, Climate Change, and the SDGs.

Internal campaigns are conducted digitally through existing communication channels, such as the Intranet, and through the display of banners and posters at our headquarters and offices.

Decarbonization Solutions

CPFL Energia has established itself as a strategic partner in companies’ journey towards a more sustainable future, offering innovative decarbonization solutions that encompass the use of renewable energies and the offsetting of greenhouse gas emissions. This engagement aligns with Commitment 3 of the 2030 ESG Plan: “Offer low-carbon solutions to our customers, with annual targets for I-RECs and carbon credits”. Through CPFL Soluções, the Company provides a variety of products that assist customers in reducing their carbon footprint, increasing energy efficiency, and minimizing reliance on fossil fuels.

The company supports them with a plan to assess the economic and financial viability of migrating to the free energy market, providing technical and informative guidance, and formalizing purchase and sale agreements. It also offers an online simulator for customers to estimate potential savings on their energy bills.

A key innovation in this area was the launch of the energy e-commerce platform in 2023. Developed with an investment of R\$ 7 million, this fully digital platform enables the short-term contracting of energy and

the purchase of carbon credits and I-REC certificates, in addition to facilitating the migration process itself.

Among the solutions offered, Renewable Energy Certificates (I-RECs) and carbon credits stand out, two essential instruments for companies seeking to reduce and/or offset their emissions and adopt sustainable practices.

Renewable Energy Certificates (I-RECs) provide assurance that the acquired energy originates from renewable sources, such as hydroelectric power plants and wind farms. These certificates constitute an important instrument for companies seeking to reduce their Scope 2 emissions (those related to electricity consumption).

Currently, 38 CPFL assets are enabled to commercialize I-RECs, with a potential of two million certificates annually. We also offer REC Brazil, a model that incorporates additional requirements pertaining to the Sustainable Development Goals (SDGs). In total, six of the Company’s assets are enabled to commercialize this type of certificate, with an annual potential of 500 thousand certificates.

Carbon credits correspond to one ton of CO2 equivalent that has been prevented from being emitted, whether through avoided emission credits or removal credits. At CPFL, we operate with avoided emission credits, which enable companies that acquire these credits to offset their unavoidable emissions, thereby achieving their sustainability targets and contributing to the mitigation of climate change. CPFL Energia currently has 11 projects registered in the regulated (CDM) and voluntary (VCS) markets, with the capacity to offset an average of 2.4 million tons of carbon equivalent (tCO2e) annually. In 2024, we commercialized approximately 25,100 credits and are in the process of verifying three projects under the Clean Development Mechanism (CDM) and three projects under the Global Carbon Council (GCC).

CPFL is monitoring the evolution of the Brazilian Emissions Trading System (SBCE), established by Law 182/2024, which regulates the carbon market in Brazil. The SBCE establishes guidelines for the issuance, trading, and offsetting of carbon credits, in addition to creating mechanisms to incentivize companies

to adopt more sustainable practices. In light of this scenario, CPFL is evaluating both the opportunities for trading carbon credits and the potential risks associated with the necessity of emissions offsetting, considering its regulatory and voluntary targets.

CPFL Soluções also invests in awareness and engagement campaigns, promoting the significance of clean energy and responsible consumption. Through various communication channels, such as television, radio, and energy bills, the Company encourages the adoption of more efficient and sustainable practices, thereby reaffirming its commitment to decarbonization.

To expand the portfolio of low-emission goods and services, the organization employs a dedicated team responsible for identifying acquisition opportunities and the development of new projects, as well as a team dedicated to R&D projects.



Motor Oscioso (“Idling Engine”)

We are developing a pilot project to reduce the time vehicles spend with the engine running unnecessarily, a practice known as “idling engine.” This practice, common during extended stops, contributes to fuel wastage and increased CO₂ emissions. The objective of this initiative is to raise employee awareness regarding the importance of switching off engines at appropriate times, encouraging more sustainable and efficient behaviors. Initial results are promising, demonstrating a significant reduction in engine idling time through educational initiatives alone. This change not only lessens environmental impact but also enhances operational efficiency and reduces costs, aligning with our commitments to sustainability and the responsible resources management.

Corredor Verde (“Green Corridor”)

A pilot project for fleet electrification was launched in Indaiatuba (SP) in 2019, with the aim of monitoring and analyzing the technical and operational data of the electrified fleet in the field. The effective operational phase began in 2021, encompassing 22 electric vehicles, 16 charging points, and the inauguration of the Electric Mobility Laboratory in the city. Currently, the entirety of the fleet serving Indaiatuba is electrified, with all operational vehicles having been replaced by fully electric models.

Continuing the project initiated in Indaiatuba, where the entirety of the advanced station was electrified, yielding positive outcomes such as emissions reduction, enhanced efficiency, and improved comfort for electricians, the green corridor is now entering its second phase.

This pioneering initiative in Brazil and globally seeks to expand operations with electric vehicles, testing their performance under diverse operational conditions and in challenging scenarios, such as rural areas, regions with intensive inter-base cooperation, and locations remote from major maintenance centers. This expansion takes into account variables such as terrain, vegetation, and climate to ensure the efficacy of the fleet in real-world working situations.

In order to enable this expansion, CPFL is developing an electrified green corridor,

connecting strategic cities with a robust infrastructure of charging points. By 2025, this green corridor will span 675 km, ensuring the efficient and secure operation of the fleet between locations such as Indaiatuba, Ribeirão Preto, and Santos.

In 2024, 12 electric trucks were incorporated into CPFL’s operations, serving the municipalities of Americana, Araraquara, Campinas, Itapetininga, Jaguariúna, Piracicaba, Ribeirão Preto, São Carlos, and Sumaré.

With the objective of achieving at least 15%¹ of electric fleet² by 2030 and aligned with the Global Compact Network Brazil for Net Zero Commercial Road Transport by 2050, CPFL has already deployed over 60 hybrid and electric vehicles for its administrative operations, in addition to operational trucks featuring advanced technology. The fleet electrification not only contributes to the reduction of CO₂ emissions but has also proven to be more economical in terms of maintenance and operating costs.

These initiatives strengthen the electric vehicle charging infrastructure at the operational bases of strategic cities, promoting electric mobility for both operational vehicles (trucks and vans) and the light fleet.

¹ Baseline for increasing the electric fleet: March/2023.
² Operational trucks with aerial basket up to 13 meters long.

Energy efficiency

CPFL Energia maintains a steadfast commitment to energy efficiency, investing in projects that promote the rational use of electricity and benefit customers in situations of vulnerability.

Our Energy Efficiency Program (EEP), regulated by the National Electric Energy Agency (ANEEL), contributes to the reduction of electricity consumption, the decrease of commercial losses, the strengthening of stakeholder relationships, and the mitigation of environmental impacts.

Another significant advancement is the Public Call for Energy Efficiency Projects, which democratizes and enhances the transparency of the selection process for projects benefiting from ANEEL’s EEP (Energy Efficiency Program). This process enables customers across various profiles – residential, industrial, commercial, services, and public entities – to propose initiatives focused on energy conservation and cost reduction. Furthermore, we invest in projects within low-income communities, regularizing clandestine energy connections to enhance safety, and promoting behavioral changes in electricity consumption. Educational projects are also part of this endeavor, empowering elementary and secondary school students within state and municipal networks for the efficient and safe use of electrical energy, in addition to the implementation of sustainable actions, such as water conservation for carbon footprint reduction.

Actions within low-income communities also operate directly in the reduction of commercial losses, as they ensure social inclusion and mitigate the impacts of electricity theft. These projects involve the replacement of equipment and domestic appliances with more efficient models, thereby guaranteeing benefits for both customers and the electrical system.

Furthermore, the initiatives of the EEP play a fundamental role in reducing energy demand during peak hours, optimizing consumer costs and postponing the need for new investments in electricity generation and distribution. The modernization of facilities, through the replacement of outdated equipment with more efficient models, reinforces this strategy and directly contributes to the reduction of the carbon footprint and environmental preservation.

In 2024, we invested R\$ 17.8 million in projects encompassing the replacement of conventional household appliances and lamps with more efficient alternatives, as well as the regularization of service entrance standards. These initiatives have resulted in an annual energy saving of 42.6 GWh, an amount sufficient to supply 25,000 residences for one year.

Also, in response to the climatic events that occurred in Rio Grande do Sul, RGE allocated approximately R\$ 15 million in EEP resources to

residents of the cities affected by the floods in the state. This initiative encompasses the renovation of service entrance standards and the replacement of refrigerators, showers, and lamps with more efficient models.

The actions will be more concentrated in the Metropolitan region and in Vale do Taquari, the most affected areas. In addition to enabling the

replacement of equipment damaged by the floods, the initiative will provide more efficient equipment compared to those that existed, generating an annual saving of approximately R\$2.3 million in the bills of the benefited customers, which would be equivalent to the energy supply of a municipality like Encantado, for one month.

CPFL and RGE in Hospitals Program

The CPFL and RGE in Hospitals Program, launched in 2019, has already invested over R\$ 200 million in initiatives directed towards public and philanthropic hospitals within the concession areas of CPFL Group’s distributors – CPFL Paulista, CPFL Piratininga, CPFL Santa Cruz, and RGE –, which encompass the states of São Paulo, Minas Gerais, Paraná, and Rio Grande do Sul. This represents the largest volume of resources ever allocated to hospitals within ANEEL’s Energy Efficiency Program, and investments will continue until 2025.

The Program is based on three pillars:

1. Energy efficiency, with modernization of facilities and replacement of

equipment to reduce electricity consumption;

2. Hospital humanization initiatives and infrastructure improvements promoted by the CPFL Institute;
3. Donations to hospitals via customers’ energy bills.

In addition to generating financial savings for these institutions, the Program contributes to sustainability and the environment. Recognized by the electricity sector and the UN, the initiative has been validated as an SDG Good Practice, aligned with the 17 Sustainable Development Goals (SDGs).

Smart energy

We direct our efforts towards transforming electricity provision and the way customers consume it, while strengthening the resilience of our operations. These investments include continuing to implement and expand smart grids, encompassing the installation of automatic circuit reclosers, smart metering, the replacement of weather-exposed networks, the adoption of compact networks in urban standards, and the creation of secondary power sources for smaller cities, thus ensuring the continuity of energy supply in the event of an outage.

Since 2015, we have invested in the modernization of our distribution networks through the installation of automatic circuit reclosers, devices that play a crucial role in reducing power supply interruption time and enhancing operational efficiency. To date, approximately 19.9 thousand units have been installed across the Group’s four distributors, eliminating the need for team dispatch for repairs in numerous situations. The objective is to expand this number to 23.9 thousand reclosers by 2027, further strengthening the quality and reliability of our service.

Furthermore, smart metering is implemented for 100% of our Group A customers, comprising medium and high voltage consumer units. Meters equipped with this technology offer a range of benefits, such as real-time fault

detection and more efficient energy consumption management.

Currently, we are also expanding the solution to Group B, comprising residences and small businesses. In 2019, a pilot project in Jaguariúna (SP) benefited over 23,000 consumers with smart meters. Based on the positive results, this initiative has been evolving to encompass other cities served by the CPFL Santa Cruz, CPFL Piratininga, and CPFL Paulista distributors, in that order, over the next four years.

Advances in automation have already contributed to resilient operations, which have resulted in significant recognition: the distributors CPFL Santa Cruz, CPFL Paulista, and CPFL Piratininga were ranked by ABRADÉE among the top three in the Southeast region, while RGE was elected the best in the South region.

These highlights reflect the positive impact of investments undertaken by CPFL, which, since 2020, have already totaled R\$ 160.4 million solely in the installation of automated equipment.

For the coming years, the commitment outlined in the 2030 ESG Plan includes an additional allocation of R\$ 560 million by 2027, directed towards rendering the electrical system even more intelligent, efficient, and sustainable within the concession areas.



Digital operation

The Advanced Distribution Management System (ADMS), implemented over the past six years, has served as an essential pillar in the Company’s digitalization efforts. With the objective of integrating diverse operational modalities and optimizing the management of electrical networks, the ADMS offers an intelligent platform that enables more agile and assertive decision-making.

Inspired by models adopted in Europe and the United States, the system consolidates key operational modules onto a single platform. This enables the centralized and real-time monitoring, remote control, and management of intelligent equipment.

The implementation process began in 2020 with Piratininga, where the system was customized to meet the specific requirements of the operation in Brazil. Following the attainment of operational maturity, the ADMS was expanded to the other distributors in São Paulo and, subsequently, to RGE, with the project’s completion in 2022.

The centralization of operation centers, completed in 2023, yielded significant efficiency gains and enhanced agility in contingency situations.

This transition resulted in the establishment of two Operations Centers: one in Campinas, responsible for the São Paulo concessions,

and another in São Leopoldo in the South, for RGE. Although the system has the capacity to operate all concessions from a single location, regulatory requirements necessitate separation by state.

With the ADMS, CPFL is ready to integrate cutting-edge technologies, such as smart meters, electric vehicle charging stations, and decentralized energy sources like distributed generation. The system processes substantial volumes of data, enabling rapid diagnostics and automated responses to network faults. During critical events, such as storms, the ADMS swiftly identifies outage points and proposes actions to minimize impacts, thus reinforcing the reliability of energy supply.

In this manner, the ADMS demonstrated its flexibility and responsiveness in emergency situations, such as the floods in Rio Grande do Sul. The integration of operations centers enabled CPFL to promptly mobilize teams from São Paulo to the affected state, utilizing vehicles equipped with a unified communication system. These vehicles facilitated efficient and remote operation across various impacted areas, allowing teams to act swiftly, with fewer people on site, while maintaining the same operational efficacy (learn more on page 218).

Furthermore, in 2024, CPFL Energia made a significant investment in telecommunications,



Aerial view of Sao Leopoldo (RS)

particularly in Rio Grande do Sul, to address the challenges posed by extreme weather events. The Company stood out within the Brazilian electricity sector by pioneering the adoption of Starlink technology for the connectivity of operational vehicles, as well as strategic bases. The rapid implementation of the antennas was essential in ensuring that field teams had the necessary support to respond to emergencies, such as storms and floods.

We continue to invest in proprietary telecommunications technologies, with the expansion of the LTE Project within RGE. Already implemented in five municipalities, it has been fundamental in enhancing the remote operation of our electrical system, enabling the monitoring and control of

reclosers and substations with greater agility and contributing to the improvement of the quality of energy supply.

The project entitled “LTE - 250 MHz in São Leopoldo (RS),” undertaken by the distributor Rio Grande Energia (RGE), was awarded one of three prizes in the utilities category by the regulatory agency.

These investment and expansion initiatives concerning private communication networks not only ensure greater service availability but also enhance the resilience of operations, preparing CPFL to address climatic adversities with greater speed and efficiency.

Dam Management Center, in Campinas (SP)



New Operation and Monitoring Center

In 2024, we took a significant step in the optimization of our operations with the inauguration of the new Operation and Monitoring Center, which centralizes the activities of CPFL Renováveis, CPFL Geração, and CPFL Energia in Campinas. With the migration of CPFL Renováveis’ office from Jundiaí to the Company’s headquarters, operations are now conducted in a more efficient and strategic manner, consolidating in a single location the Integrated Operation Center (COI), the Asset Monitoring Center (CMA), and the Dam Management Center (CGB).

The Integrated Operation Center (IOC) maintains round-the-clock operation, remotely supervising a diverse range of power generation assets, such as wind turbines, small hydroelectric plants, biomass plants, and solar power plants, with a focus on safety, efficiency, and continuous operation.

The Asset Monitoring Center (AMC) utilizes predictive models and machine learning to identify anomalies in the components of generation assets, guiding preventive actions that reduce

operational costs and enhance system reliability.

The Dam Management Center (DMC), in turn, plays a crucial role in safety by monitoring dams and managing crises effectively through the integration of advanced technologies, such as the Hydro 4.0 platform.

This centralization, in addition to contributing to enhanced efficiency in the execution of maintenance, corrections, and interventions, facilitates a more comprehensive and systematic management of assets, providing a complete and real-time overview of all processes. Consequently, the Company ensures not only operational efficiency but also the safety of its operations and surrounding communities, enabling rapid response to potential emergencies, optimizing risk management, facilitating informed decision-making, and allowing for continuous monitoring of operations.

Sustainable Operations

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Related SDG



Employees at CPFL Energia headquarters, in Campinas (SP)



Eco-efficiency

In pursuit of more sustainable practices, CPFL Energia has been promoting eco-efficiency initiatives across its facilities, integrating innovation and environmental responsibility. The Company’s headquarters underwent a significant restructuring: in addition to a layout update, it implemented rainwater harvesting, thereby reducing potable water consumption, while pressurized faucets and aerators contribute to considerable savings in administrative centers. Commencing in 2025, approximately 20% to 30% of restrooms will transition to hand dryers, replacing paper towels, with the objective of expanding this practice. Disposable cups have been eliminated, encouraging the use of reusable items.

All operational units of CPFL are designed to meet sustainable standards, featuring an open-concept layout, environmental certification, and efficient infrastructure, a model that will be replicated across all forthcoming Advanced Stations (EAs), the designation given to the distributors’ operational bases. Regarding energy efficiency, the Company has been modernizing its air conditioning systems – a primary energy consumer – with the replacement of 200 air conditioning units by the end of 2024. These actions reinforce the commitment to natural resources preservation and waste reduction, aligning operational efficiency with environmentally responsible practices.

Reinforcing our commitment to eco-efficiency, we have achieved LEED O+M v4.1 Gold certification for the Venâncio Aires Advanced Station.

Located in Rio Grande do Sul, this unit stood out for being the first within the Group to integrate CPFL Infra sustainable construction project, using PVC concrete – an innovative material that significantly reduces waste generation.

Since 2019, the unit has been implementing enhancements such as the installation of photovoltaic systems, reuse reservoirs, electric vehicle charging stations, and rainwater retention basins, in addition to adopting LED lighting, automatic faucets, air supply systems, and a layout that preserved native trees. These innovations have not only contributed to a more efficient and sustainable operation but have also positioned the unit among the top ten highest-scoring facilities in Brazil with LEED certification.

These actions are part of Commitment 7 of our 2030 ESG Plan, from which we have established targets to promote the conscious energy and water consumption, and to reduce waste disposal in landfills.



Aerial view of the Venâncio Aires Advanced Station

Water management

Our productive activities – such as transmission, distribution, services, and administrative operations – do not require excessive water consumption, as this resource is used mainly for human consumption, general cleaning, and gardening, supplied by local municipal networks. Effluent discharge, in turn, is conducted through the public network provided by the municipalities and adheres to current legislation.

Regarding generation activities, water consumption varies according to the type of

operation. In thermoelectric power plants, water may be abstracted from surface or groundwater sources and used in a closed-circuit system for cooling and production processes. In hydroelectric power generation plants (HPPs, SHPPs, and HGP), there is no water consumption for operational purposes. In this case, the primary impacts are related to flow control and leakage prevention. Water passes through the turbines and continues its natural course, its quality remaining unchanged.

Water consumption for project deployment, as well as in operation, is restricted to the volumes authorized by state agencies, and its utilization is contingent upon the substantiation of actual consumption needs.

Upon granting the concession, aspects of local water resource availability and shared usage among various stakeholders are evaluated. Consequently, consumption is directly related to public policies and the local context of the Company’s operating areas. It is important to note that water consumption in areas experiencing water stress is restricted to human consumption and, therefore, involves significantly reduced volumes.

or regulations concerning water quantity or quality.

Within this context, socio-environmental programs mandated by Environmental Licenses play a crucial role in providing a holistic understanding of the past, present, and future characteristics of reservoirs and available water resources. Our operations are guided by detailed studies of the locations where our assets are situated, based on environmental licensing and our Environmental Management System. This enables us to develop specific programs that address the characteristics and needs of each region.

The monitoring of erosive processes, for instance, enables an accurate diagnosis of reservoir siltation, assisting in the implementation of the Degraded Areas Recovery Program (PRAD) and in the conservation of Permanent Preservation Areas (APP) surrounding these structures.

These surveys are also integrated into the matrix of relationship and degree of dependence of the electricity sector with respect to ecosystem services, as established in Technical Note EPE/DEA/SMA/022/2021. This integration demonstrates the connection and the degree of dependence between priority ecosystem services and the electricity sector, highlighting the importance of practices that reconcile development and environmental conservation.

We maintain our commitment to fully meeting all legal and environmental requirements, adhering to the resolutions of the National Environment Council (CONAMA) and environmental licensing conditions. CPFL adopts an integrated approach to mitigate its environmental impacts and compensate for those that are unavoidable. Compensation mechanisms, when necessary, are defined in accordance with the guidelines of the Environmental Aspects and Environmental Licensing procedures, in alignment with relevant stakeholders. Our focus is to ensure the adequate control of effluents and the preservation of water quality in receiving water bodies.

In 2024, no incidents were recorded pertaining to non-compliance with licenses, standards,

+Água (“More Water”) Movement

Aligned with the principles of the +Água Movement, an initiative of the UN Global Compact in Brazil, we are committed to the preservation and efficient management of water resources. In a context of water scarcity, such as that experienced by Brazil, the Company acknowledges the necessity of promoting actions to ensure water availability and quality, both for human consumption and for the continuity of economic activities and ecosystem preservation. Related to SDG 6 targets - Clean Water and Sanitation, our adherence to the

movement underscores the importance of collaborative efforts with the private sector, governments, and civil society, aiming for the universalization of access to potable water by 2033 and water security through the conservation and reforestation of 50% of critical areas by 2030. In light of this, we were recognized during COP29 in Baku, Azerbaijan, with the “Water Guardians” award in the Sanitation category for our desalination project in João Câmara (RN).



Employee at HPP Barra Grande (Baesa), in Pinhal da Serra (RS)

Water withdrawal by source (megaliters)¹

	Total	In areas with water stress		In areas without water stress	
	2024	2024	%	2024	%
Produced water ²	2,062.89	0		2,062.89	
Surface withdrawal	30.86	0		30.86	
Underground withdrawal	146.03	14.36		131.67	
Third party sourcing	74.02	9.61		64.40	
TOTAL	2,313.79	23.97	1.04%	2,289.83	98.96%

¹ Due to the implementation of a new methodology for identifying areas of water stress, data from previous years has not been presented. Commencing next year, we will proceed with this revised methodology.

² Refers to demineralized water used in the closed cooling circuit of the sugarcane bagasse burning process in biomass thermoelectric plants.

Effluent discharges (megaliters)¹

	2024
TOTAL	150.29
In areas with water stress	5.87
In areas without water stress	144.42

¹ Effluent disposal is carried out entirely through local sanitation networks.

Water consumption (megaliters)¹

	2024
TOTAL	2,163.51
In areas with water stress	18.10
In areas without water stress	2,145.41

¹ Calculated as total withdrawn minus total discarded.













































The objective of the Company’s socio-environmental investments and projects is to transform local realities and address their primary challenges, among which local, regional, and national water security is of paramount importance.

Since 2023, we have been promoting water security for the indigenous communities of João Câmara (RN), providing potable water to over 800 families in the region. Through a desalination plant, delivered by CPFL and State Grid to the Government of the State of Rio Grande do Norte, we implemented an intelligent water supply system, combined with a photovoltaic power generation system connected to the electrical grid. This innovative infrastructure has enabled continuous access to potable water for consumption and domestic activities, transforming the local reality.

In addition to meeting an essential need, this initiative has yielded positive impacts on the families’ well-being and health, by ensuring access to quality water for consumption and food preparation. Consequently, we contribute to improving the quality of life, offering greater dignity and fostering more suitable conditions for the development of local communities.

The interconnection among these programs strengthens water management and contributes to extending the lifespan of reservoirs in a more efficient and sustainable manner.

In addition to operational management, we also monitor the volumes of water collected and discharged on a monthly basis, using a corporate system to analyze water quality indicators. Since 2017, CPFL Energia has disclosed its water management-related initiatives through the CDP Water Security questionnaire, reaffirming its commitment to transparency and environmental and social responsibility. As a reflection of our responsible management of this resource, we maintained a B rating in the CDP Water assessment in 2024, the same classification obtained in the preceding year.

KEY		 Transmission line	 Solar	 Thermal power plant	 Biomass	 Wind	 Hydroelectric
		VERY LOW	LOW	MEDIUM	HIGH	VERY HIGH	
Provides inputs for production	Underground water			  			
	Surface water						 
	Firewood and fibers						
Enables the production process	Water flow maintenance			 			
	Water quality		  				
	Climate regulation	 					  
Avoids interruption of the production process	Protection against storms and floods			   			
	Soil stabilization and erosion control		 	 	 		
Mitigates impacts of the production process	Bioremediation	  					
	Filtering	 					

Circular Economy

CPFL Energia manages waste based on the principles of the circular economy. This model aims to reduce waste generation, expand reuse solutions and maximize the life cycle of materials, in line with the 2030 ESG Plan and the materiality study.

Our operations generate a broad spectrum of waste materials. To ensure their appropriate management, we employ a control system encompassing the segregation and treatment of materials such as electrical cables, copper wires, and oily fluids, through reverse logistics operational bases situated in the states of São Paulo and Rio Grande do Sul. Furthermore, components of the electrical grid are directed towards recycling processes, encouraging their reuse in subsequent production cycles. Remaining waste materials are sent to specialized companies and monitored through control of manifests and final destination certificates.

Our Solid Waste Management Plan (PGRS) serves as the foundation for this management and is applicable to both our operations and those of contracted companies, which are required to adhere to its guidelines. As a supplementary tool, we use the CLIMAS platform (WayCarbon) for the monitoring and analysis of waste indicators. This process includes periodic audits and documentary

verification of the companies responsible for waste disposal. Furthermore, certain units within CPFL Group maintain Solid Waste Monitoring Programs, which are reported to the relevant environmental authorities.

CPFL Serviços plays a central role in this process, operating in the management of the repair and disposal of equipment from the energy distribution and transmission sectors. Each piece of equipment removed from the electrical grid is directed to a distribution center, where it is assessed for potential refurbishment. Should reuse not be feasible, the equipment is dismantled, enabling the recovery and commercialization of materials such as copper, aluminum, steel, and brass. Hazardous waste is directed to co-processing, returning to the cement industry as input. Personal Protective Equipment (PPE) and Collective Protective Equipment (CPE) are also repurposed following this logic, reinforcing the CPFL Group’s commitment to the circular economy.

In addition, CPFL Soluções has stood out in the search for new reutilization opportunities, such as the trituration of concrete poles and crossarms, as well as aluminum and copper cables and HDPE insulators. Previously disposed of in landfills, these items are now transformed into crushed stone and sand,



Employee at the Refurbishment Facility, in São José do Rio Pardo (SP)

with the potential for use in civil construction, such as in the manufacture of pole bases, in addition to being sold to approved customers.

A significant highlight of this strategy is the operation of our Equipment Refurbishment Facility, situated in São José do Rio Pardo and managed by CPFL Serviços. Holding ISO 9001, ISO 14001, ISO 17025, and Inmetro Seal certifications, the refurbishment facility is dedicated to the recovery of transformers, voltage regulators, and reclosers. Our objective is to reach the milestone of 70,000

refurbished electrical grid devices by 2030, fostering an increasing integration between reverse logistics and new circular economy models. In 2024, we further expanded our operational scope to strengthen this strategy, achieving a total of 9,876 thousand refurbished devices.

We believe that, through these initiatives, we can mitigate environmental impacts, optimize resource utilization, and strengthen our socio-environmental responsibility within the value chain.

Waste generated in 2024 by type (tons)

	Hazardous	Non-hazardous	Total
Wood	0.00	3,834.48	3,834.48
Recyclable packaging	0.00	48,629.40	48,629.40
Common waste	0.00	92.51	92.51
Waste of glass-based fibrous materials	0.00	15.26	15.26
Light bulbs	811.50	0.06	811.56
Batteries	0.90	0.64	1.54
Metal scrap	0.00	290.86	290.86
Administrative waste ¹	0.00	1,754.76	1,754.76
Construction waste	0.00	7,626.94	7,626.94
Organic waste	0.00	485.42	485.42
Contaminated with oil	550.27	11.63	561.90
Oil	539.23	0.00	539.23
TOTAL WASTE GENERATED	62,741.96	1,901.89	64,643.85

¹ Estimated values based on the number of people in administrative units, considering the 2022 report of the Brazilian Association of Public Cleaning and Special Waste Companies (Abrelpe).

Waste sent to final disposal (landfill) by type and disposal method in 2024 (tons)

	Hazardous	Non-hazardous	Total
Landfill			
Metal packaging	0.00	0.02	0.02
Paper and carton packaging	0.00	1.36	1.36
Plastic packaging	0.00	0.29	0.29
Common waste	0.00	72.75	72.75
Cloths, tow, sawdust, blankets, peat and PPE contaminated with oil and grease	7.18	0.00	7.18
Construction waste	0.00	7,626.94	7,626.94
Waste from glass-based fibrous materials	0.00	15.26	15.26
Glass, plastic and wood contaminated with oil and grease	0.00	0.00	0.00
Administrative waste ¹	0.00	1,754.76	1,754.76
TOTAL	7.18	9,471.37	9,478.55

¹ Estimated values based on the number of people in administrative units, considering the 2022 report of the Brazilian Association of Public Cleaning and Special Waste Companies (Abrelpe).

Waste diverted from final disposal (reuse) by type and method in 2024 (tons)

	Hazardous	Non-hazardous	Total
Composting			
Organic waste	0.00	484.94	484.94
Recycling or reuse			
Wood	0.00	3,814.04	3,814.04
Recyclable packaging	0.00	48,625.08	48,625.08
Light bulbs	810.95	0.00	810.95
Common waste	0.00	0.00	0.00
Oil	407.11	0.00	407.11
Contaminated with oil	1.78	0.00	1.78
Organic waste	0.00	0.00	0.00
Metal scrap	0.00	10.00	10.00
Coprocessing			
Contaminated with oil	365.92	0.00	365.92
Temporary storage			
Metal scrap	0.00	280.86	280.86
Batteries	0.90	0.64	1.54
Wood	0.00	20.44	20.44
Recyclable packaging	0.00	2.65	2.65
Light bulbs	0.55	0.06	0.60
Common waste	0.00	19.77	19.77
Oil	132.12	0.00	132.12
Contaminated with oil	175.39	11.63	187.02
Organic waste	0.00	0.48	0.48
TOTAL	1,894.71	53,270.58	55,165.29

GRI 306-4

Biodiversity

The generation, transmission, and distribution activities of CPFL Energia, particularly during the construction and implementation phases of its undertakings, may potentially cause impacts on biodiversity. These impacts include the formation of reservoirs and the construction of lines and substations. Acknowledging this reality, the Company adopts, from the inception of its projects, a meticulous planning process aimed at minimizing adverse environmental effects.

The environmental licensing process constitutes an essential stage in this endeavor, involving the preparation of environmental studies that furnish detailed analyses regarding the areas of influence of the undertakings. These studies guide the definition of suitable environmental initiatives and programs for each locality, thereby promoting responsible and integrated impact management.

In this regard, Permanent Preservation Area (APP) Monitoring Programs, Degraded Area Recovery Programs (PRAD), Fauna Monitoring (birds, fish, amphibians, reptiles, and mammals), in addition to environmental compensations resulting from the installation and maintenance of undertakings, particularly linear ones (Distribution, Sub-transmission, and Transmission Power Lines), are addressed with great attention and consistently meet the eligible requirements. It is noteworthy that water sources and transmission lines,

in particular, are the most impactful and, therefore, relevant for this type of control over their aspects and impacts within this subject matter.

During the implementation phase, negative impacts are more significant, particularly due to vegetation suppression. In order to mitigate these effects, we implement additional programs stipulated in the Basic Environmental Plan, including the rescue and monitoring of relocated fauna and flora, the collection of genetic material, and the marking of vegetation matrices in the affected area.

In the case of transmission and distribution projects, studies are conducted to define the alignment of lines and the location of assets, prioritizing biodiversity preservation. Throughout the operational lifespan of these undertakings, we execute selective vegetation clearing within the right-of-way and implement compensatory planting and management in Protected Areas, Legal Reserves, Permanent Preservation Areas (APP), and within the Degraded Areas Recovery Program.

Even for undertakings not subject to environmental licensing, CPFL Group’s Distributors’ prepare preliminary studies prior to the implementation of lines and substations, with the aim of identifying potential interactions of future projects with sensitive areas of significant ecological interest,



Aerial view of HPP Barra Grande (Baesa), in Pinhal da Serra (RS)

such as Permanent Preservation Areas (APPs), Conservation Units (UCs), Legal Reserves, among others. These studies are used to determine the optimal location and layout of the undertakings, thus avoiding environmental impacts.

Since 2020, CPFL Group distributors have been carrying out the process of removing and modernizing their assets located within protected areas. In 2021, a mapping exercise of protected areas within the concession area of CPFL Paulista was conducted, identifying 25 Conservation Units (UCs). Of these, 11 had electrical grids traversing their interior

or boundaries. Subsequent to this analysis, we initiated a detailed assessment of the status of each grid, considering alternatives for the modernization of infrastructure in adjacent areas and the feasibility of network relocation. A working group was formed to evaluate the assets in these areas, with the aim of prioritizing critical areas requiring the most immediate attention for execution. In total, 23 kilometers of networks have been removed, and an additional 21 kilometers have been modernized and replaced with a more advanced and secure standard, thus contributing significantly to the reduction of risks in these areas.

The objective of these actions is to mitigate potential impacts and reduce the interference caused by network maintenance, in addition to reducing and preventing potential fire outbreaks in these regions, ensuring a safer and more reliable energy supply for consumers.

In 2024, the proposal underwent expansion to encompass other protected areas of CPFL Paulista, in addition to the broadened assessment and implementations at CPFL Piratininga and CPFL Santa Cruz. Within these two distributors, mapping and creation of the action plan were carried out. These actions were also aimed at biodiversity regeneration and the amplification of genetic flow, facilitating animal transit and strengthening the equilibrium of local ecosystems.

Moreover, as part of our commitment to environmental conservation, we have implemented compensatory measures that include the planting of tree species and the maintenance of natural habitats, allowing ecosystems to follow their natural succession cycles without human interference.

Additionally, we have adopted environmental easement, ensuring that compensations are implemented in established forests and directed towards ecologically similar areas to those licensed. We currently preserve approximately 1,625 hectares of native forest, an area equivalent to roughly 2,280 football fields. These areas are registered in the property deeds, ensuring permanent protection against usage or exploitation.

Seeking to expand environmental protection, we have developed projects focused on the maintenance of ecosystem services. The projects developed by CETAP, FETAG, and AEPIM directly contribute to the recovery of degraded areas, biodiversity preservation, and the promotion of sustainable agricultural practices. These initiatives not only aid in the conservation of significant biomes, such as the Pampa and the Atlantic Forest, but also strengthen water security, soil protection, and the regeneration of riparian forests, directly benefiting local communities and agriculturalists.

Through these actions, we promote the balance between environmental conservation and regional socioeconomic development, fostering the sustainable use of natural resources. Furthermore, these programs encourage environmental awareness and strengthen the traditional and cultural practices of the involved communities, creating a long-term positive impact for both the environment and the people who depend on it.

With a forward-looking perspective, CPFL Energia is developing its Biodiversity Positioning, Commitment 9 of the 2030 ESG Plan, which is scheduled to be completed by 2025.

This positioning will play a strategic role in improving the Company’s operations, aligning them with global best practices and establishing clear guidelines for biodiversity management.

Restored habitats (hectares)¹

	2024		2023		2022	
	With planting throughout the year	In maintenance/ management	With planting throughout the year	In maintenance/ management	With planting throughout the year	In maintenance/ management
CPFL Renováveis	725.72	1,301.30	722.27	1,300.56	722.77	1,199.63
Distribution	10.88	981	0.75	1,092	23.97	392.85
Generation	0	334.6	45.6	334.6	92.20	288.80

¹ CPFL distributors carry out forestry compensation for the removal of vegetation to maintain transmission lines and distribution lines in the form of environmental easement, reforestation in conservation and management units and eradication of exotic species in ecological stations and environmental programs..

Protected habitats (hectares)

	2024		2023		2022	
	Permanent Preservation Area	Legal Reserve	Permanent Preservation Area	Legal Reserve	Permanent Preservation Area	Legal Reserve
CPFL Renováveis	3,071.40	535.39	3,071.40	n/d	3,025.43	n/d
Generation	4,984.05	0	4,984.05	n/d	4,984.05	n/d

Still within the context of the 2030 ESG Plan, we continue to advance in the creation of an integrated database to monitor biodiversity and ecosystem services indicators. This system will enable more robust analyses of environmental impacts and the opportunities associated with preservation, supporting informed decision-making and driving practices that generate shared value.

RGE¹ and CPFL Transmissão Socio-Environmental Projects



4,778

hectares recovered or under recovery



350

preserved springs



12,366

seedlings planted



862,936

seedlings in settlement



10

stingless bees



7,008

people trained



3,007

families benefited



44.96%

female participation



14.23%

low-income families



R\$ 13,871,108

in investments



45

new products



71

jobs

¹ Data accumulated since the beginning of the projects until 2024: CETAP (2019), FETAG (2019 with RGE and 2023 with CPFL Transmissão) and AEPIM (2021).

Center for Popular Alternative Technologies - CETAP

Since 2019, we have been operating in partnership with the Center for Popular Alternative Technologies (CETAP) across 40 municipalities in Rio Grande do Sul, through RGE, with the objective of recovering water springs and promoting the development of family farming.

Actions include the care of regional springs and riparian forests, crop rotation, and the preservation and recovery of soil on the properties. Within this context, farmers receive training and capacity building based on the principles of agroecology. In addition to contributing to income generation through the commercialization of native fruits, we incentivize the preservation and protection of water sources by promoting the planting of native species and the implementation of agroforestry systems.

Federation of Agricultural Workers - FETAG

In partnership with the Federation of Agricultural Workers of Rio Grande do Sul (FETAG), since 2019, we have supported the recovery and conservation of native vegetation within the Pampa and Atlantic Forest biomes, promoting environmental awareness and sustainability on rural properties. This initiative assists agricultural producers in adopting sustainable management practices, reconciling the economic utilization of land with environmental preservation and contributing to the restoration of degraded areas.

In this way, we promote the conservation of biodiversity and ecosystem services through the sustainable use of natural resources, and we endeavor to protect wildlife, native flora, and water resources.

Association of Studies and Projects with Indigenous and Minority Peoples - AEPIM

The project, developed in collaboration with the villages on the Northern Coast of Rio Grande do Sul since 2021, integrates environmental, social, and cultural actions to promote sustainability and the appreciation of indigenous traditions. With a focus on environmental restoration and cultural strengthening, we support reforestation with native species, traditional agriculture, and the encouragement of community nurseries. Furthermore, we incentivize the implementation of agroforestry home gardens, providing improvements in the environmental conditions and food security of the communities. The initiatives also include exchange programs between the villages, reinforcing cultural ties and the exchange of knowledge among the Mbya Guarani people of the region.

Shared value with society

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Community Development 200

Related SDG



Employees at RGE headquarters in São Leopoldo (RS)



Our People

Since 2020, our guiding principle has been ‘Our Way of Being,’ which integrates our mission, vision, and values with the Strategic Planning and the 2030 ESG Plan. People are the center of our mandala, representing our primary strength and the fundamental element of all our actions. It is through our people that we cultivate collaborative relationships, value diversity, promote proactivity, deliver sustainable results, and maintain a focus on the customer.

The four dimensions of the mandala, connected to the detailed articulation of desired behaviors for all personnel, regardless of their positions, enhance the development of human capital and adherence to our culture.

The coherence between planned objectives and actual practices is of significant value to us. Accordingly, our initiatives for the development, training, performance management, and engagement of our personnel are aligned with these guidelines, ensuring that the pathway to achieving planned outcomes is clear and effective.



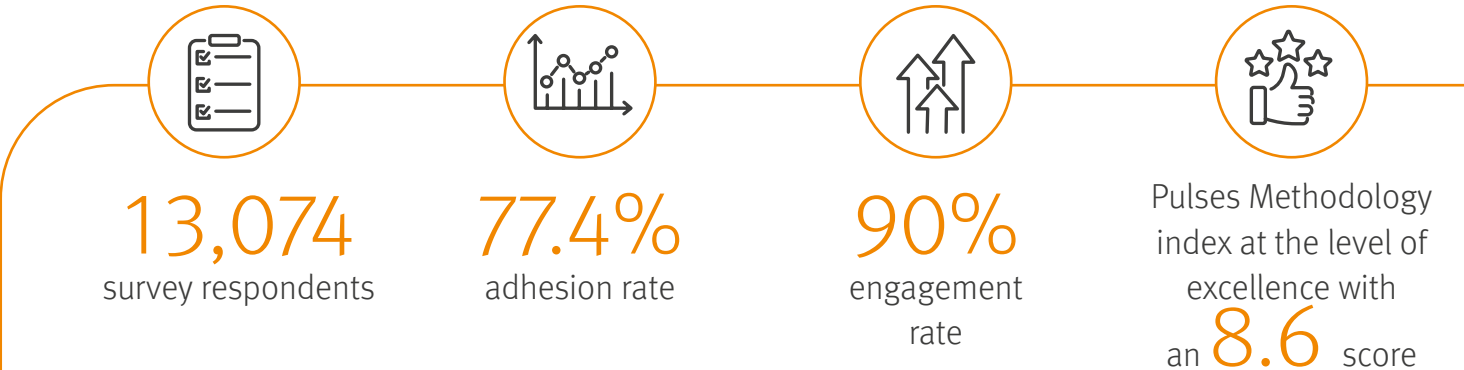
Throughout 2024, we maintained the initiatives that strengthen this culture and adopted an even closer management model focused on efficiency and productivity. This movement aligns with State Grid’s main guidelines and is underpinned by best management practices.

In order to monitor team engagement, we conduct annual pulse surveys, through which we gain a swift and secure assessment of the factors influencing individuals’ perceptions regarding the work environment and organizational climate. The data garnered

from these surveys serve as the foundation for the creation of specific action plans, which are led by management and monitored in the subsequent cycle.

This practice not only fosters continuous improvement but also strengthens the relationship between leaders and teams, promoting regular feedback and a closer dialogue.

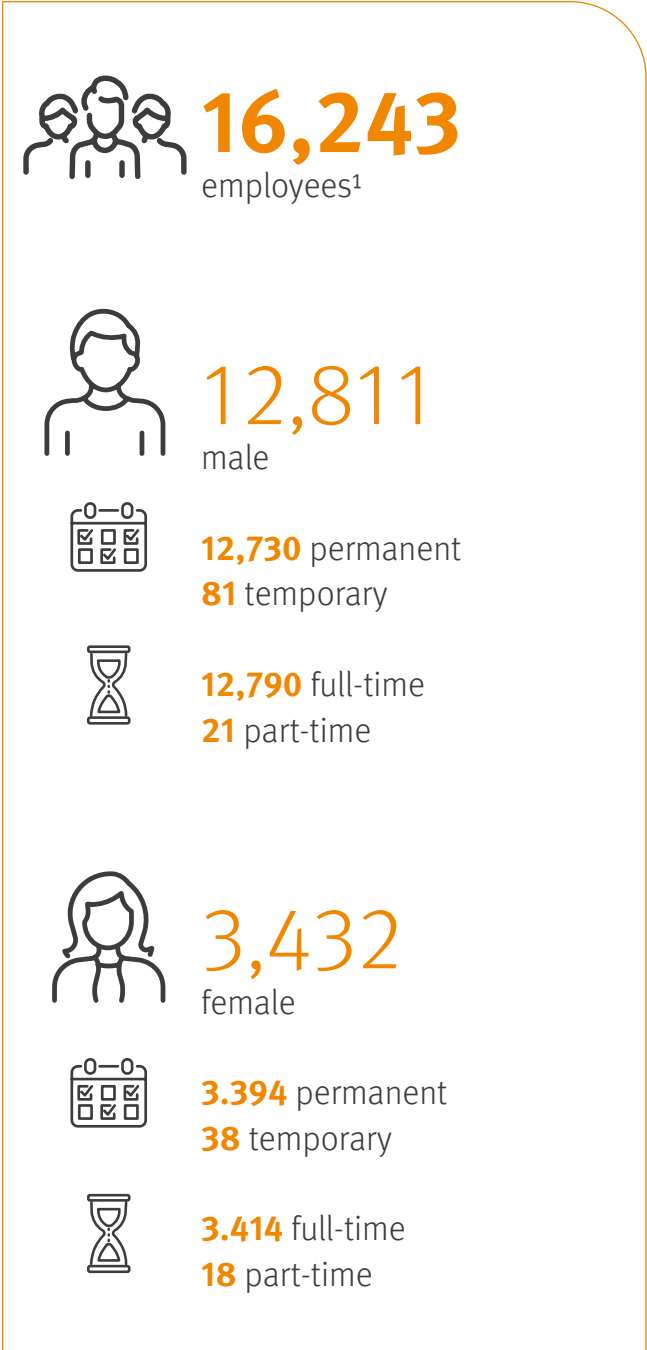
In 2024, we conducted the fifth evaluation cycle, yielding significant results that reinforce the positive impact of this initiative.



Brazil-China cultural integration

The Corporate Culture Inclusion Program (CCIP), which aims to integrate ‘Our Way of Being’ into the corporate culture of State Grid, reached its completion this year. Since its inception in 2020, the CCIP has implemented 340 evolution initiatives, and in 2024, it promoted an additional 32 actions that elevated the company to a high management level (learn more on pages 18 and 229).

Bound by Our Way of Being, we are a team comprising over 16,000 employees from various regions across the country. Our workforce includes professionals with complementary competencies and varied experiences.



Talent attraction and retention

In 2024, we made progress in enhancing our recruitment and selection processes, employing an end-to-end approach that encompasses everything from the opening of a vacancy to the final hiring stage. This improvement, coupled with continuous benchmarking and operational gains, has enabled us to increase the agility and efficiency of our hiring procedures, further aligning the profiles sought with the Company’s strategic needs.

Our recruitment processes are structured so as to evaluate both the technical and behavioral competencies required for each position. While leadership may choose the most suitable selection modality, we strongly encourage internal recruitment, which offers new career development opportunities for our employees.

Furthermore, Our Way of Being values diversity and respect for differences, consistently seeking the inclusion of plural individuals in our selection processes.

We constantly add talent, as our solid and welcoming structure renders diversity a distinguishing factor that strengthens our relationships and results.

Our company comprises prepared and motivated professionals, who are committed to achieving the best results for themselves and the company, as we understand that individual and collective success go hand in hand.

We foster an environment of respect and equity, wherein the individuality of each person is valued in all our interactions.

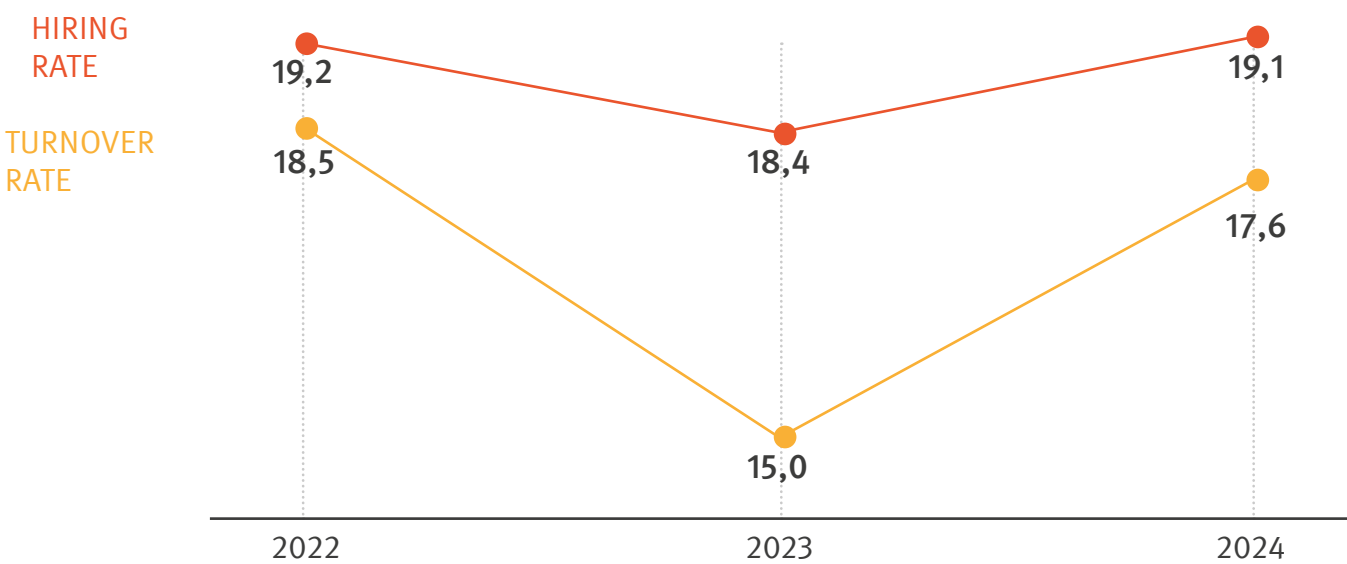
Concerning talent retention, we have considerably refined the offboarding survey, resulting in a substantial increase in engagement and the acquisition of valuable insights for the ongoing improvement of our internal procedures. This emphasis on actively listening to and understanding the employee experience has directly contributed to the evolution of our internal practices.

The outcomes of this commitment to the development of our talent are clear: of the 16 leadership positions opened in 2024, 15 were filled internally, representing an internal fill rate of 94%. This performance reinforces our confidence in the capability and growth potential of our teams, in addition to demonstrating the success of our employee development and valorization strategies.

Employer branding

We have been recognized by the Top Employers Institute as a Top Employer for the sixth year in a row. This international recognition underscores the excellence of our people management practices and reinforces our commitment to valuing our employees. This achievement stems from initiatives that include the generation of opportunities for professional development, the promotion of a diverse, equitable, and inclusive environment, as well as policies that encourage autonomy. By providing tools and resources that empower our professionals as the drivers of their own career paths, we continue to foster an increasingly modern work environment aligned with global best Human Resources practices.

HIRING AND TURNOVER¹



¹ The hiring rate is calculated as the number of hires divided by the headcount at the end of the period. The turnover rate is calculated as the number of terminations divided by the headcount at the end of the period.

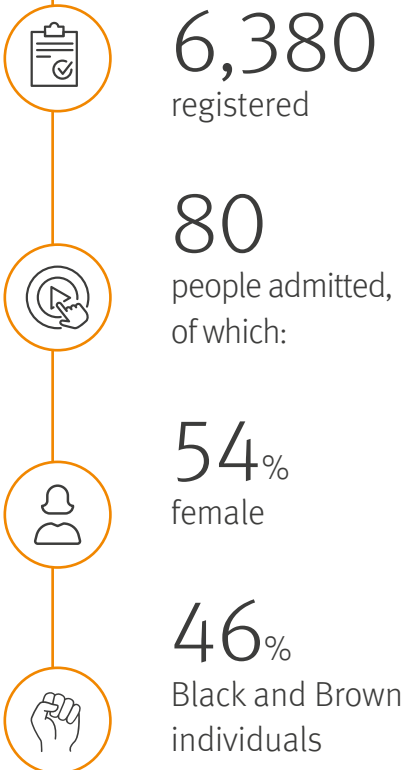
The **Internship Program's** mission is to attract and develop undergraduate students with potential for professional growth.

The Program is structured upon three pillars: Business, with the objective of broadening systemic vision and innovation, aligned with strategic planning; Behavior (Our Way of Being); and Career, which includes annual evaluations and leadership feedback, linked to career opportunities. Selected students undergo a development pathway structured in specific training modules, designed to cultivate the technical and practical potential of each intern. Throughout the Program, they receive guidance from mentors, experienced professionals who guide each stage of the journey. This model fosters the development of talent and benefits the Company through their engagement in actual projects within various departments.

CPFL Internship Program, spanning a maximum of two years, provides a combination of practical learning and benefits such as financial aid, health and dental plans, life insurance, meal vouchers, transportation vouchers, and gym vouchers.

The recruitment process features dynamic phases and, since 2020, has been conducted entirely online, ensuring greater accessibility and broader reach. Moreover, since 2021, we have implemented the monitoring of indicators pertaining to minoritized social groups, with the objective of increasing the participation and representation of this demographic within the Program.

Internship numbers



The **School of Operational Excellence**, coordinated by CPFL University, offers professional training courses for the local community in three learning axes: School of Electricians, School of Designers and School of Operators.

The School of Electricians offers male, female, and mixed classes, providing entirely free training that encompasses the necessary theoretical and practical knowledge to equip professionals for the labor market. Integrating the initiatives of CPFL +Diversa, the school also features exclusive classes for women, thereby encouraging female participation in a traditionally male-dominated environment. The courses last, on average, three months, with the formation of over 50 classes per year.

The School of Designers offers free training, in mixed classes, with the objective of equipping professionals to work in the analysis and creation of electrical distribution network projects, consistently aligned with CPFL’s standards and procedures.

The School of Operators, also with mixed classes and 100% free training, combines theory and practice to prepare professionals capable of working in Operations Centers at CPFL Group distributors.

By fostering opportunities for the community, the School of Operational Excellence directly contributes to socioeconomic development, as evidenced by the recruitment of a portion of its students to join the operational teams within the distribution companies, thus strengthening the teams and ensuring qualified professionals for the sector.

Schools of Excellence numbers¹



¹ These figures reflect schools within the distribution areas of São Paulo and the South with a 2024 budget allocation. Consequently, some schools were initiated in 2023 and completed in 2024.

In 2024, registrations started for a new class of the Electrical Grid Construction Electricians School, in partnership with ELO Energia. The course offered 30 tuition-free positions and was conducted in a hybrid format, comprising both in-person and online classes.

In addition, we have developed two pilot schools, each with a single class. The School of Substation Activities (aimed at professionals and community members with prior technical training, in order to develop operation and maintenance activities in energy substations) and the School of Wind Turbine Operators (aimed at professionals and community members to develop operation and maintenance activities in wind turbines). Additionally, we have trained the first class of the School of Electricians for the indigenous population in João Câmara (RN) – further details can be found on page 200.



Employee at the Advanced Station, in Praia Grande (SP)



Employees in Jaguariúna (SP)

Benefits, health and well-being

We foster equilibrium between personal and professional life, providing a broad and accessible benefits package to all personnel employed under the CLT regime, irrespective of their length of service or work schedule. Eligibility for these benefits is not extended to individuals engaged through outsourced contracts.

The key benefits include: medical and dental assistance, a private pension plan, meal allowance, food allowance, transportation voucher, childcare assistance, life insurance, year-end programs, and a Christmas voucher.

Furthermore, we offer a suite of Quality of Life Programs, which includes the “Fale Comigo”

(Talk to Me) Program (free psychosocial support with specialized advisory services during times of difficulty, everyday concerns, or personal and family planning in the psychological, legal, financial, and social domains); Workplace ergonomics exercises; and Wellhub (access to a national network of gyms and sports activities).

Our entire workforce can monitor their benefits and the Quality of Life Programs provided by CPFL Group through the Flowing application, which centralizes and facilitates access to information, in addition to serving as the channel for enrollment in the Programs.



FINANCIAL

- Meal and food vouchers
- Transport vouchers
- Life insurance
- Private pension
- School material allowance
- Daycare/nanny allowance
- School scholarships
- Profit sharing program
- Christmas gift vouchers for children
- Christmas basket vouchers
- Variable remuneration program for managers



HEALTH AND WELL-BEING

- Wellhub
- Medical and dental assistance
- Einstein Conecta
- Unimed Telemedicine
- Cuidar program to support pregnant women
- Agita challenge
- Nutrir program for healthy eating
- Sesi agreement



SOCIAL

- Citizen Company



MENTAL

- Social Area
- Psychological Area
- Legal Area
- Financial Area
- Talk to Me Program

GRI 401-2 | 403-6

169

In 2022, we adhered to the Citizen Company Program and consequently began offering the benefit of extended parental leave. As a result, mothers are entitled to 180 days of leave and fathers to 20 days, a benefit that extends to all employees of the Company, including same-sex couples and adoptive parents.

Furthermore, we offer the Cuidar Program, which provides comprehensive and online support throughout pregnancy and the adoption process. The Program is supported

by a multidisciplinary team comprising nurses, nutritionists, and psychologists, ensuring the monitoring of gestational health, food and nutritional security, and emotional well-being. The Cuidar Program also offers support to infants and adoptive families, as well as postpartum follow-up for up to six months, ensuring a smooth and supportive transition to this new phase of life.



Employees at CPFL Energia headquarters, in Campinas (SP)

Parental leave¹

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Number of people eligible for parental leave	12,811	3,432	12,725	3,302	12,432	3,099
Number of people who went on leave in the year	491	180	471	162	441	104
Number of people expected to return from leave in the year	501	157	486	136	436	98
Number of people who actually returned from leave in the year	480	140	477	123	417	93
Return rate ²	95.81%	89.17%	98.15%	90.44%	95.64%	94.90%
Number of people expected to complete ¹² months after returning from leave in the year	481	135	429	97	394	104
Number of people who actually completed 12 months after returning from leave in the year	394	87	328	51	289	66
Retention rate ³	81.91%	64.44%	76.46%	52.58%	73.35%	63.46%

¹ The 2023 and 2022 data have been reformulated and are being resubmitted in accordance with the revised calculation methodology.

² The return rate is calculated based on the number of people who actually returned from parental leave in the year in relation to the number of people who were expected to return.

³ The retention rate is calculated based on the number of people who were expected to complete 12 months after returning from leave in the year and those who actually did it.

Agita Challenge

In 2024, we conducted the second edition of the Agita Challenge, which engaged 4,422 employees. All together, they covered an impressive 276,354.24 kilometers in just 14 days, equivalent to 6.5 thousand marathons.

The innovative and entirely remote format enabled participants to run or walk without the need of being present on the same day, at the same time, in the same location, city, or state. This model was facilitated by the online step counter integrated into the group’s health and well-being application, which streamlined monitoring and contributed to this noteworthy outcome.

The original target was for each team to cover 420 km, with a minimum of 42 km per participant, totaling a projected 207,060 km. Nevertheless, the 493 teams exceeded these projections, achieving a distance equivalent to completing the route between Oiapoque (AP) and Chuí (RS) 66 times.

The Agita Challenge not only encouraged the practice of physical activities but also promoted healthier habits and engaged employees in positive behavioral changes, such as the adoption of a balanced diet and the regular practice of exercise.

Agitaí

Subsequent to the success of the Agita Challenge, we launched the inaugural edition of ‘Agitaí,’ an individual initiative spanning 21 days, which reinforced our commitment to promoting healthy lifestyle habits. ‘Agitaí’ featured three missions focused on holistic health: the daily kilometer target, the completion of the 2024 Health Profile survey, and the updating of the periodic medical examination, in addition to the engagement with videocasts on healthy eating and food safety, accompanied by quizzes at the completion of each content segment.



Employee practicing physical activity, in Campinas (SP)

Mind in Focus

The Mind in Focus Movement is an initiative of the UN Global Compact and underscores the importance of the mental health agenda, as well as discussions on the topic to cultivate healthier work environments.

As an Ambassador and Spokesperson for SDG 3 – Good Health and Well-being, one of the 17 objectives established by the 2030 Agenda, the CEO of CPFL Group, Gustavo Estrella, has been actively working to advance this agenda within the Company, positively influencing employees and other stakeholders.

Stemming from this initiative, since 2022, we have been working to ensure that mental health is addressed in a preventative and humanized manner, establishing actions to render it a perennial topic and an integral part of the Company’s strategy.

Through the Philosophical Café, we conduct the series ‘Mind in Focus,’ which proposes significant reflections on the themes impacting contemporary mental health.

Development and Career

CPFL University serves as our integrated platform for educational content, training programs, and development paths aimed at all functional levels. Aligned with Our Way of Being, its objectives are to promote our culture, inspire individuals to pursue their development, and act as a facilitator in the democratization of knowledge by offering quality content within a stimulating learning environment.

Through this platform, we foster an ongoing learning culture, featuring programs, courses, and learning paths aimed at both business progress and the development of skills and competencies of our personnel.

The programs encompass qualifications, training sessions, and awareness initiatives. Together, we totaled 518,115 hours in 2024, with an average of 32 hours per professional.

Upon joining the Company, all individuals participate in an onboarding process wherein they are introduced to the structure of CPFL University and the Mandatory Corporate Training. This path covers essential topics such as ethics (including our Code of Ethical Conduct and the Integrity Program), compliance, certifications, and information security, with the objective of strengthening our organizational culture and ensuring alignment with CPFL Energia’s values and objectives.

Beyond this initial process, we offer specific programs tailored to each individual’s moment and needs throughout their trajectory within the Company.

LNDT - Development and Training Needs Survey

Our understanding of the challenges and perspectives in each business area is informed by the leadership’s insights into the main strategic drivers. Subsequent to this analysis, we identify the primary development and training needs of the teams and structure an annual training plan, with results assessed at the completion through examinations and the Net Promoter Score.

Scholarship Program

We offer scholarships and financial aid so that our people can undertake academic training and specializations, including lato sensu and stricto sensu postgraduate courses at educational institutions. We have partnerships with over 70 educational institutions, and in 2024, we had 856 active scholarships.

Self-development guide

We offer free courses in interpersonal skills and specific learning paths, with a focus

on the self-development of behaviors and competencies aligned with Our Way of Being. We use the CEP + R (content, experiences, people, and networks) methodology to provide guidance on available learning resources.

Leadership Program

We empower and develop our leadership to achieve enhanced outcomes and strengthen team management. The content of these initiatives is guided by the Company’s strategic planning, market trends, and internal indicators such as the engagement survey and the annual talent review.



518,115
training hours



18,237
trained people



1,033
leaders involved



60
mentored people



856
active scholarships

Average training hours per professional^{1 2}

	2024	2023	2022
BY GENDER			
Male	37	54	62
Female	15	27	34
BY FUNCTIONAL LEVEL			
Leadership ³	23	31	15
Other people	32	60	58
Total	32	48	56

¹ Indicators from previous years were adjusted to match the assumptions used this year (total training hours/ total number of employees).
² Excludes employees on leave.
³ Leadership includes directors, managers, coordinators, supervisors and leaders.



Employee in Praia Grande (SP)

Protagonists Program

We work to accelerate the career of professionals who aspire to and are included in the mapping for first-time leadership positions. In 2024, the cohort comprised 45 participants, and 51% of the available positions were allocated to individuals from underrepresented groups (women, Black individuals, and persons with disabilities).

Tech Journey

We offer learning journeys tailored to all personnel within CPFL Group, with the objective of disseminating digital competencies. Structured into three levels, these journeys encompass topics ranging from the use of fundamental tools to introductory low-code programming solutions.

Mentoring Program

We support career acceleration and adherence to the current position by fostering the self-development of specialists, coordinators, and managers through training and competence improvement.

“In 2024, the program comprised 60 pairs, with 50% dedicated to underrepresented groups (women, Black individuals, and persons with disabilities). The cycle includes training sessions, individual meetings between mentor and mentee, discussion circles, and checkpoints.

Customer Experience

Driven by a commitment to excellence in customer service, we have designed specific learning paths. Our learning program encompasses development paths for branch service agents, call center service agents and for accredited partners of the Rede Fácil network.

Learning technologies

CPFL University features a web and mobile learning platform that offers over 200 self-instructional courses and facilitates enrollment in in-person training sessions. In 2024, we started the development of a simulator for fault location in distribution, modernizing our teaching and training technologies.

Career 5.0

Development Program for employees aged 50 years or older who hold positions at the technical, senior, engineering, specialist, and leadership levels (excluding executive officers and above). Participants may undergo up to three stages: comprehensive orientation, knowledge management, and gradual transition.

Performance evaluation

We use performance management and evaluation as a strategic tool to promote individual development and strengthen the contribution of each employee to the Company’s performance.

The process evaluates both deliverables and challenges, as well as the behaviors and values structured within the four dimensions of Our Way of Being: explore, learn, build, and deliver. Thus, it extends beyond a mere analysis of results, incorporating crucial behavioral aspects for alignment with the organizational culture.

This model encourages ongoing dialogue between leaders and teams, cultivating an environment of transparency and mutual learning. During this process, each employee reflects upon their strengths and areas for improvement, developing an Individual Development Plan (IDP) that guides their professional evolution, in alignment with CPFL’s strategic objectives.

All employees participate annually in the evaluation cycle, with the exception of those who joined on or after October 1st or who were on leave for a duration exceeding six months within the current year. In 2024, 96.7% of eligible employees participated in the cycle, demonstrating the leadership’s commitment to fostering team development.

The evaluations carried out through Performance Management also guide leaders in decision-making pertaining to internal recruitment and promotions, by enabling talent recognition.

In order to reinforce our culture and create a wave of recognition among our personnel, CPFL has consolidated the Atitude Program, which celebrates behaviors aligned with the pillars of the organizational culture. This initiative reinforces the Company’s commitment to creating an environment where collaboration and individual proactivity drive collective performance. In 2024, we recorded a 336% increase in recognitions compared to 2023.

Percentage of professionals receiving performance evaluation¹

	2024	2023	2022
BY GENDER			
Male	97.4%	98.9%	97.5%
Female	94.1%	99.0%	87.2%
BY FUNCTIONAL LEVEL			
Leadership ²	99.2%	99.0%	96.9%
Other people	96.6%	98.9%	94.5%
Total	96.7%	95.6%	94.0%

¹ Percentage calculated by dividing the total number of employees who completed the performance evaluation process by the total number of eligible professionals in each evaluation cycle.

² Leadership includes executive officers, managers, coordinators, supervisors and leaders.



Employees at CPFL Energia headquarters, in Campinas (SP)

Diversity and inclusion

CPFL +Diversa Program reflects our commitment to the construction of an increasingly diverse, inclusive, and equitable work environment for all individuals.

Our efforts involve the continuous expansion of the mapping of internal challenges pertaining to the representation of minority social groups — generations, LGBTQIAP+, gender equity, persons with disabilities, and Black individuals — and cultural barriers. Our objective is to consistently evolve in the construction of an environment with sound management practices, where all individuals can thrive.

Over the course of four years, CPFL +Diversa Program has attained maturity. Our journey started with the sensitization of our employees, fostering dialogue and the identification of key challenges. Currently, we are advancing with structured practices integrated into business management, with defined corporate targets that are subject to monthly monitoring by the leadership.

The Program’s evolution is guided by two complementary perspectives: awareness and engagement, facilitated through discussion circles and internal awareness-raising

initiatives; and structuring actions, involving the implementation of equitable management processes, such as the application of diversity criteria in recruitment shortlists.

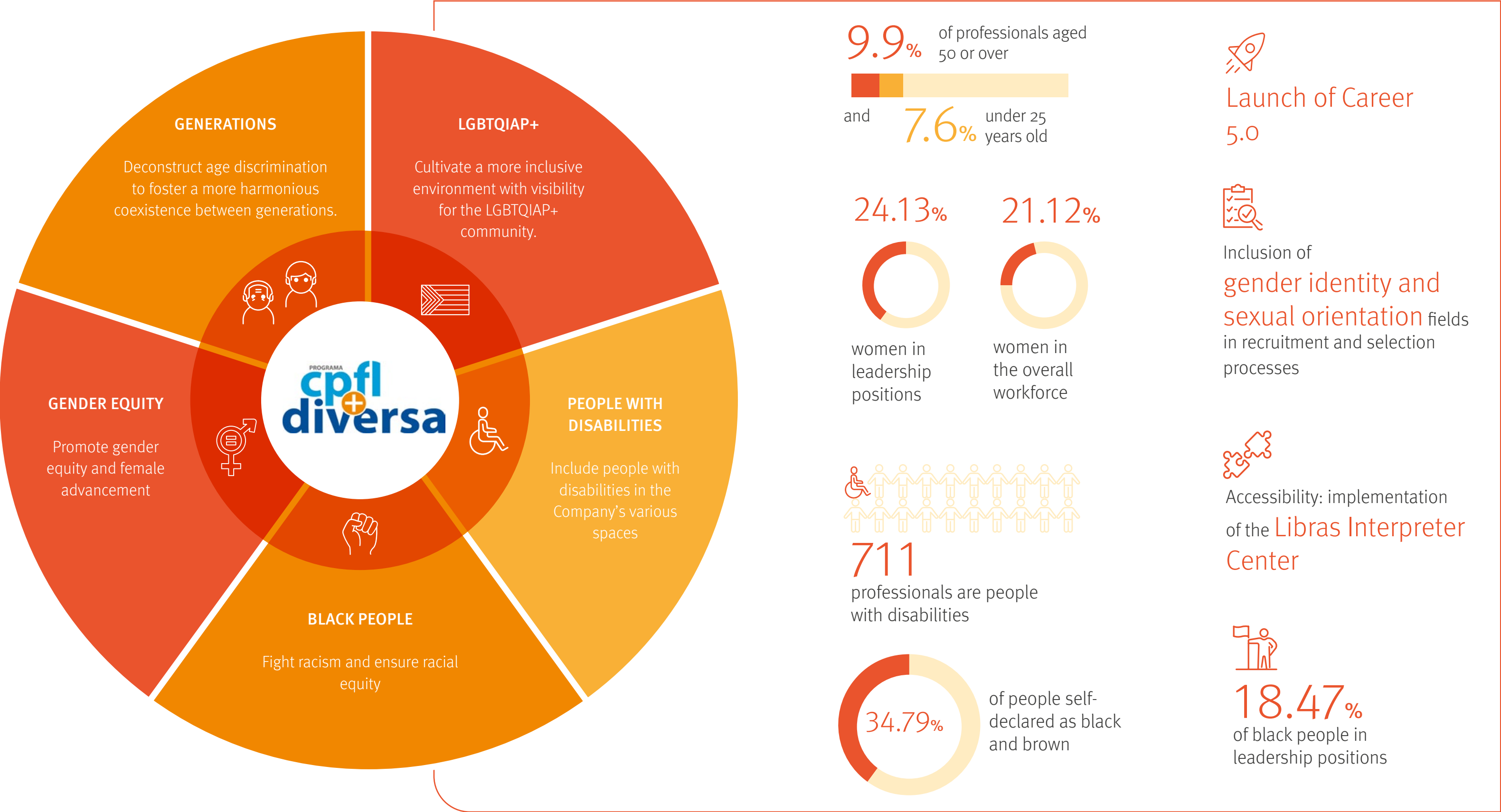
The maturation of CPFL +Diversa is fundamentally underpinned by the engagement of leadership and the over 700 multipliers who support the dissemination of the subject matter.

The Program’s evolution is guided by the Annual Tactical Plan, which defines actions and goals aligned with the strategic planning, the 2030 ESG Plan, and the Inclusive Culture Diagnosis. This planning also takes into account the voluntary commitments we have undertaken, such as the Women 360 Movement, the Business and LGBTI+ Rights Forum, and the Business Network for Social Inclusion.

Our actions are in line with SDGs 5 – Gender Equality, SDG 8 – Decent Work and Economic Growth, SDG 10 – Reduced Inequalities, SDG 16 – Peace, Justice and Strong Institutions, and the new SDG 18 – Racial and Ethnic Equality, with the aim of eliminating prejudice and discrimination in the workplace, promoting memory, truth, and justice. As a result of our initiatives, in 2024, we recorded no substantiated cases of discrimination within CPFL Group.



Employees at RGE headquarters in São Leopoldo (RS)



To advance the construction of a more diverse and inclusive daily environment, we have developed premises that serve as fundamental guidelines. These premises guide the interactions among all employees and are expected to be adhered to by everyone, irrespective of hierarchical level or area of activity.

- 1

Diversity and Inclusion at CPFL is for everyone: the values of diversity and inclusion are the responsibility of every person through increased representation and a more inclusive culture.
- 2

We work with a focus on generating positive long-term results, guided by objectives and goals: we define indicators, objectives and goals that are monitored periodically.
- 3

We advocate for the development of affirmative action measures that will enable us to expedite the processes of change: we guarantee equal opportunities and overcome barriers through affirmative actions that correct low representation and favor the development of minority groups.
- 4

To develop actions, we value both equality and differences: although we approach the topic in a broad and integrated manner, we highlight specific challenges.
- 5

Our decision-making process pertaining to diversity and inclusion is shared among those with experience, technical expertise, and decision-making authority: the governance of the CPFL + Diversa Program operates across three levels (business decision-makers, strategy, and affinity groups).
- 6

We are explicitly opposed to any form of discrimination.

In 2024, our operations were focused on three strategic guidelines: 1) strengthening the inclusive culture; 2) deepening the design of process targets and indicators; 3) leadership as co-responsible for results. Based on these guidelines, 31 actions were prioritized, impacting the revision of processes, awareness-raising initiatives, and the increased representation of minoritized social groups.

We conduct the monitoring of actions and indicators through diversity dashboards and monthly meetings of CPFL +Diversa. The Program’s targets are reported on a monthly basis in executive meetings with the CEO, vice-presidents, and officers, in addition to maintaining monitoring and reporting on the sustainability platform, in alignment with the commitment of the 2030 ESG Plan.

This year, within the Generations group, we established the Career 5.0 Program, specifically designed for senior-level employees aged 50 and over in technical, analyst, and engineering positions, as well as specialists, coordinators, and managers. The objective is to enhance talent by offering support to explore opportunities for growth and knowledge development, integrating accumulated experience with CPFL continuous growth. The Program comprises a voluntary development pathway with up to three stages: comprehensive orientation, knowledge management, and gradual transition. The initial stage, launched in 2024, addressed topics such as career planning, healthy living, financial guidance,

and continuous learning.

We have reinforced the absolute combat against any form of discrimination through the holding of 20 discussion circles on Combating Sexual and Moral Harassment with operational teams and leaders, reaching over 470 individuals across 13 different locations within CPFL Group.

Furthermore, we have expanded our initiatives in support of accessibility, ensuring more suitable changing rooms for women in operations, inclusive restrooms for transgender individuals, and the implementation of a Brazilian Sign Language (Libras) Interpreter Center for people with disabilities.

Throughout the year, over 6,800 person-hours were dedicated to various awareness-raising and training initiatives in diversity and inclusion. Among these, we fostered internal mobility of Black talent through a collective mentorship program for career development, which also incorporated an intersectional perspective encompassing the gender equity and persons with disabilities affinity groups.

We have revised the diversity commitment within the 2030 ESG Plan, aligned with the annual update cycle of the Strategic Plan, expanding our ambition to 40% and broadening the scope to include other underrepresented groups, such as Black individuals and persons with disabilities in leadership positions. By the end of the year, we had already achieved a representation

of 39.56% of underrepresented groups in leadership positions.

We also achieved 125.69% of the annual targets related to the representation of women, Black individuals, and persons with disabilities within our overall workforce. To ensure alignment with these targets, they also constitute a component of the variable compensation for all leadership.

Consequently, we were highlighted within the energy sector in the Ethos/Época Inclusion

Survey for the second consecutive year.

This survey acknowledges and commends companies that lead in diversity and inclusion practices in Brazil, evaluating strategies for the promotion of equity, inclusion, diversity, and governance, in addition to organizational culture and customer relations.

In addition, for the second consecutive year, we are included in the portfolio of IDIVERSA – the B3 Diversity Index, which comprises shares of companies recognized for their commitment to diversity.

Composition of functional levels by gender

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Executive Board	90.00%	10.00%	93.02%	6.98%	90.50%	9.50%
Management	80.24%	19.76%	80.72%	19.28%	81.90%	18.10%
Leadership/Coordination	74.46%	25.54%	77.23%	22.77%	77.40%	22.60%
Technique/Supervision	68.26%	31.74%	71.33%	28.67%	76.50%	23.50%
Administrative	54.60%	45.40%	46.12%	53.88%	47.80%	52.20%
Operational	89.30%	10.70%	88.98%	11.02%	89.70%	10.30%
Trainees	0	0	25.00%	75.00%	30.00%	70.00%
Interns	61.44%	38.56%	56.62%	43.38%	56.60%	43.40%

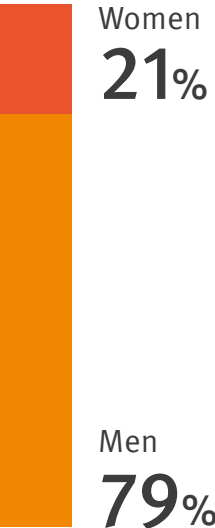
Composition of functional levels by age group

	2024			2023			2022		
	< 30	30< x < 50	> 50	< 30	30< x < 50	> 50	< 30	30< x < 50	> 50
Executive Board	0.00%	57.50%	42.50%	4.65%	65.12%	30.23%	0.00%	76.20%	23.80%
Management	0.40%	75.81%	23.79%	0.40%	75.50%	24.10%	0.00%	78.70%	21.30%
Leadership/Coordination	3.17%	83.96%	12.87%	3.52%	86.34%	10.14%	4.40%	86.00%	9.50%
Technique/Supervision	14.37%	74.25%	11.38%	13.33%	74.67%	12.00%	11.40%	77.70%	10.80%
Administrative	27.35%	63.61%	9.05%	26.38%	64.75%	8.86%	26.50%	64.60%	8.90%
Operational	20.85%	69.44%	9.71%	23.57%	67.52%	8.90%	23.90%	67.30%	8.70%
Trainees	0.00%	0.00%	0.00%	62.50%	37.50%	0.00%	80.00%	20.00%	0.00%
Interns	94.77%	5.23%	0.00%	89.71%	10.29%	0.00%	95.80%	4.20%	0.00%

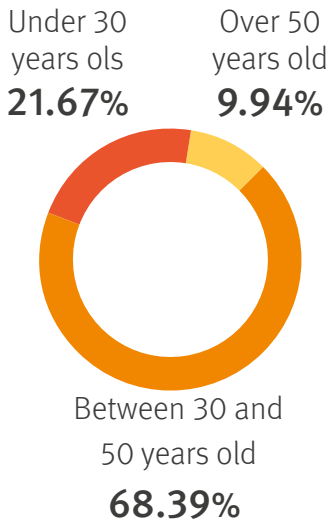
Diversity on the Board of Directors

	2024	2023	2022
BY GENDER			
Male	57%	86%	86%
Female	43%	14%	14%
BY AGE GROUP			
UNDER 30 YEARS OLD	0%	0%	0%
Between 30 and 50 years old	29%	39%	60%
Over 50 years old	71%	61%	40%

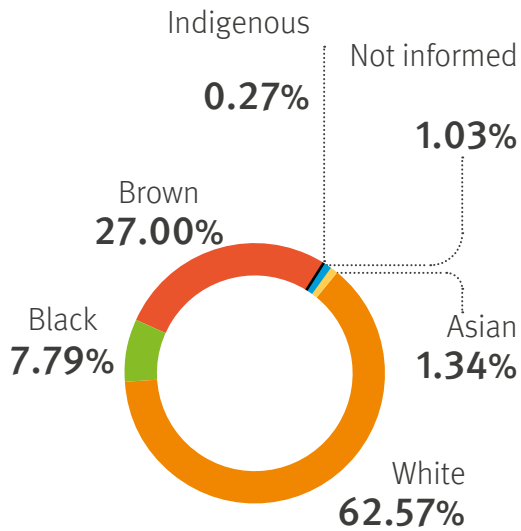
STAFF IN 2024 BY GENDER



STAFF IN 2024 BY AGE GROUP



STAFF IN 2024 BY RACE



Ratio of women’s compensation compared to men’s compensation¹

	2024		2023		2022	
	Base salary	Total compensation	Base salary	Total compensation	Base salary	Total compensation
Executive Board	104.35%	91.57%	97.63%	97.25%	99.60%	96.80%
Management	96.42%	93.66%	100.46%	100.26%	102.10%	95.40%
Leadership/ Coordination	100.79%	96.36%	103.35%	96.78%	103.00%	98.10%
Technical/Supervision	66.79%	54.78%	64.04%	63.24%	54.50%	76.80%
Administrative	82.10%	80.65%	68.62%	73.56%	66.50%	66.90%
Operational	64.76%	50.04%	65.99%	51.91%	61.30%	69.60%
Trainees ²	0	0	99.19%	100.54%	100%	76.80%
Interns	104.77%	104.32%	97.35%	98.01%	99.30%	100.90%

¹ CPFL Energia is committed to equal pay and does not consider gender criteria when defining the remuneration for each position. Ratios below 75% reflect the grouping of different positions and are impacted by the lower representation of women in the Company and the length of service of male employees.

² In 2024, we had no trainee programs.



Diversity Week

In 2024, we held the third edition of Diversity Week, an internal CPFL initiative featuring a five-day program dedicated to promoting the representation of various social groups, including generations, LGBTQIAP+, gender equity, people with disabilities, and black people.

During this period, approximately 30 activities were carried out, including lectures, exhibitions, interactive events, and presentations, which impacted over 4,360 individuals across the Company. Compared to the previous year, there was a 20% increase in participation in the two corporate lectures held, with over 2,000 attendees, and 97% of whom rated the lectures as excellent. Diversity

and inclusion were celebrated in more than 20 locations, encompassing headquarters and decentralized units.

A total of 80 employees from our Diversity team, working groups, and multipliers dedicated themselves to carrying out this event, which is fundamental for promoting reflection on these important topics.

The event also included video content for the social networks Instagram and LinkedIn.

Sustainable Purchasing

One of the commitments established in the 2030 ESG Plan is to promote sustainable development within our supply chain. In this context, we value partnerships aligned with our strategy, encouraging sustainable procurement practices. Our goal is to achieve a minimum of 85% of expenditures with companies that demonstrate advanced sustainability practices by 2030.

Safety, respect for the environment, social responsibility, and high-standard governance are central pillars in the qualification of CPFL Energia’s suppliers. Indicators such as fatalities, lost-time accidents, and other occupational safety criteria are rigorously monitored and directly influence the selection of partners, in addition to being clearly communicated to them.

In the realm of governance, we uphold a high standard, aligning with the expectations of our controlling shareholder, State Grid, which demands excellence in these matters. Digitalization has played an essential role in this process, optimizing workflows and reducing operational complexity.

All of our activities are conducted in accordance with the Code of Ethical Conduct, and clauses regarding decent work are integrated into all the Company contracts.

The Procurement area operates strategically within CPFL Energia, expanding its role from a traditional support function to a more active one, integrated into the value generation process across all business areas.

This progress is supported by initiatives such as digitalization and data analysis, which provide greater intelligence and efficiency to purchasing processes. The availability of detailed information on Procurement operations not only enhances the quality of decisions but also enables the identification of opportunities to optimize negotiations and improve execution standards.

On order to ensure alignment with our strategic goals, we employ mechanisms that evaluate suppliers both before and during the contracting period, in addition to promoting engagement in topics essential to the Company. Suppliers undergo regular audits, training and qualification, continuous feedback, and performance monitoring, using environmental indicators, to track and assess supplier compliance.

Regarding the management of social and environmental risks, we conduct a rigorous analysis of suppliers in the pre-contracting phase. This process is applied to 100% of new critical suppliers undergoing the qualification process, and includes environmental and

social aspects. The evaluations comprise: (i) inclusion of the company on the list of environmental violation notices and injunctions of the Brazilian Institute of Environment and Renewable Natural Resources (IBAMA); (ii) certificate of FGTS (Employee Severance Indemnity Fund) compliance; (iii) negative certificate of labor debts; (iv) existence of labor liabilities; and (v) inclusion of the company’s name on the register of employers who have subjected workers to slave-like conditions, made available by the Labor Secretariat of the Ministry of Economy.

Furthermore, depending on the scope of the contract, we conduct a specific evaluation in accordance with our Integrated Management System (SGI), ensuring that suppliers meet the standards required by the Company. This analysis is not limited to socio-environmental aspects: potential new partners are also evaluated in terms of their economic and financial standing, documentary compliance, and technical qualification, ensuring a thorough selection process aligned with the goals of the 2030 ESG Plan. In 2024, out of the 47 new suppliers that were classified as critical and/or strategic, 34 responded to the sustainability questionnaire, which was revised following monitoring by the Supply Base Management (SBM).

During the contract period, we monitor suppliers considered critical or strategic, i.e., those that present higher operational or reputational risks, or that have exclusivity in providing services for the contracted scope.



Employees at CPFL Transmissão headquarters, in Porto Alegre (RS)

Currently, 78% of the Company’s supplier expenditures are concentrated in this group of suppliers. This monitoring is carried out through the SBM platform, with monthly evaluations covering technical, documentary, legal, financial, safety, ethical, and sustainability criteria, distributed across various thematic dimensions. In 2024, 125 material suppliers and 35 service providers were monitored through the SBM. No deviations were identified in the evaluated suppliers.

Additionally, the SGI conducts annual audits of selected suppliers, based on their criticality level.

These audits encompass aspects related to the environment, social responsibility, quality, health and safety. In 2024, the 125 material suppliers and 35 service providers, deemed critical, were assessed through these audits. In no instance were any actual or potential negative social impacts identified.

In addition to new suppliers, the Third-Party Management department performs monthly monitoring of labor and social security documentation from our suppliers that employ intensive labor, which are considered to pose a higher risk to our operation among the total supplier base. Throughout the year, we conducted monthly monitoring of an average of 10,687 thousand third-party workers from 3,760 contracts signed with 297 contracted service providers. By the end of 2024, the documentation of 10,625 outsourced workers was monitored by the relevant department.

In 2024, we initiated the development of a new platform to integrate all processes related to data extraction and analysis, facilitating the access and use of this information. The project includes the simplification of key commercial terms, with the creation of a specific field for completion by suppliers, the data from which will be stored in a unified database.

Concurrently, we invested in the construction of an internal price database, an initiative that will allow teams to access standardized cost references and a consolidated purchasing history, promoting greater efficiency in negotiations.

Another significant advancement is related to the management of equipment or materials with issues in the field during the warranty period. To make the process more agile and accessible, we launched a simple and intuitive application, which eliminates barriers previously faced by employees. In its initial rollout phase, the application already demonstrates the potential to enhance visibility and facilitate the reporting of occurrences, thus contributing to greater operational efficiency and team satisfaction.

Furthermore, decarbonization in the electricity sector's value chain is a challenge that demands the adoption of clean technologies and the modernization of infrastructures. We believe that one of the first and most important steps in this endeavor is the implementation of training programs on climate change. These training programs are essential to increase awareness and empower stakeholders to adopt sustainable practices, fostering a culture of environmental responsibility and innovation. Through these efforts, it is possible to overcome obstacles and drive sustainable transformation.

This year, we held a workshop on decarbonization for all suppliers and extended the invitation to sub-suppliers. Approximately 30% of critical suppliers were present at the training, reinforcing the partnership towards addressing climate change.

Supplier Day

In 2024, we held the Supplier Day. During this event, we invited international companies specializing in materials and equipment, as well as domestic suppliers of engineering services, with the aim of expanding our supplier base and exploring new partnership opportunities. The Supplier Day served as an opportunity to showcase Brazil and CPFL Energia, highlighting our medium-term planning and illustrating how these suppliers could align with this future, actively participating in the Company's growth.

The event was divided into two groups, facilitating a more direct and personalized dialogue. This initiative reinforced our commitment to stakeholder engagement and demonstrated the Company's proactive approach towards the evolution of its supply chain. It is worth noting that the supplier qualification process remained consistent across all countries, ensuring uniform and high qualification standards.



“CPFL Mais Valor” Award Event, held in Campinas (SP)



Value Chain

“Rede de Valor” (Value Chain) is our partner relationship program, which promotes engagement and development through monthly publications in the Supplier’s Journal, periodic meetings for the discussion of themes and the exchange of best practices, in addition to recognition through the “CPFL Mais Valor” Award. This initiative reinforces our commitment to commitment 15 of the 2030 ESG Plan, which seeks to evaluate 100% of critical suppliers based on sustainability criteria and to allocate at least 85% of our expenditures to companies that demonstrate advanced practices in this area.

In 2024, we held two Value Chain meetings, with the participation of 120 partners. Topics such as the Macroeconomic Scenario, CPFL Strategic Planning, the 2030 ESG Plan, Sustainability in the Supply Chain, Diversity and Inclusion, and Occupational Safety were addressed. “CPFL Mais Valor” Award, in its 15th edition, recognized 18 partner companies. At the end of the meetings and the award ceremony, we conducted a satisfaction survey, which received 133 responses throughout the year. Among the respondents, 118 believe that CPFL contributes to the development of its partners.

In addition, we continue the international expansion of our supplier base, with the aim of mitigating availability risks and supporting the growth of CPFL Energia. Faced with a heated Brazilian market, with high prices and

extended delivery times, we have established partnerships abroad that also enable us to access new technologies and innovations. This strategy not only contributes to the improvement of the Company’s operational efficiency, but also results in lower costs and reduced tariffs for consumers, since efficiency gains are partly passed on due to the regulated nature of the sector.

Complementing these actions, we have expanded efforts to foster the development of local suppliers. We are implementing a new digital platform, scheduled for launch in 2026, to simplify and expedite the homologation process for new partners. This system is designed to facilitate the entry of small companies, especially those located in close proximity to our operations. With a more streamlined and intuitive flow, we intend to integrate regional suppliers efficiently, promoting local economic growth and reducing logistical impacts. Through this network, partners will be able to collaborate with each other, accessing preferential prices and expanding their business opportunities.

The platform will also have innovative features, such as the possibility for suppliers to purchase inputs directly from CPFL Energia at competitive prices, thanks to our purchasing scale.

Customer Relationship

Since its inception in 2021, the Customer Forum has established a structured platform to monitor performance indicators and set clear objectives (OKRs) for addressing key demands.

In order to ensure the effectiveness of these actions, the Customer Forum committee meets on a monthly basis, discussing and evaluating action plans, and monitoring goals, which impact the variable compensation of the Board of Directors, underscoring the Company’s commitment to maintaining a customer-centric focus at all levels of the organization.

As part of this strategic approach, digitalization has been an essential pillar; we have achieved a remarkable customer digitalization rate, with 90.97% of services carried out through digital channels.

Currently, CPFL stands out nationally as a benchmark in two indicators: deadline transgressions (Annex IV) and 1st-level complaints (Annex I). However, even with this recognition, the pursuit of ongoing improvement and customer satisfaction remains at the core of our priorities.

Committed to consistently enhancing our service standards, we implement strategic projects with a customer-centric focus. One example is the modernization of our website,

designed to simplify the user journey. We have invested in data analytics tools that monitor operational efficiency and customer satisfaction. These tools, in turn, enable not only the estimation of problem resolution time but also the evaluation of service approval ratings, providing valuable information for the continuous improvement of customer service processes.

We also invest in Artificial Intelligence, with the implementation of chatbots and the use of speech analytics to analyze interactions in the ombudsman’s office, as part of a strategy to reduce costs and enhance the consumer experience. Our employees are supported by the virtual assistant Cecília, who assists call center and branch attendants in their daily tasks, facilitating the resolution of internal issues and optimizing customer response time.

We also focus on making our services increasingly accessible and inclusive. In 2024, the CPFL Energia website was equipped with adaptation tools for various user profiles, ensuring simpler and more efficient access to services. This tool makes navigation easier and more personalized, providing a secure and accessible browsing environment. To ensure the best experience, the tool was optimized for compatibility with screen readers, facilitating navigation



Interaction between electrician and customer

for blind individuals. It also offers specific functionalities to facilitate access for people with different vision conditions, hearing aids, motor and cognitive impairments, and includes a profile that provides safety for people with epilepsy.

Additionally, technologies such as Face ID and fingerprint recognition have been

implemented to facilitate access to online services, and the account registration process via email has been revised with the aim of further enhancing the customer experience.

In 2024, an appointment scheduling system for in-person services was introduced, providing greater convenience for customers who prefer assistance at physical branches.



Employee at CPFL
Atende headquarters,
in Araraquara (SP)

During the same year, the Mobile Branch, a van equipped for in-person service, was launched to offer support in regions with limited infrastructure or during disaster situations, thereby expanding the Company’s reach to all communities.

With regard to direct communication with customers, social networks — particularly Instagram — have emerged as a strategic channel for strengthening CPFL’s relationship with its consumers. In 2024, the Company began utilizing this platform in a more direct and informal manner, sharing social initiatives and educational projects, such as the Escola de Eletricistas (Electricians’ School), as well as interacting directly with customers to address inquiries and direct them to the appropriate service channels.

With continued emphasis on communication, we launched Group A Project, an initiative

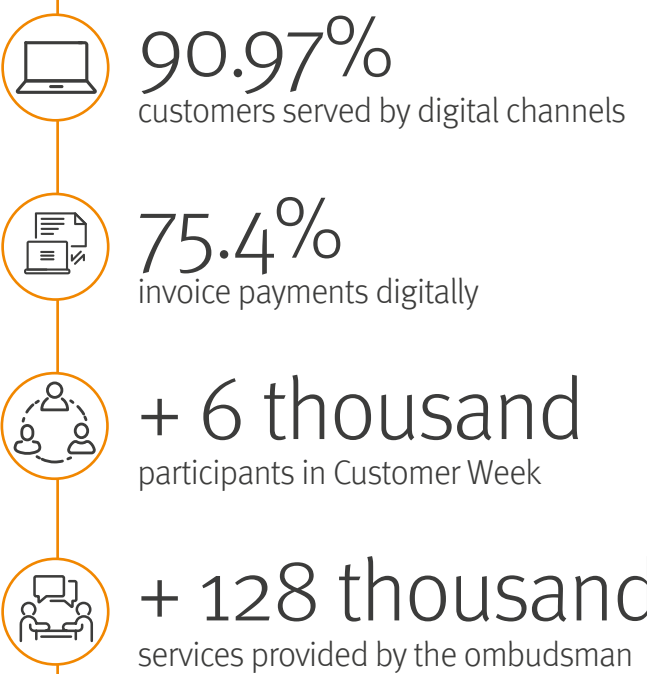
focused on customers within the free energy market, designed to provide continuous monitoring and mitigate regulatory risks. The project also sought to render the process more digital and agile, eliminating manual steps and automating flows that impacted analysis time. Furthermore, it was structured to ensure customer satisfaction throughout the journey, providing a more efficient and transparent experience.

In parallel with technological innovation, we continue to foster a customer-centric culture. Within this context, we implemented the Channel Modernization Project, with the aim of enhancing and simplifying the digital services journey. The migration and development of cloud-based services increased efficiency, providing greater availability, security, and the ability to map and track the customer’s journey. In addition to this initiative, we implemented a feature

that allows customers to consult the progress of their orders and requests through the service channels, now with a more modern and intuitive layout.

The customer-centric culture is reflected in tangible actions, such as the execution of Customer Week in 2024, which involved directors and professionals from various areas in initiatives aimed at strengthening the consumer-centric organizational culture. During the week, we promoted an activation campaign for external customers, with over 130 blitz events held at the 43 branches within our concession. Furthermore, promoters encouraged customers to download the CPFL application, reaching approximately 14,000 individuals over the five days. In total, more than 6,000 employees from CPFL and RGE participated in the activities.

CPFL’s commitment to service excellence was recognized in 2024 with the “Consumidor Moderno” Award for Excellence in Customer Service within the electricity sector. This acknowledgment, based on interviews conducted nationwide, reinforces the trust placed in our services and our ongoing dedication to providing a quality experience to our customers.



Reclame Aqui Award
CPFL was elected as the best company in the Service Concessionaires – Large Operations category

ANEEL Consumer Satisfaction Award
In yet another year of achievements, we were recognized in the Southeast Region with CPFL Santa Cruz and in the South Region with RGE, both winners in the category of concessionaires with more than 400 thousand consumer units.

Community Development

We work with the purpose of promoting the socioeconomic and sustainable development of the communities where our assets are located. Through strategic partnerships and targeted investments, we seek to transform local realities and actively contribute to overcoming the social challenges faced by these populations.

In 2023, CPFL Energia, in partnership with State Grid, completed the water desalination plant for the population of João Câmara, in the interior of Rio Grande do Norte. This initiative was developed to promote water security in vulnerable communities in the region. The project not only provides potable water but also integrates renewable energy solutions, aligning technology and environmental responsibility to improve quality of life.

The plant has the capacity to produce up to 80,000 liters of potable water per day, a volume sufficient to supply approximately three thousand individuals — exceeding the current consumption of local residents. The water is distributed via a 5 km pipeline to three public fountains located in the indigenous communities of Serrote de São Bento, Amarelão, and Santa Terezinha. For

the first time in history, over 800 families in the João Câmara region have gained access to potable water for consumption and domestic activities.

The initiative reinforces the alignment of activities with SDG 6 - Clean Water and Sanitation, the UN Global Compact's +Water Movement and the 2030 ESG Plan, demonstrating our commitment to water security and sustainability. In recognition of this effort, we were awarded in the "Sanitation" category from the +Water Movement, during COP29, held in Baku, Azerbaijan.

In 2024, in addition to continuing the socio-environmental programs presented on pages 154 and 155, in partnership with SEBRAE-RN, which offer strategic guidance and technical support, we began to develop educational and socioeconomic initiatives aimed at the three indigenous communities of João Câmara, promoting the social development of the region in addition to access to water.

The work began with a diagnosis of local potential, which served as a basis for the creation of environmental education programs

aligned with the valorization of regional culture and income increase. Based on these actions, the **Quintais Mendonça Project**, was created, a modular project that integrates actions to train 30 indigenous families over 18 months, with continuous monitoring and an investment of R\$1.1 million.

Thus, in 2025, 14 meliponaries will be established in association with productive backyards, fostering the production of honey from native stingless bees, in addition to apiaries for the production of honey

from stinging bees. Orchards will also be established in homes, integrating native fruits into the families' diet. These actions include training for production, processing, planting and maintenance, in addition to the installation of structures for production support.

These initiatives seek to rescue local identity, ancestry and culture, value the role of women in community work, preserve biodiversity through pollination, enrich the diet with vitamins and improve food security.



Desalination Project, in João Câmara (RN)

In addition, photovoltaic panels will be installed in community spaces for the self-generation of clean energy, reducing costs, promoting a just energy transition, and raising awareness of renewable energy through lectures and workshops.

In addition to these projects, we continue to implement social initiatives through the CPFL Institute, maintaining our support for the local community. For several years, João Câmara has benefited from the CPFL Circuit, which brings solar-powered film screenings to the region. In 2024, we expanded our efforts through the CPFL Young Generation initiative, launching new social projects specifically aimed at children and adolescents from Indigenous communities.

Finally, in partnership with SENAI, we launched the first training class of CPFL Renováveis Wind Maintenance Technical Assistance, offered exclusively to Indigenous communities. A pioneering initiative in Brazil, the course seeks to provide professional training opportunities to this audience. Nineteen individuals participated, and three have since been hired for CPFL projects in João Câmara (RN).



Semear Program

Semear Volunteer Program, an initiative led by CPFL Energia, engages employees and partners in social actions that make a positive impact on the communities where we operate. Designed to encourage participation in social causes, the Program provides tools and support so that each person can donate their time, talents, and resources in a meaningful way.

Through financial and material donations, as well as volunteer work, Semear supports NGOs and institutions, benefiting children, young people, and the elderly, while reinforcing our shared commitment to building a better future. Currently, we have 28 teams across Brazil, supporting 42 NGOs through fundraising campaigns.

The Program’s main initiatives include Easter, Winter, Children’s Day, and Christmas campaigns. This Easter, we carried out a variety of activities in 14 locations, ranging from the creation of community vegetable gardens to the organization of events.

In 2024, Semear carried out 114 voluntary actions, directly impacting 18,632 people

This year, due to the heavy rainfall in Rio Grande do Sul, we launched an urgent and special fundraising campaign. Donations were directed through local NGOs already working to support the most affected regions.

In addition, the **Semear Day** promotes volunteer activities in several locations, serving as an annual celebration of volunteer work. Through the Semear internal portal, users can track ongoing campaigns and initiatives, register teams, and propose new projects. Currently, 1,308 users are registered on the platform.

The Program’s governance is structured around four departments responsible for quarterly progress reviews, ensuring ongoing adjustments and continuous improvement throughout the year.

CPFL Institute

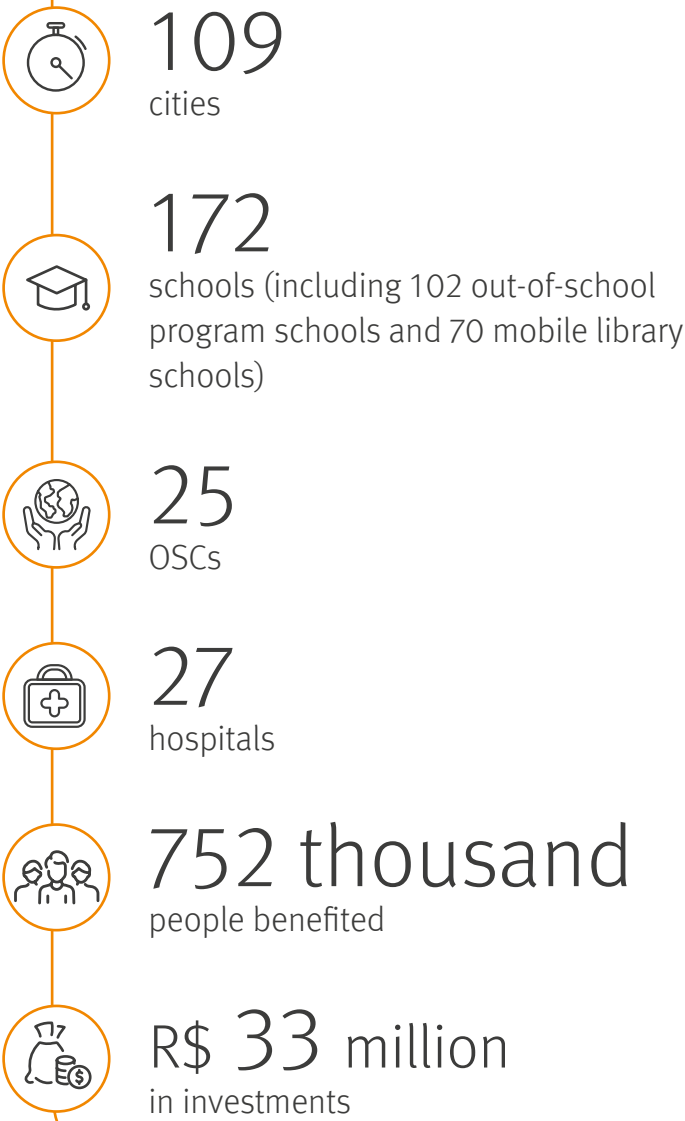
Operating since 2003, CPFL Institute develops initiatives in the areas of social development, healthcare, and the democratization of access to sports and culture, with a focus on integrating social programs into a single, cohesive network. Through these efforts, we positively impact communities, particularly children and young people in situations of social vulnerability.

We operate across five key fronts:

- CPFL Young Generation
- CPFL Brazil-China Exchange
- CPFL in Hospitals
- CPFL Circuit
- CPFL Philosophical Café

This work is part of a social investment platform, with projects carried out in accordance with the Social Investment Policy, funded by both the Company’s own resources and fiscal incentive laws.

CPFL Institute maintains an open communication channel with the community, designed to receive suggestions, feedback, and identify opportunities. This dialogue is facilitated through social media platforms such as Instagram, Facebook, LinkedIn, and YouTube, where we engage directly with our audience.



Through our activities, we cultivate an active relationship with public authorities at the municipal, state, and federal levels. We also rely on business consultants — representatives from CPFL Energia Group companies — who work directly with public agencies. These professionals are responsible for identifying the needs of municipalities and communities. This partnership helps CPFL



CPFL Philosophical Café, in Campinas (SP)

Access CPFL Institute website and report to learn more about the various initiatives carried out.

Institute develop action plans and strategies aligned with local needs.

On CPFL Institute’s website, we share updates on our initiatives, event calendar, and institutional information. The transparency section includes documents such as the bylaws, annual activity reports, and financial statements.

These channels strengthen and bring us closer to the communities we serve, ensuring that CPFL Institute’s initiatives are grounded in active and collaborative dialogue.

In 2024, we were awarded the “Child-Friendly Company” seal from the City of Campinas, recognizing our commitment to promoting the development of children aged zero to six.

CPFL Young Generation:
Anelo Institute Project



CPFL Young Generation initiative fosters the development of children and adolescents during out-of-school hours, benefiting communities where CPFL Energia Group operates. Projects under this initiative prepare participants to face the challenges of the contemporary world and contribute to local development through sports, music, literature, and cultural activities, aiming to transform their realities.

Rather than returning home after regular school hours, young people are offered the opportunity to remain at school facilities, gymnasiums, or sports courts. In 2024, the program benefited more than 15,000 young people across 41 cities in Brazil.

CPFL Young Generation initiative has been positively impacting the lives of individuals in our communities. A notable highlight in 2024 was the partnership between the CPFL Institute and ORCAMPI, which led two athletes from the organization to participate in the Paris Olympic Games.

Another remarkable achievement involved three students from Anelo Institute, in Campinas (São Paulo). They excelled in the International Mandarin Singing Competition, with one of them receiving a special award — a six-day trip to China. She was the only non-

Chinese finalist among the competition’s top 30 participants.

In addition, we continue to promote social inclusion through music education in other cities across São Paulo state, offering free classes to children and young people during out-of-school hours.

A major highlight in 2024 was the itinerant exhibition of the Catavento Museum at CPFL Institute’s gallery. This science museum featured 25 exhibition modules addressing topics such as the role of women in science and the importance of youth engagement. The exhibition also offered interactive experiences in astronomy, physics, chemistry, biology, and the social and human sciences.

In addition, we carried out initiatives in indigenous communities in João Câmara (RN), including music classes for around 300 public school students, who learned to play percussion and keyboard instruments during out-of-school hours. We also supported a project that provided 400 spots for football training, offering children weekly sessions, meals, and the distribution of sports materials, including uniforms, bibs, balls, and other essential items.

Finally, we supported a mobile library equipped with books and toys, which travels through cities where CPFL operates, promoting access to reading and recreational activities.

cpfl
X intercâmbio
brasil
china

CPFL Brazil-China Exchange initiative, which has already benefited over 835,000 people, promotes activities that foster connections between the two countries through cultural programming such as films, lectures, performances, art exhibitions, and other initiatives.

In 2024, we celebrated the 50th anniversary of diplomatic relations between Brazil and China with an extensive and diverse program, including festivals, dance performances, the launch of a children’s book box set, and special editions of CPFL Philosophical Café, among other activities (see pages 18 to 23 for more details).



CPFL Brazil
China
Exchange:
Spring
Festival

We also published a technical study in book format titled “Protection of Large-Scale AC-DC Hybrid Power Grid Systems”, authored by expert Xinzhou Dong, which explores key challenges and solutions in the protection of hybrid alternating and direct current networks.

In order to further strengthen ties, we promoted a sports exchange program. Two Brazilian coaches traveled to China to share Brazilian football methodology with children and teenagers in local schools. Over the course of two months, they led training sessions, delivered lectures, and conducted capacity-building workshops for Chinese teachers and coaches. Upon their return, they brought back valuable insights and shared their experiences with children participating in the project in Brazil.



CPFL in
Hospitals:
Médicos do
Sorriso Project



CPFL NOS HOSPITAIS

CPFL in Hospitals Program encompasses initiatives led both by the CPFL Institute and the Energy Efficiency department. Its main objective is to enhance the quality of services provided by public healthcare institutions. Within the Institute, the program is structured around two key pillars: hospital humanization and improvements in infrastructure and medical research.

In 2024, we continued implementing actions under both pillars, benefiting over 665,000 people and 27 hospitals. Under the hospital humanization pillar, we maintained efforts to create a more human environment for patients and healthcare professionals through storytelling, recreational activities, music, and performing arts in the states of São Paulo and Rio Grande do Sul.

GRI 203-1

On National Book Day, in partnership with the NGO Griots, we gifted children undergoing medical treatment at PUC Campinas Hospital, Ouro Verde Hospital, and Mário Gattinho Hospital with children’s books. Additionally, Médicos do Sorriso, a clowning group active in public and philanthropic healthcare institutions in Rio Grande do Sul, launched a book and the documentary “Médicos do Sorriso: uma injeção de alegria” to celebrate their 20 years of activity.

Under the infrastructure and hospital research pillar, we continued to support facility repairs and equipment acquisition. Notable ongoing investments were made at Boldrini Hospital in Campinas; Hospital de Amor in Barretos; Hospital de Base in São José do Rio Preto; São Peregrino Lazziozi Community Hospital in Veranópolis; and Santa Casa de Misericórdia in Porto Alegre.



#circuitocpfl

CPFL Circuit offers traveling cultural activities throughout the country, featuring solar-powered cinema sessions. The van is equipped with photovoltaic panels on its roof and carries all the necessary equipment for the cinema experience: chairs, stools, energy conversion and storage systems, sound, projection, and even the screen.

In 2024, the circuit visited 84 cities, benefiting over 20,000 people. In addition to the film screenings, short films were shown, which brought Brazil closer to the rich and ancient Chinese culture.

Solidarity Income Tax

In 2023, we encouraged our leaders to allocate part of their income tax to support social projects. As a result, we raised R\$100,000, which was supplemented by an additional R\$200,000 from CPFL Group. This total amount was used to purchase 300 complete sports uniform kits for children

and adolescents supported by ORCAMPI.

In 2024, we renewed this initiative, promoting further donations and raising R\$114,000, which were allocated to the acquisition of musical instruments in partnership with Anelo Institute.



CPFL Philosophical Café, with over 20 years of activity, fosters meetings and discussions with philosophers, psychoanalysts, and historians, addressing contemporary societal issues. The lectures are recorded at the Philosophical Café studio at CPFL Institute's headquarters in Campinas and broadcast on TV Cultura, in addition to being streamed live on YouTube since 2009. This program is one of our most significant and recognized initiatives, encouraging profound reflections on contemporary life.

In 2024, we held a special module of the CPFL Philosophical Café at Teatro Pedro II in Ribeirão Preto, featuring Mario Sergio Cortella and Rossandro Klinjey, who offered insights on the book "As quatro estações da alma: Da angústia à esperança" (The Four Seasons of the Soul: From Anguish to Hope). The event's opening included a presentation by the social project Tocando a Vida – Música Sinfônica para Todos (Symphony Music for All), an initiative by the CPFL Young Generation front. Additionally, we recorded 33 studio sessions, generating 23 million views across our digital platforms.

Action during the floods in Rio Grande do Sul

In addition to the initiatives carried out in our areas of operation, we have developed actions to support communities affected by the floods in Rio Grande do Sul. Over R\$ 6.2 million was allocated to the State Fund for Social and Productive Inclusion Support (FEAISP), which transferred the funds to the "Emancipa Família Gaúcha" project, benefiting 2,000 families across 31 municipalities.

The initiative focused on professional training and support for the state's reconstruction, promoting job creation and income generation for those impacted by the climate disaster. Key actions included the purchase and distribution of kitchen, construction, and electrician kits to affected individuals.

In May 2024, with the support of the State Grid Corporation of China, the Company's majority shareholder, CPFL Energia had already donated the equivalent of R\$ 3 million in products to the Government of Rio Grande do Sul for the affected population (further details on page 218).

Safe and Reliable Operation

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PEACE, JUSTICE AND STRONG INSTITUTIONS

Aracati Wind Complex, in Ceará (CE)



Climate Resilience

In 2024, we expanded the 2030 ESG Plan by incorporating a new commitment, totaling 24 commitments and reaffirming our focus on climate resilience. This commitment, selected as one of the priority projects in our business strategic planning cycle, aims to develop climate adaptation plans for CPFL’s generation, transmission, and distribution businesses. In addition to being a public commitment, this initiative reflects our determination to strengthen the resilience of our assets and ensure more robust and sustainable operations by 2030.

While CPFL Energia has been developing actions and projects focused on climate change for many years, this new commitment reflects the effort to enhance existing initiatives and implement innovative solutions that address the challenges of the current climate scenario. These actions range from projects focused on grid resilience and infrastructure improvements to institutional collaborations with public agents and local partners, promoting an integrated approach to addressing the risks associated with the current climate conditions.

One of the main challenges faced is the increasing frequency of extreme weather events, such as storms and floods. To mitigate these impacts, we established a strategic partnership with the Fundação Getúlio Vargas

(FGV) and Climatepo five years ago, with the goal of mapping the most vulnerable areas within our concession region. Based on this study, we have implemented a series of interventions, such as replacing wooden poles with more resilient concrete structures and modernizing distribution networks, increasing the reliability and resilience of the electrical system.

This infrastructure modernization process reflects a long-term commitment. When we took over the concession in Rio Grande do Sul in 2006, 90% of the poles were made of wood. Currently, only 18% of these poles remain in use, gradually being replaced with more durable alternatives. These investments have resulted in a significant improvement in our continuity indices, surpassing regulatory standards, ensuring greater security and quality in the energy supply to the communities served.

Additionally, we have begun reviewing procedures, equipment, and strategies to address extreme weather conditions. As part of this process, we have developed a comprehensive plan with 660 actions scheduled for the next three years, including equipment modernization, protocol updates, and measures to improve preparedness and response to severe weather events.



Aerial view of Santa Maria (RS)

A relevant example was the relocation of distribution centers following severe flooding, a measure aimed at minimizing risks and ensuring the availability of critical resources in emergency situations.

In addition to infrastructure improvements, we have invested in the technological modernization of operations, such as the installation of automatic reclosers and the use of Starlink antennas (learn more on page 133).

We have also prioritized preventive measures to mitigate risks to the electrical infrastructure. We reassessed right-of-way areas, implemented safe pruning strategies, and conducted mapping of trees at higher risk of falling. We are working in partnership with municipal governments to negotiate the removal of potentially hazardous trees,

ensuring the safety of the networks and local communities (learn more about the Arborização + Segura Program on the following page).

All these actions are further strengthened by the close and constructive relationship we maintain with public agencies and local governments. This collaboration is essential for implementing effective solutions that promote the climate resilience of energy infrastructure, meet societal expectations, and ensure a reliable energy supply.



171
cities benefited



20
million
invested



84
thousand
tree seedlings
planted or delivered



10
years
of the Program

Arborização + Segura

The Arborização + Segura Program, conducted in partnership with public authorities, reflects our commitment to balancing vegetation with electrical infrastructure, while promoting safety, sustainability, and continuity in energy supply. The initiative replaces trees in unsuitable conditions near power lines — identified by local authorities — with species more appropriate for urban environments. In addition, the Program includes strategic pruning and the replacement of trees located in risk-prone areas, in collaboration with municipal and state governments. To ensure the effectiveness of these actions, our specialized team conducts detailed diagnostics, assessing tree health, the impact on urban infrastructure, and risks to the electric service.

In 2024, we allocated R\$10.8 million to Program activities and closed the year with over 29,000 seedlings planted, reaching a total of 84,000 over the Program’s ten-year history. These initiatives were carried out in partnership with 171 municipalities, including 24 new collaborations established during the year. As part of our commitment to environmental compensation, for every tree removed, at least five new ones are planted. This effort exceeds ANEEL’s regulatory requirements

and underscores our responsibility to adopt structural and preventive solutions that benefit both communities and the environment.

In addition to providing seedlings, the Program promotes awareness activities and collective planting events. More than a preventive measure, Arborização + Segura plays a key role in fostering environmental awareness. In partnership with municipal governments, we carry out educational campaigns and school projects aimed at increasing public knowledge of safe urban arborization and sustainable practices.

The Program generates significant benefits for multiple stakeholders. For our customers, it reduces power outages and enhances safety near electrical networks. For communities, it prevents accidents, preserves sidewalks and local heritage, and fosters awareness through environmental education initiatives. For municipalities and local governments, it improves urban management, enhances public safety, and minimizes risks associated with inappropriate vegetation.

Extreme Weather Events

In 2024, the state of Rio Grande do Sul experienced one of the most severe climate disasters in the country’s history, with a series of floods that deeply affected the population and infrastructure. The floods, which struck Vale do Taquari and the Metropolitan Region of Porto Alegre, tested the Company’s emergency response capabilities, directly impacting its operations, employees, customers, and surrounding communities. In response, CPFL mobilized exceptional efforts to ensure the continuity of services and provide support to the affected population.

The floods caused severe damage to various infrastructures, including our own operations, affecting 98.7% of the municipalities within our concession area in the state. We faced the destruction of electrical networks across multiple locations, as well as flooding at the Company’s headquarters and distribution center.

In the face of this unprecedented challenge, we implemented innovative solutions, such as relocating the material distribution center, which had been completely flooded for the second time, and partnering with public authorities to deploy amphibious vehicles that enabled the transport of materials and teams through flooded areas. We also received vital support from other companies in the energy sector, as well as from ANEEL and ABRADÉE, who offered their assistance during this very delicate time.

We activated our crisis committee, bringing together teams from various departments to coordinate recovery efforts and provide support for the population.

Thanks to the integration of our operations centers, we were able to swiftly deploy teams from the state of São Paulo — approximately 100 electricians from CPFL Paulista and CPFL Piratininga — using vehicles equipped with a unified communication system. With identical training and qualifications, these teams were prepared to act in a coordinated and effective manner.

Regarding our employees, we carried out a comprehensive mapping to ensure everyone’s safety. We identified those at risk, conducted rescues to remove individuals from hazardous areas, and offered ongoing support to safeguard their well-being. The Canoas Advanced Station and the CPFL headquarters also served as shelters for electricians and their families, with a helipad installed at the headquarters.

We created a support network to ensure the safety and well-being of approximately 300 RGE electricians and their leaders. The mobilization was intense, with boat rescues and psychological assistance provided to all those affected. Additionally, we advanced the payment of the profit-sharing bonus, the 13th salary, and meal allowances.



Distribution

376 RGE municipalities were totally or partially affected, 98.7% of the concession area

R\$ **58.7** million in asset and service write-off

315.2 thousand customers disconnected (at the peak of the crisis)

R\$ **12.2** million due to the impossibility of billing customers



Generation

Partial damage to the crest of the 14 de Julho Dam (currently under recovery and operating normally)

Flooding of the Monte Claro powerhouse (currently under recovery and operating normally)

R\$ **11.2** million in expenses with asset write-offs and civil works for the plant and access roads



Transmission

8 sub-stations, 10 transformers and 34 lines affected

R\$ **7.8** million in asset and service write-off

Additionally, we adopted a “mentorship” model, whereby the HR team divided responsibilities to closely monitor at-risk employees, maintaining constant contact to ensure everyone’s physical integrity.

Collaboration within our team was essential to face the crisis, and we relied on the resilience of professionals who, despite having their own lives affected by the event, continued working daily to support society and address the unfolding situation.

CPFL also donated water and food, offered prompt assistance, and facilitated coordination with the government for rescue operations. Transparent and effective communication with the population and public authorities was a key factor during the crisis, with communication channels kept open and up to date.

In addition to the impacts of flooding in several regions, we faced another major challenge: the damage to the 14 de Julho Dam, located in Rio Grande do Sul and operated by Companhia Energética Rio das Antas (Ceran), of which CPFL Geração is the majority shareholder.

The incident occurred due to the continuous rise in the flow of the Rio das Antas River, worsened by heavy rainfall in the state, and a landslide that blocked access to the plant and local operations. Several power lines and substations were flooded and had to be shut down for safety reasons.

From the onset, Ceran worked in close collaboration with the state’s Civil Defense and other public agencies. CPFL’s Emergency Action Plan was immediately implemented in partnership with the regional Civil Defense, including the activation of evacuation sirens to ensure the safe and timely evacuation of nearby populations. The event did not cause harm to surrounding communities.

Swift response, collaboration with government and society, and the use of innovative technologies and operational approaches enabled CPFL, through continuous efforts and resilience, to stay true to its core values, ensuring safety, collaboration, integrity, innovation, and excellence, even in the face of extreme challenges during the prolonged crisis.

With all these learnings, our new Commitment 24 under the 2030 ESG Plan aims to enhance and integrate climate adaptation plans across CPFL’s generation, transmission, and distribution businesses, strengthening the resilience of our assets by 2030. We have also initiated improvements to our forecasting and response capabilities for climate events, including redesigning power grids to prioritize critical loads and provide dedicated pathways for these essential services.

Water Crisis and Fires in the State of São Paulo

The year 2024 also brought significant climate-related challenges to the state of São Paulo, marked by a prolonged drought that underscored the uncertainties arising from changes in rainfall patterns. This scenario demanded close attention due to fluctuations in energy costs in the second half of the year, reflecting adverse hydrological conditions. These context reinforces the vulnerabilities of Brazil’s electricity sector to climate variability and reinforces the importance of resilient planning.

The water crisis also contributed to a surge in wildfires across the state, which in 2024 recorded the highest number of fire outbreaks since the beginning of the historical monitoring series by the National Institute for Space Research (INPE). The dry conditions created an environment highly conducive to the spread of fire, even affecting areas previously not considered high-risk, such as Vale do Iguapé.

The wildfires impacted CPFL Energia’s operations, requiring the use of generators in several cities, some of which became temporarily isolated due to advancing fires. Response teams implemented alternative solutions to ensure the continuity of energy supply, prioritizing service delivery and the safety of affected communities.

We have been committed to mitigating the risks posed by extreme weather events and minimizing their impact in the most vulnerable areas. As part of our preventive planning, wildfire mitigation measures include the removal of transmission and distribution lines from conservation units and environmental protection areas, aiming to reduce risks to both the environment and local populations.

Additionally, under our new Commitment 24 of the 2030 ESG Plan, we are developing a joint response program across business units to address extreme climate events such as droughts, floods, and wildfires. This program involves scenario planning, enabling business units to prepare adequately for these challenges. The Environmental and Sustainability Board is responsible for integrating and consolidating these responses, ensuring all areas of the Company are aligned in pursuing resilient solutions.

Although short- and very short-term scenario forecasting remains a challenge, we are structuring measures to address these adversities. Experts within each business unit are enhancing critical processes in response to climate events, with the objective of strengthening the Company’s operational resilience.

Operational Safety

In 2024, our generation segment, led by hydroelectric plants, played a crucial role in ensuring the stability of the electrical system, benefiting from the high rainfall levels recorded in the first half of the year. CPFL’s large hydroelectric plants outperformed generation expectations, securing a steady energy supply at the beginning of the year and preserving reservoir levels for the dry season.

Despite facing extreme weather challenges and system intermittency, these plants reaffirmed their strategic importance as a source of energy balance, helping to mitigate scarcity risks and ensure a reliable energy supply.

We continued to advance our robust investment plan aimed at enhancing dam infrastructure. Based on historical analyses indicating increased frequency and intensity of extreme rainfall events, we recalculated scenarios and adjusted our infrastructure to handle greater volumes.

These investments include increasing the overflow capacity and reinforcing dam structures to ensure readiness for future climate events. Additionally, we allocated significant resources to the adoption of advanced technologies for failure prediction and the improvement of weather forecasting models, enhancing our ability to anticipate and mitigate risks.

To ensure compliance with regulatory standards, we strictly adhere to the National Dam Safety Policy (Law No. 12.334/2010, updated by Law No. 14.066/2020), as well as the Brazilian Electricity Regulatory Agency’s (ANEEL) Normative Resolution No. 696/2015, including the preparation of the Dam Safety Plan (PSB) and the Emergency Action Plan (PAE), whenever required by law.

The PAEs provide detailed information on emergency identification and analysis, notification procedures, and communication and alert strategies for nearby communities that may be affected. These plans are tailored to the specific region and characteristics of each dam.

They include detailed steps such as registering residents and visitors within the Self-Rescue Zone, installing warning signs and sirens, and conducting tests and emergency drills with the local population. These actions are essential to ensure everyone knows how to respond in an emergency, including how to locate evacuation routes and meeting points quickly.

We remain committed to engaging with local communities and civil defense authorities, promoting awareness and preparedness as key components for the safety of populations in areas surrounding our dams. In total, 17 emergency drills were conducted in 2024, marking a significant effort to ensure

communities are ready to act in emergency situations. These drills also serve as opportunities to educate, listen, and explain procedures, strengthening our relationship with the community. All significant product and service categories within CPFL Energia Group undergo health and safety impact assessments to support ongoing improvement.

We officially inaugurated our Dam Management Center and launched the Hydro 4.0 Project — a pioneering digital platform in the dam safety management market.



Employee at HPP Foz do Chapecó, in Santa Catarina (SC)



Developed in partnership with NTT DATA, one of the world’s leading technology consulting firms, this project has transformed the way we monitor and manage our dams, with a strong focus on enhancing climate resilience and operational safety.

Mapped out in the 2023–2028 Strategic Plan as part of the digitalization pillar, and aligned with the 2030 ESG Plan under the pillar of safe and reliable operations, Hydro 4.0 leverages cutting-edge technologies — including artificial intelligence, big data, machine learning, and analytics — to enable accurate, real-time monitoring of dam conditions.

The system updates data every 15 minutes and tracks a range of indicators, including meteorological information, water flow and

pressure, as well as the energy output of 55 hydroelectric plants located across seven states.

Simplifying the analysis of complex data, Hydro 4.0’s key feature is its centralized, intuitive visual interface, which provides greater agility in decision-making and improves the identification of trends and insights for management.

With these capabilities, Hydro 4.0 enhances rainfall forecasting accuracy and strengthens the monitoring of asset safety conditions. Its integration of digital tools provides real-time access to critical information, enabling swift responses such as issuing public alerts, activating preventive alarms, or coordinating evacuations in high-risk scenarios. As such,

it supports risk mitigation and climate change adaptation, marking a significant advancement in the management of critical infrastructure.

Additionally, Hydro 4.0 operates in synergy with the new Operations and Monitoring Center located at CPFL’s headquarters in Campinas (SP). This centralization,

which brings together all three technology centers, ensures a unified, real-time view of assets, risks, and events. The integration provides greater operational efficiency and reinforces safety, in addition to fostering continuous innovation (see page 135 for more information).

Importance of Hydro 4.0 in Addressing Extreme Weather Events

In response to the climate disaster in Rio Grande do Sul in 2024, the integration of our operations centers, the mobilization of teams from São Paulo, and the use of unified communication channels enabled a coordinated and efficient response.

With the increased flow of the Rio das Antas river, we also faced damage to the 14 de Julho Dam. We promptly implemented the Emergency Action Plan and, in partnership with Civil Defense authorities, triggered evacuation sirens, ensuring the safety of the local population without causing damage to the communities.

The swift response, combined with the use of advanced monitoring and forecasting technologies such as the Hydro 4.0 system, was crucial in mitigating the impacts.

This event reinforced our commitment to climate resilience and safety, driving ongoing efforts to enhance forecasting capabilities and adapt to climate challenges, as outlined in our 2030 ESG Plan (see page 100 for more details).

Guardião da Vida




The “Guardião da Vida” (Guardian of Life) Program aims to foster a culture of integrated safety, engaging our employees, customers, and the communities within our concession areas.

Through communication channels and educational campaigns, the Program seeks to encourage safe behaviors and raise awareness about the risks associated with interacting with the electrical grid. Our efforts focus on informing the population about the main causes of accidents, such as flying kites near power lines and performing construction work close to live cables. These campaigns are delivered through various formats, including educational lectures in schools and

construction sites, workshops, and social media outreach.

We also leverage geolocation services to send push notifications to registered mobile devices, ensuring more effective and real-time communication within a defined radius.

Furthermore, we encourage our people to act as “Guardians of Life” both inside and outside the company, through increased awareness of the importance of safety.

 **Learn MOre**
about the [Guardião da Vida Program](#)



Guardião no Zap Campaign

In 2024, we recorded 36 accidents involving the population and the electrical grid under our management — a significant reduction compared to previous years. This decline reflects the effectiveness of our initiatives to raise awareness and prevent incidents, reinforcing our commitment to safety. However, we regretfully still recorded nine fatal accidents, which drives us to further intensify our efforts towards accident prevention and reduction.

Accidents involving the population and CPFL’s power grid

	2024	2023	2022
Fatal	9	11	18
Other accidents	27	46	35
Total	36	57	53

New Safety Channel on WhatsApp: Guardi3o da Vida was Expanded

This year, we launched “Guardi3o no Zap,” a guidance channel for the Guardi3o da Vida Program, accessible through a WhatsApp profile. Powered by a chatbot specifically developed to address safety-related matters, the channel provides real-time information and answers.

The main objective is to promote ongoing accident prevention initiatives during interactions with the power grid. The service does not request personal data and benefits from WhatsApp’s end-to-end encryption, ensuring the confidentiality and privacy of conversations.

With Guardi3o no Zap, we aim to simplify access to essential safety information and democratize knowledge, making it more practical and widely available. In addition to resolving doubts, the channel also delivers supplementary materials and directs users to more detailed content based

on the selected topic, with fast, intuitive, and efficient navigation. The menu offers seven interaction options: Construction and Renovation, Painting, Tractor Work, Trees Near Power Lines, Storms, Illegal Connections, and Kites.

Occupational Health and Safety

Safety is one of our core values and a key pillar of our 2030 ESG Plan. For this reason, we continuously foster a culture of safety, care for people, and accountability through various initiatives.

Our commitment is to consistently reduce the frequency and severity of accidents, both among our employees and the general public. We have developed a series of initiatives to achieve these goals, aiming to reduce or maintain the indicators recorded in the previous year.

Over the past three years, we have achieved highly positive results in Occupational Health and Safety. Since 2021, we have not recorded any fatal accidents involving our employees.

We are guided by our Occupational Health and Safety Policy, which formalizes our commitment to safety in a sustainable manner, aligned with our business and stakeholders. This policy sets out clear guidelines, including:

- Providing a healthy work environment and preventing accidents;
- Ensuring compliance with applicable occupational health and safety legislation

and other voluntary commitments adopted by the Company;

- Eliminating or minimizing health and safety risks;
- Promoting a participatory environment for implementing and assessing health and safety performance;
- Ensuring continuous improvement of processes.

The Policy is part of our Occupational Health and Safety Management System (OHSMS), which is certified under ISO 45001. The System covers all our operations and applies to 100% of our direct and outsourced employees. With regard to contractor management, we have a specific GED, which provides a differentiated approach based on the risk level of the activities and the nature of the contract, whether fixed or one-off. This ensures that contractors are also included in our management system, providing a health and safety structure grounded in continuous improvement and regulatory compliance.

Through the implementation and maintenance of this standard, we conduct



We completed three years without any fatalities among our workforce.

risk assessments and evaluations, identify preventive measures, and develop action plans, which are digitally recorded to ensure traceability and mapping of field activities.

The identification and evaluation of operational risks are carried out by occupational safety professionals, following internal procedures that include periodic inspections and the adoption of preventive measures. These professionals receive specific training related to the OHSMS, with a focus on technical improvement. Risk identification and evaluation are conducted in accordance with Normative

Procedure 2209, “Identification, Evaluation, and Updating of Occupational Risks.” In addition, we conduct internal and external audits to ensure continuous improvement and maintain our certification.

To strengthen leadership engagement in occupational health and safety (OHS) strategies and indicator monitoring, we have established a committee and a commission as part of our governance structure.

Safety Committee: Responsible for monitoring and critically evaluating elements related to health and safety hazards and risks across operations. Comprising the CEO and vice presidents, the committee holds bimonthly meetings to review performance and define strategic actions.

Operational Safety Commission: Oversees key initiatives related to safety. Formed by area managers and directors, the commission meets monthly to assess the progress of ongoing actions.

We have a dedicated team of professionals within the Specialized Services in Occupational Health and Safety (SESMT), who play a key role in strengthening the safety culture throughout the Company.

The Occupational Health team supports other departments in monitoring both preventive and reactive indicators, always in accordance with legal requirements and internal policies. In the preventive sphere, initiatives are implemented to mitigate or eliminate health risks that may lead to illness, absenteeism, or accidents. The team also assesses employees' health conditions for specific roles and environments, ensuring their allocation to duties that align with their physical capabilities.

One of the main objectives of this area is to foster a strong culture of prevention, encouraging a proactive approach in identifying and addressing adverse situations in the workplace, as well as promoting healthy

GRI 403-2 | 403-3 | 403-4

habits that contribute to employee well-being.

The Safety team also conducts accident investigations, using a specific standard to identify root causes. Based on these analyses, corrective actions and ongoing improvement measures are defined to prevent recurrence and ensure a safer work environment.

To ensure the effectiveness of these initiatives, the Company maintains strict control over the development, implementation, and quality of services provided. This includes the ongoing development and revision of programs such as the OHSMS, the definition of Standard Operating Procedures (SOPs), and the application of specific regulations. Occupational health processes are periodically reviewed to ensure compliance with current legislation and the effectiveness of health and safety measures.

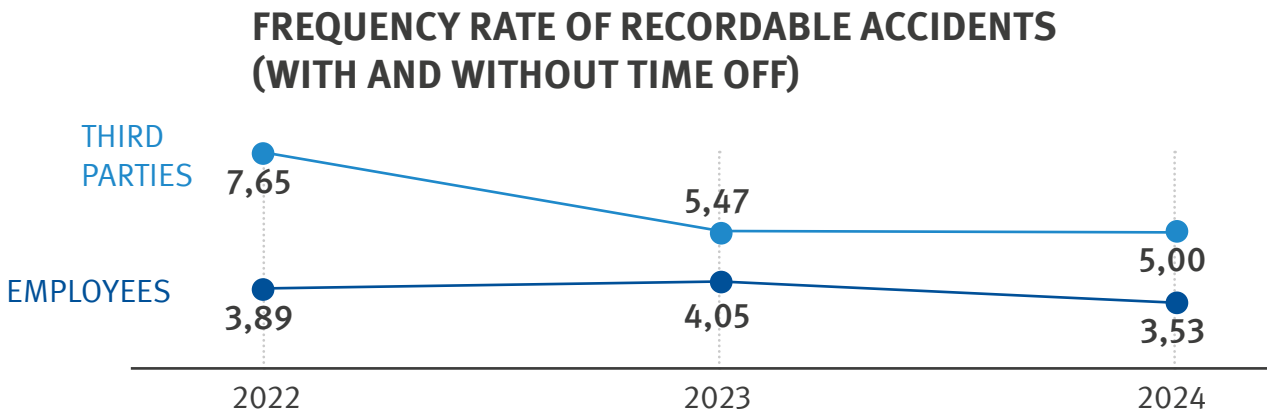
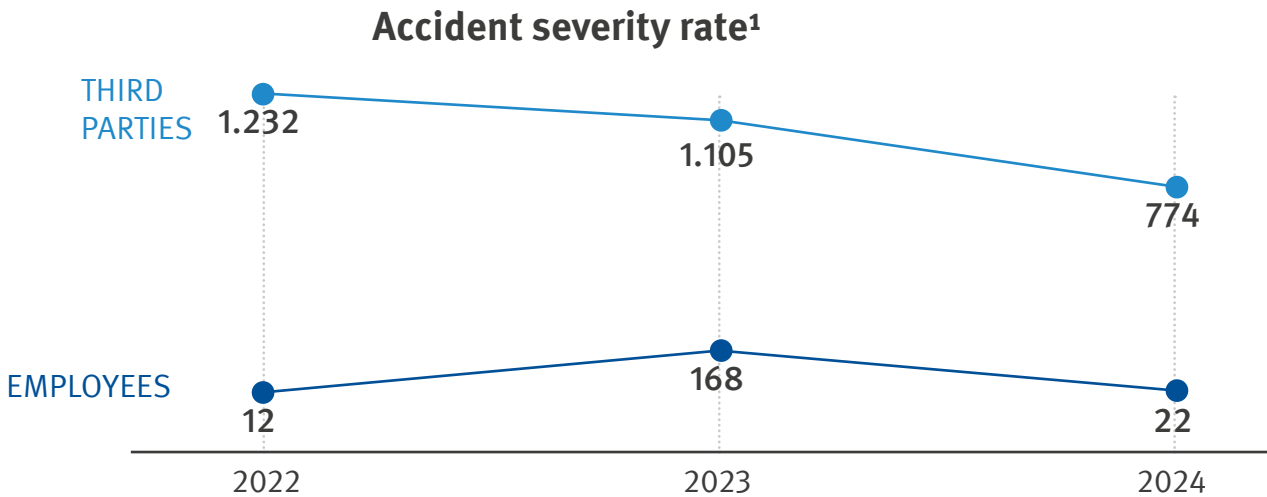
We provide all employees with access to the “People First System” — a centralized platform that stores and manages key Occupational Health and Safety processes. Through this system, employees can access essential documents, urgent communications, lessons learned, and support materials. The platform also enables integrated management of incidents and work-related accidents, allowing employees to report occurrences, submit relevant data for analysis, and monitor the implementation of action plans by safety teams and leadership.

Another important source of health and safety information is the Multi Portal, where

CPFL shares key initiatives and maintains a global overview of the process, reinforcing our commitment to transparency and the dissemination of best practices across the organization.

Due to these efforts — combined with the initiatives of the CCIP and the “Year of Safety,” which were instrumental in reinforcing our safety culture across operations and administrative environments — we recorded

a decrease in the accident severity rate in 2024. Similarly, there was also a reduction in the recordable accident frequency rate. Furthermore, no cases of occupational disease were reported during the year.



¹ Historical data re-presented, as it now includes days lost due to fatal accidents.

Employees at
Estação Avançada
Centro, in
Campinas (SP)



We are strategically incorporating technology, with a growing focus on this area. One of the key developments is the strengthening of our Security Operations Center (COSeg), which is increasingly establishing itself as a data analytics hub.

Through the expansion of our monitoring project, we have over one thousand cameras dedicated to recording high-risk activities. The footage is analyzed by the COSeg team, complementing the on-site inspections conducted by safety technicians. This hybrid approach optimizes resources, significantly increases productivity, and expands the number of hours monitored, enabling more comprehensive and detailed oversight of operations.

The resulting analyses allow us to identify operational and safety deviations. This information is promptly shared with the relevant team leaders, who can address it quickly and effectively, fostering awareness during the Daily Safety Dialogues (DDS). Additionally, these analyses help identify the improper use of equipment, allowing for adjustments in processes, procedures, and behaviors, always with a focus on continuous improvement.

It is important to emphasize that, in order to preserve privacy, all analyses are conducted in a generalized manner, without identifying individuals. Even so, the positive impact on safety management is clear, with targeted feedback reinforcing a culture of care and

accountability throughout the Company.

Concurrently, we continue to strengthen our Internal Accident Prevention Commissions (CIPAs) and, in 2024, we were supported by more than 923 trained emergency responders. These professionals receive annual training on topics such as first aid, fire fighting, and working in confined spaces, further reinforcing our safety framework.

We also provide the Occupational Health and Safety Guidelines Handbook, which guides our employees in following established safety procedures. The Handbook emphasizes the importance of assessing workplace conditions before starting any activity, ensuring that environments are safe for task execution and free from risks to physical integrity.

In cases where risks are identified, employees are encouraged to exercise their right to refuse unsafe work, immediately stopping the activity and notifying their supervisors. This measure ensures that unsafe conditions are corrected before work resumes, ensuring a safe working environment. The Handbook also reaffirms our commitment to prohibiting any form of retaliation against those who exercise this right, promoting a culture of mutual respect and care.

All new employees, as part of the onboarding process at the Company, participate in a specific safety training. The objective is to raise awareness about potential risks associated with their activities, present the established rules and guidelines, provide guidance on the correct use of Personal Protective Equipment (PPE), and promote the prevention of accidents and occupational illnesses.

In addition, we offer a series of mandatory training sessions for all employees, covering topics such as key regulatory standards (NR-10, NR-12, NR-18, NR-33, NR-35). We also strengthen internal communication through intranet campaigns, ensuring that the safety culture is continuously reinforced and embraced across the organization.

As part of this safety culture, the Sinto Segurança Program stands out as an initiative focused on fostering safe behavior, driven by lessons learned from unsafe events.

The Program aims to clearly define each individual’s responsibility in preventing workplace accidents, emphasizing the importance of conscious action and proactive behavior. Awareness efforts are primarily directed at electricians, guardians of life, safety technicians, immediate supervisors, and members of Internal Accident Prevention Commissions (CIPAs), ensuring that everyone involved in operations is fully aligned with the safety and prevention culture we strive to strengthen continuously.

In 2024, we dedicated significant efforts to third-party safety, aiming to ensure that all individuals involved in our operations, regardless of their formal affiliation with the Company, share the same commitment to safety.

To that end, we revised our standard contract template for suppliers and service providers, ensuring that safety-related requirements and responsibilities were clearly defined and reinforced. Furthermore, we conducted four audit cycles with contractors throughout 2024.

In addition, we enhanced communication and engagement with third parties, holding several discussion sessions both at CPFL headquarters and at our service providers’ facilities. These sessions addressed safety-related topics and reinforced the importance of accident prevention. We also maintained ongoing engagement with contract managers. Mandatory technical training for third parties is carried out by the contractors themselves, in accordance with the legal requirements set forth by SESMT.

This integrated and close approach to third-party engagement reinforces our commitment to maintaining a safe and healthy environment across all areas of the Company’s operations.



Lecture during SIPAT, in Campinas (SP)

Internal Work Accident Prevention Week (SIPAT)

The 2024 SIPAT held by CPFL Group featured decentralized activities across several units, reinforcing our commitment to the health, safety, and well-being of our people. Over the course of the event, we recorded a total of 39,332 participations.

The opening ceremony, hosted at CPFL Energia, included a lecture by Izabella Camargo on the topic “Mental Health and Sustainable Productivity.” Her presentation emphasized the importance of self-care and fostering a healthy balance between personal and professional life as a foundation for healthy and sustainable performance.

This lecture aligns with our integrated approach to addressing health-related issues in the workplace, with particular attention to mental health and absenteeism. In 2024, we conducted a survey on mental health and are currently developing initiatives in line with the Mente em Foco (Mind in Focus) Program, which aims to reduce absenteeism and enhance the well-being of our employees (learn more on page 168).

Other featured speakers included Cesar Urnhani, who spoke about defensive driving, and Marcio Atalla, who addressed the importance of a healthy lifestyle.

Vida 100% Project

The Vida 100% Program is an initiative that employs a collaborative methodology to strengthen the safety culture by fostering engagement and protagonism of leaders and teams. Originally implemented in our distribution companies, the Program is now being extended to CPFL Renováveis, further reinforcing our culture of prevention.

At each unit, teams are formed and leaders are appointed to organize safety discussion circles. These interactions bring together employees, Internal Accident Prevention Commission (CIPA) representatives, Occupational Health and Safety teams, managers, and executives. The goal is to encourage proactive discussions aimed at eliminating accidents, improving processes, fostering a positive organizational climate, and integrating different departments. Based on the insights and analyses from these discussions, each unit develops an action plan to map out solutions and monitor the progress of the implemented initiatives.

Individual protagonism is recognized through the Vida 100% Recognition Program, which highlights employees who stand out in promoting health and safety — both in the workplace and beyond.

In 2024, the Program was expanded to include administrative teams and leadership across all CPFL Group companies. This evolution reflects our commitment to valuing and recognizing health and safety protagonists in all areas, covering both operational and administrative activities.

This expansion reinforces the message that safety is a shared responsibility and highlights our ongoing commitment to prevention, care for people, and building a safe and healthy work environment, with the ultimate goal of achieving zero accidents.



Field employee, in Jundiaí (SP)

Security and Data Protection

Digitalization and the protection of CPFL Energia’s operational assets are essential for enhancing efficiency, data reliability, and agility in strategic decision-making. However, this digital transformation and the democratization of technology also bring significant challenges related to data integrity, availability, reliability, and security — factors that can directly impact operational continuity, corporate reputation, and financial results.

With the growing recognition of data as strategic assets, information security and the protection of personal data have emerged as critical pillars and corporate priorities. The enactment of the Brazilian General Data Protection Law (LGPD) has reinforced the need for effective controls to prevent data leaks, unauthorized access, improper alterations, and privacy breaches, particularly concerning sensitive personal data.

To mitigate these risks, CPFL Energia has established two strategic pillars: the Personal Data Governance and Protection Program and the Information Security Master Plan, both aligned with international standards such as ISO 27001, ISO 27701, and the NIST Privacy Framework. These initiatives encompass robust policies, continuous risk monitoring, regular training sessions, and an incident response plan, ensuring high levels of legal compliance, system security, and data integrity.

We continuously invest in advanced technologies and in the training and awareness of employees and third parties who handle personal data. In addition, we maintain specialized



Pillars of the Data Protection Governance Program



Personal Data Governance



Policies, Standards and Procedures



Transparency with the Data Subject



Communication and Training



Supplier Management



Risks and Controls



Governance Tools



teams dedicated to promoting a culture of data protection and information security across the organization. These practices are periodically audited, both internally and by independent firms, with results reported to the Audit Committee, the Executive Board, and the Board of Directors, reinforcing transparency and governance on the matter.

We also have an Executive Cybersecurity Committee, which meets regularly to assess system resilience, analyze potential intrusion threats, and prepare for emerging risks. As part of our electronic environment protection strategies, we act preventively using high-performance tools and modern information security solutions, along with frequent system updates. These measures ensure a robust and resilient infrastructure against cyberattacks. Furthermore, the Cybersecurity Committee meets regularly to assess the resilience of our systems, analyze potential threats and implement preventive strategies, such as access controls and penetration testing.

The year 2024 was marked by significant progress in our digital transformation journey. The modernization of systems, such as SAP, and the migration of operations to the cloud have strengthened our operational efficiency and adaptability to new market demands, aligning innovation with data protection and information security.

We recognize that in an increasingly digital landscape, data protection and information security remain ongoing challenges. Through continuous investments and robust governance, we reaffirm our commitment to an ethical, sustainable, and innovative business environment — safeguarding individual rights and reinforcing public trust in our operations.

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Employees
of CPFL
Transmissão, in
Canoas (RS)



Complement to GRI and SASB disclosures

GRI 2-2 | Entities included in the organization’s sustainability reporting

The following entities are covered by the CPFL Energia Annual Report: Companhia Paulista de Força e Luz ("CPFL Paulista"); Companhia Piratininga de Força e Luz ("CPFL Piratininga"); RGE Sul Distribuidora de Energia S.A. ("RGE"); Companhia Jaguari de Energia ("CPFL Santa Cruz"); CPFL Energias Renováveis S.A. ("CPFL Renováveis"); CPFL Geração de Energia S.A. ("CPFL Geração"); CERAN - Companhia Energética Rio das Antas ("CERAN"); Foz do Chapecó Energia S.A. ("Foz do Chapecó"); Campos Novos Energia S.A. ("ENERCAN"); BAESA - Energética Barra Grande S.A. ("BAESA"); Centrais Elétricas da Paraíba S.A. ("EPASA"); Paulista Lajeado Energia S.A. ("Paulista Lajeado"); CPFL Transmissão de Energia Piracicaba Ltda. ("CPFL Piracicaba"); CPFL Transmissão de Energia Morro Agudo Ltda. ("CPFL Morro Agudo"); CPFL Transmissão de Energia Maracanaú Ltda. ("CPFL Maracanaú"); CPFL Transmissão de Energia Sul I Ltda. ("CPFL Sul I"); CPFL Transmissão de Energia Sul II Ltda. ("CPFL Sul II"); CPFL Transmissão S.A ("CPFL Transmissão"); Transmissora de Energia Sul Brasil S.A. (TESB); Transmissora Porto Alegre S.A. - (TPAE); Empresa de Transmissão do Alto Uruguai S.A - (ETAU); CPFL Comercialização Brasil S.A. ("CPFL Brasil"); Clion Assessoria e Comercialização de Energia Elétrica Ltda. ("CPFL Meridional"); CPFL Planalto Ltda. ("CPFL Planalto"); CPFL Brasil Varejista de Energia Ltda. ("CPFL Brasil Varejista"); CPFL Serviços, Equipamentos, Indústria e Comércio S.A. ("CPFL Serviços"); Nect Serviços Administrativos de Infraestrutura Ltda. ("CPFL Infra"); Nect Servicos Administrativos de Recursos Humanos Ltda. ("CPFL Pessoas"); Nect Servicos Administrativos Financeiros Ltda. ("CPFL Finanças"); Nect Servicos Adm. de Suprimentos E Logistica Ltda. ("CPFL Supre"); CPFL Atende Centro de Contatos e Atendimento Ltda. ("CPFL Atende"); CPFL Total Serviços Administrativos

S.A. ("CPFL Total"); TI Nect Serviços de Informática Ltda. ("Authi"); Alesta Sociedade de Crédito Direto S.A. ("Alesta"); CPFL Jaguari de Geração de Energia Ltda. ("Jaguari Geração"); Chapecoense Geração S.A. ("Chapecoense"); Sul Geradora Participações S.A. ("Sul Geradora"); CPFL Telecomunicações Ltda. ("CPFL Telecom"); Centrais Elétricas Brasileira SA - (ELETROBRAS); INVESTCO S.A. - (INVESTCO); BBCE - BALCÃO BRASILEIRO DE COMERCIALIZAÇÃO DE ENERGIA S.A. - (BBCE) e CSC - Central de Serv. Compartilhados S.A. - (CSC Energia). Dentre essas empresas mencionadas não estão consolidadas nas demonstrações financeiras: Chapecoense Geração S.A. ("Chapecoense"); Foz do Chapecó Energia S.A. ("Foz do Chapecó"); BAESA - Energética Barra Grande S.A. ("BAESA"); Centrais Elétricas da Paraíba S.A. ("EPASA"); Empresa de Transmissão do Alto Uruguai S.A - (ETAU); Transmissora Porto Alegre S.A. - (TPAE); Centrais Elétricas Brasileira SA - (ELETROBRAS); INVESTCO S.A. - (INVESTCO); BBCE - BALCÃO BRASILEIRO DE COMERCIALIZAÇÃO DE ENERGIA S.A. - (BBCE); CSC - Central de Serv. Compartilhados S.A. - (CSC Energia). The Ceran, Foz do Chapecó, Enercan, Baesa and Epasa generators are specifically covered for information on water, biodiversity, waste and community grievance mechanisms. In accordance with accounting practices, the financial statements of subsidiaries are included in the consolidated financial statements from the date on which control begins until the date on which it ceases to exist. For joint ventures, this registration takes place through the equity method from the moment shared control begins. For affiliates, registration is at the time of acquisition of the interest.

GRI 2-7 | Employees

Staff by gender, region and type of contract ¹									
	2024			2023			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
NORTHEAST									
Indefinite term	23	2	25	29	3	32	19	2	21
Fixed term	0	0	0	1	0	1	0	0	0
Total	23	2	25	30	3	33	19	2	21
MIDWEST									
Indefinite term	9	1	10	9	1	10	9	1	10
Fixed term	0	0	0	0	0	0	0	0	0
Total	9	1	10	9	1	10	9	1	10
SOUTHEAST									
Indefinite term	8821	2681	11502	8700	2577	11277	8.463	2.428	10891
Fixed term	72	37	109	37	17	54	15	0	15
Total	8892	2719	11611	8737	2594	11331	8478	2428	10906
SOUTH									
Indefinite term	3878	709	4587	3948	704	4652	3.949	648	4597
Fixed term	9	1	10	2	0	2	0	0	0
Total	3887	710	4597	3950	704	4654	3949	648	4597
CONSOLIDATED									
Indefinite term	12730	3394	16124	12686	3285	15971	12.440	3.079	15519
Fixed term	81	38	119	40	17	57	15	0	15
TOTAL	12811	3432	16243	12726	3302	16028	12455	3079	15534

¹ Data obtained from the Employee Registry and segregated by type of contract according to contractual models associated with professionals in the SAP system. Only people with employment contracts are considered, i.e., interns are not included.

GRI 2-7 | Employees

Staff by gender, region and working hours ¹									
	2024			2023			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
NORTHEAST									
Full-time	23	2	25	30	3	33	19	2	21
Part-time	0	0	0	0	0	0	0	0	0
Total	23	2	25	30	3	33			0
MIDWEST									
Full-time	9	1	10	9	1	10	9	1	10
Part-time	0	0	0	0	0	0	0	0	0
Total	9	1	10	9	1	10	9	1	10
SOUTHEAST									
Full-time	8880	2704	11584	8729	2.582	11311	8.464	2.412	10876
Part-time	13	14	27	8	12	20	14	16	30
Total	8892	2719	11611	8737	2.594	11331	8.478	2.428	10906
SOUTH									
Full-time	3879	706	4585	3944	700	4644	3.943	643	4586
Part-time	8	4	12	6	4	10	6	5	11
Total	3887	710	4597	3950	704	4654	3.949	648	4597
CONSOLIDATED									
Full-time	12790	3414	16204	12712	3286	15998	12.435	3.058	15493
Part-time	21	18	39	14	16	30	20	21	41
TOTAL	12811	3432	16243	12726	3302	16028	12.455	3.079	15534

¹ Data obtained from the Employee Registry and segregated by working day according to the number of hours contractually established (SAP system). Only people with an employment relationship are considered, i.e., it does not include interns.

GRI 2-21 | Ratio of annual compensation and its increase (times)

	2024	2023	2022
Ratio of the highest-paid individual’s compensation to the average compensation of other employees	89.11	85.33	66.44
Ratio of the highest-paid individual’s annual compensation increase to the average of all other employees.	1.42	2.51	1.37

GRI 2-27 | Compliance with laws and regulations

CPFL Group considers penalties equivalent to a minimum of 1% of the maximum value established by Article 61 of Federal Decree 6.514/2008, or fines starting from R\$ 500,000, to be significant non-compliance events. In this sense, there was no payment of fines deemed significant in 2024.

GRI 2-28 | Association membership

Participation in associations, external initiatives, and sector entities, whether from civil society or professional organizations, is fundamental for exchanging good practices, discussing key themes for the energy segment and sharing business challenges and perspectives. Thus, it is also possible to disseminate CPFL Energia’s positions on priority action themes defined by the Strategic Planning, to acquire knowledge, and to execute specific action plans. Furthermore, participation in these entities provides greater ease in reaching communities and more vulnerable audiences, and in developing a deeper understanding of their needs. Through its various corporate areas and units, CPFL Energia integrates more than 40 organizations of this type:

Abdib (Brazilian Association of Infrastructure and Basic Industry); ABEEOLICA (Brazilian Wind Energy Association); Aberje (Brazilian Communications Association); ABGR (Brazilian Risk Management Association); ABNT (Brazilian Association of Technical Standards); ABRACEEL (Brazilian Association of Energy Traders); Abraconee (Brazilian Association of Electric Energy Sector Accountants); Abradee (Brazilian Association of Electric Energy Sector Distributors); ABRAGEL (Brazilian Association for Clean Energy Generation); Abrasca (Brazilian Association of Publicly Held Companies); ABRASCE (Brazilian Association of Shopping Centers); ABRATE (Brazilian Association of Energy Transmission Companies); ABRH (Brazilian Association of Human Resources); ACREFI (National Association of Credit, Financing and Investment Institutions); AMCHAM (American Chamber Of Commerce For Brazil - Campinas); APINE (Brazilian Association of Independent Electric Energy Producers); CBDB (Brazilian Committee on Dams); CDP (Carbon Disclosure Protocol); CEBC (Brazil-China Business Council); CERNE (Center for Strategies in Natural Resources and Energy); CIC / ACI (Campinas Business Association); CIC / ACI (Commercial Associations and Chamber of Industry (RGE); CIESP CIGRÉ (Brazilian National Committee for Electric Energy Production and Transmission); Business Coalition for Racial

and Gender Equity; COGEN (Energy Cogeneration Industry Association); FGV (Getúlio Vargas Foundation Sustainability Center); FNQ (National Quality Foundation); LGBTI+ Business and Rights Forum; COGE Foundation - Business Management Committee; Global Energy Interconnection Development and Cooperation Organization (GEIDCO); IBGC (Brazilian Institute of Corporate Governance); IBP (Brazilian Institute of Oil, Gas and Biofuels); ICC (International Chamber of Commerce); Instituto Acende Brasil; Lide (Business Leadership); Woman 360 Movement; UN Global Compact; Sindenergia - RS Business Network for Social Inclusion; UTCAL (Utilities Telecom & Technology Council Latin America).

GRI 2-30 | Collective bargaining agreements

100% of our employees (hired under the CLT regime) are covered by collective bargaining agreements.

GRI 202-1 | Ratio of lowest wage by gender compared to local minimum wage

The remuneration of our people is defined based on market salary surveys, considering the job and salary methodology. We respect the national minimum wage, as well as the minimum wages for positions established in collective agreements. In this way, 100% of our employees receive base salaries equal to or higher than those stipulated by law.

Linha de Transmissão da CPFL Energia



GRI 202-2 | Proportion of senior management hired from the local community

100% of Functional Management positions (refer to directors hired under the CLT regime) are occupied by members of the local community. We consider Brazilian professionals hired in the national territory to be local.

GRI 205-2 | Communication and training about anti-corruption policies and procedures

Professionals trained in anti-corruption policies and practices by region and functional level						
	2024		2023		2022	
	Number of people trained	Percentage of leaders and people trained	Number of people trained	Percentage of leaders and people trained	Number of people trained	Percentage of leaders and people trained
NORTHEAST						
Leadership ¹	31	100%	3	100%	N/A	N/A
Other people	171	100%	30	100%	N/A	N/A
Total	202	100%	33	100%	N/A	N/A
MIDWEST						
Leadership ¹	1	100%	1	100%	N/A	N/A
Other people	8	100%	9	100%	N/A	N/A
Total	9	100%	10	100%	N/A	N/A
SOUTHEAST						
Leadership ¹	720	99.86%	723	99.45%	585	99%
Other people	10,537	99.66%	10,439	98.41%	9,573	88%
Total	11,257	99.67%	11,162	98.47%	10,158	N/D
SOUTH						
Leadership ¹	211	99.53%	215	99.54%	128	100%
Other people	4,473	99.73%	4,367	98.40%	3,936	100%
Total	4,684	99.72%	4,582	98.45%	4,064	N/D
CONSOLIDATED						
Leadership ¹	963	99.79%	942	98.41%	713	N/D
Other people	15,189	99.68%	14,845	99.47%	13,509	N/D
TOTAL	16,152	99.69%	15,787	98.47%	14,222	91%

¹ Leadership includes directorship, management, coordination and supervision positions.

GRI 304-1 | Owned, leased or managed operational units within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas

Units close to Conservation Units				
	Company area (km²)	Overlap, adjacency or proximity (up to 15 km) of Conservation Units	Location	Distance from the Conservation Unit ¹
Biomassa Ester	0 ²	No	Cosmópolis (SP)	8 km from ARIE Matão de Cosmópolis
Biomassa Ipê	0 ²	No	Nova Independência (SP)	5 km from Estação Ecológica Municipal Guarani
CGH Lavrinhas	0.51	No	São Miguel Arcanjo (SP)	4 km from Parque Estadual Carlos Botelho
CGH São José	8.47	No	São Miguel Arcanjo (SP)	Adjacent to Parque Estadual Carlos Botelho
CGH Turvinho	0.14	No	São Miguel Arcanjo (SP)	5.5 km from Parque Estadual Carlos Botelho
SHPP Boa Vista II	2.14	No	Varginha (MG)	Adjacent to Parque Estadual Nova Baden
SHPP Jaguari	1.00	No	Americana (SP)	Adjacent to APAs de Campinas e Piracicaba Juqueri-Mirim área II
SHPP Ludesa	10.14	No	Ipuaçu (SC)	9 km from Estação Ecológica de Mata Preta
SHPP Ninho da Água	0.21	Yes	Delfim Moreira (MG)	Inside APA Serra from Mantiqueira
SHPP Novo Horizonte	0.75	No	Bocaiúva do Sul (PR)	Adjacent to Parque Estadual do Rio Turvo
SHPP Salto Grande	0.17	No	Campinas (SP)	Adjacent to APA de Campinas
SHPP Santana	1.52	No	São Carlos (SP)	Adjacent to Estação Ecológica Mata do Jacaré
SHPP São Gonçalo	2.10	No	São Gonçalo do Rio Abaixo (MG)	5 km from APA Piracicaba
SHPP Socorro	0.05	No	Socorro (SP)	10 km from APA Piracicaba Juqueri-Mirim área II
SHPP Cherobim	1.95	Yes	Rio Iguaçu (PR)	2 km from APA da Escarpa Devoniana
UFV Tanquinho	0.43	No	Campinas (SP)	0.5 km from APA de Campinas
HPP Barra Grande (Baesa)	105.71	No	Pinhal da Serra (RS)	Adjacent to RPPN Emilio Einsfeld Filho
HPP Campos Novos (Enercan)	32.85	No	Campos Novos (SC)	Adjacent to Parque Estadual Rio Canoas
HPP Foz do Chapecó	129.04	No	Foz do Chapecó (SC)	3 km from Floresta Nacional de Chapecó
HPP Luís Eduardo Magalhães	56,69	Não	Miracema do Tocantins (TO)	Adjacente às APAs do Lajeado e do Lago

¹ The abbreviations used in this column refer to: Environmental Protection Area (APA), Area of Relevant Ecological Interest (ARIE) and Private Natural Heritage Reserve (RPPN). Units not listed are not located less than 15 km from Conservation Units.

² The unit area is significantly smaller than 1 km².

GRI 304-4 | Species included on the IUCN Red List and national conservation lists with habitats in areas affected by the organization’s operations

Species threatened with extinction according to IUCN classification identified in monitoring in 2023¹

	CPFL Renováveis	CPFL Transmissão
Critically endangered	1	0
Endangered	7	0
Vulnerable	27	1
Near threatened	22	0
Least concern	967	137

¹ Wildlife monitoring programs are based on systematic methodologies (interception and fall traps, active search, visual and auditory census) and non-systematic methodologies (road searches and interviews with local residents). The Distributors and CPFL Transmissão do not carry out this type of monitoring in their activities.

GRI 305-6 | Emissions of ozone-depleting substances (ODS)

Emissions of ozone-depleting substances in 2024 (tCFC-11 equivalent)¹

	Gas	Total
Scope 1	HCFC-22	0.005656

¹ Emissions shown in tons of CFC-11 equivalent, calculated using the Ozone Depleting Potential (ODP) adopted by the Montreal Protocol.

GRI 305-7 | NOx, SOx, and other significant atmospheric emissions 1,2 IF-EU-120a.1
Atmospheric emissions of the following pollutants (ton): (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10), (4) lead (Pb), and (5) mercury (Hg)

	2024		2023		2022	
	NOx (t/year)	Particulate matter - PM (t/year)	NOx (t/year)	Particulate matter - PM (t/year)	NOx (t/year)	Particulate matter - PM (t/year)
BIO IPÊ	238.53	339.25	337.20	262.09	103.12	152.91
Bio Alvorada	100.46	137.80	184.24	97.22	147.80	198.50
Bio Ester	240.37	173.20	386.28	392.47	227.14	201.38
Bio Coopcana	286.85	333.67	355.64	260.37	189.95	256.84
BIO BURITI	198.49	171.65	238.52	442.69	163.30	69.05
Bio Pedra	461.00	224.27	386.28	392.47	193.35	115.40
Bio Baldin	250.19	152.19	653.93	356.17	200.00	200.00
TOTAL	1.775,89	1.532,03	2542,09	2203,48	1224,66	1194,08

¹ Calculation based on the number of operating hours per year, per project.
² In biomass thermoelectric plants (sugarcane bagasse), monitoring of atmospheric emissions from boiler chimneys is usually conditioned on NOx and Particulate Matter, thus complying with CONAMA 382/2006. In the historical monitoring series, carried out since the beginning of the 2010s, the monitored values have always been below the Established Limits.

GRI 401-1 | New employee hires and employee turnover

Hirings and terminations

	2024		2023		2022	
	Number of hires	Number of terminations	Number of hires	Number of terminations	Number of hires	Number of terminations
BY GENDER						
Men	2092	1983	1952	1624	1.993	2094
Women	1011	882	1001	795	982	774
BY AGE GROUP						
Under 30 years old	1348	926	1397	787	1411	868
Between 30 and 50 years old	1618	1689	1464	1424	1514	1533
Over 50 years old	137	250	92	208	50	467
BY REGION						
Northeast	4	6	7	1	7	3
Midwest	0	0	1	1	0	1
Southeast	2571	2373	2358	1915	2287	2192
South	528	486	587	502	681	672
TOTAL	3103	2865	2953	2419	2975	2868

Hiring and turnover rates

	2024		2023		2022	
	Hiring rate ¹	Turnover rate ²	Hiring rate ¹	Turnover rate ²	Hiring rate ¹	Turnover rate ²
BY GENDER						
Men	16.33%	15.48%	15.34%	12.76%	16.00%	16.80%
Women	29.46%	25.70%	30.31%	24.08%	31.90%	25.10%
BY AGE GROUP						
Under 30 years old	38.30%	26.31%	37.85%	21.32%	37.00%	23.00%
Between 30 and 50 years old	14.56%	15.20%	13.49%	13.12%	14.00%	15.00%
Over 50 years old	8.49%	15.49%	6.19%	14.00%	4.00%	33.00%
BY REGION						
Northeast	16.00%	24.00%	21.21%	3.03%	33.30%	14.30%
Midwest	0.00%	0.00%	10%	10.00%	0.00%	10.00%
Southeast	22.14%	20.44%	20.81%	16.90%	21.00%	20.10%
South	11.49%	10.57%	12.61%	10.79%	14.80%	14.60%
TOTAL	19.10%	17.64%	18.43%	15.10%	19.20%	18.50%

¹. Hiring rate calculated as the number of hires divided by the headcount at the end of the period.
². Turnover rate calculated as the number of terminations divided by the headcount at the end of the period.

GRI 403-9 | Work-related injuries

Occupational Health and Safety Indicators

	2024		2023		2022	
	Employees ³	Third-parties ⁴	Employees	Third-parties	Employees	Third-parties
Total man-hours worked	39,374,522	24,603,347	38,473,461	22,664,493	37,549,030	20,778,500
Number of recordable accidents	139	123	156	124	147	159
Number of accidents with serious consequences ²	3	3	2	6	0	13
Number of fatal accidents	0	3	0	4	0	4
Number of days lost	852	19,039	6,458	25,054	466	25,609
Frequency rate of recordable accidents	3.53	5.00	4.05	5.47	3.91	7.65
Frequency rate of accidents with serious consequences	0.08	0.12	0.05	0.26	0	0.62
Frequency rate of fatal accidents	0	0.12	0	0.18	0	0.19
Accident severity rate	22	774	168	1,105	12	1,232

¹ Rates calculated with the factor of 1 million man-hours worked.

² Leave of absence for more than two months or permanent injury, except death.

³ In the company’s own framework, the main types of accidents that occurred in 2024 were involuntary movement, animal/insect attacks and collisions.

⁴ Among third-party employees, the most frequent accidents were animal/insect attacks, falls from the same height and collisions..

GRI 407-1 Operations and suppliers for which the right to freedom of association and collective bargaining may be at risk

With respect to operations, CPFL Energia Group upholds the right to freedom of association and collective bargaining, in accordance with the Code of Ethical

Conduct and current labor legislation. As stipulated in CPFL Energia Group’s Code of Ethical Conduct, respect for human dignity must be ensured for employees and all individuals who interact with CPFL. Accordingly, the Group acknowledges the legitimacy of labor unions and the internal employee representation system, consistently acting with integrity and transparency.

GRI 408-1 Operations and suppliers with significant risk of child labor cases

We combat child labor in accordance with the Group’s Code of Ethical Conduct and current labor legislation. Regarding operations, we do not employ individuals under eighteen years of age in night work, hazardous or unhealthy work, and we do not employ individuals under sixteen years of age, except as apprentices.

GRI 409-1 Operations and suppliers with significant risk of cases of forced or compulsory labor

We combat any practice of forced or compulsory labor in accordance with the Group’s Code of Ethical Conduct and current labor legislation. According to the CPFL Energia Group’s Code of Ethical Conduct, respect for human dignity must be ensured for employees and all individuals who interact with CPFL. In this regard, the Group reaffirms its commitment to zero tolerance for slave-like practices.

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

All private security activities of CPFL Energia are outsourced, with 100% of third-party personnel allocated to these activities being duly trained by the contractors in the technical requirements for the performance of their functions, which includes human rights topics.

GRI 411-1 | Cases of violations of the rights of indigenous peoples

In 2024, we recorded no reports or cases of violations of the rights of indigenous peoples in our business operations.

GRI 413-01 Operations with engagement, impact assessments and development programs aimed at the local community

	Operations	Community Program Operations	%
BUSINESS			
Renováveis	72	46	64%
Transmissão	22	15	68%
Distribuição	37	4	11%
TOTAL	131	65	50%

GRI 418 - Substantiated complaints regarding breach of privacy and loss of customer data

This year, we recorded an incident on our privacy and data protection platform involving the misplacement of energy bills by a partner company. In response to this event, investigations into the facts were conducted, and no significant damages to the data subjects were identified, in accordance with Article 5 of Resolution No. 15 of the National Data Protection Authority (ANPD). Nevertheless, to potentially mitigate risks, the CPFL Energia Group adopted measures, such as the rebilling and installment payment of the misplaced bills with the waiver of interest and fines, as well as improvements in the commercial procedures related to this issue.

GRI EU01 | Installed capacity, broken down by primary energy source and by regulatory regime

Installed capacity by source (MW)			
	2024	2023	2022
HPPs (hydroelectric power plants)	1,996	1,996	1,996
SHPPs (small hydroelectric plants) and HGP (hydroelectric generation plants)	472	472	472
Solar	1,1	1,1	1,1
Wind	1,390	1,390	1,390
Thermal	182	182	182
Biomass ¹	185	330	370
TOTAL	4,226	4,371	4,411

¹ Disregarding Bio Pedra, Bio Buriti and Bio Ipê, which were transferred at the end of 2024.

GRI EU02 | Net energy output broken down by primary energy source and by regulatory regime
SASB IF-EU-000.D | Total electricity generated, percentage by primary energy source, percentage in regulated markets

Net energy production by source (GWh)						
	2024		2023		2022	
	Net production	Percentage by source	Net production	Percentage by source	Net production	Percentage by source
HPPs (hydroelectric power plants)	10,393	62.19%	7,938	53.22%	7,247	52.63%
SHPPs (small hydroelectric plants) and HGP (hydroelectric generation plants)	1,686	10.09%	1,855	12.44%	1,596	11.59%
Solar	1	0.01%	1	0.01%	0	0.00%
Wind	3,631	21.73%	4,054	27.18%	4,082	29.64%
Thermal	14	0.08%	27	0.18%	16	0.12%
Biomass ¹	988	5.91%	1,041	6.98%	830	6.03%
TOTAL	16,713	100.00%	14,916	100.00%	13,771	100.00%
Free contracting environment	31.60%		s/d		s/d	
Regulated contracting environment	68.40%		s/d		s/d	

GRI EU03 | Number of residential, industrial, institutional and commercial customer units
SASB IF-EU-000.A | Number of: (1) residential, (2) commercial, and (3) industrial customers served

Number of customers in the distribution segment			
	2024	2023	2022
Residential	9,666,619	9,487,461	9,350,515
Industrial	52,665	54,550	51,596
Commercial	551,850	543,944	523,143
Rural	316,434	323,402	329,584
Public Authority	70,579	67,973	65,594
Public Lighting	11,397	10,905	10,441
Public Service	11,923	11,594	11,259

GRI EU04 | Length of overhead and underground transmission and distribution lines, broken down by regulatory system

SASB IF-EU-000.C | Length of transmission and distribution lines

Length (km) of transmission lines by voltage level in 2024			
	Less than 69 kV	Over 69 kV	Total
CPFL Paulista	0	5,917	5,917
CPFL Piratininga	0	786	786
CPFL Santa Cruz	0	527	527
RGE	229	4,696	4,925
CPFL Renováveis	140	874	1,014
CPFL Transmissão	229	6,108	6,338
TOTAL	598	18,908	19,507

Length (km) of transmission lines by voltage level in 2023			
	Less than 69 kV	Over 69 kV	Total
CPFL Paulista	0	5,806	5,806
CPFL Piratininga	0	747	747
CPFL Santa Cruz	0	526	526
RGE	229	4,684	4,913
CPFL Renováveis	15	914	929
CPFL Transmissão	0	6,436	6,436
TOTAL	244	19,113	19,357

Length (km) of transmission lines by voltage level in 2022			
	Less than 69 kV	Over 69 kV	Total
CPFL Paulista	0	5,938	5,938
CPFL Piratininga	0	727	727
CPFL Santa Cruz	0	526	526
RGE	228	4,661	4,889
CPFL Renováveis	15	913	928
CPFL Transmissão	0	6,120	6,120
TOTAL	243	18,885	19,128

Length (km) of distribution lines by type in 2024				
	Urban	Rural	Underground	Total
CPFL Paulista	72,146	65,301	884	138,331
CPFL Piratininga	18,105	9,567	689	28,361
CPFL Santa Cruz	7,275	17,020	42	24,337
RGE	41,949	112,736	71	154,755
TOTAL	139,475	204,624	1,686	345,784

Length (km) of distribution lines by type in 2023				
	Urban	Rural	Underground	Total
CPFL Paulista	71,148	64,118	801	136,067
CPFL Piratininga	17,944	9,335	651	27,929
CPFL Santa Cruz	7,233	16,818	41	24,093
RGE	41,427	113,353	117	154,896
TOTAL	137,752	203,624	1,610	342,986

Length (km) of distribution lines by type in 2022				
	Urban	Rural	Underground	Total
CPFL Paulista	70,302	62,931	756	133,989
CPFL Piratininga	17,780	9,144	614	27,538
CPFL Santa Cruz	7,186	16,625	40	23,851
RGE	41,084	113,396	111	154,591
TOTAL	136,352	202,096	1,521	339,969

GRI EU12 | Transmission and distribution losses as a percentage of total energy

Loss rate per distributor (%)

	2024			2023			2022		
	Technical	Non-Technical	Total	Technical	Non-Technical	Total	Technical	Non-Technical	Total
CPFL Paulista	5.23	3.14	8.37	5.42	3.72	9.14	6.00	2.77	8.77
CPFL Piratininga	3.86	3.73	7.59	4.52	3.23	7.75	4.75	2.66	7.41
CPFL Santa Cruz	6.85	-0.03	6.82	6.85	0.90	7.75	6.85	0.24	7.09
RGE	6.10	2.85	8.95	6.39	2.64	9.03	6.75	1.96	8.71
CPFL Energia	5.25	3.03	8.28	5.59	3.17	8.76	5.98	2.44	8.42

According to the criteria defined by the Regulatory Agency (ANEEL), except for the non-consideration of distributed generation (DG) effects. For RGE, high-voltage customers (A1) are removed from the calculation. For CPFL Santa Cruz, we had a high impact from the unfactored effect directly affecting non-technical losses.

GRI EU25 | Number of accidents and fatalities of service users involving company assets, including judicial decisions and settlements, as well as pending legal cases related to illnesses.

Legal cases related to accidents involving the population and the CPFL electrical network

	2024	2023 ¹	2022
Cases opened in the period	168	125	111
Cases closed in the period	98	112	88
Financial impact of closed cases (R\$ thousand)	14,190	9,296	21,920
Other cases in progress during the period	566	491	464

¹ From 2023, it includes CPFL Transmissão.

GRI EU28 e EU29 | Power outage frequency and Average power outage duration SASB IF-EU-550a.2 | ⁽¹⁾ System Average Interruption Duration Index (SAIDI), ⁽²⁾ System Average Interruption Frequency Index (SAIFI), and ⁽³⁾ Customer Average Interruption Duration Index (CAIDI)¹, including major event days

System Average Interruption Frequency Index (SAIFI)

	2024		2023		2022	
	Realized	ANEEL limit	Realized	ANEEL limit	Realized	ANEEL limit
CPFL Paulista	3.01	5.09	3.26	5.09	3.56	5.47
CPFL Piratininga	3.25	4.98	3.14	4.99	3.65	5.15
CPFL Santa Cruz	3.05	6.11	3.22	6.56	3.22	6.92
RGE ²	4.42	7.19	3.98	7.21	4.63	7.69
CPFL Energia	3.47	NA	3.45	NA	3.88	NA

¹ The CAIDI indicator was not reported in this report.

² The increase in the RGE indicator in 2024, compared to 2023, occurred due to the atypical climate situations that affected the state of Rio Grande do Sul, including the catastrophe that devastated the state in May.

Systema Average Interruption Duration Index (SAIDI)

	2024		2023		2022	
	Realized	ANEEL limit	Realized	ANEEL limit	Realized	ANEEL limit
CPFL Paulista	4.78	6.42	5.14	6.41	5.25	6.77
CPFL Piratininga	4.39	6.05	4.57	6.04	4.95	6.21
CPFL Santa Cruz	4.84	7.35	5.04	7.99	4.74	8.13
RGE ²	9.09	10.50	8.63	10.54	10.55	10.76
CPFL Energia	5.98	NA	6.07	NA	6.76	NA

¹ he CAIDI indicator was not reported in this report.

² The increase in the RGE indicator in 2024, compared to 2023, occurred due to the atypical climate situations that affected the state of Rio Grande do Sul, including the catastrophe that devastated the state in May.

SASB IF-EU-000.B | Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers

Sales in the concession area (GWh)			
	2024	2023	2022
Residential	23,306	21,980	20,922
Industrial	26,577	25,799	26,110
Commercial	12,587	11,845	11,362
Rural	2,879	2,755	3,014
Public Authority	1,611	1,493	1,391
Public Lighting	1,878	1,944	1,975
Public Service	2,492	2,439	2,487
Own Consumption	37	36	35
Permit Holders	1,531	1,677	2,003
TOTAL	72,897	69,968	69,301

SASB IF-EU-140a.2 | Number of incidents of non-compliance associated with water quality permits, standards and regulations

In 2024, we recorded no incidents of this nature.

SASB IF-EU-240a.1 | Average retail electricity rate for (1) residential, (2) commercial, and (3) industrial customers

Average electricity tariff by customer class (R\$/kWh) ¹									
	2024			2023			2022		
	Residential	Industrial	Commercial	Residential	Industrial	Commercial	Residential	Industrial	Commercial
CPFL Paulista	0.694	0.553	0.650	0.662	0.500	0.606	0.672	0.525	0.623
CPFL Piratininga	0.682	0.535	0.620	0.667	0.519	0.600	0.667	0.627	0.605
CPFL Santa Cruz	0.648	0.489	0.620	0.593	0.438	0.564	0.608	0.480	0.592
RGE	0.710	0.529	0.682	0.685	0.480	0.643	0.694	0.505	0.656

¹ Calculated as the average income divided by the average consumption in each class

SASB IF-EU-240a.3 | (1) Number of electricity disconnections of residential customers due to non-payment, (2) percentage reconnected within 30 days

Disconnections and reconnections for residential customers¹						
	2024		2023		2022	
	Total residential disconnections due to non-payment	Percentage reconnected within 30 days	Total residential disconnections due to non-payment	Percentage reconnected within 30 days	Total residential disconnections due to non-payment	Percentage reconnected within 30 days
CPFL Paulista	771,909	61%	652,229	64%	684,144	61%
CPFL Piratininga	296,330	67%	308,491	67%	306,162	61%
CPFL Santa Cruz	58,046	64%	62,160	64%	69,062	62%
RGE	216,256	65%	382,302	63%	393,844	58%

¹ The percentages of reconnections related to disconnections within 30 days did not undergo significant variations. However, due to the public calamity in the state of Rio Grande do Sul, disconnections due to non-payment was prohibited, which reduced the volume by 43% compared to 2023. In order to mitigate the impact on the group’s financial result, CPFL Paulista increased its disconnection volume by 18%.

IF-EU-420a.2 Percentage of electrical load served by smart grid technology (% per MWh)

Percentage of electrical load served by smart grid for residential customers (R\$/kWh) ¹									
	2024			2023			2022		
	%	500kWh	1000kWh	%	500kWh	1000kWh	%	500kWh	1000kWh
CPFL Paulista	69%	347	694	66%	331	662	s/d	s/d	s/d
CPFL Piratininga	68%	341	682	67%	333	667	s/d	s/d	s/d
CPFL Santa Cruz	65%	324	648	59%	296	593	s/d	s/d	s/d
RGE	71%	355	710	69%	342	685	s/d	s/d	s/d

¹ Calculated as the average revenue divided by the average consumption in each class.

Certifications

Reference norm	Company	Scope	Validity	Certification body
ISO/IEC 27001:2013	CPFL Energia	CPFL Energia Datacenter Information Security Management System, including control, operation, monitoring and infrastructure maintenance services	Oct/25	Fundação Vanzolini
ISO37001:2016	CPFL Energia	Management and operation of the anti-bribery management system and integrity program for the activities of the Company's business area.	Nov/28	QMS Certification
ISO56002:2019	CPFL Energia	Management of the innovation management system related to the development of R&D&I projects, prototypes and new technologies for the creation of products and/or services that directly and indirectly serve CPFL Energia's employees and customers.	Dec/27	QMS Certification
ISO9001:2015	CPFL Paulista CPFL Piratininga RGE	<ul style="list-style-type: none">• Distribution and Commercialization of Electricity.• Operation of the Electricity Transmission System.• Data Collection and Assessment of Individual and Collective Indicators of Electricity Supply Continuity.• Teleservice Management, including the Collection and Generation of Data for Assessment of Telephone Service Quality Indicators.• Data Collection and Assessment of Commercial Service Standards.• Process for Handling Complaints from Electricity Consumers, including Ombudsman.• Measurement, Data Collection, Assessment of Indicators of Compensation Related to steady-state voltage.	Dec/27	Bureau Veritas Certification

Reference norm	Company	Scope	Validity	Certification body
ISO9001:2015	CPFL Santa Cruz	<ul style="list-style-type: none">• Distribution and Commercialization of Electricity.• Operation of the Electricity Transmission System.• Data Collection and Assessment of Individual and Collective Indicators of Electricity Supply Continuity.• Teleservice Management, including the Collection and Generation of Data for Assessment of Telephone Service Quality Indicators.• Data Collection and Assessment of Commercial Service Standards.• Process for Handling Complaints from Electricity Consumers, including Ombudsman.• Measurement, Data Collection, Assessment of Indicators of Compensation Related to steady-state voltage.	Jan/27	Bureau Veritas Certification
ISO9001:2015	CPFL Serviços	Management of the execution of electrical energy network works at CPFL Serviços' operational bases. Management of renovation and recovery of electrical equipment (transformers, regulators, reclosers and manual maintenance tools for energy distribution) at the São José do Rio Pardo unit.	Nov/25	Bureau Veritas Certification
ISO17025:2008	CPFL Serviços	ELECTRICAL MOTORS, EQUIPMENT, AND MATERIALS: Chemical Sampling and Testing; ELECTRICAL INSULATING LIQUIDS: Sampling of insulating liquids in drums, tanks, and electrical equipment. Determination of Polychlorinated Biphenyls (PCBs) by gas chromatography (GC-ECD).	Jul/25	INMETRO

Reference norm	Company	Scope	Validity	Certification body
ISO14001:2015	CPFL Paulista CPFL Piratininga RGE	Coexistence of the Urban Electricity Distribution Network with the Environment and Electricity Transmission Services.	Dec/27	Bureau Veritas Certification
ISO14001:2015	CPFL Santa Cruz	Coexistence of the Urban Electricity Distribution Network with the Environment	Jan/27	Bureau Veritas Certification
ISO14001:2015	CPFL Serviços	Management of the execution of electrical energy network works at CPFL Serviços' operational bases. Management of renovation and recovery of electrical equipment (transformers, regulators, reclosers and manual maintenance tools for energy distribution) at the São José do Rio Pardo unit.	Jan/26	Bureau Veritas Certification
ISO45001:2018	CPFL Paulista CPFL Piratininga RGE	Distribution and Commercialization of Electricity	Dec/27	Bureau Veritas Certification
ISO45001:2018	CPFL Santa Cruz	Distribution and Commercialization of Electricity	Jan/27	Bureau Veritas Certification
ISO 9001:2015 ISO55001:2014	CPFL Geração – Baesa	Operation and maintenance of the HPP Barra Grande generating plants for electricity generation, including management of the dam and reservoir.	Dec/27	DNV
ISO14001:2015 ISO45001:2018	CPFL Geração – Baesa	Operation and maintenance of the HPP Barra Grande generating plants for electricity generation, including management of the dam and reservoir.	Sep/27	DNV

Reference norm	Company	Scope	Validity	Certification body
ISO 9001:2015 ISO14001:2015 ISO45001:2018	CPFL Geração – Ceran	Electricity Generation	Jan/27	BSI Certification
ISO55001:2014	CPFL Geração – Enercan	Management, operation, maintenance, electricity generation and transmission system for the Eletrosul connection substation in Campos Novos.	Jan/28	DNV
ISO 9001:2015	CPFL Geração – Enercan	Operation and maintenance of the generating units at HPP Campos Novos for the electricity generation, including transmission to the SE - Eletrosul, dam management and reservoir management.	Dec/27	DNV
ISO14001:2015	CPFL Geração – Enercan	System for managing environmental aspects and impacts of HPP Campos Novos, the activities of which include: Reservoir Management, Operation, Maintenance, Electricity Generation and Transmission System to the Eletrosul Connection Substation - Campos Novos.	Sep/27	DNV
ISO45001:2018	CPFL Geração – Enercan	System for managing occupational health and safety hazards and risks at HPP Campos Novos, the activities of which include risks related to: Reservoir Management, Operation, Maintenance, Electricity Generation and Transmission System to the Eletrosul Connection Substation - Campos Novos.	Sep/27	DNV

GRI Content Index

CPFL Energia has reported in accordance with GRI Standards for the period between Jan 01, 2024 and Dec 31, 2024.

GRI 1: Foundation 2021

			Omissions				
GRI Standard/ Other source	Disclosure	Page/Direct Answer	Requirement(s) omitted	Reason	Explanation	Global Compact	SDG
General disclosures							
GRI 2 General disclosures 2021	2-1 Organizational details	30, 34, 35, 66 and 67	-	-	-	-	-
	2-2 Entities included in the organization’s sustainability reporting	244 and 245	-	-	-	-	-
	2-3 Reporting period, frequency and contact point	14 and 15	-	-	-	-	-
	2-4 Restatements of information	171	-	-	-	-	-
	2-5 External assurance	15, 300, 301, 302, 303, 304, 305 and 306	-	-	-	-	-
	2-6 Activities, value chain and other business relationships	30, 34, 35, 36, 37, 38, 39, 40, 41, 43, 44, 45, 47, 48, 49, 52, 54, 55 and 190 In 2024, we had 7,825 suppliers registered in our database, including international suppliers. This data includes information pertaining to the Distributors, CPFL Serviços, CPFL Renováveis, and CPFL Transmissão. The contracting scopes are diverse, such as the acquisition of a wide variety of materials, including transformers, insulators, cables, poles, wires, cables, and PPEs; and a range of services, encompassing the construction and maintenance of networks, transmission lines, substations, wind farms, maintenance of small hydroelectric power plants (SHPPs), meter reading and delivery of bills, tree trimming, consultancies, among others.	-	-	-	-	-
	2-7 Employees	160, 161, 246 and 247	-	-	-	6	8 and 10

			Omissions					
GRI Standard/ Other source	Disclosure	Page/Direct Answer	Requirement(s) omitted	Reason	Explanation	Global Compact	SDG	
	2-8 Workers who are not employees	160 and 161	-	-	-	6	8 and 10	
	2-9 Governance structure and composition	66, 68, 69, 70, 71, 72 and 73	-	-	-	-	16	
	2-10 Nomination and selection of the highest governance body	69	-	-	-	-	5 and 16	
	2-11 Chair of the highest governance body	The Chairman of the Company's Board of Directors, Mr. Daobiao Chen, does not hold executive functions in the Company, as expressly prohibited in art. 138, paragraph 3, of Law 6.404/1976, and in CPFL Energia's Bylaws.	-	-	-	-	16	
	2-12 Role of the highest governance body in overseeing the management of impacts	69, 98 and 100	-	-	-	-	16	
	2-13 Delegation of responsibility for managing impacts	94, 97, 98 and 100	-	-	-	-	-	
	2-14 Role of the highest governance body in sustainability reporting	15, 92, 93, 94, 98 and 100	-	-	-	-	-	
	2-15 Conflicts of interest	77	-	-	-	-	16	
	2-16 Communication of critical concerns	74, 77, 78 and 79	-	-	-	-	-	
	2-17 Collective knowledge of the highest governance body	18 and 66	-	-	-	-	-	
	2-18 Evaluation of the performance of the highest governance body	69	-	-	-	-	-	
	2-19 Remuneration policies	69, 70, 71, 72 and 73	-	-	-	-	-	

GRI Standard/ Other source	Disclosure	Page/Direct Answer	Omissions				Global Compact	SDG
			Requirement(s) omitted	Reason	Explanation			
	2-20 Process to determine remuneration	69, 70, 72 and 73	ii. how stakeholder opinions (including those of shareholders) regarding remuneration are obtained and considered; iii. whether remuneration consultants are involved in the determination of remuneration and, if so, whether they are independent of the organization, the highest governance body, and its senior executives; b. report the results of stakeholder (including shareholder) votes on remuneration policies and proposals, if applicable.	Confidential information.	-	-	-	-
	2-21 Annual total compensation ratio	248	c. report contextual information to understand the reported data and how the data were compiled.	Confidential information.	-	-	-	-
	2-22 Statement on sustainable development strategy	6, 8, 9, 10, 12 and 13	-	-	-	-	-	-
	2-23 Policy commitments	68, 69, 74, 77, 78, 79, 80 and 100	-	-	-	-	-	-
	2-24 Embedding policy commitments	68, 69, 74, 77, 78, 79, 80 and 100	-	-	-	-	-	-
	2-25 Processes to remediate negative impacts	38, 39, 74, 78, 79, 94, 204 and 223	-	-	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	39, 77, 78, 79, 226 and 227	-	-	-	10	16	
	2-27 Compliance with laws and regulations	248	-	-	-	-	16	
	2-28 Association membership	246	-	-	-	-	16	
	2-29 Approach to stakeholder engagement	92, 93, 94, 95, 118, 123, 158, 159, 173, 174, 177, 182, 195, 196, 199, 200 and 204	-	-	-	-	-	

			Omissions				
GRI Standard/ Other source	Disclosure	Page/Direct Answer	Requirement(s) omitted	Reason	Explanation	Global Compact	SDG
GRI Energy Sector 2013	2-30 Collective bargaining agreements	249	-	-	-	3	8
	EU01 Installed capacity, broken down by primary energy source and by regulatory regime	36, 40, 41 and 258	-	-	-	-	7
	EU02 Net energy output broken down by primary energy source and by regulatory regime	36, 40, 41 and 259	-	-	-	-	7
	EU03 Number of residential, industrial, institutional and commercial customer units	259	-	-	-	-	-
	EU04 Length of above and underground transmission and distribution lines by regulatory regime	43, 44, 45, 48 and 260	-	-	-	-	7
	EU05 Allocation of CO2e emissions allowances or equivalent, broken down by carbon trading framework	40 and 41	-	-	-	-	13
Material topics							
GRI 3 Material topics 2021	3-1 Process to determine material topics	94 and 95	-	-	-	-	-
	3-2 List of material topics	94 and 95	-	-	-	-	-
Material topic Climate change and decarbonization							
GRI 3 Material Topics 2021	3-3 Management of material topics	100, 110, 112, 113, 114 and 115	-	-	-	-	-
GRI 201 Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	114 and 115	-	-	-	7	13
GRI 302 Energy 2016	302-1 Energy consumption within the organization	117	-	-	-	7 and 8	7, 8, 12 and 13
	302-2 Energy consumption outside of the organization	118 and 119	-	-	-	8	7, 8, 12 and 13
GRI 305 Emissions 2016	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	114 and 116	-	-	-	7 and 8	3, 12, 13, 14 and 15
	305-2 Indirect (Scope 2) greenhouse gas (GHG) emissions from energy purchase	115 and 116	-	-	-	7 and 8	3, 12, 13, 14 and 15

			Omissions				
GRI Standard/ Other source	Disclosure	Page/Direct Answer	Requirement(s) omitted	Reason	Explanation	Global Compact	SDG
	305-3 Other indirect (Scope 3) greenhouse gas (GHG) emissions	115 and 116	-	-	-	7 and 8	3, 12, 13, 14 and 15
	305-4 Greenhouse gas (GHG) emissions intensity	117	-	-	-	8	13, 14 and 15
	305-5 Reduction of greenhouse gas (GHG) emissions	114, 115 and 116	-	-	-	8 and 9	13, 14 and 15
	305-6 Emissions of ozone-depleting substances (ODS)	252	-	-	-	7 and 8	3 and 12
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	253	-	-	-	7 and 8	3, 12, 14 and 15
Material topic Smart energy and innovation							
GRI 3 Material Topics 2021	3-3 Management of material topics	58, 60, 61, 62, 64, 65 and 130	-	-	-	-	-
GRI Energy Sector 2013	EU8 Research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development	58, 60, 61, 62, 64 and 65	-	-	-	9	7, 8, 9 and 11
Material topic: Water and effluents							
GRI 3 Material Topics 2021	3-3 Management of Material Topics	140 and 141	-	-	-	-	-
GRI 303 Water and effluents 2018	303-1 Interactions with water as a shared resource	140, 141 and 144	-	-	-	8	6, 12 and 14
	303-2 Management of impacts related to water disposal	140 and 141	-	-	-	8	6
	303-3 Water withdrawal	143	-	-	-	7 and 8	6
	303-4 Water disposal	143	-	-	-	7 and 8	6
	303-5 Water consumption	143	-	-	-	8	6
Material topic: Resource use and circular economy							
GRI 3 Material Topics 2021	3-3 Management of Material Topics	38, 39 and 146	-	-	-	-	-
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	146 and 147	-	-	-	8	3, 6, 11 and 12

			Omissions					
GRI Standard/ Other source	Disclosure	Page/Direct Answer	Requirement(s) omitted	Reason	Explanation	Global Compact	SDG	
	306-2 Management of significant waste-related impacts	146 and 147	-	-	-	8	3, 6, 11 and 12	
	306-3 Waste generated	148	-	-	-	8	3, 11 and 12	
	306-4 Waste diverted from disposal	149	-	-	-	8	3, 11 and 12	
	306-5 Waste directed to disposal	148	-	-	-	8	3, 11 and 12	
Material topic Biodiversity preservation								
GRI 3 Material Topics 2021	3-3 Management of Material Topics	150	-	-	-	-	-	
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	251	-	-	-	8	6, 14 and 15	
	304-2 Significant impacts of activities, products, and services on biodiversity	150, 151, 152 and 153	-	-	-	8	6, 14 and 15	
	304-3 Habitats protected or restored	153	-	-	-	8	6, 14 and 15	
	304-4 Species included in the IUCN Red List and in national conservation lists with habitats in areas affected by the organization’s operations	252	-	-	-	8	6, 14 and 15	
Material topic Health and safety as a value								
GRI 3 Material Topics 2021	3-3 Management of Material Topics	226	-	-	-	-	-	
GRI 403 Occupational health and safety 2018	403-1 Occupational health and safety management system	228, 229 and 231	-	-	-	-	3 and 8	
	403-2 Hazard identification, risk assessment, and incident investigation	228, 229, 230, 231 and 233	-	-	-	-	8	

			Omissions				
GRI Standard/ Other source	Disclosure	Page/Direct Answer	Requirement(s) omitted	Reason	Explanation	Global Compact	SDG
	403-3 Occupational health services	229, 230, 231 and 233	-	-	-	-	3 and 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	230, 231, 233, 234 and 235	-	-	-	-	8 and 16
	403-5 Worker training on occupational health and safety	233, 234, 235 and 236	-	-	-	-	3 and 8
	403-6 Promotion of worker health	168, 169, 172 and 173	-	-	-	-	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	226, 227, 233, 234, 235 and 236	-	-	-	-	8
	403-8 Workers covered by an occupational health and safety management system	228	-	-	-	-	8
	403-9 Work-related injuries	231, 233 and 256	-	-	-	-	3, 8 and 16
	403-10 Work-related ill health	231	-	-	-	-	3, 8 and 16
GRI 416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	223 and 227	-	-	-	-	3 and 8
GRI Energy Sector 2013	EU21 Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans	222, 223, 224 and 225	-	-	-	1	11
	EU25 Number of injuries and fatalities to the public involving company assets including legal judgments, settlements and pending legal cases of diseases	262	-	-	-	-	-
GRI 410 Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	257	-	-	-	1	16
Tema material: Promoção do desenvolvimento das comunidades							
GRI 3 Material Topics 2021	3-3 Management of Material Topics	200, 201, 202 and 204	-	-	-	-	-
GRI 203 Indirect economic impacts 2016	203-1 Investimentos em infraestrutura and apoio a serviços	128, 129, 144, 200, 201, 204, 207, 209 and 210	-	-	-	-	5, 9 and 11

			Omissions				
GRI Standard/ Other source	Disclosure	Page/Direct Answer	Requirement(s) omitted	Reason	Explanation	Global Compact	SDG
	203-2 Significant indirect economic impacts	128, 129, 166, 200, 201 and 202	-	-	-	-	1, 3, 8 and 11
GRI 413 Local communities 2016	413-2 Operations with – actual and potential – significant negative impacts on local communities	38 and 39	-	-	-	-	1, 2 and 11
GRI Energy Sector 2013	EU14 Programs and processes to ensure the availability of a skilled workforce	166 and 202	-	-	-	-	4 and 8
GRI 411 Indigenous Peoples’ Rights 2016	411-1 Incidents of violations involving rights of indigenous peoples	257	-	-	-	1	2
GRI 413 Local communities 2016	413-1 Operations with engagement, impact assessments and development programs aimed at the local community	38, 39, 166, 200 and 202	-	-	-	8	1 and 11
Material theme: Human capital development							
GRI 3 Material Topics 2021	3-3 Management of Material Topics	166, 174, 175 and 177	-	-	-		

			Omissions				
GRI Standard/ Other source	Disclosure	Page/Direct Answer	Requirement(s) omitted	Reason	Explanation	Global Compact	SDG
GRI 201 Economic performance 2016	201-3 Defined benefit plan obligations and other retirement plans	CPFL Energia has defined benefit plans, which are closed to new enrollments, and defined contribution plans, offered to new employees. For the defined benefit plans, the pension liability is estimated at R\$ 627 million, as of the base date of December 31, 2024.					
		The liability is covered by the monthly payment of normal contributions and extraordinary contributions, according to the funding defined by the Foundations' actuary for each defined benefit plan. In the CD Vivest plan, there are percentages that vary according to the salary range, as shown in the table below:					
		Salary Contribution Percentage					
		Up to 3,953.97 0.0% to 3.0%					
		From 3,953.97 to 15,815.88 0.0% to 4.0%					
		From 15,815.8 to 32,936.57 0.0% to 6.0%					
		Above 32,936.57 0.0% to 8.0%					
		The average enrollment rate was 68% from January to December 2024.					
GRI 202 Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	249	-	-	-	6	1, 5 and 8
	202-2 Proportion of senior management hired from the local community	249	-	-	-	6	8
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	254 and 255	-	-	-	6	5, 8 and 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	168, 169 and 170	-	-	-	-	3, 5 and 8
	401-3 Parental leave	171	-	-	-	6	5 and 8
GRI 404 Training and education 2016	404-1 Average hours of training per year per employee	175	-	-	-	6	4, 5, 8 and 10

GRI Standard/ Other source	Disclosure	Page/Direct Answer	Omissions				Global Compact	SDG
			Requirement(s) omitted	Reason	Explanation			
	404-2 Programs for upgrading employee skills and transition assistance programs	166, 167, 174, 175 and 177	-	-	-	-	-	8
	404-3 Percentage of employees receiving regular performance and career development reviews	178 and 179	-	-	-	6	-	5, 8 and 10
Material topic Promoting diversity and inclusion								
GRI 3 Material Topics 2021	3-3 Management of Material Topics	180, 181, 183, 184 and 185	-	-	-	-	-	-
GRI 405 Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	160, 161, 183, 186, 187 and 188	-	-	-	6	-	5 and 8
	405-2 Ratio of basic salary and remuneration of women to men	188	-	-	-	6	-	5, 8 and 10
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	181	-	-	-	6	-	5 and 8
Material topic Ethical conduct and transparency								
GRI 3 Material Topics 2021	3-3 Management of Material Topics	74, 77, 78 and 79	-	-	-	-	-	-
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	74	-	-	-	10	-	16
	205-2 Communication and training about anti-corruption policies and procedures	74, 77 and 250	-	-	-	10	-	16
	205-3 Confirmed incidents of corruption and actions taken	74	-	-	-	10	-	16
GRI 408 Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	192 and 257	-	-	-	5	-	8 and 16
GRI 409 Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	192 and 257	-	-	-	4	-	8
Material topic Financial and operational performance								
GRI 3 Material Topics 2021	3-3 Management of Material Topics	86	-	-	-	-	-	-
GRI 201 Economic performance 2016	201-1 Direct economic value generated and distributed	89	-	-	-	-	-	8 and 9

			Omissions				
GRI Standard/ Other source	Disclosure	Page/Direct Answer	Requirement(s) omitted	Reason	Explanation	Global Compact	SDG
GRI Energy Sector 2013	EU6 Management approach to ensure short and long-term electricity availability and reliability	43, 44, 45, 47, 48, 49, 52, 54 and 55	-	-	-	-	7, 9 and 11
	EU12 Transmission and distribution losses as a percentage of total energy	262	-	-	-	-	7 and 13
	EU28 Power outage frequency	49 and 263	-	-	-	-	7 and 9
	EU29 Average power outage duration	49 and 263	-	-	-	-	7 and 9
Material topic: Corporate governance and risk management							
GRI 3 Material Topics 2021	3-3 Management of Material Topics	68, 69, 70, 71, 72, 73, 80, 81, 82, 83, 84 and 85	-	-	-	-	-
Material topic: Customer satisfaction							
GRI 3 Material Topics 2021	3-3 Management of Material Topics	196	-	-	-	-	-
GRI 418 Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	This year, we recorded an incident on our privacy and data protection platform involving the misplacement of energy bills by a partner company. In response to this event, investigations into the facts were conducted, and no significant damages to the data subjects were identified, in accordance with Article 5 of Resolution No. 15 of the National Data Protection Authority (ANPD). Nevertheless, to potentially mitigate risks, the CPFL Energia Group adopted measures, such as the rebilling and installment payment of the misplaced bills with the waiver of interest and fines, as well as improvements in the commercial procedures related to this issue.	-	-	-	-	16
GRI Energy Sector 2013	EU24 Practices to address language, cultural, low literacy and disability related barriers to access and safely use electricity and customer support services	196	-	-	-	-	1 and 7
Material topic Sustainable purchasing							
GRI 3 Material Topics 2021	3-3 Management of Material Topics	190, 191 and 192	-	-	-		

GRI Standard/ Other source	Disclosure	Page/Direct Answer	Omissions			Global Compact	SDG
			Requirement(s) omitted	Reason	Explanation		
GRI 407 Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	192 and 256	-	-	-	3	8
GRI 308 Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	190, 191 and 192	-	-	-	8	12
	308-2 Negative environmental impacts in the supply chain and actions taken	190, 191 and 192	-	-	-	8	12
GRI 414 Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	190, 191 and 193	-	-	-	2	5, 8, 12 and 16
	414-2 Negative social impacts in the supply chain and actions take	190, 191 and 193	-	-	-	2	5, 8, 12 and 16

SASB Content Index

SASB Topic	SASB Code	Metrics requested by SASB	Pages
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emissions-reporting regulations	114, 115 and 116
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries	117 and 119
	IF-EU-110a.3	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	121
Air Quality	IF-EU-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	253
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	143
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	140, 141 and 264
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	140 and 141
Coal Ash Management	IF-EU-150a.1	(1) Amount of coal combustion products (CCPs) generated, (2) percentage recycled	Not applicable, CPFL Energia does not have coal burning operations.
	IF-EU-150a.3	Description of coal combustion products (CCPs) management policies and procedures for active and inactive operations	Not applicable, CPFL Energia does not have coal burning operations.
Energy Affordability	IF-EU-240a.1	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	264
	IF-EU-240a.3	(1) Number of residential customer electric disconnections for non-payment, (2) percentage reconnected within 30 days	265

SASB Topic	SASB Code	Metrics requested by SASB	Pages
End-Use Efficiency & Demand	IF-EU-420a.2	Percentage of electric load served by smart grid technology	265
Nuclear Safety & Emergency Management	IF-EU-540a.1	Total number of nuclear power units, broken down by results of most recent independent safety review	Not applicable, CPFL Energia does not have nuclear energy operations.
	IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness	Not applicable, CPFL Energia does not have nuclear energy operations.
Grid Resiliency	IF-EU-550a.1	Number of incidents of non-compliance with physical or cybersecurity standards or regulations	As this is confidential information, this data will not be reported.
	IF-EU-550a.2	1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	263
Activity Metrics	IF-EU-000.A	Number of: (1) residential, (2) commercial, and (3) industrial customers served	259
	IF-EU-000.B	Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	264
	IF-EU-000.C	Length of transmission and distribution lines	260 and 261
	IF-EU-000.D	Total electricity generated, percentage by major energy source, percentage in regulated markets	259

SDG Map



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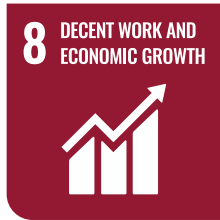
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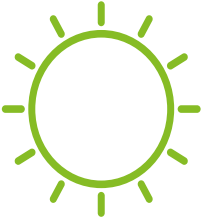






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Assurance Report



WHEN TRUST MATTERS

Declaração de asseguração independente

CPFL Energias Renováveis (CPFL) comissionou a DNV Business Assurance Avaliações e Certificações Brasil Ltda. (“DNV” ou “nós”) para realizar a verificação independente do Relatório de Sustentabilidade, ano 2024 (“Relatório”) e para realizar uma verificação independente para indicadores de desempenho selecionados para o período de 1º de janeiro de 2024 a 31 de dezembro de 2024.



Nossa opinião: Com base no trabalho realizado, nada nos chamou a atenção para sugerir que o Relatório não descreve adequadamente a adesão da CPFL energia aos princípios descritos abaixo. Em termos de confiabilidade dos dados de desempenho, nada nos chamou a atenção que sugerisse que estes dados não tivessem sido devidamente agrupados a partir da informação reportada ao nível operacional, nem que os pressupostos utilizados fossem inadequados. Em nossa opinião, o relatório fornece informações suficientes para que os leitores entendam a forma de gestão da empresa em relação aos seus temas e impactos mais relevantes.

Sem afetar nossa opinião de asseguração, também fazemos as seguintes observações:

Inclusão das partes interessadas

A participação das partes interessadas no desenvolvimento e alcance de uma resposta responsável e estratégica para a sustentabilidade.

Ao longo do processo de asseguração, a DNV identificou que a CPFL envolve sistematicamente as principais partes interessadas em seus negócios, tais como liderança sênior, associações setoriais, clientes, distribuidores, funcionários, comunidades, concorrentes, reguladores e órgãos setoriais, entidades da sociedade civil / ONGs, entre outros. Há evidências de que o feedback dos stakeholders ajudou a definir o conteúdo do relatório e influenciou a tomada de decisões dentro da empresa.

Nada veio a nossa atenção que sugira que o relatório não atenda aos requisitos relacionados ao princípio de inclusão de stakeholders.

Materialidade

O processo para determinar as questões que são mais relevantes para uma organização e suas partes interessadas.

ACPFL demonstrou um processo estruturado e eficaz para identificar suas questões mais materiais. O processo de materialidade, realizada em 2024, considerou uma ampla gama de insumos, incluindo o contexto de sustentabilidade e riscos da empresa, as tendências do setor e as perspectivas das partes interessadas. Por meio de sua estrutura de gestão de riscos, a empresa monitora continuamente questões emergentes e prioritárias. O Relatório apresenta as atividades e o desempenho da empresa em relação aos seus temas mais materiais.

Nada veio a nossa atenção que sugira que o Relatório não atenda aos requisitos relacionados a materialidade.

Contexto de Sustentabilidade

A apresentação do desempenho da organização no contexto mais amplo da sustentabilidade.

O Relatório ESG 2024 da CPFL se baseia nas estruturas globais de sustentabilidade, como a Global Reporting Initiative (GRI). Nada veio a nossa atenção que sugira que o Relatório não atenda aos requisitos

relacionados ao princípio do Contexto da Sustentabilidade.

Compleitude

Quanto de todas as informações que foram identificadas como materiais para a organização e suas partes interessadas são relatadas?

O Relatório fornece uma visão geral abrangente do desempenho ESG da CPFL no ano do Relatório. Com base no trabalho realizado, não acreditamos que a CPFL tenha deixado de relatar qualquer de suas questões materiais. Verificou-se que a empresa utiliza sistemas e softwares para controle da maioria das informações, o que traz maior confiabilidade e qualidade aos dados. No entanto, para algumas informações, nem todos os dados são geridos em sistema, sendo parte controlados de forma manual e consolidados em sistema. Recomenda-se que, se possível, as informações sejam gerenciadas em sistema, visando melhor gerenciamento e eficácia das informações.

Nada veio a nossa atenção que sugira que o Relatório não atenda aos requisitos relacionados ao Princípio da Compleitude.


Confiabilidade

A precisão e comparabilidade da informação apresentada no Relatório, bem como a qualidade dos sistemas de gestão de dados subjacentes.

A CPFL estabeleceu uma variedade de processos para coletar e consolidar os diversos dados que relata. Temos confiança nos processos em vigor para garantir precisão nas informações apresentadas no Relatório e nos sistemas de gerenciamento de dados. A divulgação de dados é abrangente e os indicadores são divulgados de forma equilibrada. Nossa revisão de indicadores selecionados apresentados no Relatório resultou em alguns erros técnicos que foram identificados e corrigidos com base em nossa amostragem.

Nada veio a nossa atenção que sugira que o Relatório não atenda aos requisitos relacionados ao Princípio de Confiabilidade.

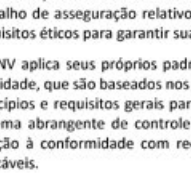
Statement number: DNV-2025-ASR-C766315



WHEN TRUST MATTERS

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Nossa opinião: Com base no trabalho realizado, nada nos chamou a atenção para sugerir que o Relatório não descreve adequadamente a adesão da CPFL energia aos princípios descritos abaixo. Em termos de confiabilidade dos dados de desempenho, nada nos chamou a atenção que sugerisse que estes dados não tivessem sido devidamente agrupados a partir da informação reportada ao nível operacional, nem que os pressupostos utilizados fossem inadequados. Em nossa opinião, o relatório fornece informações suficientes para que os leitores entendam a forma de gestão da empresa em relação aos seus temas e impactos mais relevantes.

Sem afetar nossa opinião de asseguração, também fazemos as seguintes observações:

Inclusão das partes interessadas

A participação das partes interessadas no desenvolvimento e alcance de uma resposta responsável e estratégica para a sustentabilidade.

Ao longo do processo de asseguração, a DNV identificou que a CPFL envolve sistematicamente as principais partes interessadas em seus negócios, tais como liderança sênior, associações setoriais, clientes, distribuidores, funcionários, comunidades, concorrentes, reguladores e órgãos setoriais, entidades da sociedade civil / ONGs, entre outros. Há evidências de que o feedback dos stakeholders ajudou a definir o conteúdo do relatório e influenciou a tomada de decisões dentro da empresa.

Nada veio a nossa atenção que sugira que o relatório não atenda aos requisitos relacionados ao princípio de inclusão de stakeholders.

Materialidade

O processo para determinar as questões que são mais relevantes para uma organização e suas partes interessadas.

ACPFL demonstrou um processo estruturado e eficaz para identificar suas questões mais materiais. O processo de materialidade, realizada em 2024, considerou uma ampla gama de insumos, incluindo o contexto de sustentabilidade e riscos da empresa, as tendências do setor e as perspectivas das partes interessadas. Por meio de sua estrutura de gestão de riscos, a empresa monitora continuamente questões emergentes e prioritárias. O Relatório apresenta as atividades e o desempenho da empresa em relação aos seus temas mais materiais.

Nada veio a nossa atenção que sugira que o Relatório não atenda aos requisitos relacionados a materialidade.

Contexto de Sustentabilidade

A apresentação do desempenho da organização no contexto mais amplo da sustentabilidade.

O Relatório ESG 2024 da CPFL se baseia nas estruturas globais de sustentabilidade, como a Global Reporting Initiative (GRI). Nada veio a nossa atenção que sugira que o Relatório não atenda aos requisitos

relacionados ao princípio do Contexto da Sustentabilidade.

Compleitude

Quanto de todas as informações que foram identificadas como materiais para a organização e suas partes interessadas são relatadas?

O Relatório fornece uma visão geral abrangente do desempenho ESG da CPFL no ano do Relatório. Com base no trabalho realizado, não acreditamos que a CPFL tenha deixado de relatar qualquer de suas questões materiais. Verificou-se que a empresa utiliza sistemas e softwares para controle da maioria das informações, o que traz maior confiabilidade e qualidade aos dados. No entanto, para algumas informações, nem todos os dados são geridos em sistema, sendo parte controlados de forma manual e consolidados em sistema. Recomenda-se que, se possível, as informações sejam gerenciadas em sistema, visando melhor gerenciamento e eficácia das informações.

Nada veio a nossa atenção que sugira que o Relatório não atenda aos requisitos relacionados ao Princípio da Compleitude.


Confiabilidade

A precisão e comparabilidade da informação apresentada no Relatório, bem como a qualidade dos sistemas de gestão de dados subjacentes.

A CPFL estabeleceu uma variedade de processos para coletar e consolidar os diversos dados que relata. Temos confiança nos processos em vigor para garantir precisão nas informações apresentadas no Relatório e nos sistemas de gerenciamento de dados. A divulgação de dados é abrangente e os indicadores são divulgados de forma equilibrada. Nossa revisão de indicadores selecionados apresentados no Relatório resultou em alguns erros técnicos que foram identificados e corrigidos com base em nossa amostragem.

Nada veio a nossa atenção que sugira que o Relatório não atenda aos requisitos relacionados ao Princípio de Confiabilidade.

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WHEN TRUST MATTERS

Nível de asseguaração

Planejamos e executamos nosso trabalho para obter as evidências que consideramos necessárias para fundamentar nossa opinião de asseguaração. Estamos fornecendo um nível 'limitado' de asseguaração. Um nível 'razoável' de asseguaração exigiria trabalho adicional na sede e nos níveis locais para obter mais evidências para apoiar a base de nossa opinião de asseguaração.

Independência

As políticas e procedimentos estabelecidos pela DNV são projetados para garantir que a DNV, seu pessoal e, quando aplicável, outros, estejam sujeitos a requisitos de independência (incluindo pessoal de outras entidades da DNV) e mantenham a independência quando exigido pelos requisitos éticos relevantes. Este trabalho foi realizado por uma equipe independente de profissionais de asseguaração de relatórios de sustentabilidade.

Base da nossa opinião

Uma equipe multidisciplinar de especialistas em sustentabilidade e asseguaração realizou trabalho de janeiro a março de 2025. Realizamos as seguintes atividades:


- Revisão das questões atuais de sustentabilidade que podem afetar a CPFL e são de interesse das partes interessadas.
- Revisão da abordagem da CPFL para o envolvimento das partes interessadas e resultados recentes.
- Revisão da informação que nos é fornecida pela CPFL sobre os seus processos de reporte e gestão relativas aos Princípios.
- Conduzimos entrevistas com a liderança de ESG, e áreas como gerenciamento de riscos, sustentabilidade, recursos humanos, meio ambiente, saúde e segurança, e compliance. Eles são responsáveis pelas áreas de gestão e relacionamento com stakeholders abordadas no Relatório. O objetivo dessas discussões foi entender o compromisso e a estratégia de alto nível relacionados aos arranjos de ESG e governança da CPFL, atividades de engajamento das partes interessadas, prioridade de gerenciamento e sistemas. Tivemos liberdade para escolher entrevistados e funções abrangidas.
- Realizamos uma visita técnica na sede da CPFL, com o intuito de realizar algumas das entrevistas previstas no processo de forma presencial, facilitando a coleta de dados e informações com os respondentes dos indicadores amostrados.
- Acessamos documentação e evidências avaliadas que apoiaram e substanciaram as reivindicações feitas no Relatório.
- Revisão dos dados especificados coletados no nível corporativo, inclusive os coletados por outras partes, e declarações feitas no Relatório. Entrevistamos gestores responsáveis pela validação interna de dados, revisamos seus processos de trabalho e realizamos auditorias amostrais dos processos de geração, coleta e gestão de dados quantitativos e qualitativos de sustentabilidade.
- Avallamos se as evidências e dados são suficientes para apoiar nossa opinião e as afirmações da CPFL.
- Demos feedback sobre o relatório com base em nosso escopo de asseguaração.

Business Assurance

DNV Business Assurance é uma provedora global de certificação, verificação, avaliações e treinamentos, ajudando clientes a construir um desempenho empresarial sustentável.

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WHEN TRUST MATTERS

Suylla Beraldo

Suylla Beraldo (Mar 31, 2025 12:26 ADT)

Auditora Líder

Mayara Oliveira

Mayara Oliveira (Mar 31, 2025 11:44 ADT)

Revisora Técnica

Por e em nome de DNV Business Assurance Avaliações e Certificações Brasil Ltda

São Paulo, Brasil

31 de Março de 2025

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