

ANNUAL REPORT  
**2025**

SUMMARY VERSION



# Introduction

We are CPFL Energia, a Brazilian company with a broad presence throughout the country and integrated operations in electricity generation, transmission, and distribution, as well as solutions and services. Our purpose is to provide sustainable, affordable, and reliable energy, contributing to a safer, healthier, and more prosperous life in the regions where we operate. This vision guides our decisions and investments, with a focus on efficiency, innovation, and value creation in the short, medium, and long term.

Committed to transparency and sustainability, we have compiled the key financial, operational, social, environmental, and governance highlights in this 2025 summary report. The full report was prepared based on internationally recognized standards and frameworks, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), as well as the IFRS Foundation's Conceptual Framework for Integrated Reporting, which connects strategy, governance, performance, and perspectives.

We also present the progress of our operations in relation to the Sustainable Development Goals (SDGs), highlighting the contribution of our businesses to issues such as economic development, social inclusion, and the transition to a low-carbon economy.

**Our commitments and actions contribute to the SDGs, reinforcing our role in building a more just and sustainable future.**



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Aerial view of the CPFL headquarters in Campinas (SP)

# 2025 Highlights

<p><b>100%</b> renewable generation mix, and decarbonization targets validated by climate science</p>	<p><b>1.1 million</b> carbon credits sold, strengthening the decarbonization of customers and supply chains</p>	<p><b>Over 13%</b> of the national distribution market (we are Brazil's largest electricity distributor by volume sold<sup>1</sup>)</p>	<p><b>6,473 km of transmission lines</b> and 88 transmission substations, connecting generators and distributors across four states</p>	<p><b>For the 7<sup>th</sup> consecutive year,</b> we won the ESG category of the ABRADÉE Award</p>	<p><b>R\$55 million</b> invested in social projects and <b>616,000 people benefited</b>, in addition to 176 schools and/or public spaces supported by the CPFL Institute's initiatives</p>
<p><b>12,832 GWh</b> of energy generated in 2025 (distributed net production)</p>	<p>More robust <b>infrastructure</b> to address extreme weather events (expanded use of drones, sensors, artificial intelligence, and predictive systems)</p>	<p><b>349,000 km</b> of networks and <b>598 distribution</b> substations in operation</p>	<p><b>99.95%</b> transmission system availability, an indicator achieved following investments in modernization and predictive maintenance</p>	<p>We received the <b>Women on Board (WoB) seal</b>, highlighting progress on the diversity agenda in senior leadership</p>	<p><b>98 hospitals</b> to be completed by 2025 through the CPFL in Hospitals Program, and expansion of the Program with an additional investment of <b>R\$120 million</b> by 2028</p>
<p><b>R\$421 million</b> invested in the Lúcia Cherobim SHP, a new hydroelectric plant in Paraná</p>	<p><b>Integrated Climate Adaptation Plan</b> developed in 2025 and enhanced in 2026 with a long-term perspective</p>	<p><b>5.82 DEC<sup>2</sup></b> <b>3.29 FEC<sup>3</sup></b>, respectively 30% and 50% below regulatory limits</p>	<p><b>Won the Transmission Auction – Lot 3</b> (project with an investment exceeding R\$1 billion)</p>	<p><b>16,164 employees</b> in our operations and 545,000 hours of training conducted during the year</p>	<p><b>Corporate Volunteering:</b> 57% increase in participation compared to the previous year</p>

1. Volume distributed (Captive + TUSD).

2. The Equivalent Duration of Outage (EDO) measures the average time each consumer was without power.

3. The Equivalent Frequency of Outage (EFO) measures the average number of times the power went out.

## Our Participation in COP30

In 2025, we participated in the 30<sup>th</sup> United Nations Climate Change Conference (COP30), held in November in Belém (PA), reinforcing our strategic role in Brazil's energy transition. COP is the main global forum for climate dialogue, bringing together governments, businesses, and civil society to advance the implementation of the Paris Agreement, which guides global efforts to reduce greenhouse gas (GHG) emissions and promote a low-carbon economy.

Given the urgency of the climate agenda, COP30 deepened the debate on reducing emissions, increasing the resilience of production systems, and promoting an energy transition capable of reconciling economic development, social inclusion, and environmental protection.

We brought to the Conference experiences that demonstrate how the climate agenda guides operational decisions and long-term investments, delivering measurable results. We showcased a 100% renewable generation portfolio, progress in power grid digitalization, circular economy initiatives, and structured actions to reduce emissions, including targets validated by the Science Based Targets initiative (SBTi), confirming that our commitments are aligned with climate science and the goals of the Paris Agreement.

By participating in COP30, we reaffirm our commitment to the electricity sector's leading role in decarbonizing the economy and building an increasingly clean and resilient energy future for Brazil.



COP30 held in Belém, Pará

## Our Activities at COP30



### Equipment Recycler

The Equipment Recycler, located in São José do Rio Pardo (SP), is a business based on the circular economy concept that transforms industrial waste into reusable inputs, reducing emissions and the use of virgin raw materials. The project was **honored with an SB COP Award** at an event during COP30.



### CPFL in Hospitals

CPFL in Hospitals received the **SP Zero Carbon Award** in the Energy Transition category, being presented as one of the state of São Paulo's contributions to the Brazilian climate agenda during the Conference.



### Partnerships and Events at COP30

Our participation also included speaking on panels and roundtables throughout COP30 and at preparatory events. At the National Confederation of Industry (CNI) booth in the Blue Zone—the Conference's official area for technical and institutional debates—we led **discussions on resilient cities and the role of the energy transition in decarbonization**. Prior to COP, we also participated in six panels organized by institutions such as CNI, the International Chamber of Commerce (ICC), the UN Global Compact, Moody's, and the governments of the states of São Paulo and Rio de Janeiro.

## Awards and Recognition

In 2025, we received national and international recognition, solidifying our position as a leader in operational performance, sustainability, governance, and innovation in the electricity sector.

### 2025 ABRADDEE Award – Brazilian Association of Electricity Distributors (ABRADDEE)

In the country's premier award for the electric power distribution sector, we achieved:

- **3<sup>rd</sup> place for Best National Performance and 2<sup>nd</sup> place in the Southeast Region** (CPFL Santa Cruz);
- **3<sup>rd</sup> place in the Southeast Region** (CPFL Paulista); and
- **1<sup>st</sup> place in the South Region** (CPFL RGE).

In specific categories:

- CPFL RGE was the winner in **Environmental, Social, and Governance (ESG)**, followed by CPFL Santa Cruz and CPFL Paulista, making up the top three;
- CPFL Paulista and CPFL Santa Cruz tied for 1st place in **Innovation Management**, while CPFL RGE ranked 2<sup>nd</sup>;
- CPFL Paulista took 2<sup>nd</sup> place in **Management Quality**; and
- CPFL Santa Cruz received a mention in **Health and Safety**.

### Corporate Sustainability Index (ISE B3)

We ranked among the top 10 companies in the ISE B3, reaching 7<sup>th</sup> place in the overall ranking, out of a total of 82 companies in the Index portfolio. The result highlights the consistency of our management in environmental, social, governance, and economic-financial performance.

### Diversity Index (IDIVERSA B3)

For the third consecutive year, we are part of the B3 portfolio that brings together companies with consistent practices in diversity and inclusion, reinforcing our commitment to an inclusive and equity-oriented organizational culture.

### Carbon Efficient Index (ICO2 B3)

We were once again included in B3's ICO2, which recognizes companies with structured strategies for emissions management and the transition to a low-carbon economy.

### Carbon Disclosure Project (CDP)

We achieved for the first time a "double A" rating in the CDP, with top scores in Climate Change and Water Security. We have participated in the CDP questionnaire continuously since 2016, and in this cycle, we achieved an "A" rating in Climate Change for the second time and, for the first time ever, an "A" rating in Water Security.

### Platts Global Energy Award

CPFL Energia is the first Brazilian energy company to be recognized in the Corporate Impact Award by S&P Global Energy for its response to the disaster in Rio Grande do Sul.

### Top Employers

For the seventh consecutive year, CPFL Energia was named one of Brazil's top employers by the Top Employers Institute.



Women on Board (WoB) seal

## ANEEL Consumer Satisfaction Award

CPFL Energia was recognized in the Southeast and South regions at the ANEEL Consumer Satisfaction Award, organized by the National Electric Energy Agency (ANEEL), in the category of utilities with over 500,000 consumer units.

The award highlights the best-performing distributors, evaluating customer perception through interviews conducted in various municipalities. The Index considers criteria such as quality of services provided, energy supply, customer service, and reliability.

### Southern Region (over 500,000 customers)

CPFL RGE: winner in the Southern Region for the 4<sup>th</sup> consecutive year.

### Southeast Region (over 500,000 customers)

CPFL Santa Cruz: 1<sup>st</sup> place in the Southeast region, for the 3<sup>rd</sup> consecutive year.

## Valor 1000

For the 3<sup>rd</sup> consecutive year, we received recognition as the Best Energy Company in the Valor Econômico newspaper awards, which considers financial and ESG criteria in identifying the that stand out most in their sectors.

## Schneider Electric Sustainability Impact Awards Brazil

We were winners in the national category for Best Decarbonization Strategy for Customers, a recognition that reinforces our role as a strategic partner in the energy transition and in supporting our customers' journey toward reducing emissions.



## ABRH-SP Award – Ser Humano Award

The CPFL +Diversa program took 3<sup>rd</sup> place in the ESG category, and CPFL University achieved 3<sup>rd</sup> place in the Development category of the ABRH-SP Ser Humano Award. The award recognizes people management practices that promote diversity, inclusion, and human development in a structured manner aligned with corporate strategy.

## SBCOP Award

During COP30, held in Belém (PA), the Equipment Refurbishment unit in São José do Rio Pardo (SP) was recognized in the Circular Economy category by Sustainable Business COP30. The award highlights business initiatives that make a concrete contribution to the global climate agenda.

## Amcham ECO Award

Two initiatives were recognized by the American Chamber of Commerce for Brazil (AMCHAM Brazil): the +Segura Afforestation Program and the Socio-Environmental Restoration Program (Southern Projects), highlighting the integration of environmental conservation, operational safety, and community relations.

## Época Negócios

We were recognized in the Corporate Governance category, reinforcing the strength of our governance structure, transparency in management, and discipline in decision-making.

# ESG Plan 2030

In 2025, we made progress in the evolution of our ESG Plan 2030, which is reviewed annually to ensure alignment with our strategic planning, megatrends in the electricity sector, and the expectations of investors and other stakeholders.

This process resulted in a structural overhaul that made the Plan simpler, more integrated, and more robust. We reorganized its architecture into three strategic pillars—Low-Carbon Business and Energy Security; Smart and Sustainable Operations; and Shared Value with Society—with Corporate Governance serving as a cross-cutting element that guides all our decisions.

We also refined our public commitments, reducing them from 24 to 18, making the Plan more focused, measurable, and aligned with our strategic priorities. In this context, 2 goals were completed after fulfilling their structural role. The biodiversity agenda has evolved into an ongoing commitment, formalized in specific guidelines, while the diversion of materials for recycling has been incorporated into operational processes, establishing itself as a standard management practice.



## Sustainability guide

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.



## Electric power sector trends

- Energy mix transition
- Digitalization
- Smart grids
- Market liberalization
- Customer focus



## Objective

To drive the transition toward a more sustainable, safe, and smart way of producing and consuming energy, maximizing our positive impacts on society.



## Pillars

### Low-carbon businesses and energy security

Providing sustainable energy driven by resilient power grid systems.

### Smart and sustainable operations

Seeking maximum efficiency and the smallest possible environmental footprint.

### Shared value with society

Creating shared value with our people, customers, and communities.



## 18 Public Commitments

Below, we present the results of the 2025 year-end review of the ESG Plan, still organized into four pillars of action.

## Our Long-Term Vision



### Low-carbon business and energy security

Supplying sustainable energy through resilient power grid systems.

#### Decarbonization

Promoting a carbon-neutral business based on renewable energy and emissions reduction.

#### Climate resilience

Enhancing resilience to climate change and continuously advancing risk management by 2030.

#### Energy security

Strengthening system flexibility and ensuring the availability of reliable and sustainable energy.

#### Public commitments

- 1 **Ensuring** 100% renewable energy generation by innovating solutions that strengthen system flexibility.
- 2 **Becoming** carbon neutral starting in 2025, reducing Scope 1, 2, and 3 emissions by 56% by 2030.
- 3 **Provide** low-carbon solutions to our customers, with annual targets for reducing CO<sub>2</sub>e emissions.
- 4 **Establish** climate adaptation plans for CPFL's generation, transmission, and distribution businesses, strengthening the resilience of our assets by 2030.



### Sustainable and smart operations

Achieve maximum efficiency with the smallest possible environmental footprint.

#### Eco-efficiency

Continuously advance in the efficient use of natural resources.

#### Circular economy

Integrate a circular perspective into business operations.

#### Smart energy

Promote and implement smart energy solutions.

#### Sustainable procurement

Promote the sustainable development of our supply chain.

#### Public commitments

- 5 **Achieve** at least R\$1.4 billion in investments in smart energy solutions by 2030.
- 6 **Refurbish** at least 70,000 pieces of electrical grid equipment by 2030.
- 7 **Achieve** at least 15% electric fleet (aerial work platform trucks) in Distribution companies by 2030.
- 8 **Expand** the eco-efficient management model to all of the Group's administrative units, reducing water consumption by at least 5%, energy consumption by at least 5%, and landfill waste by at least 30% by 2030.
- 9 **Assess** 100% of critical suppliers based on sustainability criteria and achieve at least 85% of our spending with companies that receive a high sustainability rating.



### Shared value with society

Create shared value with our employees, customers, and communities.

#### Health and safety

Ensure a safe and healthy environment for everyone.

#### Customer relationships

Foster a customer-centric culture.

#### Community

Be part of the solution to the social challenges facing our communities.

#### Diversity

Create an inclusive culture, leveraging the potential of diversity.

#### Public commitments

- 10 **Strengthen** the safety culture to achieve zero fatalities and reduce the frequency and severity rates of accidents involving employees and service providers.
- 11 **Invest** R\$50 million in awareness and risk reduction projects for the population by 2030.
- 12 **Promote** a healthy work environment by raising awareness about well-being and implementing support measures for our employees.
- 13 **Invest** at least R\$230 million in socio-environmental projects that maximize community transformation by 2030.
- 14 **Invest** R\$260 million in energy efficiency initiatives in public hospitals by 2028.
- 15 **Achieve** 40% representation of underrepresented groups in leadership positions by 2030.
- 16 **Maintain** at least one distributor ranked among the top three in ANEEL's Consumer Satisfaction Award.

### Corporate Governance

Pursue the highest standards of governance and integrity.

- 17 **Continuously** promote and disseminate best practices in integrity, transparency, equity, accountability, and sustainability.

- 18 **Ensure** that 100% of employees complete the new training on the Company's Integrity Program, the Code of Ethical Conduct, and the Anti-Corruption Policy.

# Decarbonization

In 2025, we made progress toward fulfilling our commitments. We achieved a 100% renewable generation mix with the sale of our stake in Epasa, which operates the Termonordeste and Termoparaíba power plants. In 2021, these power plants were the main source of direct greenhouse gas emissions (Scope 1), amid low water availability, which required greater use of thermal generation in the country. With the removal of these assets from our portfolio, we reduced Scope 1 emissions by 87%.

In the other scopes—which account for indirect emissions related to purchased energy (Scope 2) and the value chain (Scope 3)—there was also a reduction. By 2025, improved hydrological conditions reduced the need for thermal power generation, thereby lowering the energy emission factor. In addition, the phase-out of thermal power plants altered the emissions profile of the value chain. As a result, we achieved a 56% reduction in Scope 1, 2, and 3 emissions compared to 2021, in line with the 2030 ESG Plan.

We also expanded our offering of low-carbon solutions to customers. Sales volume, including carbon credits, reached 6.23 million, exceeding the target of 1.4 million. We also made progress on other fronts related to decarbonization. In terms of fleet electrification, we reached 9% electric vehicles at our distribution companies, moving toward the 15% target by 2030; and we continue to develop green hydrogen solutions, with investments of R\$3.61 million in 2025, in line with the R\$40 million target by 2030.

# Smart Energy

We invest in smart energy solutions to make the electric grid more efficient, safer, and better prepared to respond to outages, fluctuations in demand, and weather events. In 2025, we made progress on this front with investments of R\$130 million, contributing to the goal of reaching R\$580 million by 2027. The funds were directed toward expanding technologies that enhance the power grid's monitoring, automation, and response capabilities, such as smart grids—networks that use digital technology to operate the system in real time. By the end of the period, we had installed over 21,000 automatic reclosers.

We also made progress in smart metering through the BSmart program. Currently, 100% of medium- and high-voltage customers use smart meters, which enable remote reading, fault detection, and better consumption tracking.

Complementing these initiatives, we have advanced the digitization of our operations. With advanced distribution management systems (ADMS), for example, we now integrate real-time power grid data, enabling us to identify incidents more quickly, guide decision-making, and reduce the impact of outages.

In generation, we have centralized asset monitoring in Campinas (SP), integrating operations into a center that operates continuously. This structure combines real-time monitoring, predictive analytics, and risk management, enabling us to anticipate failures and support faster responses.



Aracati Wind Farm,  
in Ceará (CE)

# Eco-efficiency

Eco-efficiency guides how we use natural resources in our operations, with a focus on reducing impacts and the responsible use of water, energy, and materials. This management approach is structured by our Environmental Management System (EMS), which covers all stages of our projects, from planning to operation.

Through controls, targets, and indicators, we monitor resource use and ensure compliance with applicable laws and environmental standards.

In 2025, we completed the planned actions to consolidate the eco-efficiency management program, with a focus on raising awareness and expanding the model to our administrative headquarters. We also made progress in partnerships with waste management cooperatives, helping to reduce the amount of materials sent to landfills.

In the coming years, we will expand this model to all of the Group's administrative units. The goal is to reduce, by 2030, water consumption by at least 5%, energy consumption by 5%, and waste sent to landfills by 30%, thereby strengthening environmental management and the efficient use of resources in our operations.

# Circular Economy

The circular economy guides how we manage waste and materials in our operations, with a focus on reducing waste generation, reusing materials, and reintegrating resources into new production cycles. This management approach is structured around processes that involve separating waste at the source, proper treatment, and routing materials for recycling or reuse. Materials such as cables, metals, and fluids are sent to reverse logistics facilities or specialized companies, with control and traceability throughout the entire process.

In 2025, we ensured that 100% of the main components of the distribution network were sent for recycling or to reverse logistics systems, in line with the established target. We also made progress in equipment refurbishment through CPFL Soluções, refurbishing 8,674 items during the year, contributing to the goal of reaching 70,000 refurbished pieces of equipment by 2030.

The Equipment Refurbishment Plant in São José do Rio Pardo (SP) remains a key driver of this strategy, focusing on asset recovery and the reintroduction of materials into the production chain. In 2025, the facility underwent a new cycle of certifications, ensuring the continuity of quality standards, environmental control, and process traceability.

We have also made progress in standardizing management through the recertification and expansion of operational units to meet ISO standards, strengthening environmental control and efficiency across various business areas.

In addition, we have eliminated the use of single-use plastics at our administrative headquarters and are expanding this practice to call centers, in line with our goal of gradually phasing out single-use plastics at all our facilities.

*Our goal is to refurbish 70,000 power grid assets by 2030, fostering greater integration among reverse logistics, operational efficiency, and circular economy practices*

# Biodiversity

Our energy generation, transmission, and distribution activities can have an impact on biodiversity, especially during the implementation and operation phases. For this reason, we integrate environmental management into project development, focusing on the prevention, mitigation, and compensation of these impacts.

In 2025, we achieved our goal of formalizing our position on this issue with the publication of the Commitment to Biodiversity, which now serves as a permanent guide for our operations. This document establishes guidelines aligned with national and international standards and further integrates biodiversity into strategic management, including the analysis of risks, dependencies, and opportunities related to nature.

During this period, we also made progress on the Program for the Modernization and Removal of Power Lines in Protected Areas, with interventions in 49 areas and investments totaling R\$3.1 million. The initiative helps reduce disturbances to habitats, minimize risks to wildlife, and increase the reliability of the energy supply. We also expanded the use of technologies for environmental monitoring, such as remote sensing, drones, and data analysis, which allow us to identify risks with greater precision and guide preventive actions.

In addition to our operations, we have developed socio-environmental projects in partnership with local communities, focused on restoring areas, protecting springs, strengthening sustainable agriculture, and generating income. These initiatives contribute to the conservation of biomes, water security, and the development of the regions where we operate.



Biome Recovery Project, developed by FETAG in Rio Grande do Sul

## Our Commitments to Biodiversity



### Identify and assess impacts

Map the areas of influence of our operations to identify, assess, and mitigate impacts on biodiversity.



### Promote nature-based solutions

Adopt innovative solutions that contribute to biodiversity conservation while strengthening climate resilience.



### Engage stakeholders

Foster dialogue and collaboration with suppliers, local communities, governments, nongovernmental organizations (NGOs), and other relevant actor.



### Monitor and report

Establish indicators to track the performance of biodiversity-related initiatives and transparently report on our progress and challenges.

# Customer Relationships

In 2025, we continued to prioritize the digitization of customer service as a key pillar of this evolution, with 93% of interactions taking place through digital channels, exceeding our 90% target. This result reflects the expansion and continuous improvement of our digital channels, which now handle the majority of customer requests, offering greater convenience and availability to customers.

Throughout the period, we expanded our focus on resolving customer requests on the first contact, using the first-call resolution metric. This approach aims to avoid the need for multiple interactions regarding the same issue, reducing rework and making the experience simpler and more efficient.

We have also made progress in using technology to enhance the customer relationship. Solutions such as chatbots and automated interaction analytics systems enable us to identify service patterns, recurring issues, and opportunities for

improvement. Internally, the use of virtual assistants supports agents in searching for information and handling customer interactions, contributing to faster and more accurate responses.

The modernization of digital channels remained a priority, with the migration of services to cloud environments, greater integration between systems, and improvements in navigation. This set of initiatives allows us to track the customer journey more comprehensively, facilitating the identification of areas for improvement and decision-making.

The results are also reflected in consumer perceptions. In 2025, three of our distribution companies—CPFL Santa Cruz, CPFL RGE, and CPFL Paulista—ranked among the top three in the Consumer Satisfaction Award from the National Electric Energy Agency (ANEEL), highlighting the improvement in service quality.

# Community

Our social strategy is based on the sustainable socioeconomic development of the communities where we operate. Based on regional assessments, we direct investments and partnerships toward initiatives that combine income generation, productive inclusion, access to energy, and the strengthening of local communities.

In 2025, we continued to advance this agenda. One of the highlights was the continuation of the Quintais Mendonça Project, which promotes the self-sufficiency of indigenous families through the establishment of productive gardens, meliponary apiaries, and beekeeping operations. The initiative also incorporated orchards with fruit trees and the installation of photovoltaic systems in community spaces, integrating income generation, food security, and access to energy.

We also maintained our focus on energy efficiency initiatives for low-income customers and on vocational training programs, expanding employment opportunities and contributing to a more efficient use of resources.

The Semear Volunteer Program continued as one of our main tools for social engagement. In 2025, it involved more than 4,600 employee participants and 1,200 guests in 156 initiatives that benefited more than 16,800 people and 32 organizations. The initiatives involved support for social projects, health initiatives, and educational activities, strengthening the company's presence in the regions and its ties to the communities.



## CPFL Institute

The CPFL Institute is one of the main drivers of social value creation in our operations. It integrates private social investment into our business strategy and the 2030 ESG Plan, structuring initiatives focused on social development, healthcare, and democratizing access to sports and culture.

In 2025, we expanded our social investment from approximately R\$33 million to R\$55 million, contributing to a total of R\$84.1 million allocated to socio-environmental projects during the period. We also made progress in impact measurement, incorporating indicators that allow us to evaluate the results generated in the communities and guide future decisions.

CPFL Jovem Geração remained the central pillar of these efforts, with projects focused on children and youth through culture and sports. Among the highlights, the Carreta Literária (Literary Truck) brought access to reading to more than 13,000 people in

public schools, expanding the reach of these initiatives into more vulnerable communities.

The CPFL Brazil–China Exchange continued to promote cultural dialogue through exhibitions, festivals, and audiovisual content that expanded access to culture and reached more than 1.6 million people. The CPFL in Hospitals program continued to play a key role by integrating energy efficiency with improvements to hospital infrastructure. In 2025, investments in this area totaled R\$49.5 million, contributing to the improvement of healthcare services and the reduction of operating costs at the facilities served. The CPFL Circuit continued to bring culture to different regions, with outdoor movie screenings in 100 cities, reaching more than 25,000 people. Meanwhile, the CPFL Philosophy Café expanded access to knowledge through in-person events and digital platforms, totaling 18 million views throughout the year.

## Diversity

Diversity and inclusion are treated as a strategic pillar of people management, with initiatives structured within the CPFL +Diversa program. These efforts aim to foster an environment where different profiles, experiences, and perspectives are valued in the organization's day-to-day operations.

Over the past few years, we have consolidated this agenda by setting corporate goals, regularly monitoring indicators, and ensuring direct leadership involvement. Management is supported by a governance structure that coordinates decision-making, strategy development, and team engagement, with active participation by employees in affinity groups.

In 2025, we continued to make progress toward our goal of increasing representation in leadership positions, reaching 39.4% of people from underrepresented groups in these roles, close to our 40% target for 2030. This result reflects the incorporation of diversity criteria into our recruitment, development, and succession planning processes.

These initiatives are carried out on 2 complementary fronts. The first involves awareness-raising efforts, such as campaigns and forums for dialogue, which encourage reflection and the creation of a more respectful environment. The second relates to the review of management processes and practices, with a focus on equal opportunities.

We also continued to participate in industry initiatives and commitments, promoting the exchange of experiences and the continuous improvement of practices. In 2025, we remained included in indices and certifications that recognize progress on the diversity agenda, reflecting the integration of this issue into our business strategy.



Children benefiting from a soccer project in João Câmara (RN)

# Sustainable Procurement

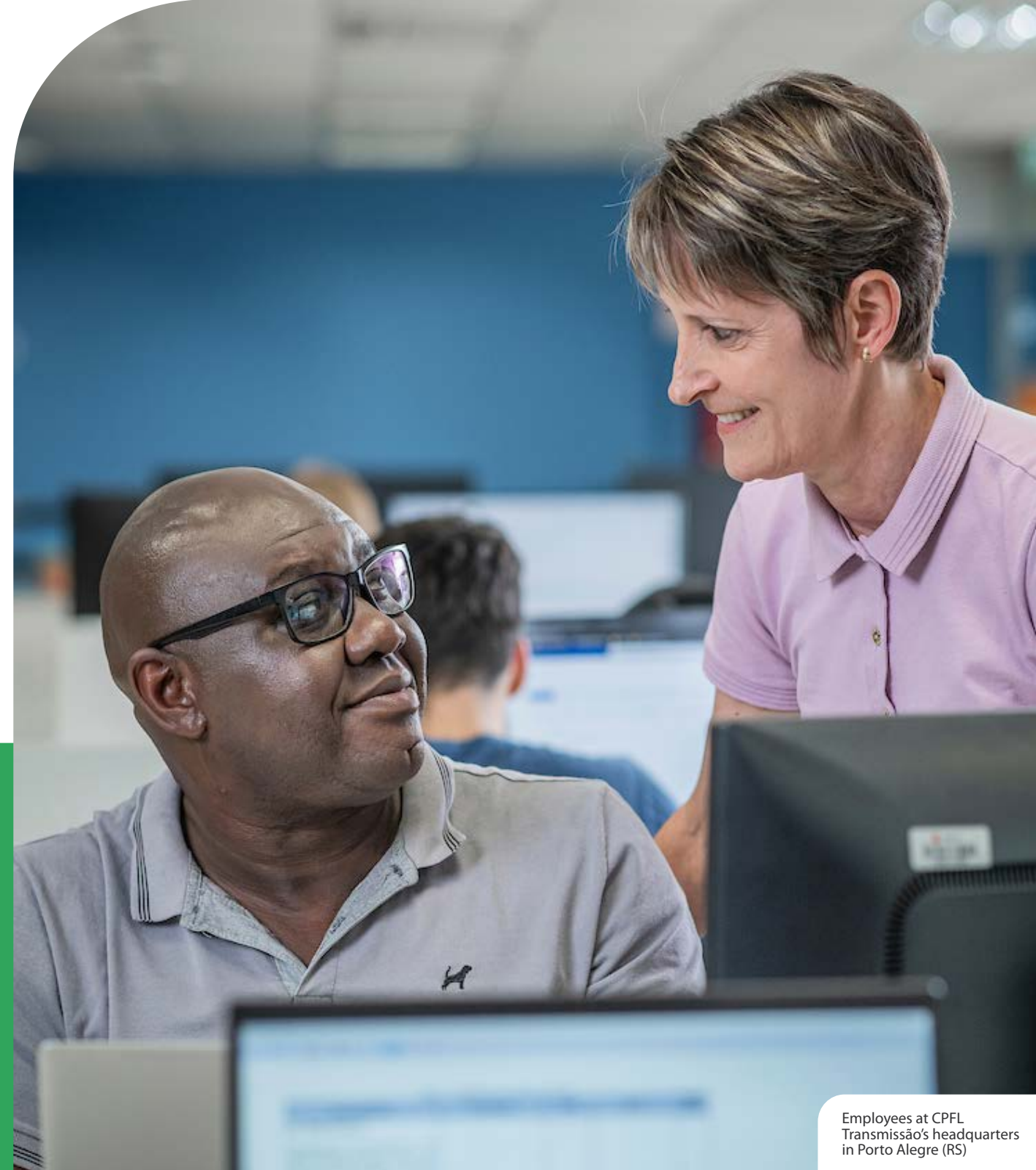
In 2025, we made progress toward meeting the goals of the 2030 ESG Plan. We assessed 93.5% of our critical suppliers based on sustainability criteria, moving toward our goal of 100%. We also directed 60% of our spending toward companies with advanced practices in these areas, gradually progressing toward the goal of 85% by 2030.

The Procurement department expanded its operations through the use of data and the digitization of processes, enabling greater integration of information, standardization of criteria, and more direct support for business decisions. This approach helps increase procurement efficiency, improve negotiations, and strengthen the management of social, environmental, and economic-financial risks.

Supply chain engagement was also reinforced through supplier relationship initiatives. In 2025, we held the 16<sup>th</sup> edition of the CPFL Mais Valor Award and the 2<sup>nd</sup> edition of Supplier Day, expanding dialogue with partners and fostering joint development.

We are also continuing with initiatives to increase the participation of local suppliers, including the development of a new digital platform that will simplify the approval process and facilitate small businesses' access to our procurement processes.

*Goal by 2030: ensure that 85% of spending goes to suppliers committed to sustainability*



# Health and Safety

In 2025, we made progress in strengthening our safety culture, achieving the lowest accident frequency rate in our historical record. At the same time, after 3 years, we recorded one fatality among our own employees, which raised the severity rate and underscores the need for constant attention and continuous improvement of our practices.

Management of contractors remains a priority, given the importance of third-party activities in our operations. We expanded our integration with suppliers through more structured monitoring of field activities, audits, and the requirement for additional safety controls, thereby strengthening risk prevention.

We have also made progress in using technology to support management. Remote monitoring systems, image analysis, and artificial intelligence have expanded our ability to identify operational deviations, guide corrective actions, and reinforce team learning, contributing to a safer environment.

Promoting health and well-being remains part of this agenda. In 2025, we invested R\$2.89 million in initiatives focused on quality of life and mental health, including prevention, follow-up, and support for employees.

Safety also guides the management of our assets and our relationship with society. We operate in compliance with applicable laws and maintain plans and structures focused on prevention and emergency response, with continuous monitoring and the use of technologies that enhance our ability to anticipate risks.

In this context, initiatives such as the Guardian of Life program and the Safer Tree Planting program help reduce risks to the public and raise awareness about the safe use of energy. In 2025, we invested R\$2.2 million in “Guardian of Life” and R\$21.9 million in Safer Tree Planting, expanding educational initiatives, preventive interventions, and partnerships with municipalities.



# Corporate Governance

We are a publicly traded company whose shares are listed on B3's Novo Mercado, the highest level of corporate governance on the Brazilian stock exchange. This status reflects our commitment to practices that go beyond legal requirements, with a focus on transparency, fairness, accountability, and sustainability.

Our governance structure comprises bodies responsible for setting strategy, overseeing management, and ensuring that operations are conducted ethically and in line with our values. These principles guide our relationships with investors, employees, customers, suppliers, regulators, and society.

The Integrity Program is one of the pillars of this model. As part of this initiative, the Code of Ethical Conduct and the Anti-Corruption Policy establish guidelines for preventing misconduct and for day-to-day decision-making. By 2025, we will have trained 100% of our employees through the Integrity Program, with ongoing training and communication initiatives tailored to different audiences.

We also maintain an independent Ethics Channel, available to all stakeholders, which ensures that reports are recorded and

investigated confidentially while protecting the whistleblower. In 2025, 1,194 cases were reported, of which 111 were deemed valid, and appropriate measures were taken. During the period, there were no cases of corruption or legal proceedings related to this issue involving our operations.

As part of our commitment to transparency, we published the Corporate Governance Report featuring key indicators for the period, thereby expanding the disclosure of information and dialogue with the market.

*Corporate Governance guides decisions with integrity, transparency, and accountability*



Employees at CPFL's headquarters in Campinas (SP)

# Data Security and Protection

The digitization of operations and the protection of technological assets are central elements for increasing efficiency, the reliability of information, and agility in decision-making. At the same time, this progress increases exposure to risks related to information security and data protection, with potential impacts on operational continuity, reputation, and business results.

In this context, we have structured our operations based on 2 complementary pillars: the Personal Data Governance and Protection Program and the Information Security Master Plan. These instruments establish guidelines, controls, and processes aligned with international standards, ensuring the protection, integrity, and availability of information, as well as compliance with the General Data Protection Law (LGPD).

Management of this area is supported by continuous risk monitoring, periodic audits, and reporting to governance bodies, including the Audit Committee, Executive Board, and Board of

Directors. We also have an Executive Cybersecurity Committee, responsible for assessing system resilience, monitoring threats, and guiding the adoption of preventive measures.

We continuously invest in technologies and team training, strengthening the culture of information security throughout the organization. In 2025, we ensured that all employees were trained on topics related to integrity, data protection, and the responsible use of technology, thereby expanding our capacity for incident prevention and response.

Preventive measures are reinforced by advanced security tools, periodic testing, and constant system updates, contributing to the development of a resilient infrastructure. Throughout the period, even in the face of recurring attack attempts, we maintained operational stability, with no reports of significant impacts or disruptions, demonstrating the effectiveness of the measures adopted.

## Pillars of the Data Protection Governance Program



**Personal Data Governance**



**Policies, Standards, and Procedures**



**Transparency with Data Subjects**



**Communication and Training**



**Supplier Management**



**Risks and Controls**



**Governance Tools**



CPFL Energia Electricians

# Climate Resilience

In 2025, we made significant progress by developing the Integrated Climate Adaptation Plan, which covers our generation, transmission, and distribution businesses and guides how we assess risks, prioritize investments, and strengthen the resilience of our operations in the short, medium, and long term. The Plan integrates risk identification, the definition of indicators, and the prioritization of mitigation actions.

Based on structured analyses of climate scenarios, we identified 18 risks and 11 opportunities, which guide both adaptation measures—focused on operational continuity and the protection of assets and people—and innovation initiatives related to the energy transition. Governance of this issue involves bodies linked to the Executive Board and the Board of Directors, ensuring continuous monitoring and integration with the business strategy. In recognition of this progress, we have been included, for the second time, on the Carbon Disclosure Project's (CDP) Climate Change A List.

Transition risks are related to regulatory, technological, and market changes, such as carbon pricing and developments in the electricity sector. To address this scenario, we

monitor the regulatory environment, invest in innovation, and expand solutions aimed at decarbonization. Physical risks, on the other hand—associated with extreme events and long-term climate change—are addressed by improving contingency plans, mapping critical areas, and adopting structural solutions to reinforce our assets.

Investments in automation, digitalization, and operational intelligence have been crucial to increasing the system's resilience. In transmission, we maintained high levels of reliability, with no systemic failures, even in the face of severe events. In distribution, technologies such as automatic reclosers and advanced operating systems helped reduce impacts and accelerate service restoration.

The energy transition also opens up significant growth opportunities, particularly in the development of new solutions such as energy storage, green hydrogen, and decarbonization services for customers. In this way, we are making progress in integrating climate resilience into our business strategy, strengthening the adaptation of our assets and our ability to respond to extreme events.

# Credits

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