

Health and Occupational Safety, Personal and Asset Security & Environment Policy

July/2025

Elera Renováveis strives for excellence in Health, Safety, Security & Environment (HSS&E), serving as a benchmark in the sector for risk management and incident prevention. We are committed to protecting our employees and contractors, as well as the communities and ecosystems where we operate.

Senior executives are fully accountable for HSS&E performance across their areas of responsibility, and all levels of management, employees, and contractors share responsibility for actively applying HSS&E principles through comprehensive management systems across all stages of our business activities.

We meet or exceed applicable legal and regulatory requirements and industry standards in the jurisdictions where we operate, and we are committed to ensuring that the principles outlined below are applied in the daily management of all assets and operations.

Health & Safety

Elera Renováveis aims to ensure the **well-being and safety** of employees, contractors, and members of the public, by promoting excellence in health and safety practices in pursuit of the goal of zero high-risk incidents. We commit to the following **health and safety principles**:

- A risk management approach focused on the prevention of high-risk events.
- Active participation of company leadership in health and safety management.
- Every employee and contractor has the right and duty of every employee and contractor

to contribute to the safe execution of work, with all individuals being authorized and responsible for stopping activities whenever unsafe conditions or actions are identified.

- Comprehensive planning and preparedness for emergency situations.

Personal & Asset Security

Elera Renováveis maintains a structured **system for personal and asset security**, grounded in continuous risk management, to safeguard our people, assets, and the public. We are committed to the following **principles of personal and asset security**:

- Proactive risk assessment aimed at reducing personal and asset security incidents.
- Reducing exposure in the areas of personal, physical, organizational, and cybersecurity.

· Ongoing promotion of a collaborative culture throughout the organization, aimed at creating and maintaining a robust personal and asset security management system.

- Focus on the fundamental elements of preparedness, prevention, detection, response, and recovery.

Environment

Elera Renováveis seeks to **protect, preserve, and enhance the ecosystems in which we operate**, while **maintaining transparent and active engagement** with external stakeholders. We apply the following principles in the daily management of all assets and operations:

- Minimizing environmental impacts and risks associated with our operations
- Respect and consideration for safety, well-being, and environmental interests in the communities where we operate, within our business decisions.

· Efficient, sustainable, and responsible use of the natural resources entrusted to us, continuously improving the utilization of these resources over time.

- Supporting the goal of achieving net zero greenhouse gas (GHG) emissions in our operations.

Karin Luchesi
CEO Elera Renováveis