

SUSTAINABILITY REPORT

2024

com bio



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A photograph of a large industrial facility, likely a refinery or chemical plant, featuring tall smokestacks, complex piping, and scaffolding. The sky is overcast with grey clouds. A large, solid green shape is in the bottom right corner.

LETTER FROM THE MANAGEMENT

Letter from the Chairman of the Board [2-22]



Roberto Lombardi de Barros

Chairman of the Board
of Directors

Dear readers,

It is with great pleasure that I present ComBio's Sustainability Report 2024, which reflects not only our results, but also the values and principles that guide our actions. ComBio has consolidated itself as a resilient and innovative company, combining consistent growth with a significant environmental impact. In 2024 alone, we avoided the emission of more than 665 thousand tonnes of CO₂e and achieved revenue of approximately R\$ 800 million, demonstrating that it is possible to prosper while decisively contributing to the energy transition.

From the Board's perspective, I am proud to highlight the strengthening of governance and our ability to mobilize resources to sustain our growth. A notable achievement was the consolidation of our new strategic plan, which offers us a clear vision for the coming years, ensuring that decisions remain aligned with our values, safeguarding longevity, and preparing ComBio for the challenges and opportunities of a transforming market.

Another important milestone was the raising of up to R\$ 450 million from the IFC, the investment arm of the World Bank,

reinforcing our financial strength and confidence in our business model. Furthermore, we look forward with enthusiasm to the prospect of Brazil hosting COP 30 in 2025, an emblematic moment for the global climate agenda. We are convinced that corporate climate strategy will be increasingly central to the international debate, and ComBio is ready to actively contribute, showing that it is possible to combine economic growth, innovation, and large-scale emissions reductions.

We remain firm in our commitment to generate value for stakeholders, drive innovation, and strengthen our role as a transformative agent in favor of a cleaner and fairer economy. This report offers an overview of the impact we can achieve when purpose and execution walk hand in hand.

Message from the CEO [2-22]



Paulo Skaf Filho

CEO

Dear readers,

It is with great enthusiasm that I present ComBio's Sustainability Report 2024, a reflection of the committed work of our entire team. This year marked yet another important chapter in our journey as leaders in the energy transition, reaffirming our purpose of offering solutions that combine innovation, efficiency, and a positive impact on the planet.

We are proud to share that, with 9 units in operation, 1 unit under implementation, and approximately 440 employees, we have surpassed the milestone of 3.4 million tonnes of CO₂e emissions avoided from entering the atmosphere.

A key highlight of the year was translating our strategic plan into practical actions that strengthened our capacity for execution and transformation. In this context, we also carried out a reorganization of our organizational structure, creating the New Business Division and strengthening the Commercial Division, with the goal of expanding our capacity for innovation, exploring new market opportunities, and delivering even more value to our clients.

Among the milestones that reinforce our expansion and operational capacity, I highlight the arrival of our new COO, the start of a new operation in Campinas (SP), and the

signing of an important contract with Rhodia, a company of the Solvay Group, in which we will help them significantly reduce both costs and CO₂e emissions. These initiatives consolidate our position as a benchmark in decarbonization solutions for industry and broaden the reach of the positive impact we generate.

At a time when Brazil is preparing to host COP 30 in 2025, we take even greater pride in being part of the solutions that will help the country position itself as a leader in the global climate agenda. We believe that our work, focused on industrial decarbonization, will be at the heart of the discussions and opportunities that will arise from this historic event.

This report is an invitation to learn more about ComBio's journey, guided by a constant pursuit of excellence and transformation. I extend my heartfelt thanks to all who walk this path with us — employees, clients, partners, board members, and investors — and who make it possible to turn purpose into tangible results.

A photograph of an industrial facility, likely a refinery or chemical plant, featuring tall distillation columns, storage tanks, and complex piping. The scene is set against a blue sky with scattered white clouds. In the foreground, there are green trees and a dark green curved shape in the bottom right corner. Two workers in safety gear are visible near a container in the lower center.

ABOUT THE REPORT

INTRODUCTION

[2-1, 2-3, 2-5]

ComBio Energia S.A. (ComBio) reaffirms its commitment to sustainability and to best environmental, social, and governance (ESG) practices by presenting its Sustainability Report, which showcases the company's performance between January 1 and December 31, 2024. The purpose of this document is to provide information and indicators about the company's activities, highlighting the main actions undertaken and the challenges overcome in the past year.

Prepared in accordance with the GRI Standards, in the Core option, the report has undergone independent assurance, ensuring the credibility and transparency of the data presented. Furthermore, the publication demonstrates alignment of practices with (i) the principles of the Global Compact, (ii) the Sustainable Development Goals (SDGs) of the 2030 Agenda, and (iii) the B Corp Standards, reinforcing ComBio's commitment to a responsible business model with a positive impact.

With this publication, we strengthen our engagement with stakeholders and reaffirm our ongoing pursuit of sustainable development.

MATERIALITY [2-29, 3-1, 3-2, 3-3]

The materiality study that guides this report was developed in 2021 through a structured consultation process involving 143 internal and external stakeholders.

The study was supported by a specialized consultancy and conducted in four main stages:

- 1. Identification:** Analysis of internal and external documents to map the most relevant topics, along with the definition of the key audiences to be consulted. This process involved a strategic exercise conducted by the Sustainability Board and the C-level team, who assessed and weighed the stakeholders with the greatest impact and influence on the company.
- 2. Prioritization:** Gathering stakeholder perceptions to rank the most relevant topics. To this end, various engagement initiatives were carried out, including interviews with executives and specialists, targeted online consultations with different audiences (employees, suppliers, contractors, clients, and society), and focus groups with ComBio managers.

- 3. Analysis:** Consolidation and interpretation of the data collected, ensuring a comprehensive view of the identified priorities.
- 4. Validation:** Presentation of the results to senior leadership for review and approval of the material topics.



From this process, the main aspects that make up the materiality matrix were defined and classified into two groups:

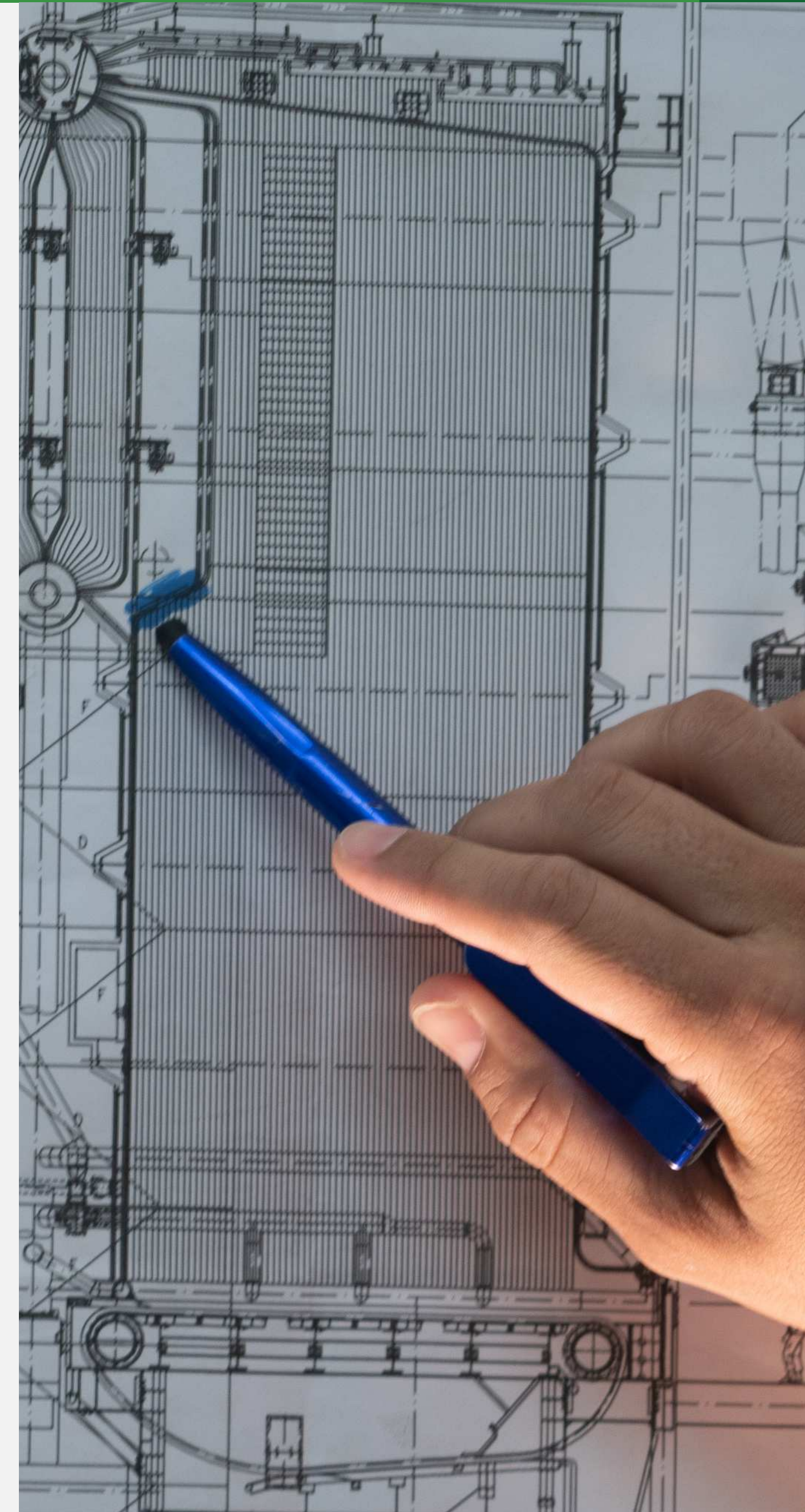
MATERIAL TOPICS:

- Biomass supply
- People management
- Governance, ethics, and transparency
- Innovation and operational efficiency
- Climate change
- Health and safety

RELEVANT TOPICS:

- Water and effluents
- Supply chain
- Economic and financial performance
- Local development
- Human rights, diversity, and inclusion
- Residues management
- Land use and biodiversity

The list of material topics will be revisited whenever there are significant changes to the business model or company operations, as well as whenever leadership deems it necessary. In addition, the Sustainability Department will conduct an annual review of the topics to assess the need for adjustments.



MATERIAL TOPICS AND THEIR RELATIONSHIP WITH GRI, GLOBAL COMPACT PRINCIPLES, SDGS, AND B CORP STANDARDS [2-29, 3-1, 3-2, 3-3]

MATERIAL TOPIC	WHY IS IT A MATERIAL TOPIC?	STAKEHOLDER THAT PRIORITIZED THE TOPIC	LIMIT OF IMPACT	GRI STANDARDS	GLOBAL COMPACT PRINCIPLES	SUSTAINABLE DEVELOPMENT GOALS	B CORP STANDARDS
Biomass Supply	With biomass as the main raw material for operations, its scarcity near the units and, consequently, the search for this material in more distant regions may lead to higher costs for the company and, in extreme cases, to the interruption of thermal renewable energy generation for the client. ComBio has a dedicated area responsible for seeking new opportunities and avoiding supply issues.	Executives Specialists Clients	All units	301-1	Principles 4, 7, 8, 9	SDG 12, 15	Environment Community
People Management	Considering the expansion of business throughout the country, providing a healthy work environment is essential for employee quality of life and for the proper functioning of activities. Therefore, the company is committed to offering favorable conditions for well-being, appropriate benefits, training, and open dialogue with the area and leadership.	Executives Managers Specialists Employees Suppliers	All units	401-1 401-2 401-3 404-2 404-3	Principles 1, 2, 3, 4, 6	SDG 3, 4, 5, 8	Employees
Governance, Ethics and Transparency	Integrity is one of ComBio's values. The company is committed to cultivating sound relationships with stakeholders transparently, always providing accurate and timely information, complying with laws and societal demands. The Code of Conduct is the main guideline for internal and external relationships, including with clients, partners, competitors, suppliers, public bodies, press, financial institutions, and society in general. It is mandatory and valid for an indefinite period.	Executives Managers	All units	205-3 206-1	Principles 1, 2, 10	SDG 16	Governance
Innovation and Operational Efficiency	The sense of innovation is part of ComBio's business model. Since its foundation, the company has adapted boilers to burn different biomass types, developed new types of plant-based fuels, and used unconventional biomass such as coconut husks. The company continuously improves processes through research, laboratory testing, and new technology implementation.	Executives Managers Employees Suppliers Clients	All units	201-4	Principle 9	SDG 9	Environment Communities Clients

MATERIAL TOPIC	WHY IS IT A MATERIAL TOPIC?	STAKEHOLDER THAT PRIORITIZED THE TOPIC	LIMIT OF IMPACT	GRI STANDARDS	GLOBAL COMPACT PRINCIPLES	SUSTAINABLE DEVELOPMENT GOALS	B CORP STANDARDS
Climate Change	Its business model is directly linked to increasing the share of renewable energy in the global energy matrix. By contributing intensively to a low-carbon economy over the years, ComBio has become a reference in reducing greenhouse gas emissions.	Other Specialists	All units	302-1 302-3 305-1 305-2 305-3 305-4 305-7	Principles 7, 8, 9	SDG 7, 13	Environment Communities Clients
Health and Safety	ComBio's Health, Safety, and Environment (HSE) area is highly mature, with requirements that must always match the level of its clients. Efforts are directed toward fostering a consistent safety culture among employees through training, workshops, risk analyses, accident investigations, health and safety services, and commemorative dates.	Executives Managers Specialists Employees	All units	403-1 403-2 403-3 403-4 403-5 403-6 403-7 403-8 403-9 403-10	Principles 7, 8	SDG 3	Employees Clients



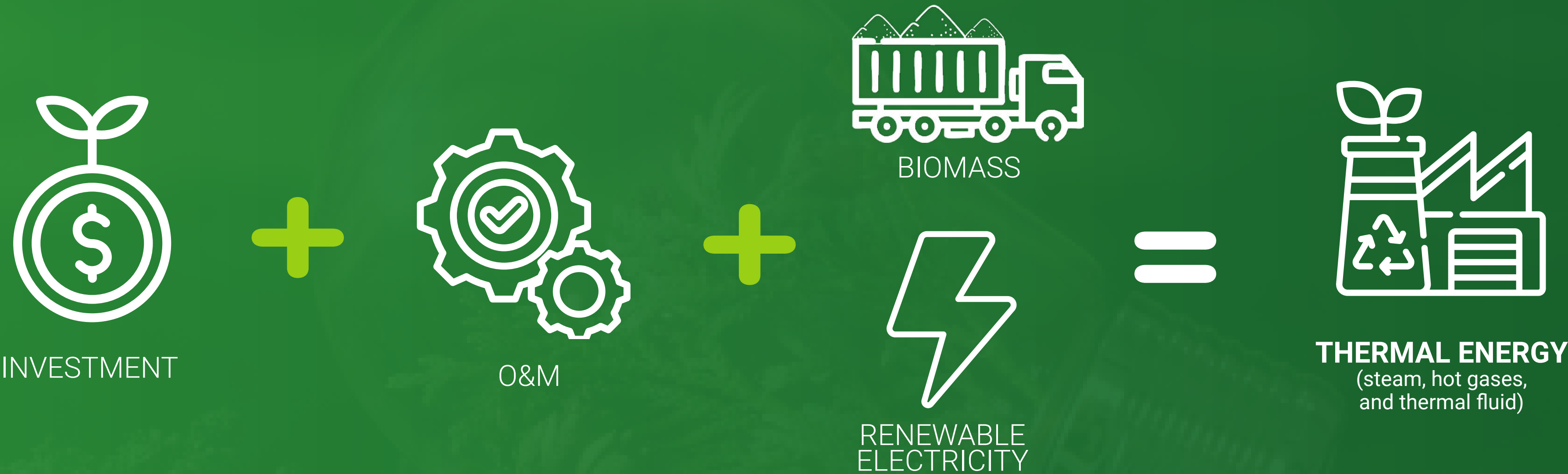
ABOUT COMBIO

BUSINESS MODEL [2-6]

Founded in 2008, ComBio specializes in developing renewable thermal energy solutions for the industrial sector. The company adopts a full outsourcing model, taking responsibility for all stages of the project, from the initial investment to the operation of the unit. ComBio manages all operational aspects, such as the maintenance of thermal energy generation systems and the biomass supply chain, ensuring efficient and sustainable operations.

With the goal of supporting its clients in decarbonizing their operations, ComBio replaces fossil fuels such as oil and gas with biomass and/or renewable electricity, offering a more sustainable alternative for thermal energy generation. This approach not only contributes to reducing greenhouse gas (GHG) emissions but also generates positive social and economic impacts in local communities.

ComBio stands out for its expertise in GHG reduction and its significant contribution to lowering its clients' operational costs, becoming a benchmark in the renewable thermal energy market. Today, it is the leading provider of renewable thermal energy outsourcing solutions in Brazil, consolidating its essential role in the decarbonization of the industrial sector.



VALUES

PURPOSE

Be a leader in the planet's decarbonization.

MISSION

Be the best and most innovative renewable thermal energy company for industry.

VISION

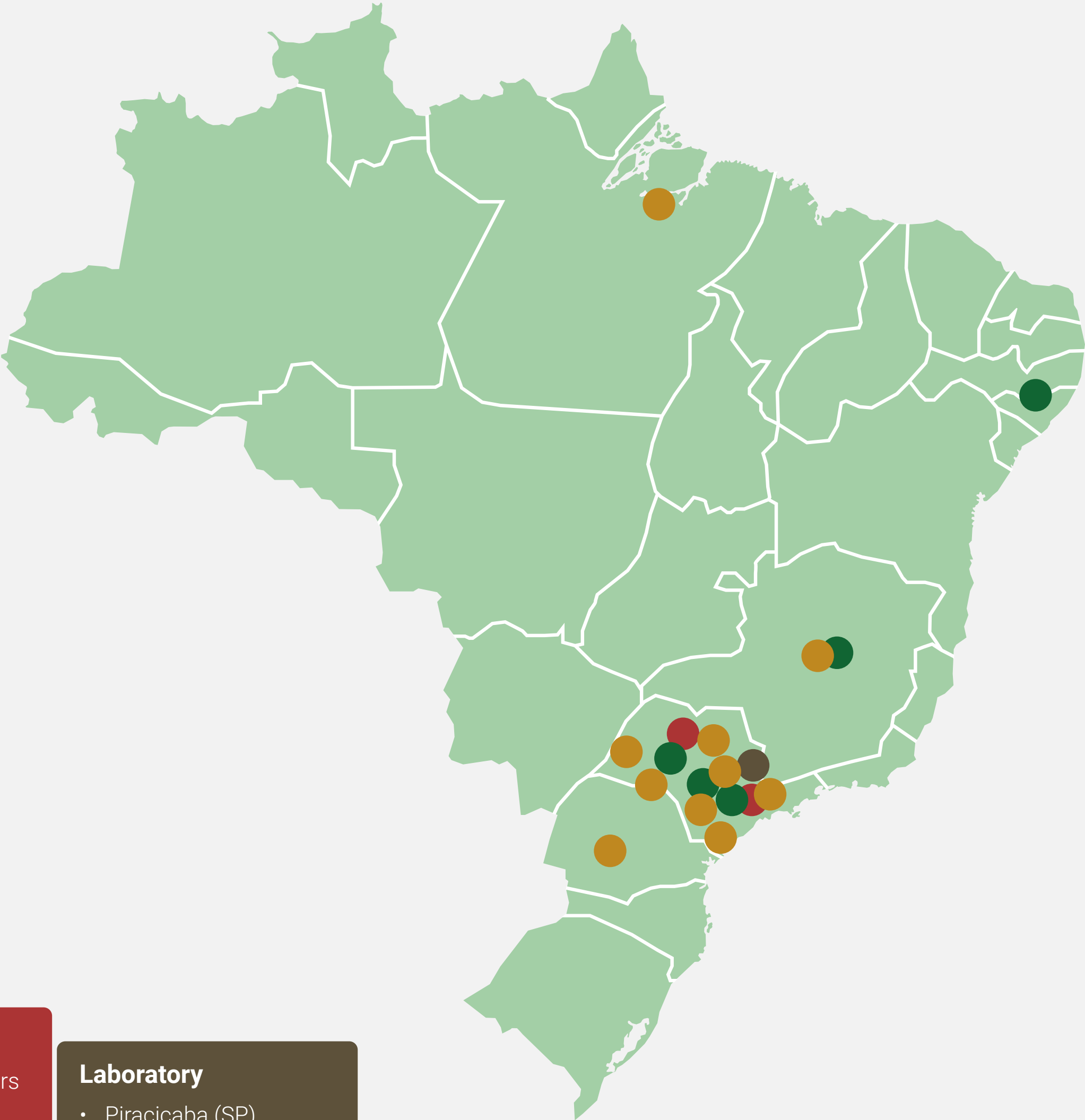
Make decarbonization accessible to the largest possible number of industries.



BUSINESS UNITS [2-1, 2-2, 2-6]

ComBio closed the year with nine units in operation and one under installation, spread across five Brazilian states. In 2024, the company started a new operation in Campinas (SP) and ended its steam operation in Guaíba (RS) as well as its forestry activities in Jaciara (MT). In addition to industrial operations, the company has administrative units, an analysis laboratory, and biomass production units.

Considering the nine fully operational units, the company’s installed capacity is 765 tonnes of steam per hour (t/h), with boilers ranging from 15 to 200 t/h. With the start of a new operation in 2027, ComBio will have a capacity of 890 t/h.



Steam Producing Units (SPU)

- Boituva (SP)
- Angatuba (SP)
- Barcarena (PA)
- Três Marias (MG)
- Alumínio (SP)
- Piracicaba (SP)
- Mogi Guaçu (SP)
- Balsa Nova (PR)
- Campinas (SP)
- Paulínia (SP) - Under installation

Biomass Production Units (BPU)

- Três Marias (MG)
- Pilar do Sul (SP)
- Piracicaba (SP)
- Alumínio (SP)
- Chã de Alegria (PE)

Administrative units

- São Paulo (SP) - Headquarters
- Piracicaba (SP) - Branch

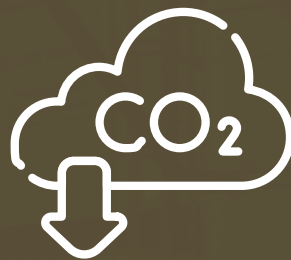
Laboratory

- Piracicaba (SP)

COMBIO IN NUMBERS 2024



10 UNITS
(9 in operation and
1 under installation)



665 THOUSAND
tonnes of CO₂e avoided from
entering the atmosphere



1.1 MILLION
tonnes of biomass
consumed



440
employees



781 million
in revenue
(brazilian reais)



97%
average boiler availability

2024 MILESTONES

FEBRUARY

Start of the Jatobá Project, aimed at defining the company’s strategic positioning.

APRIL

Launch of the new Code of Conduct.

MAY

Reached the milestone of 3 million tonnes of CO₂e avoided from entering the atmosphere.

JUNE

Financing of up to R\$ 450 million with the IFC, the investment arm of the World Bank.

JULY

Launch of the new website and the Biomass Tracking Program.

AUGUST

Revamp of the Unicombio platform, the corporate online learning university.

SEPTEMBER

Reorganization of the corporate structure, with the creation of the New Business Division and the strengthening of the Commercial Division.

NOVEMBER

Arrival of the new COO, start of operations in Campinas (SP), and signing of a contract with Rhodia, a Solvay Group company, in Paulínia (SP).

ECONOMIC PERFORMANCE [201-1]

STATEMENT OF VALUE ADDED (IN MILLIONS OF BRAZILIAN REAIS)	2022	2023	2024
Revenue	558,105	682,092	788,029
Inputs purchased from third parties (includes tax amounts – ICMS, IPI, PIS, and COFINS)	(241,930)	(260,751)	(339,168)
Gross value added	316,175	421,341	448,861
Net value added produced by the entity	283,940	274,058	349,733
Value added received in transfer	8,570	11,682	19,513
Total value added	292,510	285,740	369,246

Agreement signed with the IFC

In July, ComBio signed a contract with the International Finance Corporation (IFC), a member of the World Bank Group and the largest global institution focused exclusively on private sector development in emerging markets. It operates through financing, technical advisory, and the promotion of ESG best practices, focusing on generating positive and sustainable social, environmental, and economic impacts.

The loan, in the Green Loan format, of up to R\$ 450 million, will be used to accelerate the company’s growth. The first tranche of the loan was R\$ 120 million, but ComBio will be able to access the remaining capital over the years, as it identifies projects that require the funds.

To partner with the IFC, companies must meet a series of sustainability-related requirements. In this regard, the loan’s approval also attests to ComBio’s commitment to sustainable development.





GOVERNANCE

STRATEGIC PLANNING

At the beginning of 2024, in preparation for a new growth cycle following the entry of new partners (Private Equity funds), ComBio launched the Jatobá Project to define its new strategic positioning. This process included revisiting its mission, vision, and values, establishing a management model suited to this new phase of the organization, and studying the best organizational structure aligned with this positioning.

Regarding its strategic positioning, ComBio reaffirms its focus on being the largest and most innovative renewable thermal energy company for industry, making its solutions accessible to the greatest number of clients possible. With this clear statement, the project established strategic guidelines that cut across the company, guiding an action plan with goals and initiatives.

Approximately 30 strategic initiatives were approved and executed in 2024, each linked to the strategic objective of its corresponding guideline.

In addition, the project was designed to support the company's sustainable growth, fostering greater alignment and organizational efficiency, with the aim of reaching excellence in profitability, cash generation, and longevity.

Among the main results were the restructuring of organizational areas, the consolidation of the 2024–2026 Strategic Plan, and the implementation of a more robust management model, which included refining objectives, metrics, and initiatives, as well as defining management routines.

STRATEGIC GUIDELINES

- 1

Accelerated Growth
- 2

Cost Excellence
- 3

Customer Success
- 4

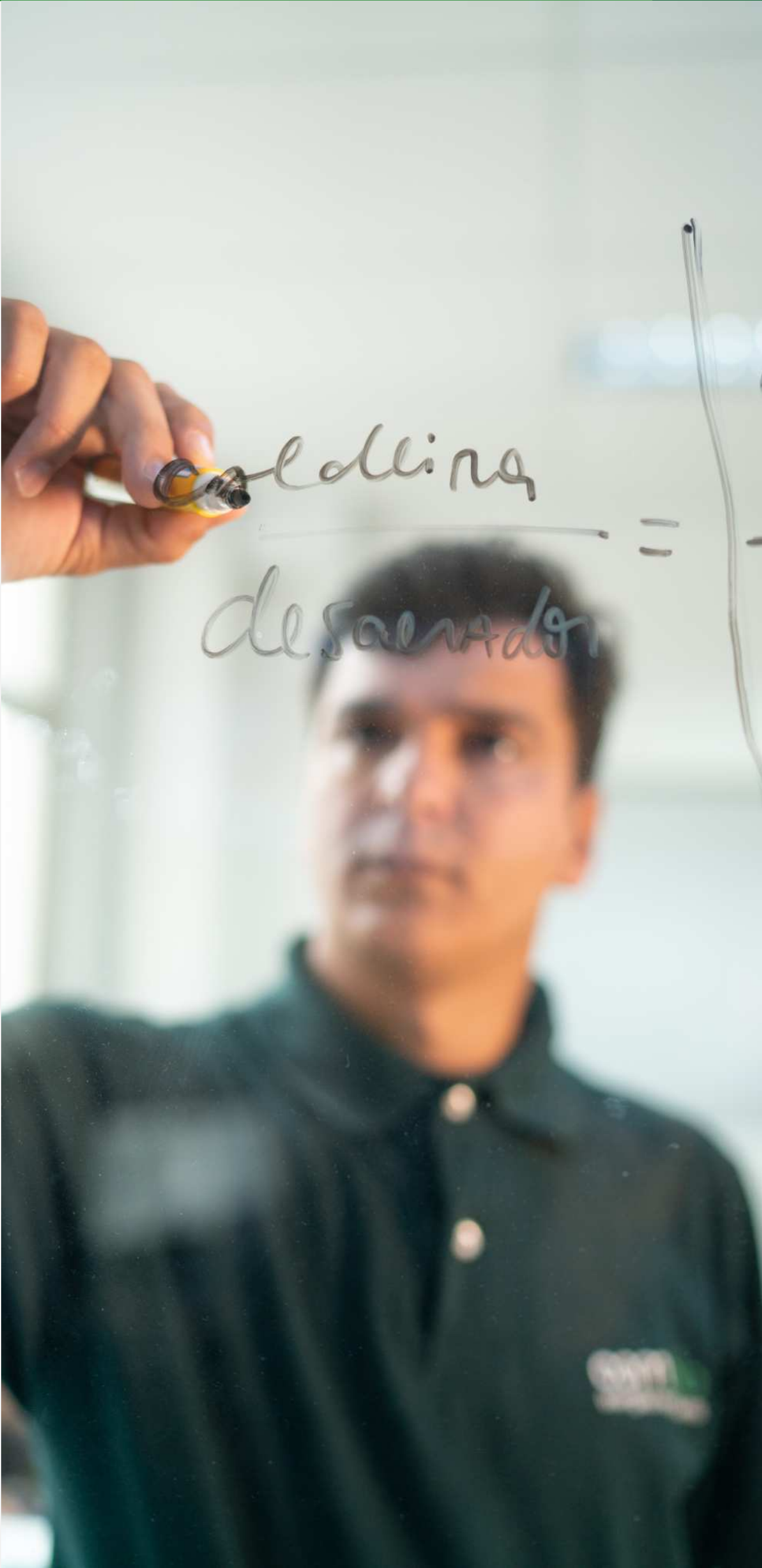
Talent
- 5

Innovation
- 6

Digital Transformation
- 7

Biomass
- 8

Management



GOVERNANCE STRUCTURE ^[2-9]

Based on the definitions established in ComBio's new strategic plan, the organizational structure underwent significant restructuring, reflecting its commitment to sustainable expansion and operational excellence.

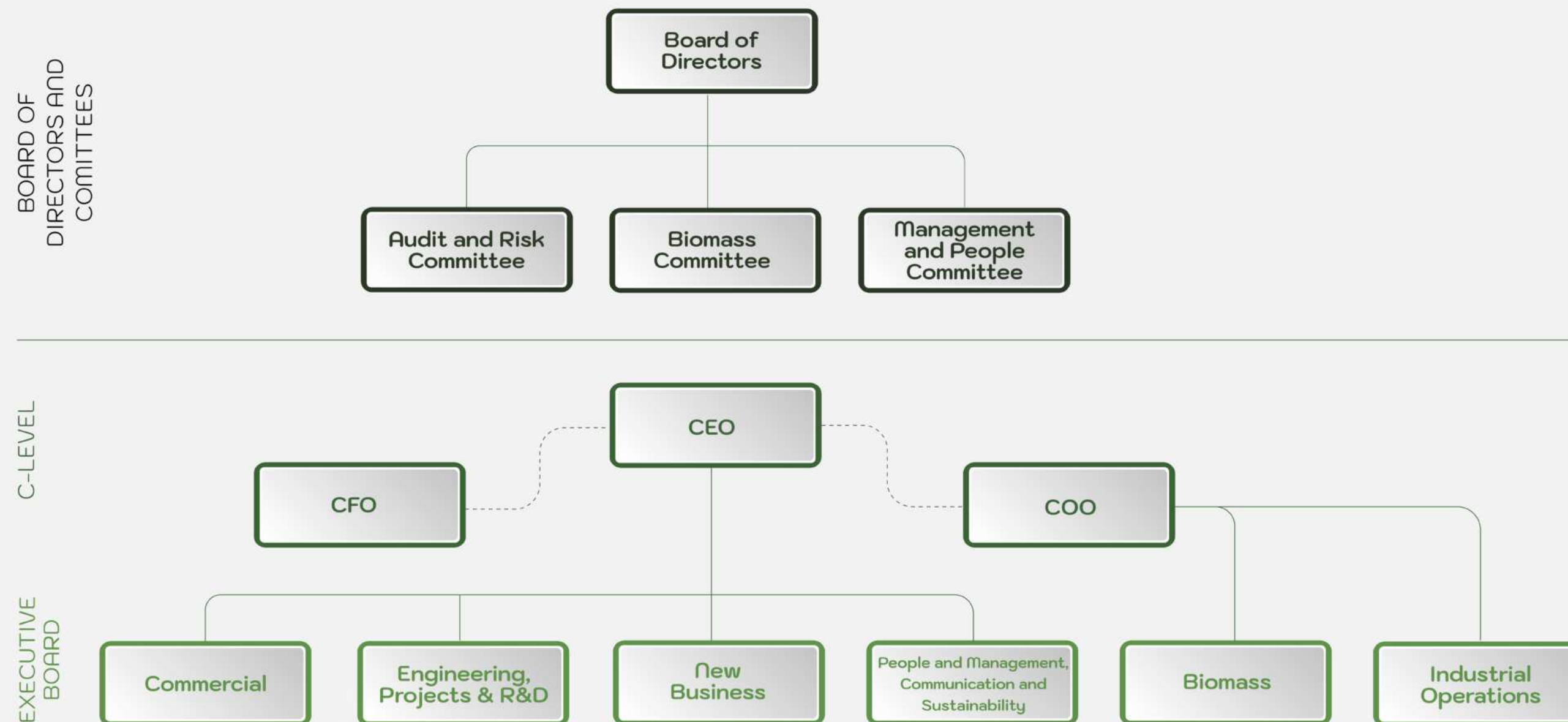
Among the main developments were the creation of the New Business Division, with a dedicated Market Intelligence area focused on identifying and developing strategic opportunities; the strengthening of the Commercial Division, which gained greater robustness to boost market performance; and the addition of a new Chief Operating Officer (COO), with the purpose of raising management standards and operational efficiency. In addition, the People and Management Division also began to include the Sustainability and Communication areas.

At the Board of Directors level, three Committees were consolidated to support Board decision-making: the Audit and Risk Committee, the Biomass Committee, and the People and Management Committee.

These transformations are aligned with the company's continuous growth agenda, reinforcing its capacity to lead in the renewable thermal energy industrial sector.



COMBIO DIRECTORATE ORGANIZATIONAL CHART



Institutional Partners

Since 2023, ComBio has had two minority institutional partners in its corporate structure: Lightrock and SPX Capital.

Lightrock is a global private equity manager with over US\$ 5.5 billion in assets under management and an exclusive focus on impact investing. It supports companies committed to generating social, environmental, and economic value, contributing to sustainable long-term solutions. With a presence in strategic markets such as Europe, Latin

America, Africa, and Southeast Asia, it operates in priority sectors such as healthcare, education, clean technologies, financial inclusion, and regenerative agriculture.

SPX Capital, in turn, is one of the largest independent investment managers in Brazil, with around R\$ 60 billion in assets under management and a global presence through offices in London, New York, Rio de Janeiro, São Paulo, Cascais, and Singapore. With diversified strategies that include

Macro Multimarket, Equities, Credit, Real Estate, and Private Equity, it adopts a sustainable growth model focused on both capital generation and preservation.

Both managers share an investment approach guided by ESG (environmental, social, and governance) criteria, with structured processes for impact assessment and measurement.

CODE OF CONDUCT [2-23, 2-24, 2-25, 2-26]

Since its creation, ComBio has always guided its actions by ethics. To strengthen and disseminate the values that guide the company, the Code of Conduct was created and approved by the highest level of governance, the Board of Directors. The document defines clear business conduct guidelines applicable to all stakeholders, including board members, committee members, employees, suppliers, service providers, and clients, both in the exercise of their duties and in their interactions with the company and public entities.

By adopting and complying with the Code of Conduct, ComBio reaffirms its commitment to high standards

of governance, transparency, and ethical and humane business practices, always in accordance with internationally recognized human rights.

In April, a new version of the Code of Conduct was launched, updated to reflect the company's values, purpose, goals, and expansion. The update was accompanied by a structured internal communication process, with mandatory training and the signing of an adherence agreement by all employees. The updated version of the document is publicly available on ComBio's corporate website: [Documentos - ComBio](#).

SUPPLIER CODE OF CONDUCT [2-6, 2-23, 2-24, 2-25, 2-26]

In July 2024, ComBio published, for the first time, its Supplier Code of Conduct — a strategic document aimed at ensuring partnerships aligned with the company's values and mitigating ethical, legal, and environmental risks in its supply chain. The code strengthens governance, enhances reputation, and contributes to a more sustainable and responsible market.

The company's main business partners are domestic, including boiler manufacturers, transport companies, labor service providers, and, most importantly, biomass suppliers — the most representative and strategic within the company's supply chain.

Throughout the year, biomass suppliers received the document and signed the adherence agreement.



ETHICS HOTLINE [2-23, 2-24, 2-25, 2-26, 2-29, 3-3]

ComBio maintains an Ethics Hotline with the aim of promoting an environment of integrity, aligned with current legislation and the company's institutional values. This channel serves as an essential tool for receiving reports of possible violations of the Code of Conduct, as well as for clarifying doubts.

In January 2025, ComBio completed a significant restructuring of the Ethics Hotline, reinforcing its commitment to the corporate values of "People" and "Integrity." The channel is now firmly established as a fundamental guidance and protection tool for both the organization's internal and external audiences.

Reports can be submitted anonymously via [ComBio's official website](#), the exclusive mobile app, or the toll-free number 0800 900 9292. Initially, all reports are received by an independent third-party company specializing in managing whistleblowing channels, ensuring secure handling of information. Cases are then forwarded to a qualified internal

team that reports directly to the company's Ethics Committee, a multidisciplinary body composed of executives from various areas, responsible for analyzing and deliberating on more complex situations — always with absolute commitment to confidentiality and respect for the parties involved.

Additionally, ComBio developed the Ethics Hotline Guideline, a document that specifies which types of conduct should be reported and provides support to employees in making ethical decisions in their daily work.

ComBio reaffirms its commitment to ethics, transparency, and legality, adopting a zero-tolerance policy toward corruption, undue favoritism, and any misconduct. [205-3, 206-1]



CERTIFICATIONS, COMMITMENTS, AND MEMBERSHIPS

[2-23, 2-28]



B CORPORATION

Certified as a B Corporation since 2014, being the first industrial company to obtain this certification in Brazil.



GLOBAL COMPACT

A signatory to the Global Compact since 2014, ComBio is committed to aligning its strategies and operations with the ten universal principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption.



PUBLIC EMISSIONS REGISTRY

Certified since 2016 with a gold seal in the Public Emissions Register of the Brazilian GHG Protocol Program.



CLIMATE CONNECTION ASSOCIATION

Member of the Climate Connection Association, created in 2021, which considers the private sector a key player in climate action.



CLIMATE AND DEVELOPMENT INITIATIVE

One of six B Corporations selected to participate as a member of the Climate and Development Initiative in the Climate Policy Committee.



FEDERATION OF INDUSTRIES OF THE STATE OF SÃO PAULO (FIESP)

The federation represents the industrial sector of the state of São Paulo, with the goal of fostering industrial activity, increasing competitiveness, and enabling access to credit and new technologies.



YOUNG PRESIDENTS' ORGANIZATION (YPO)

A global leadership community of chief executives driven by the shared belief that the world needs better leaders.



ENERGIA B COLLECTIVE

A collective of B Corporations aiming to serve as a reference in promoting knowledge and successful experiences in the use of renewable energy.

A photograph of an industrial facility, likely a refinery or chemical plant, featuring large, complex piping systems and structural elements. In the lower-left foreground, a worker wearing a white hard hat, safety glasses, and a high-visibility vest is seen from behind, looking towards the industrial equipment. The scene is set during dusk or dawn, with a soft, hazy sky. A large, solid green abstract shape is positioned in the bottom right corner of the image.

RESEARCH AND DEVELOPMENT

ComBio assumes that the theme of research and development (R&D) permeates the different areas of the company, with the goal of seeking sustainable alternatives for the business, mainly through increased efficiency in its projects and operations.

Among the main initiatives, the following stand out:

- Implementation of advanced technologies for monitoring and improving boilers, ensuring greater stability and operational performance.

- Enhancement of biomass monitoring, generating data to ensure higher quality and efficiency in fuel use.
- Optimization of industrial water treatment, ensuring a more efficient and sustainable process in the generation of renewable thermal energy.
- Development of a database of generated ashes, aiming to identify new applications and regional markets for their alternative destination.

STRENGTHENING OPERATIONAL PERFORMANCE

ComBio implemented the Real Time Optimization (RTO) System to optimize boiler operating conditions in real time, automatically adjusting setpoints based on advanced modeling. This ensures pressure stability in the supply of renewable thermal energy, making the operation more efficient, safe, and sustainable.

With RTO, ComBio optimizes the use of natural resources and minimizes emissions, improving the quality and reliability of supply. Additionally, the technology reduces operating costs, extends equipment lifespan, and enables more accurate decisions based on real-time data. This innovation reinforces ComBio's commitment to operational excellence, ensuring more reliable solutions for its clients.



LABORATORY

ComBio's laboratory, located in Piracicaba (SP), plays a fundamental role in the physical-chemical characterization of biomass, industrial water, and ashes. Equipped with advanced technology and operated by a qualified technical team, the laboratory serves both internal demands and external clients, ensuring the quality and reliability of the results obtained.

The expansion of the laboratory's analytical capacity has allowed greater precision in the characterization of the main raw materials and by-products of thermal energy generation. In 2024, there was significant growth in the volume of samples analyzed:

- Over 67% increase in water analyses
- Over 112% increase in biomass analyses
- Over 490% increase in ash analyses

Also noteworthy is the implementation of an integrated database, which brought advances in the control and traceability of analyses, enabling faster report issuance and improved dashboards to support decision-making.

In addition to analytical routines, the unit develops studies for the validation of new biomass types and for the sustainable destination of ashes, contributing to process optimization and the reduction of environmental impacts.



GENERATING VALUE FROM ASHES

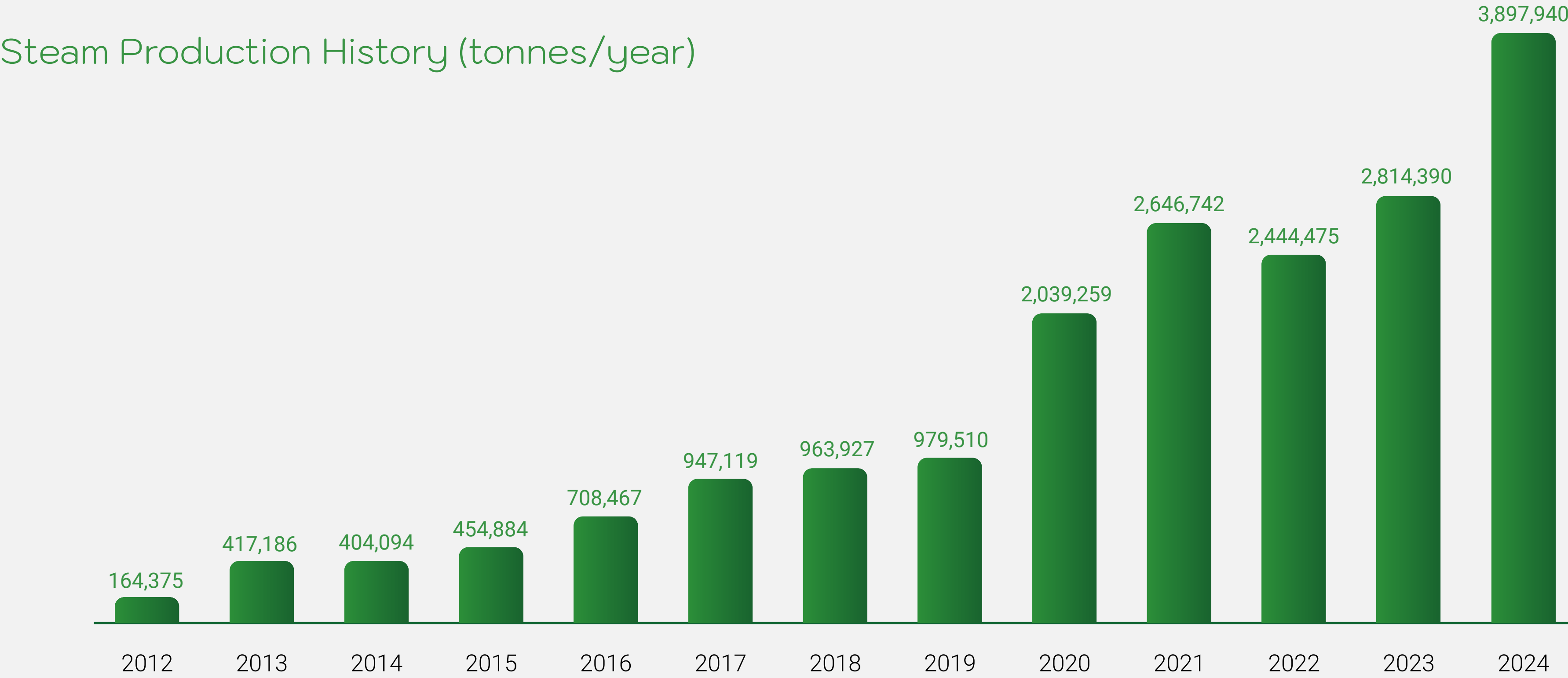
ComBio also has a dedicated Research and Development (R&D) team focused on finding innovative alternatives for ashes, the main by-product of the steam generation process.

Currently, biomass ashes are widely used in the production of biofertilizers. Internally, ComBio is directing efforts to develop new applications. Research is being conducted at the Federal University of São Carlos (UFSCar), where ComBio supports a PhD student contributing to ash research through the DAI (Academic Doctorate for Innovation) program, an initiative of the National Council for Scientific and Technological Development (CNPq) in partnership with universities and companies.

RENEWABLE THERMAL ENERGY PRODUCTION

In 2024, ComBio produced approximately 3.9 million tonnes of steam, or 10.9 million GJ of renewable thermal energy, representing a 38.5% increase compared to the previous year. This growth is attributed to the full operation of the Mogi

Guaçu (SP) and Balsa Nova (PR) units, as well as the start of operations in Campinas (SP). Since its founding, the company has produced more than 18 million tonnes of steam for its clients.



RAW MATERIALS [3-3]

The renewable thermal energy generation process involves burning organic materials—such as agricultural residues, forestry residues, or other types of biomass—in a boiler to heat water until it turns into steam. The steam generated is then distributed to our clients’ industrial processes that require heat in certain stages of production. Therefore, the company works with two main raw materials: biomass and water.

[301-1]

RAW MATERIALS OR MATERIALS USED (TONNES)		2022	2023	2024
Renewable	Description	Quantity		
	Treated water	912,961	1,036,294	1,537,390
	Biomass	745,642	865,893	1,093,079
Non-renewable	Water treatment inputs	72	109	147
TOTAL		1,658,675	1,902,296	2,630,616

Notes:

1. The indicator considers only the company's main activity, steam generation.
2. The indicator does not include the treated water consumption of the Steam Producing Unit (SPU) in Campinas. The unit's water consumption will be reported starting next year. [2-4]
3. 2023 data do not include water consumption from the Steam Producing Units (SPU) in Mogi Guaçu and Balsa Nova, as both units were still in the start-up phase.
4. Water treatment inputs include: citric acid, sodium hydroxide, hydrochloric acid, sodium hypochlorite, and sodium chloride, among others.





BIOMASS

For ComBio, the term biomass encompasses residues and by-products from agricultural, industrial, and reforestation activities. Brazil's vast agricultural potential, combined with its ability to generate such materials, was one of the main drivers for the company to develop new biomass solutions, turning this expertise into a strategic differentiator in its business model.

Over the years, the company has become increasingly strategic in the logistics of supplying and feeding its biomass boilers — a notably complex process. ComBio has invested in adaptations to its boilers to allow the combustion of multiple biomass types, either individually or in combination with others. This operational flexibility makes it possible to seek the most abundant and cost-effective biomass option in the regions where it operates, ensuring efficiency and sustainability in the renewable thermal energy generation process.

Continuous advancement in this field has strengthened ComBio's position, enabling the company not only to optimize its operations but also to contribute to a business model increasingly aligned with local demands and the sustainable use of resources. Currently, more than 60% of ComBio's supply comes from biomass considered residues or by-products, with the remainder coming from

forest-based sources (forest purchases, forest wood chips, and forestry activities).



BIOMASS TRACKING PROGRAM

The Biomass Tracking Program was developed to ensure the sustainable origin of biomass supplied to the units, in addition to assessing essential aspects of governance, social impact, and environmental performance of suppliers. With its own methodology, the program incorporates best practices from globally recognized standards such as FSC, ISO, and the B Impact Assessment, promoting greater transparency and accountability in the supply chain.

The audit is carried out in three stages:

- **On-site visit:** Direct evaluation of operations to verify the condition of facilities, work practices, and the biomass sourcing process.
- **Document analysis:** Review of supplier certifications and policies, ensuring compliance with environmental, social, and governance criteria.
- **Greenhouse Gas (GHG) emissions calculation:** Measurement of direct emissions from biomass combustion and indirect emissions (Scope 3) associated with the supply chain — essential for understanding the environmental impact of the operation.

To support suppliers on this journey, ComBio developed a free training platform with videos on how to prepare for the audit and increase maturity in sustainability topics. The training includes the Supplier Code of Conduct, Health and Safety, and Zero Tolerance in ESG.

In 2024, to ensure impartiality and credibility, the program began to be audited by DNV, which acts as an independent third party. That year, 93% of the supplier biomass used by ComBio was audited.

In August, ComBio was selected to participate in the Annual Event of the Brazilian GHG Protocol Program, where it presented a case study on Scope 3 emissions from the biomass supply chain — resulting from the Biomass Tracking Program.

Due to differences in business models, the purchase of forests and leased areas for forestry undergo additional validation steps. The company ensures the legality of these areas through due diligence conducted by a specialized law firm before any acquisition.

In parallel with the program, and as an additional layer to cover other business partners, ComBio has a Document Management and Integration area responsible for managing the documentation of continuous service providers operating at our units — such as companies involved in biomass transportation. This area is responsible for requesting legal and labor documentation, validating minimum requirements before work begins — such as occupational exams and mandatory training — and forwarding the documents to our clients.

QUALITY WEEK

For another year, ComBio held Quality Week, organized by the Management & Continuous Improvement (M&CI) team. One of the highlights was an online lecture, open to the entire company, which covered essential topics such as the evolution of quality in processes, the difference between compliance and performance, the PDCA cycle, standardization, document management, and continuous improvement practices.

In addition, in a move aligned with the strategic plan and the theme *“From Compliance to Performance: The Path to Excellence”*, M&CI team members visited eight Steam Production Units (SPU), conducting a series of theoretical training sessions with operational teams. During these visits, they addressed the ten new Operational Procedures, which cover processes such as biomass reception, boiler operation, and waste disposal.

The initiative was further enriched by quality training sessions on document management, handling operational incidents, and preparing Point-by-Point Lessons (LPP), carried out in partnership with the Operational Excellence area.

These initiatives reinforce the culture of quality as an essential pillar, fostering more efficient, innovative work environments that are focused on customer satisfaction.



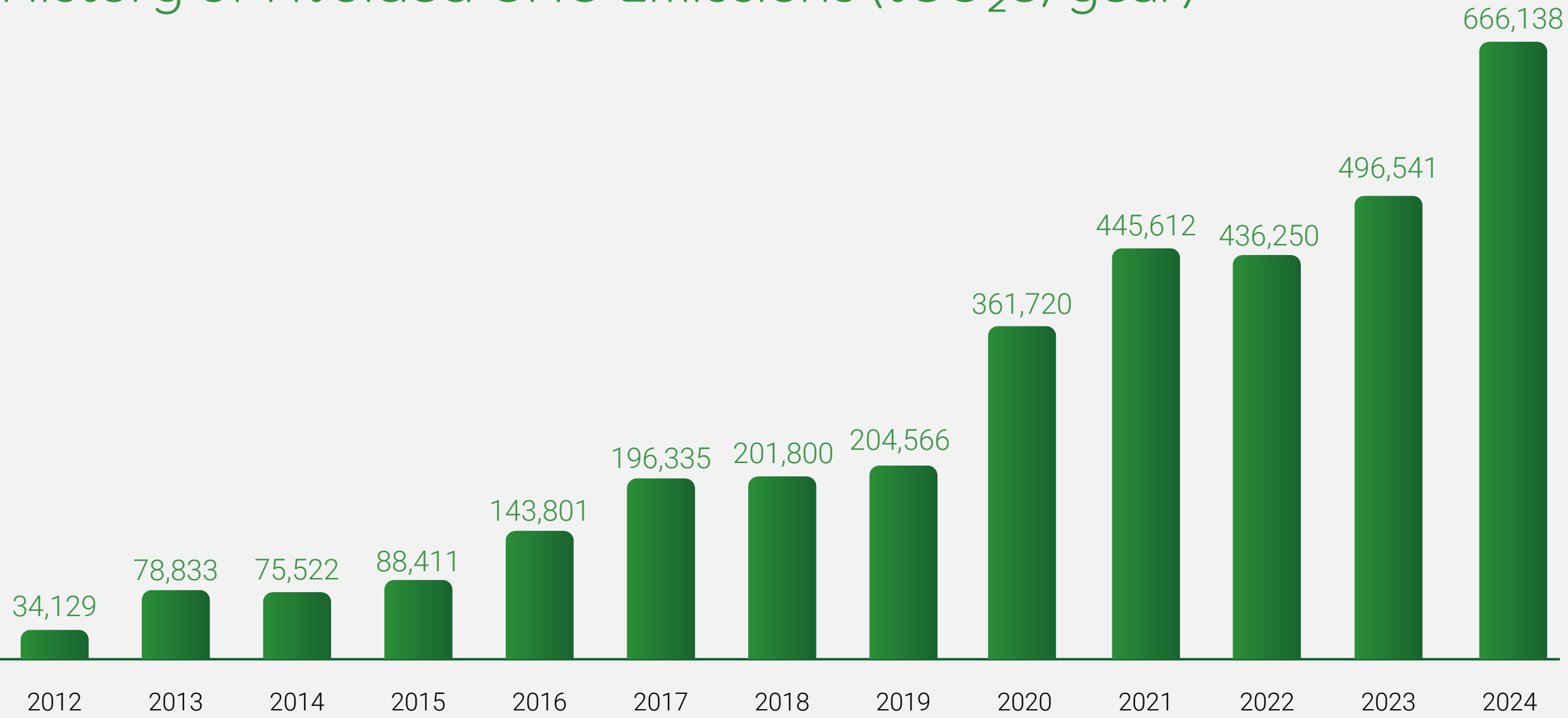
ENVIRONMENT

CLIMATE CHANGE [3-3]

With the purpose of being a leader in the planet’s decarbonization, ComBio has become an important player in the transition toward a cleaner energy matrix in the industrial sector. By taking over thermal energy generation operations and replacing the combustion of fossil fuels with renewable sources for its clients, the company actively contributes to the reduction of greenhouse gas emissions.

In 2024, ComBio helped reduce more than 665 thousand tonnes of CO₂e emissions into the atmosphere, representing a 34% increase compared to the previous year. Since the start of its operations, the company has avoided emitting more than 3.4 million tonnes of CO₂e – equivalent to the total emissions of the municipality of São Paulo over 86 days.

History of Avoided GHG Emissions (tCO₂e/year)



WORKSHOP ON CLIMATE CHANGE

With the purpose of being a leader in the planet’s decarbonization, ComBio believes it also has the role of raising awareness among its employees on environmental issues.

In 2024, the company took the opportunity to inform and engage its employees on the topic of Climate Change. To this end, it organized a lecture with a sustainability and ESG specialist, who is a member of NGOs dedicated to studying extreme climate events and a participant in major global forums, such as COP28. The specialist shared valuable insights and led a discussion on the subject with employees.

SUCCESS STORY

TRÊS MARIAS CARBON PROJECT

Location: Três Marias (MG)
Standard: Verified Carbon Standard (Verra)
Additional label: CORSIA
Estimated credit generation: 58 thousand per year
Status: 4th monitoring period audit



In addition to helping ensure that a considerable portion of its clients’ emissions are avoided, ComBio coordinates the carbon credit generation process, as it believes this is an important tool for decarbonizing the economy. With the avoided emissions resulting from replacing fossil fuels with renewable sources in boilers, it is possible to generate carbon credits which, once certified, are shared between the client and the company.

Currently, ComBio has one certified project under Verra, Três Marias, and four other projects in the validation phase.

GREENHOUSE GAS EMISSIONS [3-3]

Since 2016, ComBio has voluntarily disclosed its greenhouse gas emissions in the Public Emissions Register of the Brazilian GHG Protocol Program ([Public Emissions Register](#)). The inventory has received the gold seal for being audited by an independent third party. In the last two years, the company has reported its direct and indirect emissions, covering Scopes 1, 2, and 3.

As an enhancement to the Biomass Tracking Program, ComBio developed a tool to calculate emissions from the biomass supply chain, taking

into account transportation, preparation, and handling of biomass, the company’s main input, which resulted in the emissions disclosed in the categories upstream transportation and distribution and fuel- and energy-related activities (not included in Scopes 1 and 2).

It is important to highlight that, as an agent of industrial decarbonization, the reduction of CO₂e emissions is directly reflected in our clients’ GHG inventories, representing an important solution for meeting targets and developing climate strate-

gies for industry. Even with the growth of our own emissions resulting from the expansion of our operations and units, the net impact of our activities remains overwhelmingly positive. On average, the emissions avoided for our clients are about 20 times greater than the emissions generated by our operations, reinforcing the effectiveness of our business model as a catalyst for large-scale environmental transformation.

SCOPE 1 EMISSIONS BROKEN DOWN BY CATEGORY	2022		2023		2024	
	Emissions (tCO ₂ e)	Biogenic CO ₂ Emissions (tCO ₂)	Emissions (tCO ₂ e)	Biogenic CO ₂ Emissions (tCO ₂)	Emissions (tCO ₂ e)	Biogenic CO ₂ Emissions (tCO ₂)
Mobile combustion	6,796	1,113	3,953	829	5,374	1,186
Stationary combustion	16,434	865,809	19,085	1,005,462	24,765	1,384,392
Fugitive emissions	9	-	10	-	12	-
Agricultural activities	1,898	-	4,608	-	42	-
Total Scope 1 emissions	25,137	866,922	27,655	1,006,291	30,193	1,385,577

[305-1, 305-2, 305-3]

- Notes:
- 1. The GHG emissions inventory is carried out in accordance with the standards of the Brazilian GHG Protocol Program.
 - 2. The calculation tool considers all gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃).
 - 3. The consolidation approach used is operational control.

SCOPE 2 EMISSIONS BROKEN DOWN BY CATEGORY	2022	2023	2024
Location-based Approach	Emissions (tCO ₂ e)	Emissions (tCO ₂ e)	Emissions (tCO ₂ e)
Electricity acquisition	144	114	146
Total Scope 2 emissions (location-based)	144	114	146

- Notes:
1. The GHG emissions inventory is carried out in accordance with the standards of the Brazilian GHG Protocol Program.
 2. The calculation tool considers all gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃).
 3. The consolidation approach used is operational control.

SCOPE 3 EMISSIONS BROKEN DOWN BY CATEGORY	2022		2023		2024	
Category	Emissions (tCO ₂ e)	Biogenic CO ₂ Emissions (tCO ₂)	Emissions (tCO ₂ e)	Biogenic CO ₂ Emissions (tCO ₂)	Emissions (tCO ₂ e)	Biogenic CO ₂ Emissions (tCO ₂)
Fuel and energy related activities not included in Scopes 1 and 2	413	-	11,553	-	8,529	1,240
Upstream transport and distribution	Not accounted		8,068	963	6,637	969
Business travel	140	-	72	-	21	-
Employee commuting	Not accounted		348	307	348	307
Total Scope 3 emissions	552	-	20,041	1,270	15,535	2,516

- Notes:
1. The GHG emissions inventory is carried out in accordance with the standards of the Brazilian GHG Protocol Program.
 2. The calculation tool considers all gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃).
 3. The 2023 values for employee commuting were adjusted in this report.

GHG EMISSIONS INTENSITY

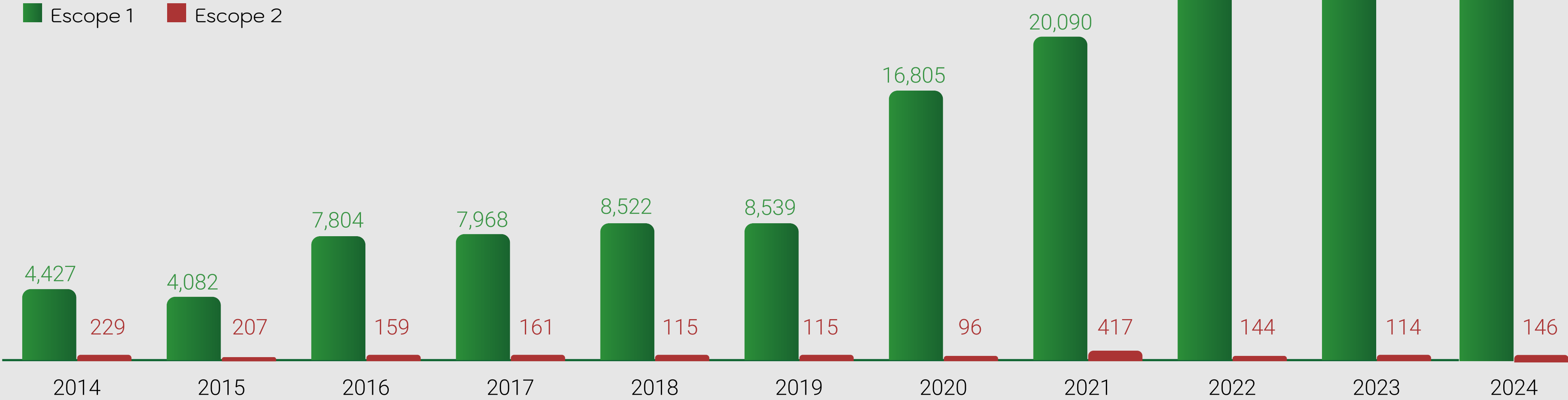
GHG emissions (tCO ₂ e) / Net revenue (R\$ thousand)	2022	2023	2024
	0.07	0.05	0.05

[305-4]

- Notes::
- 1. The index considers Scope 1 emis-sions.
 - 2. The index considers all gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃).

GHG EMISSIONS HISTORY

GHG Emissions (tCO₂e) by year



Note: The inventories can be accessed directly through the Public Emissions Registry of the Brazilian GHG Protocol Program: <https://www.registropublicodeemissoes.com.br/participantes/1049>.

ENERGY [3-3]

In 2024, ComBio consumed 12.8 million GJ of energy, of which 12.7 million GJ came from renewable sources and 75 thousand GJ from non-renewable sources. Given the scale of operations, biomass is the most representative fuel, and because it is renewable, it contri-

buted to ComBio using more than 99% renewable fuel in its operations. The amount of renewable thermal energy supplied to our clients corresponds to 10.9 million GJ.

DIRECT ENERGY CONSUMPTION (GJ)			
RENEWABLE FUEL	2022	2023	2024
Biomass	8,649,444	10,044,574	12,679,716
Biodiesel	9,439	5,578	7,769
Hydrous Ethanol	6,110	5,212	5,903
Anhydrous Ethanol	53	42	64
NON-RENEWABLE FUEL	2022	2023	2024
Diesel Oil	91,000	53,774	74,902
Gasoline	207	163	251

[302-1]

Note:
1) Density and calorific value data were taken from the IPCC 2006 and the National Energy Balance 2020 (BEN 2020).

PERCENTAGE BY FUEL TYPE	2022	2023	2024
NON-RENEWABLE FUEL	1.04%	0.53%	0.59%
RENEWABLE FUEL	98.96%	99.47%	99.41%

Note:
1) Density and calorific value data were taken from the IPCC 2006 and the National Energy Balance 2020 (BEN 2020).

CONSUMPTION (MWH)			
ELECTRICITY	2022	2023	2024
	3,383	2,972	2,678

ENERGY INTENSITY			
Direct energy consumption (GJ)/ Net revenue (thousand R\$)	2022	2023	2024
	23.67	19.58	20.36

[302-3]

Notes:

- 1. The index considers direct energy consumption (GJ).
- 2. Net revenue was taken from the company's financial statements.

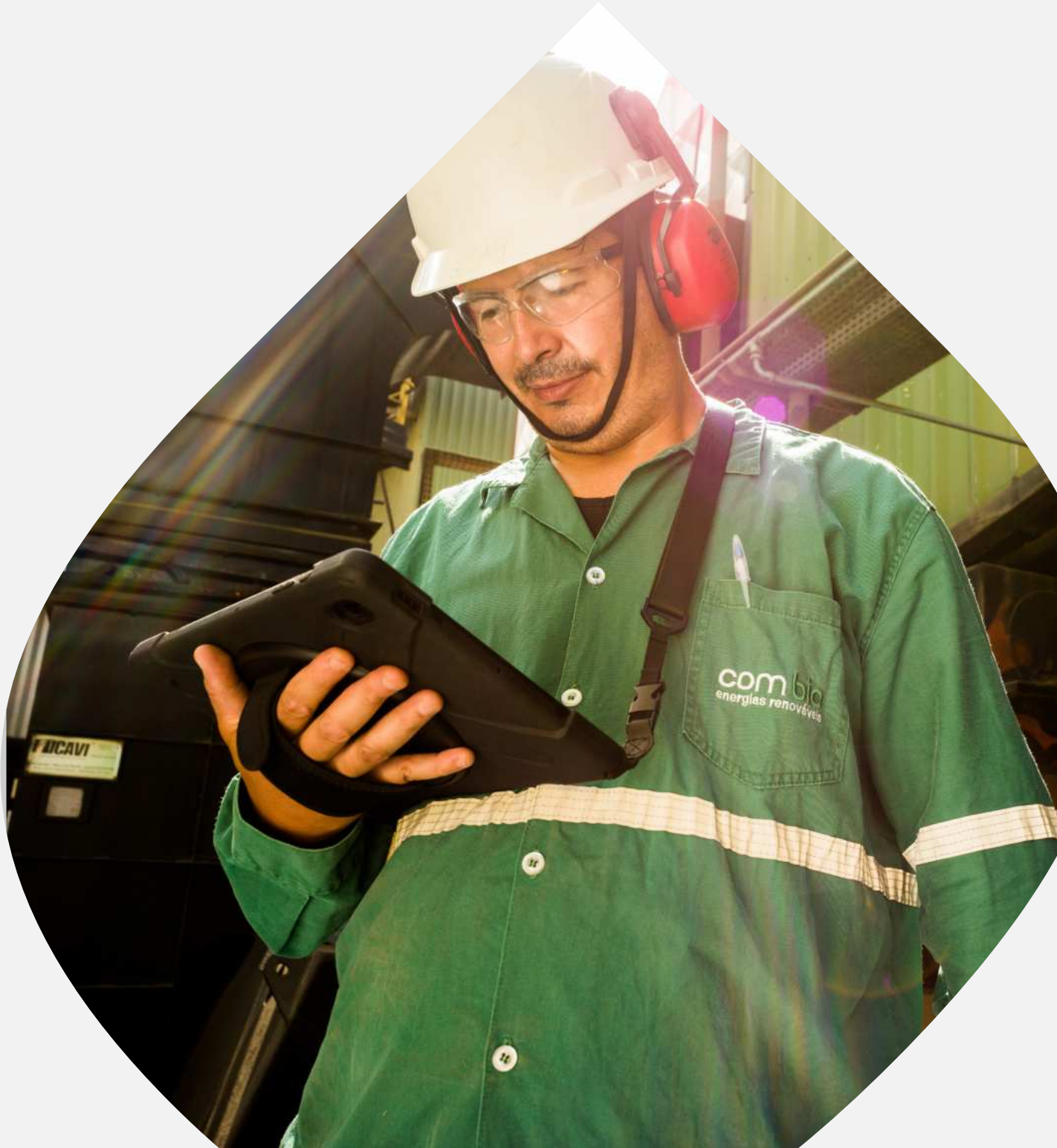
ENVIRONMENTAL DIAGNOSIS

In 2024, ComBio's Environmental Department carried out a comprehensive environmental diagnosis across all its operational units. This project involved detailed visits to the units, with the objective of assessing the level of compliance with legal and environmental requirements, contributing to the strengthening and maturity of the company's environmental culture.

The diagnosis was conducted in 12 units and resulted in 231 action plans and 127 improvement suggestions. These are continuously and monthly

monitored by the corporate team, ensuring progress and the implementation of corrective actions.

For 2025, the Environmental team will review the Environmental Diagnosis and implement the Internal Environmental Audit Program. The new audit model will be significantly more robust, focusing on evaluating the level of maturity, compliance, and readiness of the units. The goal is to further strengthen the company's Environmental Management System and, in the future, enable the achievement of recognized environmental certifications.



AIR EMISSIONS^[3-3]

With regard to air emissions, ComBio adopts strict measures to monitor and control its environmental impacts. The company uses its own systems in boilers, such as electrostatic precipitators and multi-cyclones, which significantly contribute to reducing the emissions of particles and other air pollutants.

In addition, the company maintains Air Emissions Monitoring Plans (PMEA), which are implemented in a continuous and structured manner.

The Air Emissions Monitoring Reports (RMEA) are prepared annually or in accordance with legal requirements, to ensure compliance with environmental regulations and transparency in operations.

[305-7]

SIGNIFICANT AIR EMISSIONS (TONNES)	2022	2023	2024
PM	483	633	918
NOx	949	951	1,735
SOx	30	7	26

Notes:

- Volumes were estimated based on the average emission rate multiplied by the number of hours in the year.
- Data do not include emissions from the Steam Production Unit (SPU) in Guaíba, as operations were discontinued in 2024.
- Emission data from the SPU Campinas will be accounted for starting in 2025.



RESIDUES MANAGEMENT [3-3, 306-3]

With the aim of making its operations increasingly circular, ComBio continuously seeks to improve the biomass combustion process, as well as to develop new alternatives for the destination of the ash generated in its operations.

Considering that ash is the main by-product generated and has a nutrient-rich composition, the company focuses its efforts on finding sustainable alternatives for its disposal, avoiding sending it to landfills. To support research and testing with ash, ComBio has

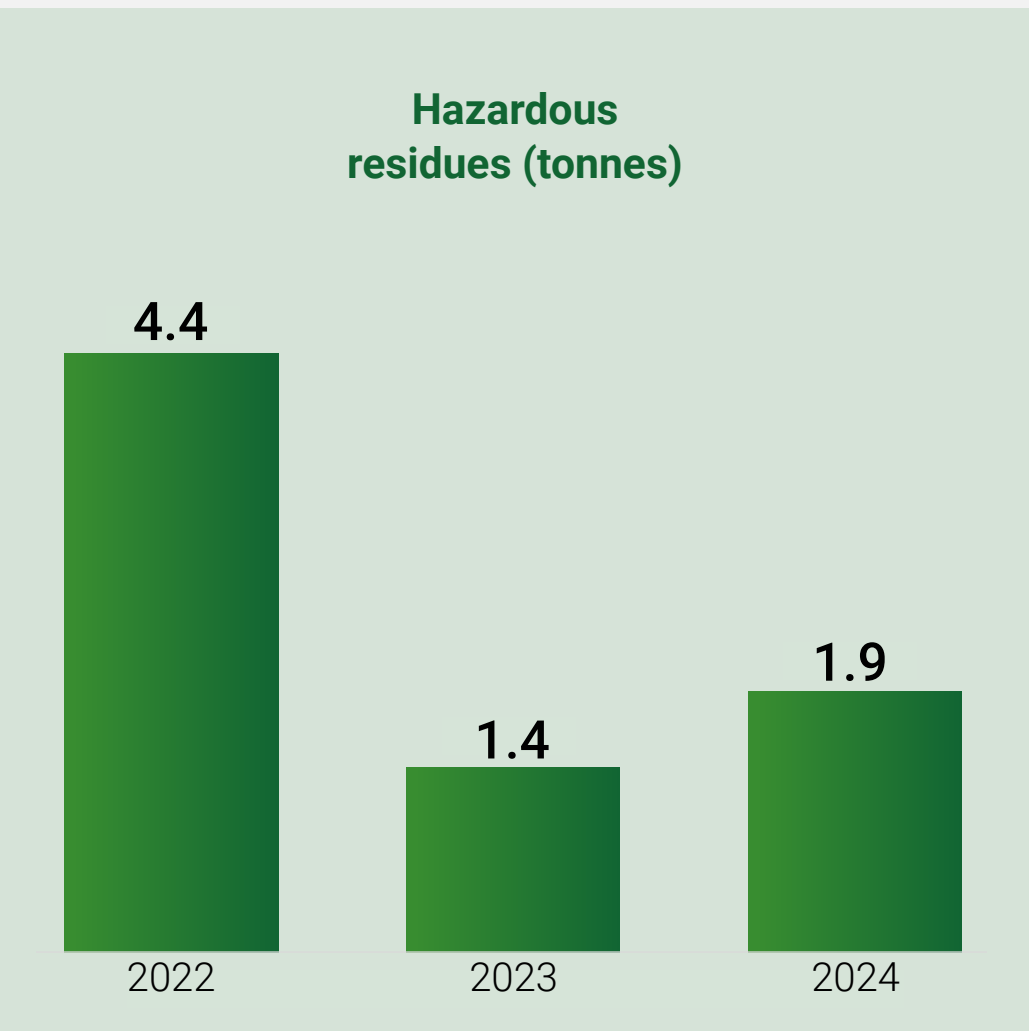
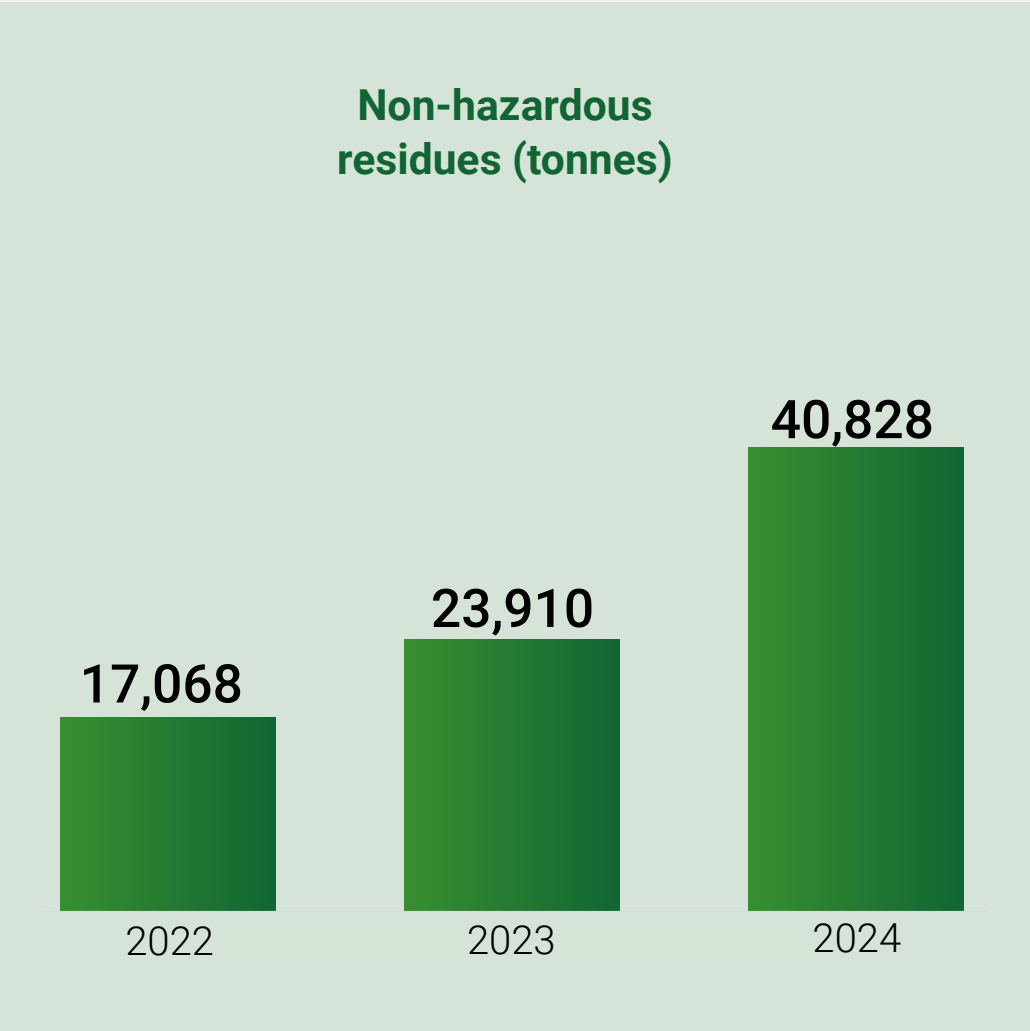
established partnerships with companies, startups, and research institutes, fostering innovation and the development of more efficient and sustainable solutions.

Currently, ash is destined for the following activities:

- Composting
- Blending for co-processing
- Energy recovery

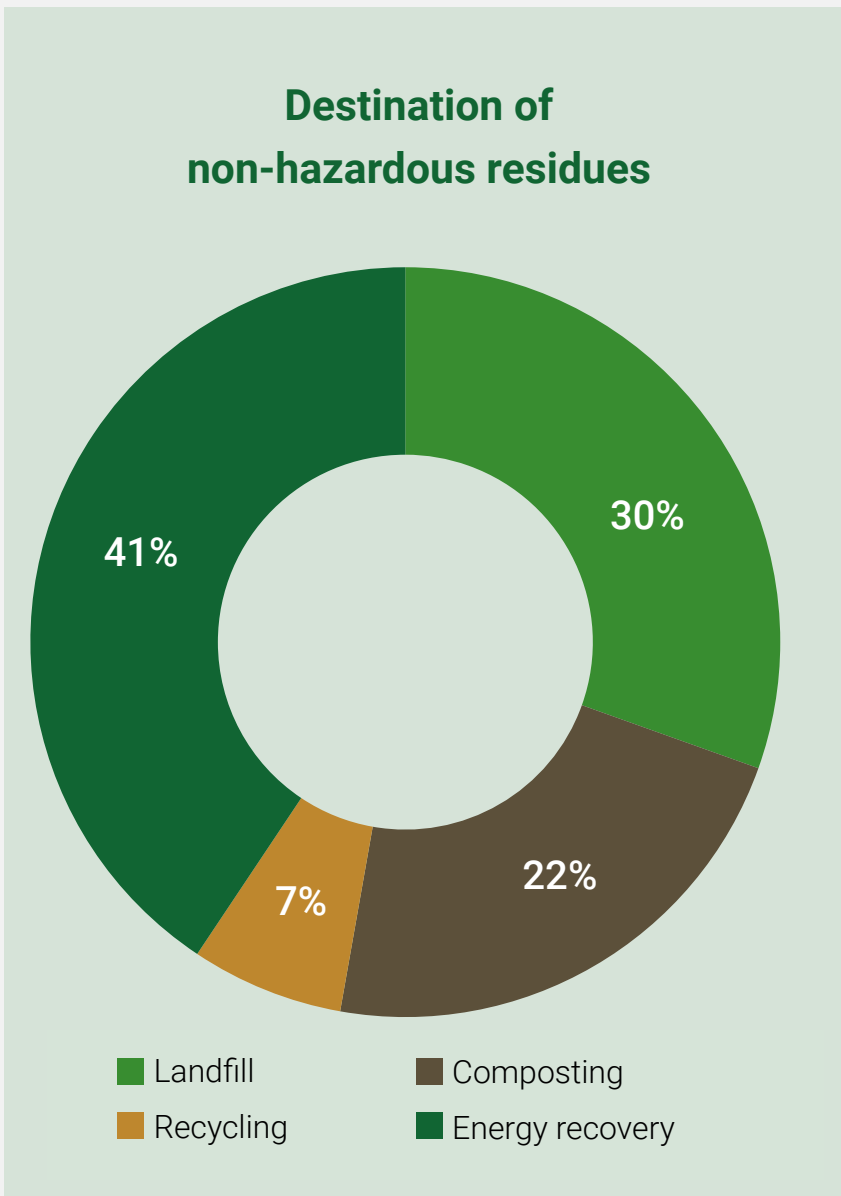
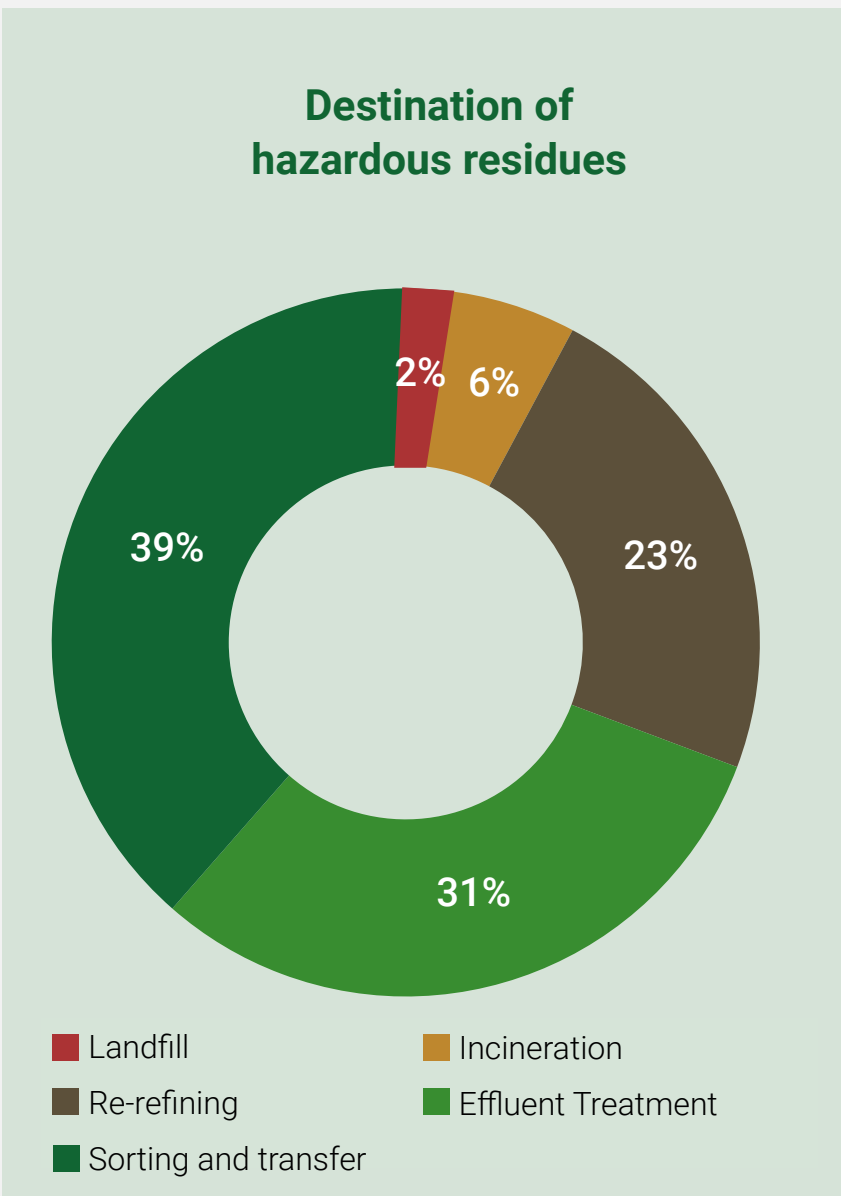
- Agricultural use

To mitigate impacts, ComBio’s operations have a Solid Waste Management Plan (PGRS), as well as specific training on common and hazardous waste, proper storage locations, and packaging of waste.



Notes:

1. The indicator does not account for waste whose disposal is not the company’s responsibility.
2. Hazardous waste includes automotive oil, oil filters, contaminated packaging, and personal protective equipment (PPE).
3. Non-hazardous waste includes ash, scrap, wood, and recyclable materials (paper, plastic, glass, among others).



WATER^[3-3, 303-5]

The water supply for renewable thermal energy generation operations is the responsibility of the client; therefore, water intake and treatment are outside ComBio’s operational scope. Clients have Water Treatment Plants (WTP) and Effluent Treatment Plants (ETP) at their facilities and must ensure that the water supplied meets acceptable quality standards for operation.

Most of the company’s units operate with condensate return, meaning that the steam generated in the boilers returns as condensed water, reducing the need for new water intake. This initiative is an important measure to minimize the extraction of natural resources and promote the efficient use of water.

OPERATIONAL WATER CONSUMPTION (MEGALITERS)			
REGION	2022	2023	2024
Midwest	-	-	-
Northeast	-	-	-
North	115	76	81
Southeast	734	904	1,286
South	64	57	171
TOTAL	913	1,036	1,537

Notes:

1. The indicator does not include water consumption in administrative areas.

2. The company's operations are not located in areas classified as high or very high water stress.

3. 2023 data do not include consumption from the Steam Production Units (SPU) in Mogi Guaçu and Balsa Nova.
2024 data do not include consumption from the SPU Campinas unit.



REVAMPING OF THE “SEMPRE COM SSMA” (ALWAYS WITH HSE) PROGRAM

In 2024, ComBio’s Health, Safety and Environment (SSMA) communication program, formerly known as “Sempre com Segurança” (Always with Safety), underwent a significant revamp. The goal was to expand its scope beyond safety to also include health and environmental topics. This evolution is reflected not only in the program’s new name, but also in a series of improvements aimed at further engaging employees.

The initiative also focused on standardizing communication channels and tools, ensuring that essential information reaches all employees in a clear, accessible, and effective way. This standardization contributes directly to strengthening a preventive culture throughout the company’s units.

The revamp introduced a new visual identity, more dynamic tools, and an interactive approach. One of the main highlights is the “Minuto com SSMA” (HSE Minute) – a brief moment held before the start of activities to promote short conversations about safety, health, sustainability, risks, and preventive measures. The tool became more engaging through the use of games and dynamics.

In addition, official communication channels were strengthened, such as the HSE Portal on the intranet and the WhatsApp group “SSMA Informa” (HSE Informs) alongside themed campaigns. With these actions, the program has been consolidated as a strategic pillar, reinforcing the company’s commitment to a safer, healthier, and more sustainable work environment.





EMPLOYEES

ComBio ended the year 2024 with 440 employees, representing a 10% decrease in the workforce compared to the previous year. Despite the closure of operations at the Guaíba (RS) Steam Production Unit and forestry activities in Jaciara (MT), the start of operations in Campinas (SP) allowed the company to maintain a workforce similar to that of 2023.

In 2024, 27% of ComBio's workforce was composed of women, an increase of 2 percentage points compared to the previous year. Geographically, 90% of employees are concentrated in the Southeast region, where the state of São Paulo hosts most of the company's operations. Regarding racial diversity, 44% of employees self-identified as Black or Brown.





Notes:

- 1. Data on own employees do not include board members who are not company executives.
- 2. Except for interns, all employees are hired under a permanent and full-time work regime (40 to 44 hours per week).
- 3. Data was extracted from the ERP Datasul system on December 31st of the reporting year.

2024 CLIMATE AND ENGAGEMENT SURVEY

In 2024, ComBio implemented a key strategic initiative with the launch of its Climate and Engagement Survey. All employees were invited to participate, and the response rate was significant: 83.2% in the April edition and 79.4% in November. The favorability scores also reflected strong engagement from participants, reaching 8.3 and 8.6, respectively.

The survey is aligned with the company's core values — which prioritize people and results — and serves as a vital tool for identifying both the organization's strengths and areas for improvement.

Topics assessed in the survey included: alignment with the company, employee engagement, integrity, development opportunities, well-being, feedback and recognition, perception of fairness, results achieved, career prospects, innovation, leadership, and safety.

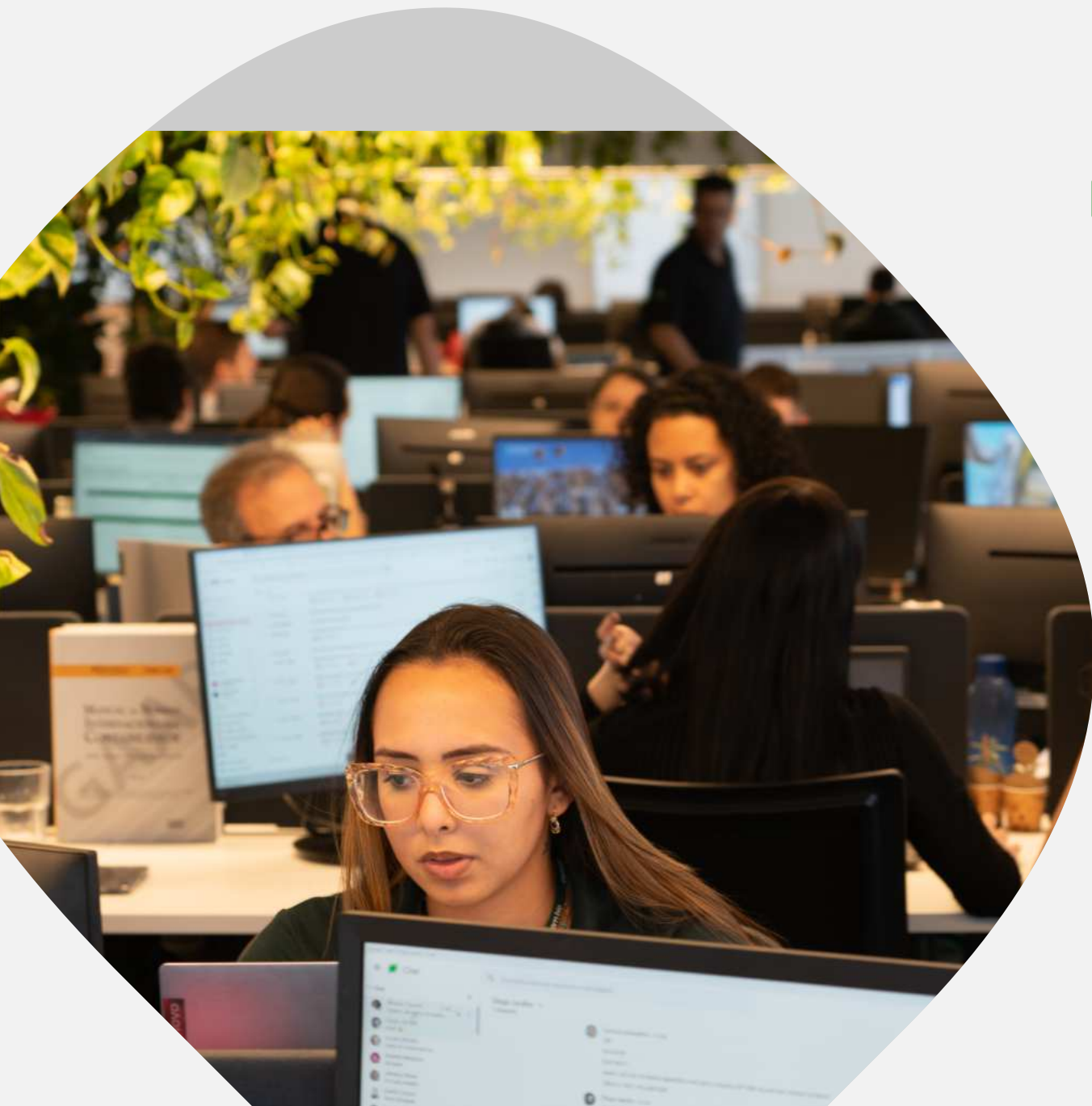
In both editions, the highlight was the “alignment with the company” dimension, demonstrating the employees' strong connection to ComBio's organizational goals and commitment to the values that guide the company's actions.



UNION NEGOTIATIONS [2-30]

ComBio respects the right to peaceful freedom of association and union membership. All employees are covered by collective bargaining agreements, except for interns and apprentices.

The management of union relations prioritizes dialogue and transparent collective negotiation, guided by mutual respect, compliance with applicable legislation, and the ethical and integrity guidelines set forth in the company’s Code of Conduct.



DIVERSITY [3-3]

ComBio is committed to providing the necessary infrastructure for employees to perform their work under favorable conditions, as well as to maintaining a workplace where everyone feels welcome and that is free from any form of harassment, discrimination, or other inappropriate conduct.

In its hiring and promotion practices, the company offers equal opportunities to all qualified individuals and condemns any form of discrimination – including, but not limited to, discrimination based on gender identity, sexual orientation, religion, beliefs, race, ethnicity, disability, culture, nationality, economic status, age, pregnancy, opinion, or

physical characteristics. ComBio strives to build a workforce that reflects the diversity of the communities in which it operates.

The Code of Conduct establishes that all employees and third parties must be treated fairly and equitably, with respect for their differences, and must not tolerate any form of discrimination. ComBio does not tolerate the use of offensive language or any acts of intimidation, harassment, humiliation, insinuation, or other forms of disrespect.

[405-1]

EMPLOYEES BY FUNCTIONAL CATEGORY AND GENDER	2023		2024	
	FEMALE	MALE	FEMALE	MALE
Board of Directors	0%	100%	0%	100%
Executive Board	11%	89%	10%	90%
Management	18%	82%	25%	75%
Supervision	26%	74%	26%	74%
Administrative	46%	54%	50%	50%
Operational	15%	85%	14%	86%
Interns and Apprentices	50%	50%	50%	50%
TOTAL	25%	75%	27%	73%

Note: Data was extracted from the ERP Datasul system as of December 31st of the reporting year.

EMPLOYEES BY FUNCTIONAL CATEGORY AND AGE GROUP	2023			2024		
	UNDER 30 YEARS OLD	30 TO 50 YEARS OLD	OVER 50 YEARS OLD	UNDER 30 YEARS OLD	30 TO 50 YEARS OLD	OVER 50 YEARS OLD
Board of Directors	0%	0%	100%	0%	60%	40%
Executive Board	0%	89%	11%	0%	90%	10%
Management	0%	94%	6%	0%	100%	0%
Supervision	8%	80%	12%	5%	90%	5%
Administrative	36%	63%	1%	37%	62%	1%
Operational	29%	67%	4%	26%	68%	6%
Interns and Apprentices	100%	0%	0%	100%	0%	0%
TOTAL	27%	69%	4%	27%	69%	4%

Note: Data was extracted from the ERP Datasul system as of December 31st of the reporting year.

“PROGRAMA LIDERA 2.0” (LEADERSHIP PROGRAM)

The Leadership Program is a development initiative created to support the continuous training of ComBio’s leaders, recognizing the importance of leadership in strengthening company culture, delivering results, driving business growth, and motivating employees. In 2024, the program reached its second edition, reaffirming its vital role in enhancing leadership skills within the company.

ComBio considers the Lidera Program an essential opportunity for developing skills, self-awareness,

cultural awareness, and practices that prepare leaders to face the challenges of the business environment. The program thus aims to strengthen leadership competencies so that leaders can guide their teams more effectively and contribute to the company’s ongoing success.

Throughout the year, the program included four sessions that were very well received, with an average participation rate of 92%, highlighting the leadership’s strong interest in personal develop-

ment. The sessions covered key topics such as Practical Feedback, Self-Development Workshop, Communicative Leadership, and ComBio Values — each focused on crucial aspects of personal and professional growth, aligning leaders with the company’s strategic goals and values.

EMPLOYEE BENEFITS [3-3, 401-2]

Medical assistance	Dental assistance
Scholarship program	Discounts at pharmacie
Partnerships with gyms and other health & wellness services	Life insurance
Extended maternity and paternity leave	Possibility of annual bonus based on goal achievement (Incentive Program)
Meal voucher, on-site meals or food allowance	Transportation or fuel vouchers
Charter bus transportation	Free corporate parking

COMBIO DO BEM (COMBIO FOR GOOD) – FROM CHILD TO CHILD, WITH HOPE

In the final months of the year, ComBio employees came together to collect school supplies in support of Schwester Heine Specialized School, which assists children and adolescents undergoing cancer treatment at the A.C. Camargo Cancer Center. The initiative was a great success, demonstrating the spirit of solidarity and unity among employees.

Aiming to contribute to this essential work – and as a gesture of appreciation for the lectures provided by hospital healthcare professionals during Pink October and Blue November – employees mobilized to donate school supplies such as boxes of colored pencils, notebooks, glue, brushes, erasers, markers, modeling clay, scissors, and other items.

Each facility committed to collecting 50 units of each item, and thanks to everyone’s engagement, the target was surpassed – reflecting the strong commitment of all participants.

HIRING[3-3, 401-1]

In 2024, the People & Management team played a strategic role in talent movement within ComBio, conducting recruitment processes for 125 positions. This effort reinforces the company’s commitment to building qualified teams aligned with its values.

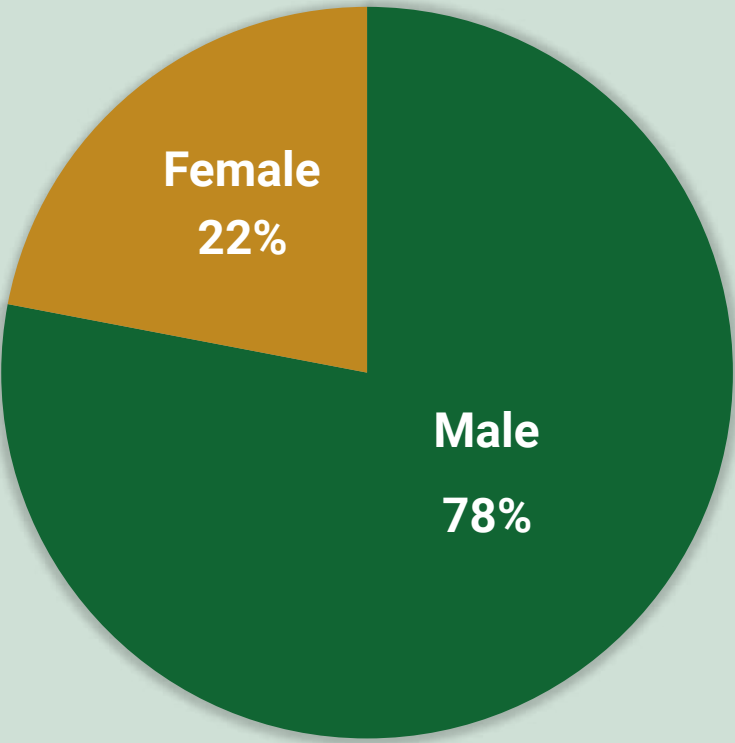
One of the key pillars of ComBio’s recruitment model is the appreciation of local labor. Of the posi-

tions filled throughout the year, 92% were taken by professionals from the surrounding region, fostering the socioeconomic development of the communities where the company operates.

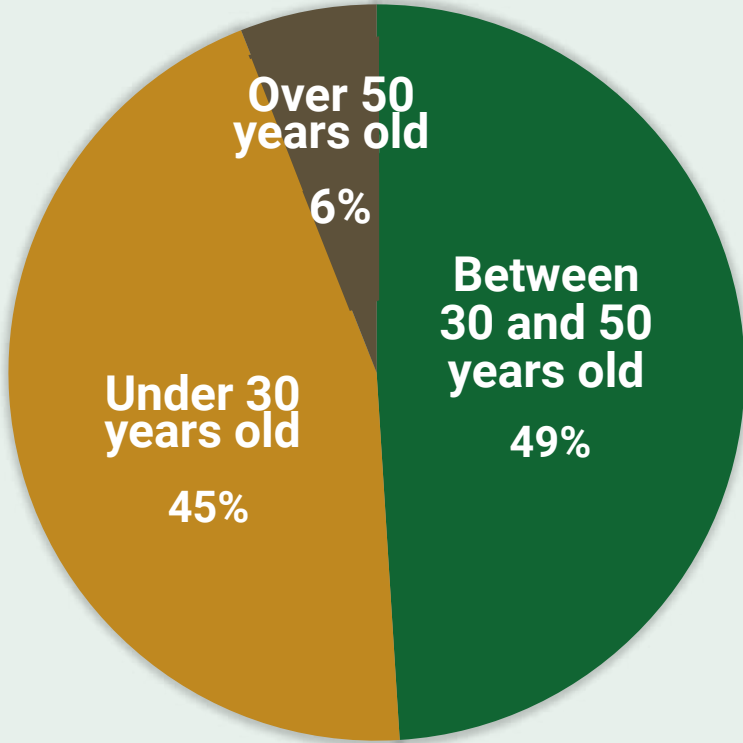
In addition, the start of operations at the new steam unit in Campinas (São Paulo) led to the creation of 19 new jobs, expanding employment opportunities in a new municipality.



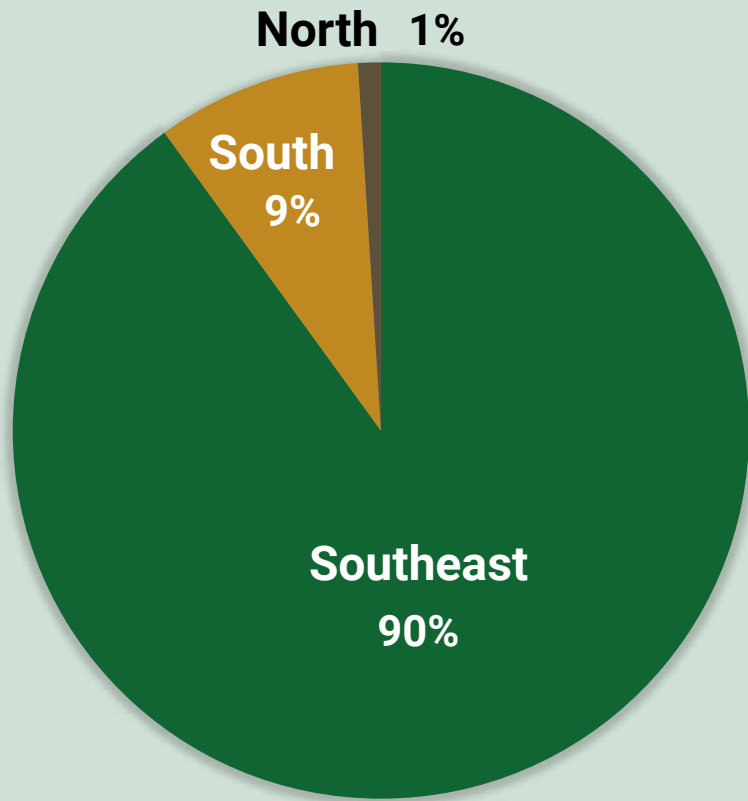
Breakdown of Hires By Gender



Breakdown of Hires By Age



Breakdown of Hires by Region

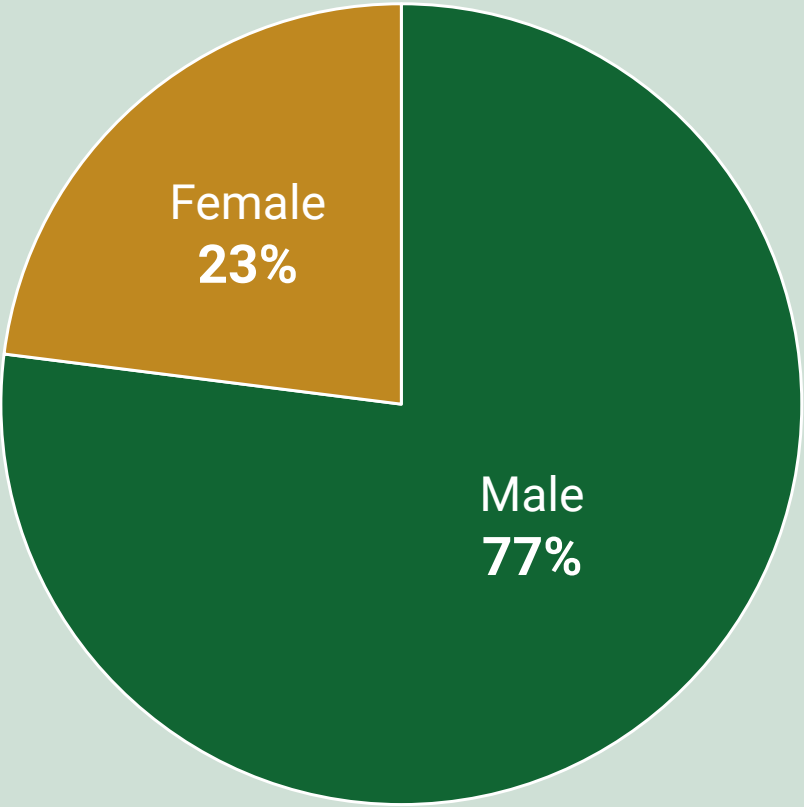


EMPLOYEE TERMINATIONS^[3-3, 401-1]

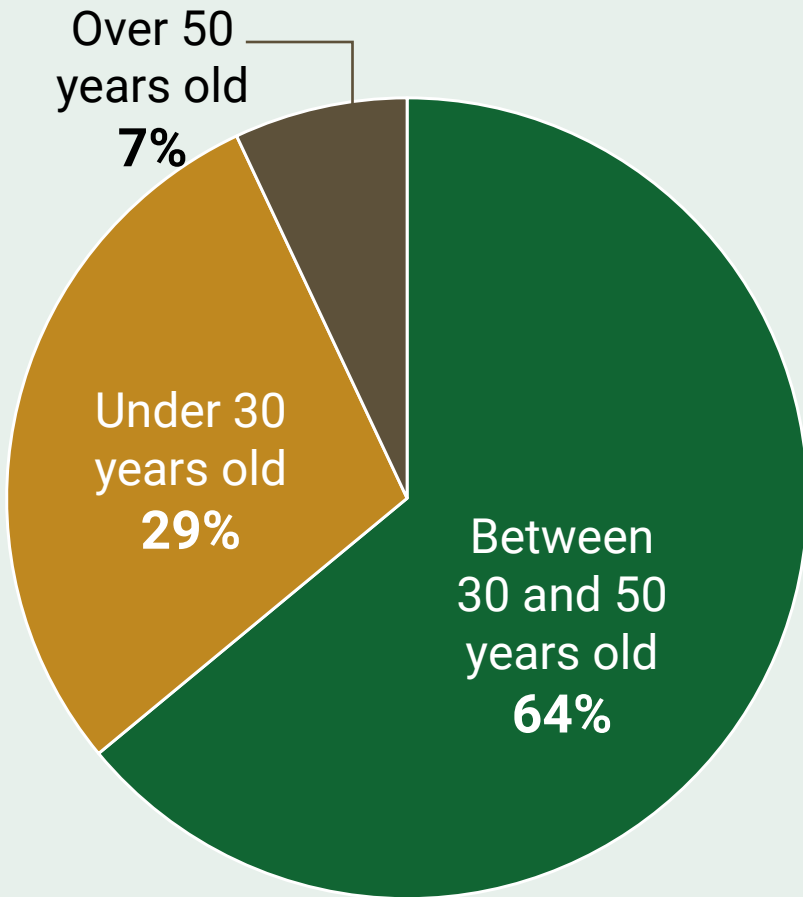
In 2024, a total of 147 terminations occurred. As part of the offboarding process, employees are given the option to participate in an exit interview, allowing the company to gather insights and improve its people management practices.



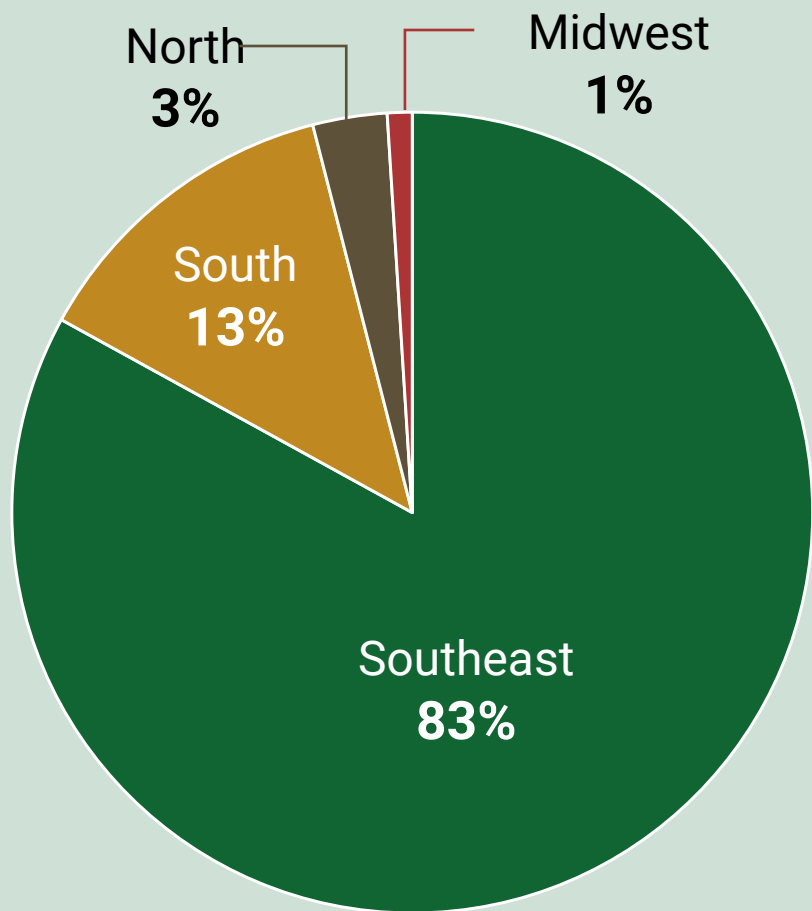
Breakdown of Terminations by Gender



Breakdown of terminations by age group



Breakdown of terminations by region



Note: The reported data include voluntary and involuntary terminations, and exclude spontaneous terminations (retirement, death) as well as those related to the closure of units.

[401-1]

NUMBER OF EMPLOYEES BY GENDER	2023		2024	
	ADMISSIONS	TERMINATIONS	ADMISSIONS	TERMINATIONS
Female	54	33	28	34
Male	180	154	101	113
TOTAL	234	187	129	147

NUMBER OF EMPLOYEES BY AGE GROUP	2023		2024	
	ADMISSIONS	TERMINATIONS	ADMISSIONS	TERMINATIONS
Under 30 years old	74	53	58	43
Between 30 and 50 years old	153	124	63	94
Over 50 years old	7	10	8	10
TOTAL	234	187	129	147

NUMBER OF EMPLOYEES BY REGION	2023		2024	
	ADMISSIONS	TERMINATIONS	ADMISSIONS	TERMINATIONS
Midwest	17	7	0	1
Northeast	0	0	0	0
North	8	1	1	4
Southeast	164	160	116	122
South	45	19	12	20
TOTAL	234	187	129	147

Note: The reported data includes both voluntary and involuntary terminations, and excludes spontaneous terminations (retirement, death) and those related to unit closures.



TURNOVER [3-3, 401-1]

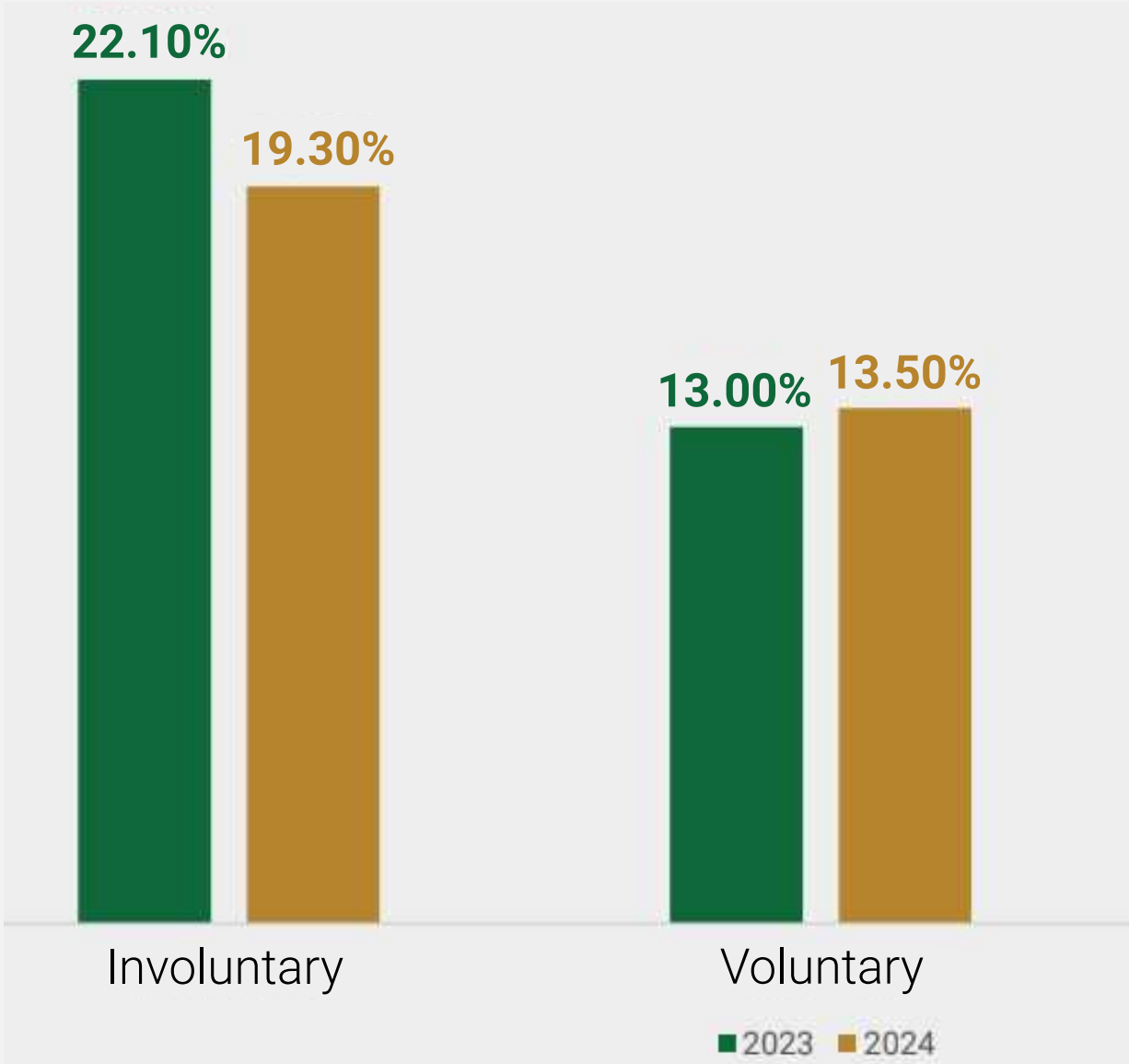
Compared to the previous year, the rates of involuntary and voluntary turnover showed, respectively, a 13% reduction and maintenance at the same level. ComBio recognizes the importance of talent retention and remains committed to further reducing its turnover rates.

Among the initiatives adopted is the creation of the Human Resources Business Partner (HRBP) function, whose main objective is to align people

management with the company’s strategy. This area also acts as a strategic partner, supporting company leaders in making informed decisions on topics such as talent development, performance, and organizational change.

In 2025, Turnover Committee meetings will also begin. This group is dedicated to analyzing terminations in greater depth throughout the year. The committee’s main objective will be to identify

root causes of turnover, map areas of concern, and develop strategic action plans. This initiative aims to improve talent retention, strengthen the organizational environment, and contribute to the continuous improvement of people management practices.



Note: The reported data includes both voluntary and involuntary terminations, and excludes spontaneous terminations (such as retirement or death) and those related to unit closures.



MATERNITY AND PATERNITY LEAVE [3-3]

ComBio is part of the *Empresa Cidadã* (Citizen Company) Program, which extends maternity leave by 60 days and paternity leave by 15 days, totaling 120 days and 20 days, respectively.

[401-3]

MATERNITY / PATERNITY LEAVE	2023		2024	
	FEMALE	MALE	FEMALE	MALE
Number of employees who took leave	11	21	4	14
Number of employees who returned to work after leave	11	21	4	14
Number of employees who returned to work and remained employed 2 months later	7	12	4	12
Return to work rate	100%	100%	100%	100%



DEVELOPMENT AND TRAINING ^[3-3]

By investing in the development of its employees, ComBio contributes to the creation of a healthy and capable environment that enhances the skills and abilities of its teams. In this regard, the company has implemented a structured system of programs and support aimed at strengthening employee competencies.

As a first step in employee development, ComBio offers institutional onboarding during the first days of work. This program is designed to familiarize

new employees with the company's culture and values.

At the end of the onboarding program, a Net Promoter Score (NPS) survey is conducted to measure the satisfaction and experience of new employees, identifying strengths and opportunities for improvement in how they are welcomed and integrated into the organization.

In 2024, the onboarding NPS score reached 100, which corresponds to the zone of excellence.

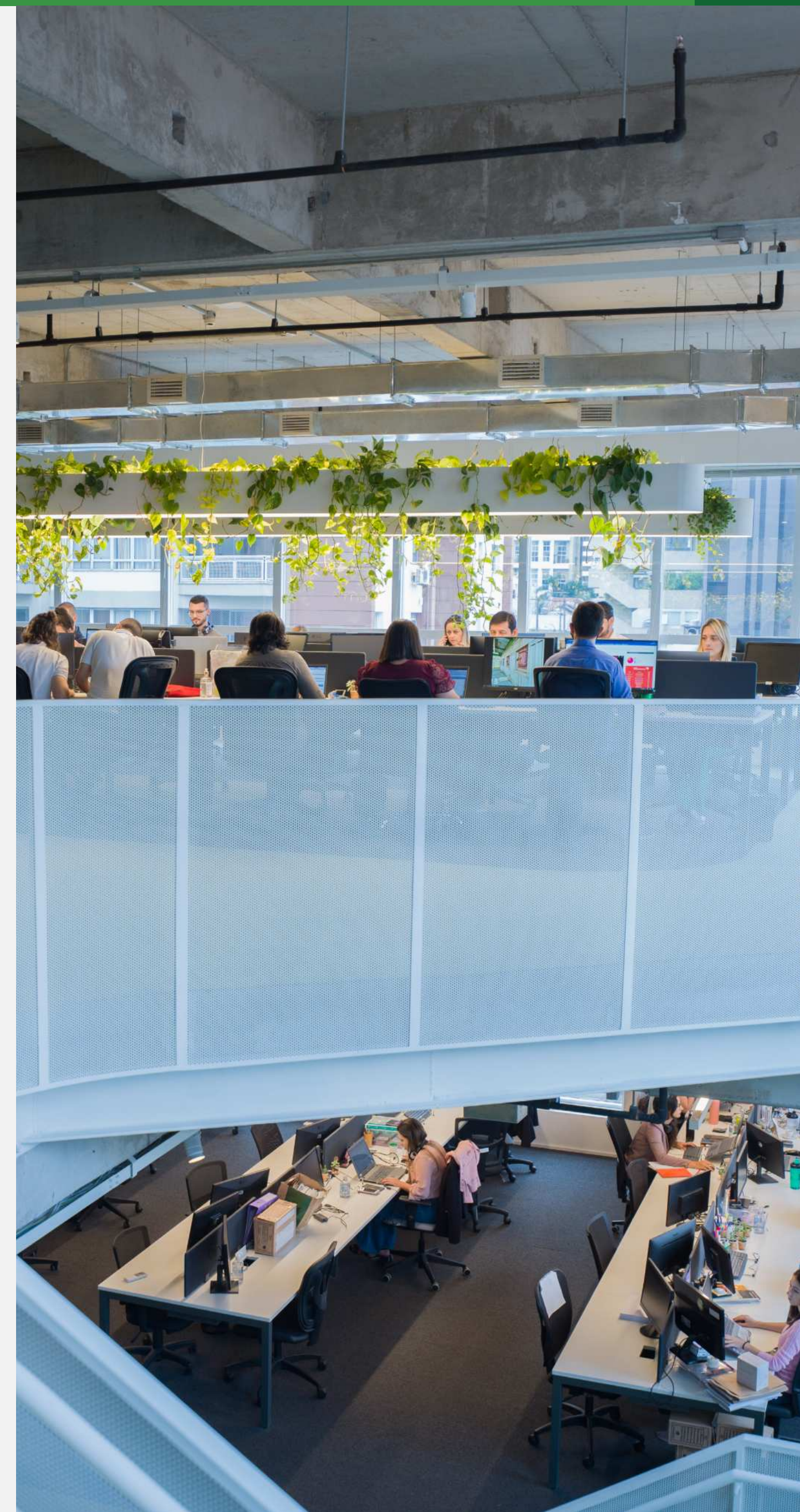
PERFORMANCE CYCLE ^[3-3]

ComBio has an Annual Performance Cycle, a program designed to evaluate the competencies of all employees, with the goal of supporting their professional development. Through a specialized platform, employees participate in evaluation stages applicable to their role, which may include self-assessment, peer review, upward feedback (employee evaluating their leader), and manager evaluation. ^[404-2]

After this stage is completed, two key tools are implemented: the Feedback session and the Indi-

vidual Development Plan (IDP). These tools aim to encourage reflection on career goals, formalize development agreements, align expectations regarding future performance, and collaboratively define development actions between leaders and their team members.

In 2024, 100% of the active workforce participated in the Performance Cycle. ^[404-3]



SCHOLARSHIP PROGRAM [404-2]

ComBio has a Scholarship Program aimed at strengthening the professional growth of its employees. The project seeks to encourage the academic development of its team, promoting the continuous pursuit of excellence and alignment with market demands. In 2024, 21 scholarships were approved, totaling an investment of R\$ 60 thousand. The selected employees will begin receiving the benefit starting in 2025.

The criteria for granting the scholarships include employees with more than 12 months at the company, performance evaluations within or above expectations, courses related to current activities

or future company challenges, performance history over the last 12 months, and feedback from the immediate supervisor. ComBio also has tiebreaker criteria, in case they need to be applied.

As for the course distribution, 57% of approved employees will pursue undergraduate studies, 29% postgraduate programs, and 14% chose technologist-level courses. Regarding the profile of the beneficiaries, 67% are from the operational area, 24% hold management positions, and 9% belong to the administrative sector.

TRAINING [404-2]

ComBio understands that by offering training sessions, workshops, and continuing education programs, the company enhances both the technical and behavioral skills of its employees and strengthens its organizational culture. Furthermore, by encouraging continuous learning, the company becomes more competitive and better prepared to face market challenges.

In this context, considering institutional onboarding, internal and external training sessions, and the Unicombio platform, employees accumulated approximately 18,000 hours of training, with an average of 41 hours of training per employee throughout the year.

UNICOMBIO PLATFORM REVAMP

In August, the updated version of ComBio's corporate university platform was launched, featuring a more dynamic interface and new functionalities. Among the updates are 25 new courses developed in partnership with a company specialized in digital transformation in education and signed by renowned authors, as well as a new app that allows users to access content directly from their cell phone or tablet — including offline access — making it especially convenient for operational staff.

The courses, now more interactive and dynamic, include videos, podcasts, interactive questions, discussion forums, and reports that allow employees to track their performance. Course topics may include technical training, leadership development, organizational culture, project management, among others.

In addition, the platform offers over 120 HSE (Health, Safety, and Environment) training modules, covering onboarding sessions, periodic refreshers, and games and simulators that make learning more engaging. In 2024 alone, employees completed more than 5,300 hours of training through the platform.



HEALTH AND SAFETY

HEALTH AND SAFETY MANAGEMENT SYSTEM

[3-3, 403-1, 403-7, 403-8]

ComBio adopts an integrated and dynamic Health and Safety management system, ensuring the protection of all employees, from operational units to administrative units and the laboratory. Under the leadership of the Occupational Health and Safety department, the company ensures a holistic approach to risk prevention and legal compliance.

The department manages occupational exams, training, awareness campaigns, risk assessments, incident investigations, and the provision of PPE and uniforms.

All these activities are controlled by a specialized system structured around four pillars:

- Analysis and management of occupational and environmental risks
- Control and validation of legal documents
- Management of non-conformities and improvement opportunities
- Continuous monitoring of applicable legislation

With this approach, ComBio strengthens its safety culture, encouraging active employee participation in risk prevention and the construction of an increasingly safe and healthy work environment.

LIFE RULES

The Life Rules consist of 13 safety guidelines that define practices that must be strictly followed, as they cover the main critical risks in work activities. These rules are sovereign, and non-compliance results in the immediate application of the consequence management process. The rules cover the following topics:

1. Alcohol and other drugs
2. Restricted areas
3. Preparation of Job Safety Analysis (JSA) and Work Permit (WP)
4. Communication, analysis, and investigation of accidents and incidents
5. Energy lockout
6. Confined space
7. Lifting and moving loads
8. Fall prevention
9. Work with forestry machines and equipment (forestry machines, chainsaws, and chippers)
10. Vehicles and mobile equipment
11. Classified areas

12. High-temperature surfaces and environments

13. Work with process ashes

In 2022, the Life Rules Marathon was created, a competition between units aimed at interactively promoting ComBio's Life Rules. In July 2024, the third edition of the Marathon began, lasting six months and, for the first time, included challenges related to the Environment. Monthly, industrial and forestry units completed challenges on Life Rules and Environment, which were scored by the Evaluation Committee to determine the most engaged unit in HSE topics, thus winning the Golden Helmet.

COMBIO AGAINST DRUGS PROGRAM

The ComBio Against Drugs program was implemented in 2023 to maintain a safe and substance-free work environment, preventing accidents and protecting lives. In 2024, improvements were made to optimize toxicological testing execution and result storage. Additionally, testing coverage was expanded to include service providers during HSE blitzes.

RISK IDENTIFICATION AND ASSESSMENT [3-3, 403-2, 403-4, 403-7]

The company follows internal guidelines for identifying hazards and assessing health and safety risks. After identifying a risk, it is evaluated for each hazard. First, the likelihood of an accident occurring due to a person's interaction with a hazard is analyzed. Then, the severity of possible consequences is assessed. For all risks classified as moderate or high, an action plan must be opened.

During analyses, audit reports, legal requirements, and recommendations from the Risk Management Program (RMP), among other documents, are considered.

The company also adopts several mechanisms to assist in identifying and mitigating risks:

- **HSE Minute:** daily meetings at all operational units to prevent accidents, incidents, and occupational diseases
- **HSE Minute Online:** biweekly online meetings for administrative staff, addressing health and safety topics
- **Leadership with HSE:** engaging leaders in promoting safe and responsible practices

- **HSE Informs:** informative materials and training via e-mail and WhatsApp
- **Easy Talk:** a channel for quick and assertive communication of deviations, unsafe conditions, and improvement opportunities, available in digital and physical formats
- **Right to Refuse:** a right granted to employees and service providers to suspend activities if they identify an uncontrolled risk to their life or integrity
- **Technical reports:** documents prepared by third-party companies to assess workplace risks
- **Job Safety Analysis (JSA) and Work Permit (WP):** prior risk assessment of an activity and its release for execution when involving critical risks
- **General HSE inspection:** technical and detailed evaluation of all HSE pillars, ensuring compliance with guidelines, procedures, and documents

OCCUPATIONAL HEALTH SERVICES

[3-3, 403-3, 403-6, 403-7]

- Partnership with accredited clinics for conducting exams that make up the Occupational Health Certificate (ASO)
- Implementation of the Occupational Health Medical Control Program (PCMSO), Ergonomic Work Analysis (AET), and Technical Report on Environmental Working Conditions (LTCAT)
- Worker health campaigns, promoted through lectures, gifts, games, and guidance
- Internal Week for the Prevention of Workplace Accidents (SIPAT) at units, addressing health, occupational safety, and environmental topics
- Influenza vaccination campaigns

OCCUPATIONAL HEALTH AND SAFETY TRAINING

[3-3, 403-5]

The monitoring of mandatory training is carried out through a training matrix, which specifies which training applies to each position, according to the activities performed and the risks involved. This control is continuously updated, ensuring training is conducted within the established timeframe.

In 2024, more than 7 thousand hours of regulatory training were recorded, including onboarding and periodic training, as defined by the respective Regulatory Standard.

Additionally, various training sessions were held on operational procedures and internal guidelines, as well as specific training to inform and qualify employees.

REGULATORY TRAINING PLATFORM

In August 2024, the Health, Safety, and Environment (HSE) regulatory training platform was launched on Unicombio, ComBio's corporate university, to expand employee access to training and refreshers on Occupational Health and Safety Regulatory Standards.

The platform offers more than 120 HSE training courses, with simulators and games, all aligned with Regulatory Standard 1.

In 2024, more than 800 hours of regulatory training were completed on the platform. The forecast for 2025 is to launch training focused on document management, waste management, and compliance with environmental conditions.

HSE CAMPAIGNS [3-3, 403-6]

In 2024, standardized campaigns were carried out across all units, following the annual schedule of the Health, Safety and Environment (HSE) Communication Program. The initiatives included lectures, dissemination of announcements, special editions of “Minuto com SSMA On” (HSE Minute Online), and, when applicable, the distribution of giveaways.

Campaigns carried out:

- **April:** Green April Campaign
- **May:** Yellow May Campaign
- **May/June:** Influenza Vaccination Campaign
- **June:** Environment Week
- **October:** Pink October Campaign
- **November:** Blue November Campaign

COMMUNICATION, ANALYSIS, AND INVESTIGATION OF ACCIDENTS AND INCIDENTS [3-3, 403-2]

Guided by its values, ComBio continuously strives for operational excellence, placing employee safety as a top priority in all its activities. To support this commitment, the company has established specific procedures for the communication, analysis, recording, reporting, and handling of incidents.

In compliance with the fourth Life-Saving Rule, every incident or accident must be reported within 48 hours, regardless of severity. When such an event occurs, the employee, supplier, or service provider must immediately notify their direct supervisor or the HSE representative of the unit, who will then report the occurrence to the HSE management for appropriate handling.

Furthermore, the detailed analysis and investigation of the occurrence is mandatory. Incident management is conducted through a specialized system, which includes the following steps:

- Classification and assessment of the potential severity of the accident or incident

- Identification of the type and origin of the occurrence
- Detailed description of what happened
- Inclusion of images and photos
- Root cause analysis
- Development of an action plan with corrective and preventive measures



EXPANSION OF THE PEDESTRIAN COLLISION AVOIDANCE SYSTEM

The pedestrian collision avoidance system is a safety technology based on Radio Frequency Identification (RFID), which emits an audible alert from machinery whenever pedestrians come into proximity. Its goal is to reduce the risk of accidents involving interactions between machines and people, ensuring greater safety in ComBio's operations.

The implementation of the system began in 2023, and in 2024, it was extended to all industrial units. Additionally, inspections, awareness campaigns, and distribution of tags were carried out in four other units: Alumínio, Angatuba, Balsa Nova, and Mogi Guaçu.

In addition to ensuring compliance with safety regulations, the system also promotes a culture of safety, improves operational efficiency, and demonstrates the company's commitment to protecting its employees and creating a safe working environment.

OCCUPATIONAL ACCIDENTS [3-3]

In 2024, ComBio achieved a significant 51% reduction in the rate of lost-time accidents, reaffirming its commitment to the integrity and well-being of its employees. This achievement is the result of strategic actions led by the Operations and Maintenance (O&M) and Biomass areas, in synergy with HSE management.

Among the key initiatives that drove this progress are:

- Review of the HSE Strategic Plan, focusing on operational priorities, clear targets, and greater adherence to field realities
- Leadership with HSE, promoting monthly meetings between operational leaders and top management to ensure alignment and institutional engagement
- Behavioral Approach Program, providing teams with training on preventive techniques and promoting safe behaviors
- Leadership Culture Development Project, with monthly training sessions aimed at proactive leadership involvement in HSE
- Strengthening of essential programs, such as "Sempre com SSMA" (Always with HSE) and "ComBio Contra as Drogas" (ComBio Against

Drugs) both focused on prevention and promoting healthy work environments

- Improvement of KPIs and data analysis in Occupational Health, Safety, and Environment, enabling more effective interventions and evidence-based campaigns



[403-9]

OCCUPATIONAL ACCIDENTS	2022	2023	2024
Number of hours worked	1,667,794	1,567,219	1,234,207
Number of accidents without leave	7	6	7
Rate of accidents without leave	4.20	3.83	5.67
Number of lost-time accidents	17	18	7
Rate of lost-time accidents	10.21	11.49	5.67
Severity rate	60.56	105.92	35.65
Number of fatalities due to work accidents	0	0	0
Fatality rate	0	0	0

- Notes:
- 1. Indicator considers only direct employees and typical accidents. The company is working to consolidate third-party data.
 - 2. Rates were calculated based on 1,000,000 hours worked.
 - 3. No severe work accidents involving direct employees were recorded.
 - 4. The main risk agents/conditions related to the company's activities include: work at height, confined spaces, electricity, hot surfaces, noise, dust, chemicals, fuels, flammables, etc.
 - 5. ComBio has procedures in place to avoid and mitigate risks, as well as to investigate the causes of accidents. [See more details in the Risk Assessment and Accident Investigation sections.]

No cases of occupational diseases related to work among direct employees were recorded. [403-10]





SOCIAL PROJECTS

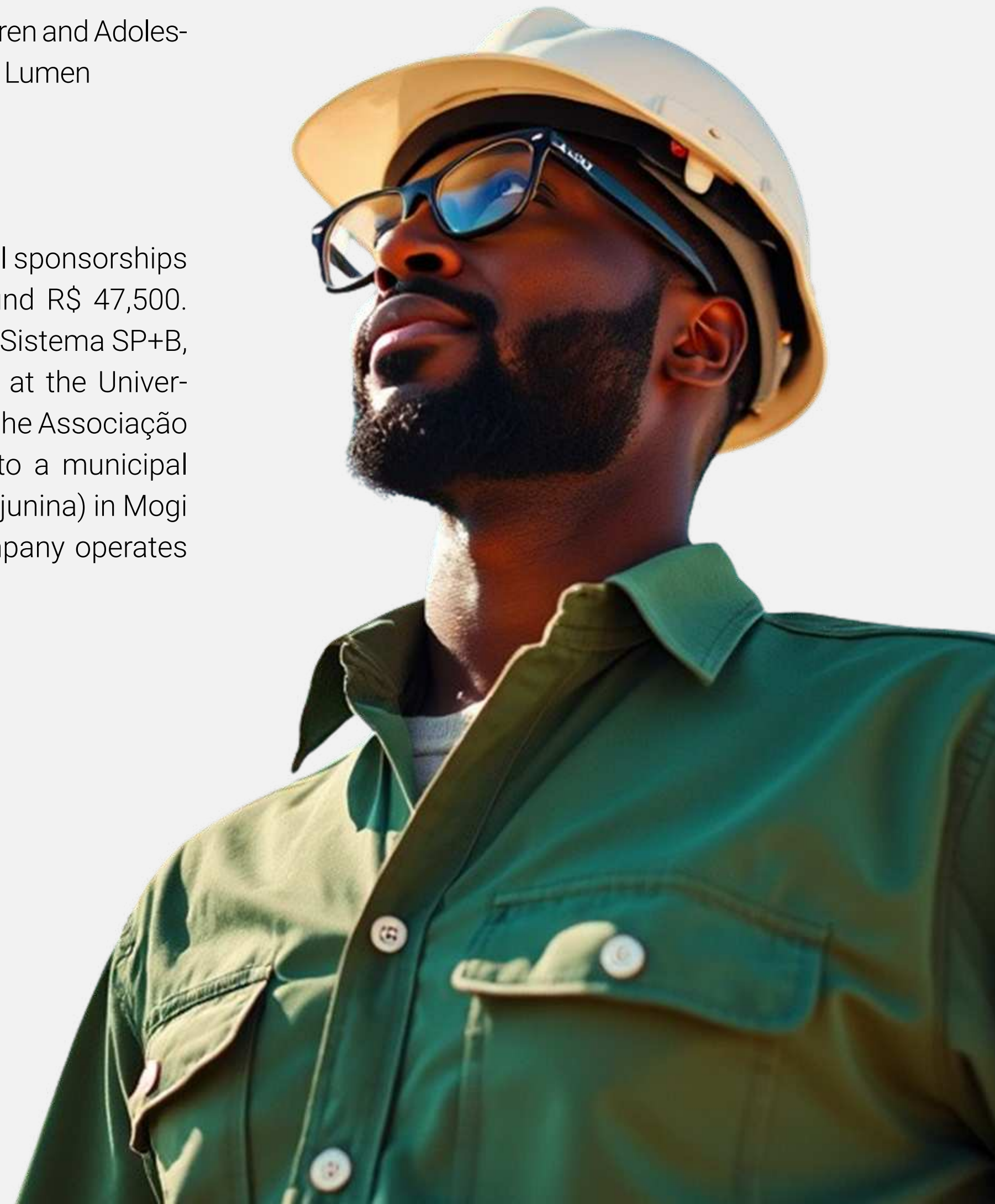
DONATIONS

ComBio makes donations related to ICMS-SP (State VAT) and IRPJ (Corporate Income Tax) to support and strengthen social responsibility projects. During 2024, these tax incentive contributions totaled more than R\$ 1.5 million, benefiting the following projects:

- Projeto Habitar
- Projeto Escritores para o Futuro
- Arco da Vida: Cinturão Verde de São Paulo
- São José Vôlei Sentado Paralímpico – Year VI – Instituto Athlon
- Editora Vento Leste – Projeto Água Brasil
- Pedro Ciampolini – ME – Projeto Ubatuba
- Brasil Ladies Cup – Year 6

- Associação Pedala Brasil de Ciclismo – APBC
- Municipal Fund for the Rights of Children and Adolescents – FUMDICAD – Instituto Alpha Lumen
- Confederação Brasileira de Rugby
- Fundação Pio XII (Hospital de Amor)

In addition, the company made several sponsorships with its own resources, totaling around R\$ 47,500. Among the beneficiaries were Projeto Sistema SP+B, the Environmental Engineering Week at the University of São Paulo (SeMEa – USP), and the Associação Projeto Fênix, as well as donations to a municipal school and a traditional festival (festa junina) in Mogi Guaçu, a municipality where the company operates one of its units.





ATTACHMENTS

GRI CONTENT INDEX IN ACCORDANCE WITH THE GRI STANDARDS

Declaration of use	ComBio Energia S.A. reported compliance with the GRI Standards from January 1, 2024, to December 31, 2024.
GRI 1 applied	GRI 1: Foundation 2021
Applicable Sector-specific Standard(s) of GRI	Not applicable

GRI Standard	Content	Page	Responses or omitted requirements
GRI 1: Foundation 2021			Respostas ou requisitos omitidos
GENERAL CONTENTS			
GRI 2: General Disclosures 2021			
1. The company and its reporting practices			
2-1	Organization details	7, 14	The company is a privately held corporation, with its headquarters at R. Fradique Coutinho, 30 - Pinheiros, São Paulo - SP, 05416-000.
2-2	Entities included in the company's sustainability report	14	The entity included in the sustainability report and the financial statements corresponds to ComBio Energia S.A, along with all its subsidiaries.
2-3	The reporting period, frequency, and point of contact	7	The sustainability report is published annually. Any questions and suggestions regarding the report can be sent to sustentabilidade@combio.com.br.
2-4	Information reformulations	29	Information reformulations are disclosed in explanatory notes near the adjusted data.
2-5	External verification	7	The report underwent independent assurance conducted by Bureau Veritas.

GRI Standard	Content	Page	Responses or omitted requirements
2. Activities and personnel			
2-6	Activities, value chain, and other business relationships	12, 14, 22	
2-7	Employees		The company chose to report only direct employees. It is worth noting that most of these external workers are mobile and engaged in specific, temporary operational activities.
2-8	Non-employee workers		The company does not have workers who are not employees and whose work is controlled by any entity within the company.
3. Governance			
2-9	Governance structure and its composition	20	
2-10	Appointment and selection for the highest governance body		In 2023, with the formalization of the first institutional partners, the SPX and Lightrock Funds, the Board of Directors welcomed new representatives, marking the first update to its composition since its inception. The committees were recently established, and the elected members are individuals already involved with ComBio, either as employees or board members, and possess extensive experience and familiarity with the subject.
2-11	Chairperson of the highest governance body		The chairperson of the board is not a high-ranking executive of the company.
2-12	The role played by the highest governing body		The board has the role of approving and updating the mission statement or values, strategies, policies, and objectives related to sustainable development, as well as identifying and managing impacts. These topics can be addressed in the monthly meetings, with exceptions as necessary.

GRI Standard	Content	Page	Responses or omitted requirements
2-13	Delegation of responsibility for impact management		Responsibility for impact management within the company depends on the topic involved. For economic and environmental matters, for instance, the financial and sustainability directors are respectively engaged. These issues may also be addressed during the Board of Directors’ meetings, which are held monthly, except in special cases.
2-14	The role played by the highest governing body in sustainability reporting		The content of the report and the materiality study undergo validation by the company's management and board of directors.
2-15	Conflicts of interest		Up to this point, the company has not encountered any evident situations that could be characterized as conflicts of interest.
2-16	Communication of crucial concerns		Critical concerns can be raised in the monthly meetings of the Board of Directors, with exceptions as necessary.
2-17	Collective knowledge of the highest governing body		Given the relevance of sustainability to ComBio's business model, sustainable development topics are frequently addressed by the highest governance body. The company engages with experts, shares technical studies, and seeks financial resources aimed at impact-driven businesses. These actions strengthen the collective knowledge and decision-making capacity of the board regarding sustainability.
2-18	Evaluation of the performance of the highest governing body		The company does not yet have formalized performance evaluation processes. Such issues are discussed internally with the company's shareholders who monitor key indicators.
2-19	Compensation policies		The directors are not compensated.

GRI Standard	Content	Page	Responses or omitted requirements
2-20	Compensation determining process		ComBio has a Compensation and Job Position Policy, and roles are gender-neutral, preventing any form of discrimination and ensuring equal pay for equivalent work. These principles also apply to recruitment and career development opportunities. The policy establishes that salary tables by state must be observed, considering a living wage for each location of operation. Salary differences among employees in the same position may occur due to tenure and performance evaluations, but always within the approved salary range for that role. In 2024, a salary adjustment policy was also structured, involving periodic salary reviews to ensure internal equity and market competitiveness.
2-21	Proportion of total annual compensation.		Indicators related to remuneration are not disclosed due to their strategic nature for the company.
4. Strategy, policies, and practices.			
2-22	Sustainable development strategy statement	4, 5	
2-23	Policy commitments	22, 23, 24	
2-24	Incorporation of policy commitments	22, 23	
2-25	Processes for repairing negative impacts	22, 23	
2-26	Mechanisms for counseling and raising concerns	22, 23	

GRI Standard	Content	Page	Responses or omitted requirements
2-27	Compliance with laws and regulations		<p>In 2024, ComBio recorded a significant case of legal non-compliance, which resulted in the payment of a fine totaling R\$ 78,489.62 due to the failure to meet the mandatory quota for hiring apprentices (equivalent to 14 young individuals). Currently, the company has 9 (nine) apprentices hired, 1 (one) in the onboarding process, and 6 (six) vacancies in the final stage of selection. The expectation is to complete all admissions and fully meet the required quota by August 2025.*</p> <p>As part of its commitment to the training and inclusion of young professionals in the labor market, ComBio implemented a performance evaluation model specifically designed for apprentices. This model aims to monitor the technical and behavioral development of these professionals in a structured and continuous manner, increasing their chances of being retained by the company. Additionally, a best practices manual was developed to support managers and mentors in conducting the apprenticeship program. The material ensures alignment with institutional guidelines and promotes a qualified, inclusive, and effectively development-oriented learning experience for the young participants.</p> <p>* For classification purposes, cases in which the fine amount exceeded R\$ 10,000 were considered significant.</p>
2-28	Participation in associations	24	
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	7, 9, 23	
2-30	Collective bargaining agreements	48	
SPECIFIC CONTENT			
GRI 3: Material Topics 2021			
3-1	Material topics definition process	7, 9, 10	
3-2	List of material topics	7, 9, 10	
3-3	Management of material topics	7, 9, 10, 23, 29, 33, 35, 38, 40-42, 48, 50-52, 54-56, 59-63	

GRI Standard	Content	Page	Responses or omitted requirements
Material Topic: Biomass Supply			
GRI 301: Materials 2016			
301-1	Materials used, broken down by weight or volume	29	
Material topic: People Management			
GRI 401: Employment 2016			
401-1	New hires and employee turnover	51-54	The report does not include a breakdown of turnover rate by age group, gender, and region, nor does it report other types of turnover rates.
401-2	Benefits offered to full-time employees that are not provided to temporary or part-time employees.	50	
401-3	Maternity/paternity leave	55	
GRI 404: Training and Education 2016			
404-2	Programs for employee skills development and career transition assistance	56, 57	
404-3	Percentage of employees receiving regular performance and career development evaluations	56	
Material topic: Ethical Governance and Transparency			
GRI 205: Anti-Corruption 2016			
205-3	Confirmed cases of corruption and actions taken	23	
GRI 206: Unfair Competition 2016			
206-1	Legal actions related to unfair competition, antitrust practices, and monopoly	23	

GRI Standard	Content	Page	Responses or omitted requirements
Material topic: Innovation and Operational Efficiency			
GRI 201: Economic Performance 2016			
201-4	Financial support received from the government		The company did not receive financial support from the government.
Material topic: Climate Change			
GRI 302: Energy 2016			
302-1	Energy consumption within the company.	38	
302-3	Energy intensity.	39	
GRI 305: Emissions 2016			
305-1	Direct emissions (Scope 1) of greenhouse gases (GHGs)	35	
305-2	Indirect emissions (Scope 2) of greenhouse gases (GHGs) from energy procurement	35	
305-3	Other indirect emissions (Scope 3) of greenhouse gases (GHGs)	35	
305-4	Intensity of greenhouse gas emissions (GHG).	37	
305-7	Emissions of NOX, SOX, and other significant atmospheric emissions.	40	
Material topic: Health and Safety			
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational Health and Safety Management System	59	
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	60-62	
403-3	Occupational Health Services	61	
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	60	

GRI Standard	Content	Page	Responses or omitted requirements
403-5	Training of Workers in Occupational Health and Safety	61	
403-6	Promotion of Worker Health	61, 62	
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts directly linked to business relationships	60, 61	
403-8	Workers covered by an Occupational Health and Safety Management System	59	
403-9	Workplace accidents	64	
403-10	Occupational diseases	64	
Relevant topic: Water and Effluents			
GRI 303: Water and Effluents 2018			
303-5	Water consumption	42	
Relevant topic: Economic and Financial Performance			
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	17	
Relevant topic: Human Rights, Diversity, and Inclusion			
GRI 405: Diversity and Equal Opportunities 2016			
405-1	Diversity in governance bodies and employees	17	
Relevant topic: Waste Management			
GRI 306: Waste 2020			
306-3	Generated waste	41	

INDEPENDENT ASSURANCE STATEMENT

INTRODUCTION

Bureau Veritas Certification Brazil (Bureau Veritas) was contracted by COMBIO ENERGIA S.A (COMBIO) to conduct an independent assurance of COMBIO ENERGIA S.A (COMBIO)'s Sustainability Report in Brazil (hereinafter referred to as the Report).

The information published in the report is the sole responsibility of COMBIO ENERGIA S.A (COMBIO)'s management. Our responsibility is defined according to the scope below.

SCOPE OF WORK

The scope of this verification covered the Global Reporting Initiative™ Standards and Principles¹ for Sustainability Reports and refers to the reporting period from January 1, 2024, to December 31, 2024.

RESPONSIBILITIES OF COMBIO ENERGIA S.A (COMBIO) AND BUREAU VERITAS

The preparation, presentation and content of the Report are the sole responsibility of COMBIO ENERGIA S.A (COMBIO)'s management. Bureau Veritas is responsible for providing an independent opinion to Stakeholders, in accordance with the scope of work defined in this statement.

METHODOLOGY

The assurance included the following activities:

1. Interviews with those responsible for material topics and the content of the Report.
2. Remote verification of corporate and operational processes (verification of material GRI indicators and sampling of information).
3. Analysis of documentary evidence provided by COMBIO ENERGIA S.A (COMBIO) for the period covered by the Report (2024).

4. Analysis of stakeholder engagement activities developed by COMBIO ENERGIA S.A (COMBIO).

5. Evaluation of the system used to determine the material aspects included in the Report, considering the sustainability context and comprehensiveness of the published information.

The level of verification adopted was Limited, in accordance with the requirements of ISAE 3000², incorporated into Bureau Veritas' internal verification protocols.

1. Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness and Verifiability.
2. International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information.

LIMITATIONS AND EXCLUSIONS

Any evaluation of information related to the following was excluded from this verification:

- Activities outside the reported period.
- Positioning statements (expressions of opinion, belief, goals or future intentions) by COMBIO ENERGIA S.A (COMBIO).
- Accuracy of economic-financial data contained in this Report, extracted from financial statements, verified by independent auditors.
- Greenhouse Gas (GHG) emissions inventory, including energy data (verified separately by another Bureau Veritas team).

- Data and information from affiliated companies or outsourced collaborators, over which COMBIO ENERGIA S.A (COMBIO) has no operational control.

The following limitations were applied to this verification:

- The principles of Accuracy and Reliability of data were verified on a sample basis, exclusively in light of the information and data related to the material topics presented in the Report.
- The economic information presented in the Report was verified specifically against the GRI principles of Balance and Completeness.



INDEPENDENT ASSURANCE STATEMENT

OPINION ON THE REPORT AND THE ASSURANCE PROCESS

- For the preparation of this Sustainability Report, COMBIO ENERGIA S.A (COMBIO) used the result of the materiality matrix, which was consolidated from stakeholder listening - employees, partners, consumers, COMBIO ENERGIA S.A (COMBIO), suppliers, communities, civil society entities, NGOs, unions - through surveys, focus groups and interviews, added to a diagnosis of the company's situation in relation to the topics identified as relevant.
- In our understanding, COMBIO ENERGIA S.A (COMBIO)'s Sustainability Report presents the impacts of the company's activities in a balanced manner.
- COMBIO ENERGIA S.A (COMBIO) demonstrated an adequate method of data collection and compilation in relation to the GRI Reliability Principle.
- Inconsistencies found in the Report were adjusted during the process and were satisfactorily corrected.

CONCLUSION

As a result of our verification process, nothing has come to our attention that could indicate that:

- The information provided in the Report is not balanced, consistent and reliable.
- COMBIO ENERGIA S.A (COMBIO) has not established appropriate systems for the collection, compilation and analysis of quantitative and qualitative data used in the Report.
- The Report is not adherent to the Principles for defining content and quality of the GRI Standard for sustainability reports.

DECLARATION OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas Certification is an independent company of professional services specialized in Quality, Health, Safety, Social and Environmental management with more than 190 years of experience in independent assessment services.

Bureau Veritas has implemented and applies a Code

of Ethics throughout its business to ensure that its employees maintain the highest standards in their day-to-day activities. We are particularly attentive to prevention regarding conflicts of interest.

The verification team has no other link with COMBIO ENERGIA S.A (COMBIO), other than the independent verification of the sustainability Report. We understand that there is no conflict between other services performed by Bureau Veritas and this verification carried out by our team.

The team that conducted this verification for COMBIO ENERGIA S.A (COMBIO) has extensive knowledge in verifying information and systems involving environmental, social, health, safety and ethical issues, which, combined with experience in these areas, allows us a clear understanding of the presentation and verification of good corporate responsibility practices.

São Paulo, May 26, 2025



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