



isa
CTEEP

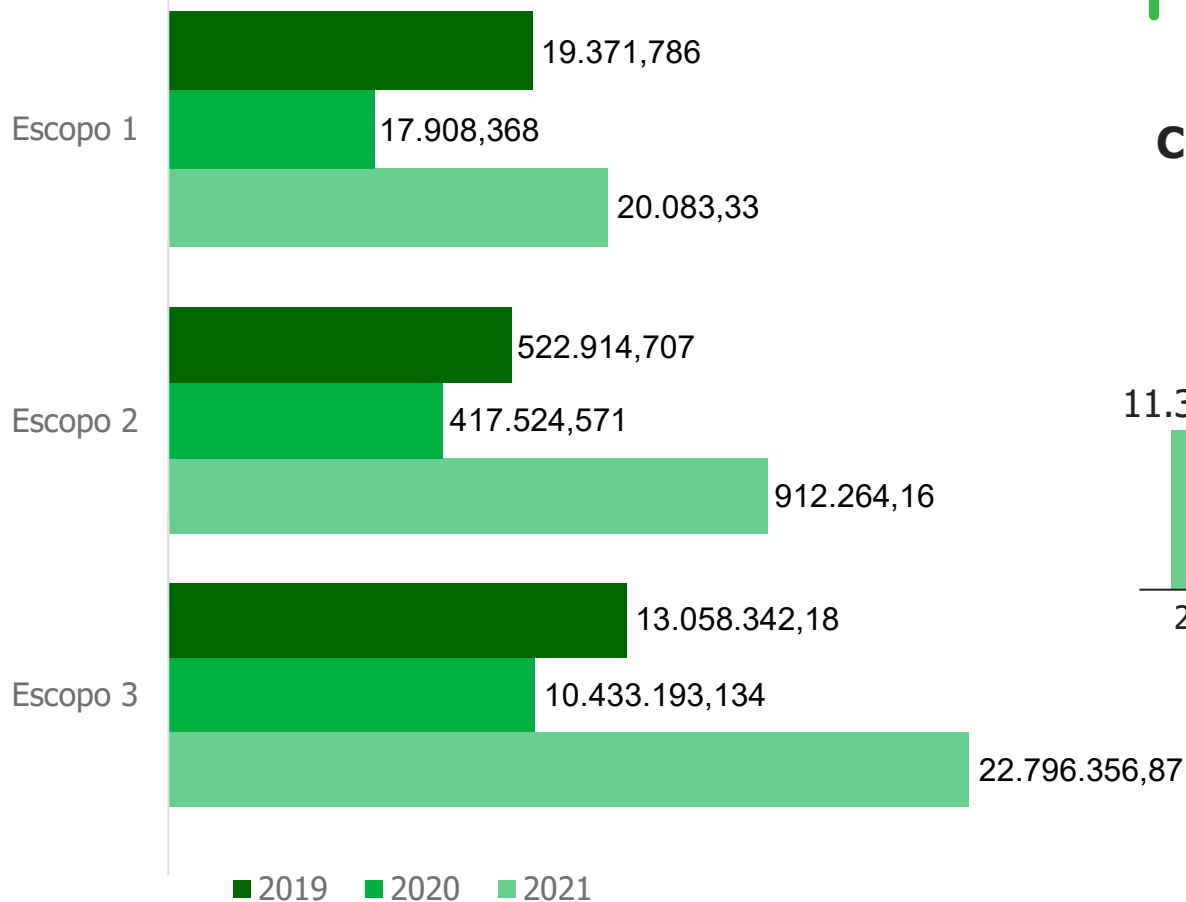
Get to know our
ESG
indicators

ENVIRONMENTAL

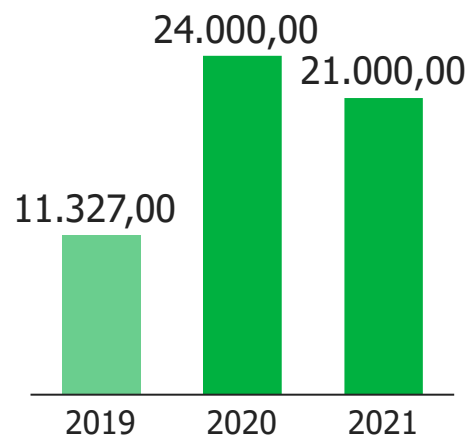
Emissions



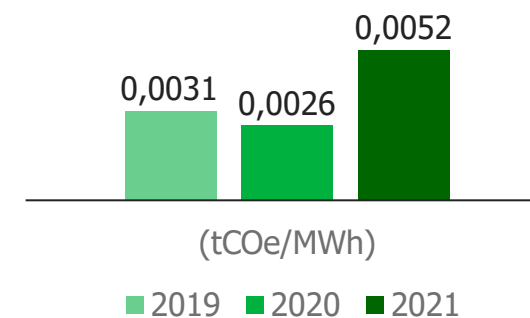
Direct and indirect carbon footprints (tCO₂e)



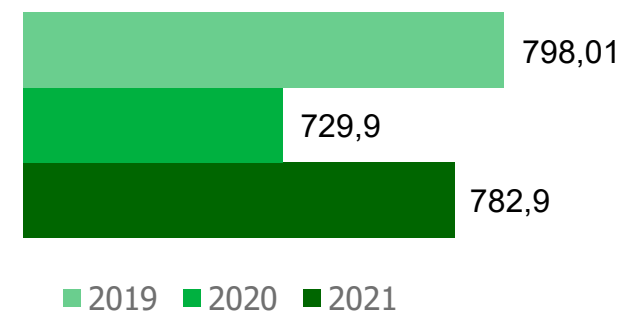
CO₂ offset (tCO₂e)



Carbon intensity

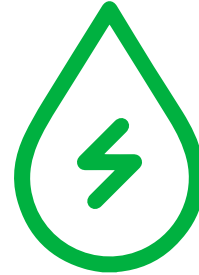


SF₆ leakage (kg)

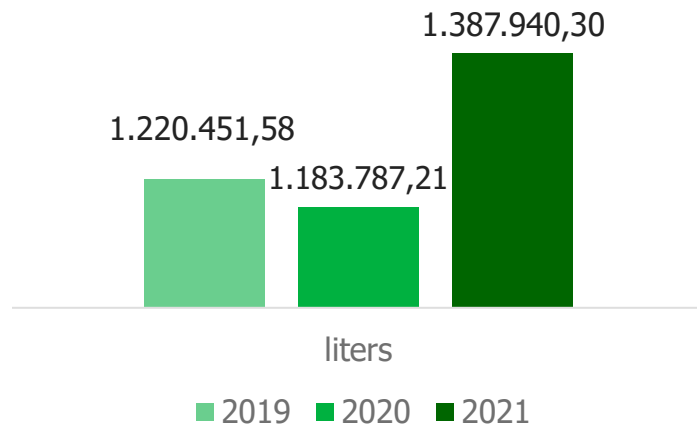


ENVIRONMENTAL

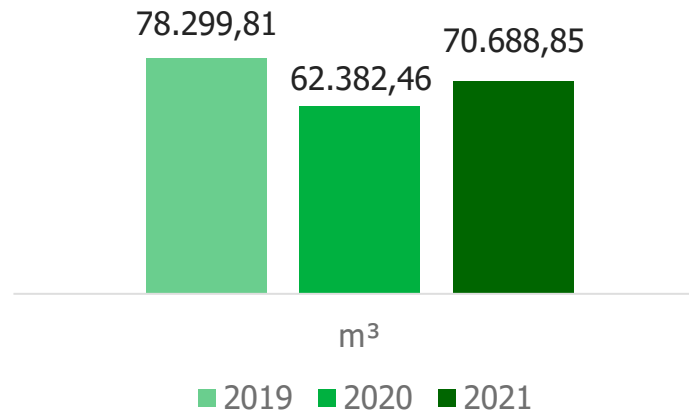
Resource consumption



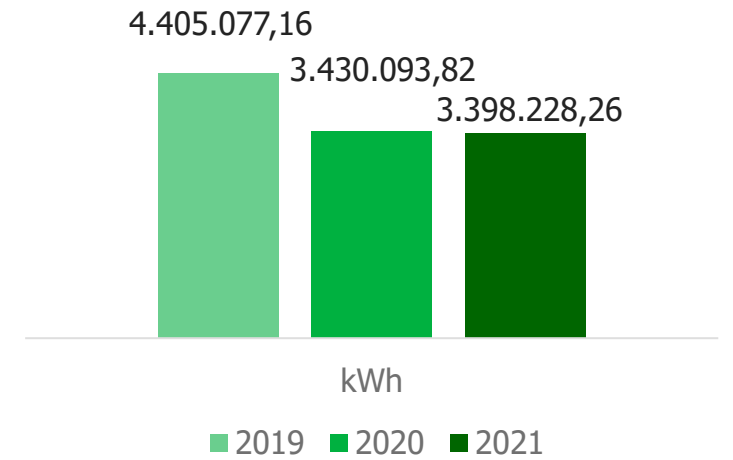
Total fuel consumption



Total water consumption



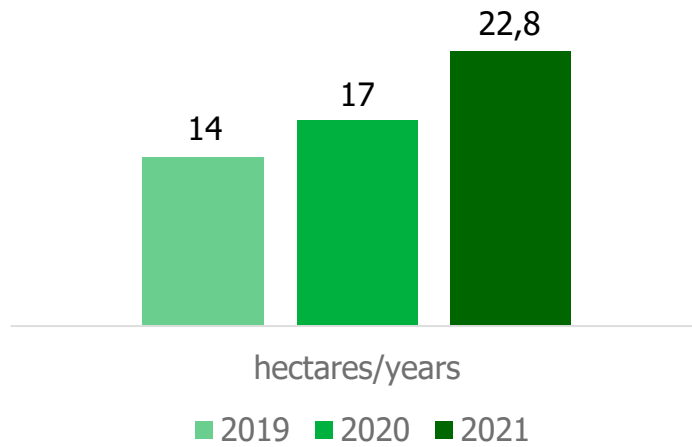
Total energy consumption



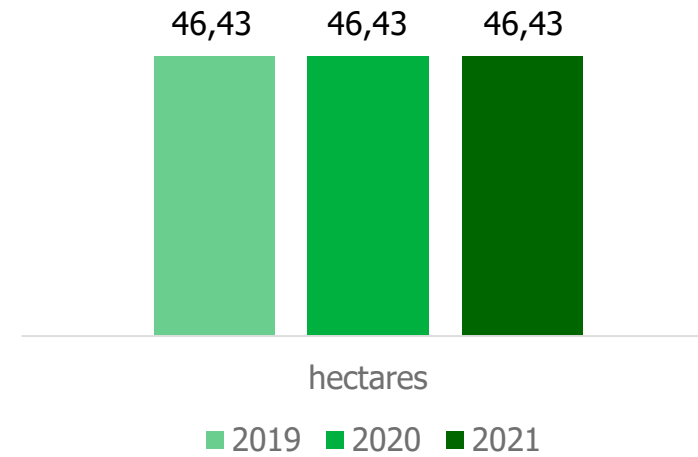
ENVIRONMENTAL

Environmental protection

Extension of restored areas



Conserved hectares



ENVIRONMENTAL

Waste

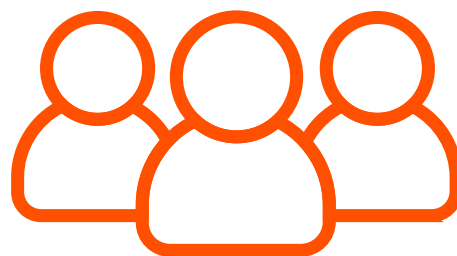
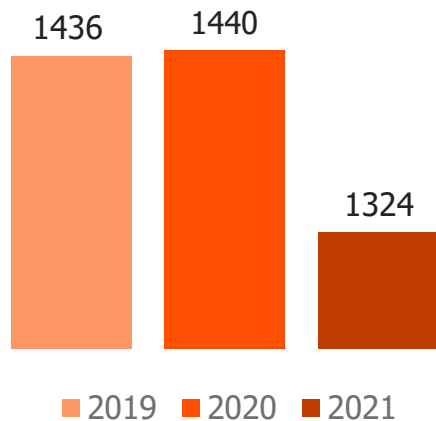


Year	Non-hazardous waste destined (tons)	Hazardous waste destined (tons)	Total waste destined (tons)
2019	2.321,17	1.494,78	3.816,95
2020	1.414,32	393,81	1.808,13
2021	3.104,67	508,10	3.612,77

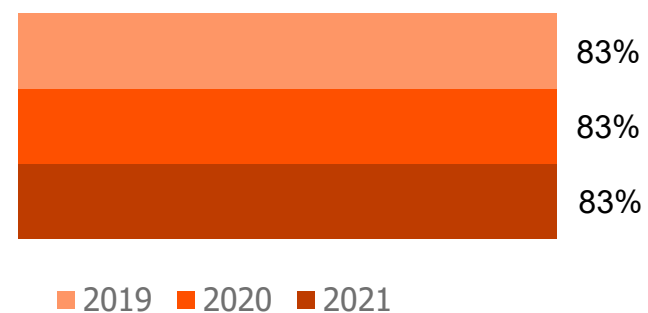
SOCIAL

Organizational talent

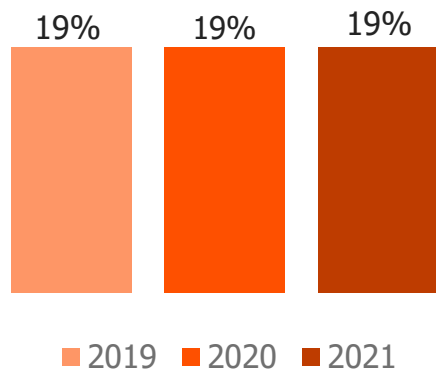
Total employees (n°)



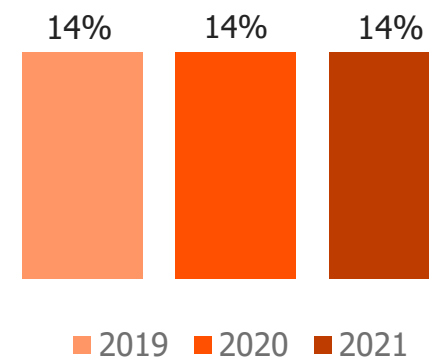
Workplace climate (% favorability)



Women in management positions (%)



Female employees (%)

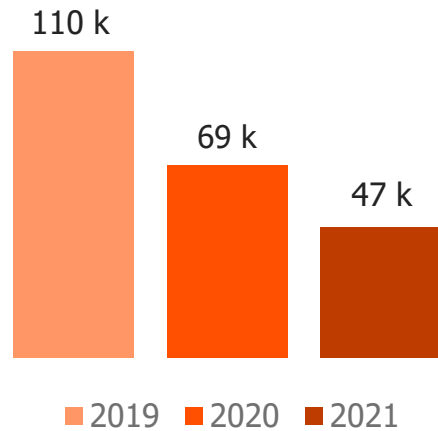


SOCIAL

Trainings

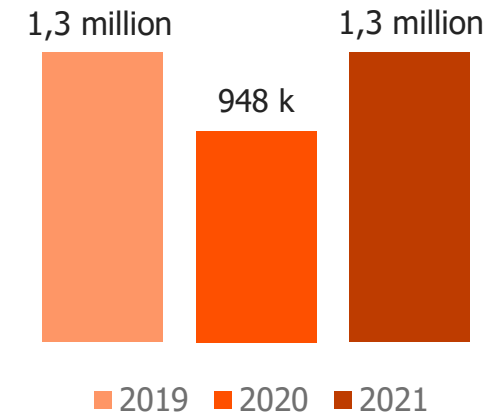


Hours of training for employees



Year	Average hours of training for collaborators
2019	80 hours per employee
2020	46,17 hours per employee
2021	35,7 hours per employee

Investments in training (BRL million)

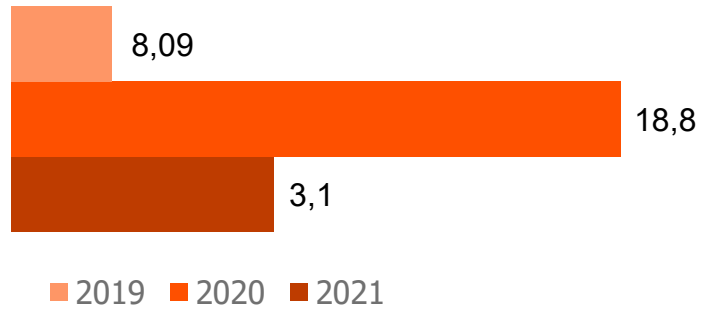


Year	Hours of training for male employees	Hours of training for female employees
2019	89,50 hours	28,90 hours
2020	48,67 hours	31,43 hours
2021	39,47 hours	13,19 hours

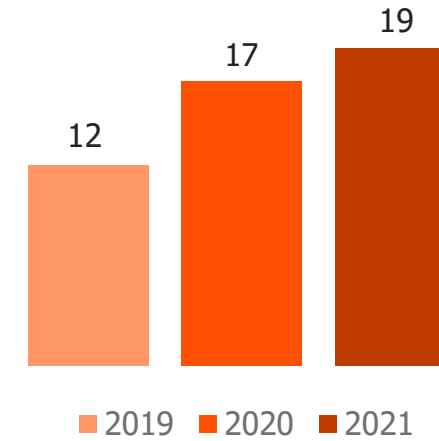
SOCIAL

Social impact

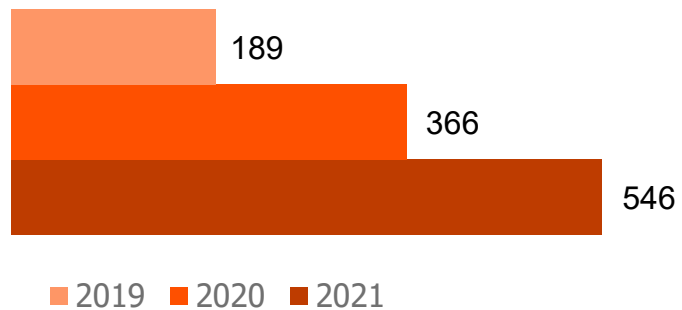
Investment in incentive projects (BRL million)



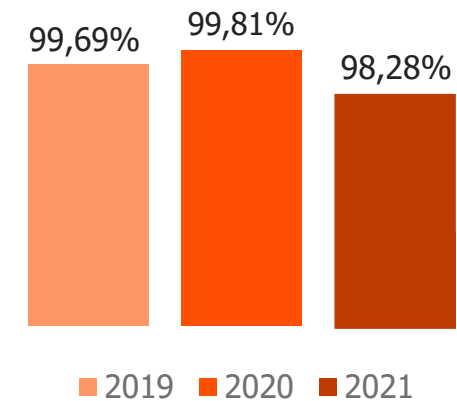
Strengthened social organizations (n°)



Number of suppliers that designate a contract in the year



Proportion of expenses with suppliers (%)

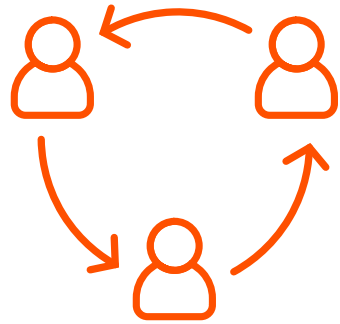
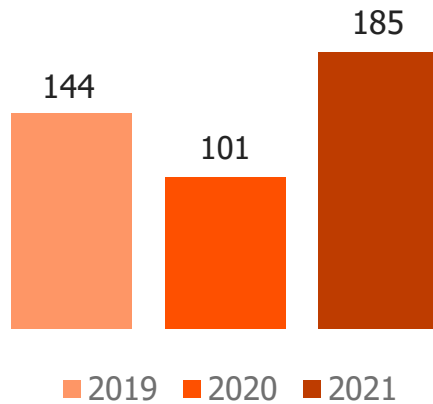


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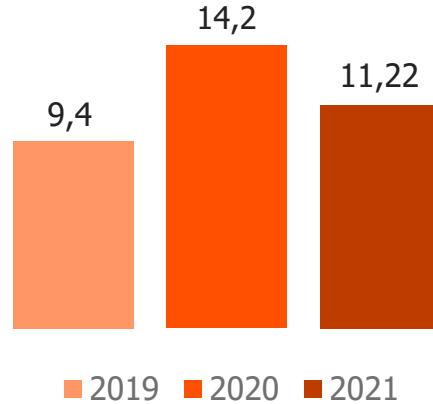
Turnover and remuneration



Job changes



Turnover rate (%)

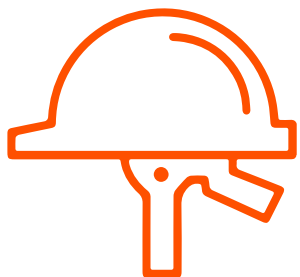


In 2021, the ratio between the total global compensation of the highest paid individual at ISA CTEEP and the average annual compensation of all employees (excluding the highest paid) is 17.26.

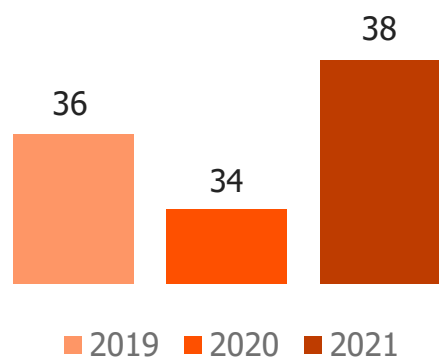
Note: All employees are included, considering the full calculation to updating the amounts. For the calculation, the following were considered: fixed and variable compensation and benefits, including hazardous work premium, on call time, night-shift premium, shift change, bonuses and overtime. Apprentices, interns, directors and expatriates are excluded.

SOCIAL

Safety at work



Number of accidents



Accident frequency rate

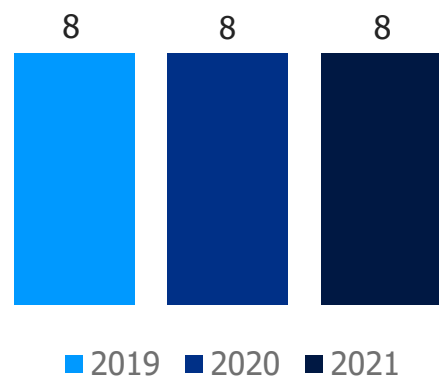
Year	our employees	contractors	our employees and contractors
2019	4,76	11,01	7,85
2020	2,80	8,94	6,21
2021	3,79	7,18	5,89

GOVERNANÇA

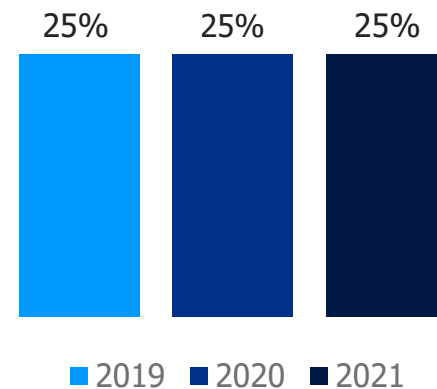
Diversity in governance



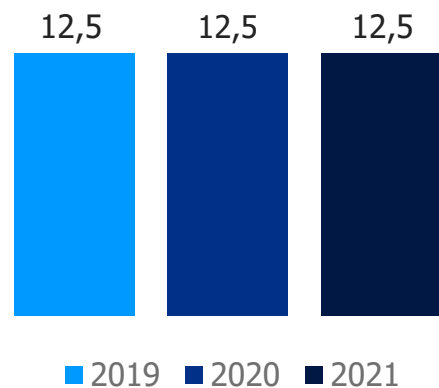
Total directors on the Board of Directors (n°)



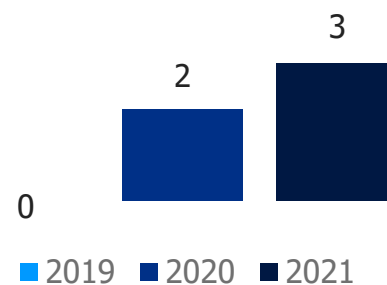
Independent members on the Board of Directors (%)



Women in office on the Board of Directors(%)



Women on the Executive Board (n°)

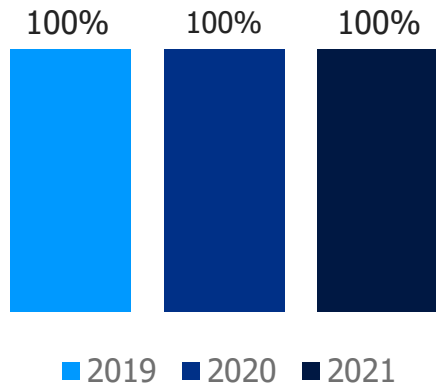


GOVERNANÇA

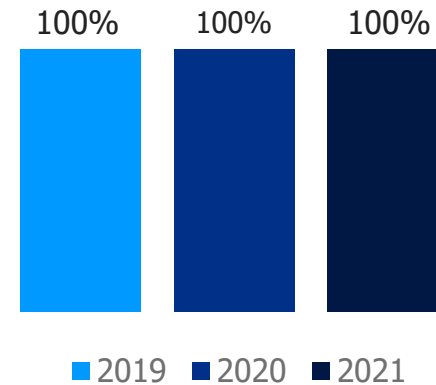
Ethical behavior



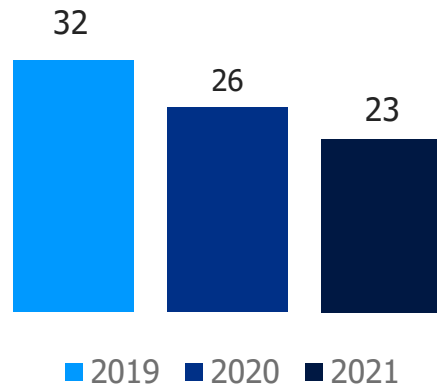
Employees trained in ethics and compliance (%)



Suppliers notified in ethics and compliance (%)



Ethics Channel complaints



Complaints founded

