

MATERIAL FACT | 02/24

COMPANHIA PARANAENSE DE ENERGIA – COPEL

Corporate Taxpayer ID (CNPJ/ME) 76.483.817/0001-20 - Company Registry
(NIRE) 41300036535 - CVM Registration
B3 (CPLE3, CPLE5, CPLE6, CPLE11)
NYSE (ELP)
LATIBEX (XCOP, XCOPO, XCOPU)

Long-Term Incentive Plan

COPEL (“Company”), a company that generates, transmits, distributes and trades energy, in compliance with the terms of article 157, § 4, of Law no. 6,404, of 1976 (“Brazilian Corporation Law”), and CVM Resolution No. 44, of 2021, communicates to its shareholders and the market in general that the Board of Directors (“CAD”) approved to submit for consideration at the Company’s 210th Extraordinary General Meeting, to be held on April 22, 2024, the proposal for the “Plan for the Granting of Restricted Shares and Performance Shares of the Company” (“Plan”), which will have as participants managers and employees of the Company and its subsidiaries.

The Plan is proposed in the context of improving the compensation practices of the members of the statutory bodies and key people of the Company, with the objective of i) aligning the compensation of senior management with Copel's long-term objectives; ii) link part of the compensation to the Company's value generation (ILP); iii) foster a culture of meritocracy and high performance; and (iv) retain and attract new talent.

The proposal provides for the possibility of granting two types of restricted shares, which will give beneficiaries the potential right to receive common shares issued by Copel: (a) Performance Shares, subject to a grace period and restriction, performance targets and other terms and conditions set out in the Plan and in the applicable grant programs and agreement; and (b) Restricted Shares, subject to a grace period, restriction and other terms and conditions set forth in the Plan and in the applicable grant programs and agreement.

Within the scope of the Plan, which will be managed by the Board of Directors, with support from the People Committee, the dilution limit is up to 1.0% of the Company's total share capital, up to 0.2% for Restricted Shares and up to 0.8% for Performance Shares.

This plan represents our firm commitment to the objective of generating value in the long term and reflects our conviction that the sustainable success of a company is intrinsically linked to satisfaction and good service to its customers. In this way, we are strengthening our organizational culture and reinforcing our commitment to excellence at all levels.

Information regarding the Plan is included in the Management Proposal and Manual for Participation in the General Shareholders' Meeting made available, on this date, on the Company's investor relations website (ri.copel.com), on the CVM website ([https:// www.gov.br/cvm/pt-br](https://www.gov.br/cvm/pt-br)) and B3 S.A. – Brasil, Bolsa, Balcão (www.b3.com.br).

Curitiba, March 21, 2024.

Adriano Rudek de Moura

Director of Finance and Investor Relations

For further information, please contact the Investor Relations team:

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