



**REPÚBLICA FEDERATIVA DO BRASIL  
FEDERATIVE REPUBLIC OF BRAZIL  
ANTONIO DARI ANTUNES ZHBAKOVA**

TRADUTOR PÚBLICO E INTÉRPRETE COMERCIAL.- *CERTIFIED PUBLIC TRANSLATOR*

Idioma/Language: Inglês - Português/*English - Portuguese*

Matrícula Jucepe nº 406 • CPF 756.770.758-68

Rua Princesa Isabel nº 206 - Aloisio Pinto - Garanhuns (PE) CEP : 55.292-21 0

Telefone/Phone/Whatsapp +55 11 9 8784 1006 – (87) 92000-9314 - e-mail: dari.zhbanova@gmail.com (skype: antonio.dari)

TRANSLATION No. 88293

BOOK No. 253

PAGE No. 001

I, the undersigned Sworn Translator and Commercial Interpreter, hereby CERTIFY this is the description and faithful translation of a DOCUMENT written in Portuguese, which I translate as follows:

[Logo of COPEL Companhia Paranaense de Energia].

[Logo of Governo do Estado [State Government] - Paraná].

**Office Force 2020**

<b>Total of employees according to sort of employment and gender</b>			
	<b>Full-time</b>	<b>Part-time</b>	<b>Total according to gender</b>
<b>Women</b>	1,505	8	1,513
<b>Men</b>	5,147	7	5,154
<b>Total</b>	6,652	15	6,667

<b>Total of employees according to region</b>		
<b>South</b>		6,593
<b>Southeast</b>		22
<b>Central-West</b>		42
<b>Northeast</b>		10
<b>Total</b>		6,667

<b>Total of employees according to functional category and gender</b>	<b>Men</b>	<b>Women</b>	<b>Total according to functional category</b>
<b>Operational</b>	33	0	33
<b>High School Technical Professional</b>	1,497	110	1,607
<b>High School Professional</b>	2,705	1,066	3,771
<b>Higher Education Professional</b>	919	337	1,256
<b>Total according to gender</b>	5,154	1,513	6,667

<b>Total of employees according to race/color and gender</b>	<b>Men</b>	<b>Women</b>	<b>Total according to race/color</b>
<b>Yellow</b>	160	61	221
<b>White</b>	4,240	1,291	5,531
<b>Indigenous</b>	8	0	8
<b>Black</b>	166	41	207
<b>Pardo [brown-skinned]</b>	559	112	671
<b>Not Informed</b>	21	8	29
<b>Total according to gender</b>	5,154	1,513	6,667

<b>Total of employees according to age and gender</b>	<b>Men</b>	<b>Women</b>	<b>Total according to age</b>
<b>&lt;30</b>	164	63	227



**REPÚBLICA FEDERATIVA DO BRASIL  
FEDERATIVE REPUBLIC OF BRAZIL  
ANTONIO DARI ANTUNES ZHBANOVA**

TRADUTOR PÚBLICO E INTÉRPRETE COMERCIAL.- *CERTIFIED PUBLIC TRANSLATOR*

Idioma/Language: Inglês - Português/*English - Portuguese*

Matrícula Jucepe nº 406 • CPF 756.770.758-68

Rua Princesa Isabel nº 206 - Aloisio Pinto - Garanhuns (PE) CEP : 55.292-21 0

Telefone/Phone/Whatsapp +55 11 9 8784 1006 – (87) 92000-9314 - e-mail: dari.zhbanova@gmail.com (skype: antonio.dari)

TRANSLATION No. 88293

BOOK No. 253

PAGE No. 002

30-34	563	202	765
35-39	1,239	368	1,607
40-44	1,099	309	1,408
45-49	689	222	911
50-54	804	195	999
55-60	509	134	643
>60	87	20	107
<b>Total according to gender</b>	<b>5,154</b>	<b>1,513</b>	<b>6,667</b>

Women participation in matters related to STEM (Science, Technology, Engineering, and Mathematics)	19.48%
--	--------

**Turnover**

-	2017	2018	2019	2020
Total turnover index of employees	2.50%	4.29%	3.49%	3.06%
Total voluntary turnover index of employees	2.33%	4.06%	3.27%	2.76%

Rua Coronel Dulcídio, 800 - 80420-170 - Curitiba - PR [State of Paraná] - Brazil - Telephone: +55 41 3310-5050 - copel@copel.com - www.copel.com.

Nothing else was contained in said original, which I return with this faithful translation. In witness whereof, I have hereunto set my hand and seal of office. July 20, 2021.

Emoluments according to the law.

**This document has been digitally signed by Antonio Dari Antunes Zhbanova.  
To verify the signature, visit the website below and enter the code provided.**



Este documento foi assinado digitalmente por Antonio Dari Antunes Zhbanova.  
Para verificar as assinaturas vá ao site  
<https://www.portaldeassinaturas.com.br:443> e utilize o código E4E4-8E0C-0BBF-87F9.