



# Code of Conduct

## A WORD FROM OUR CEO

Eneva's Code of Conduct is a guidebook for our actions in professional and personal relations. It guides how we should engage with several audiences, such as clients, government entities, society, shareholders, among others. Since the last Code, published in 2017, our company has evolved and has been operating with integrity and in an ethical and transparent manner in all our interactions.

Integrity is the main tool which must guide the conduction of our work, always in compliance with the law, this Code of Conduct and with our internal policies and guidelines. Integrity is a non-negotiable value. Therefore, we invest in building a solid culture and encouraging ethical conducts among employees, business partners and clients.

Eneva's and its employees' reputation is one of the greatest assets of the company. We are committed

to negotiating ethically and ensure decent labor conditions, according to the best practices in sustainability.

The principles defined in this Code must be complied by all employees of Eneva, regardless of their hierarchical level, position or location. Thus, we will build together an environment of trust, where everyone feel respected and appreciated.

Eneva seeks to make employees and Third Parties aware of critical issues requiring attention and caution, and it formalizes through this Code the culture we wish to share by following the best ethical management practices.

We know that a company's identity is not only linked to its products and services, it is tightly connected to the behavior and attitudes of

its employees. In order to fulfill our mission ofk "being a pioneer in the new frontiers of energy, with reliability, competitiveness and responsibility", there must be an unconditional engagement to the execution of our daily working practices.

I am counting on you.

Pedro Zinner ■

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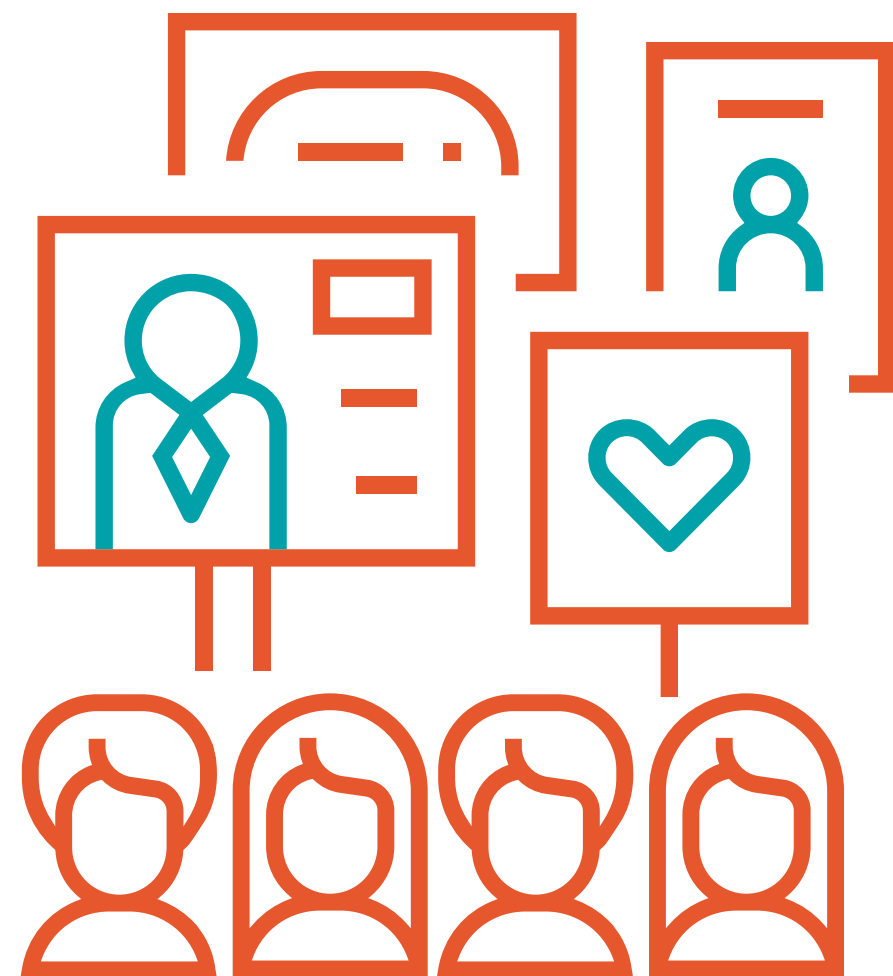
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## 1. Conduct Commitments



The purpose of this Code of Conduct is to reinforce the principles, values and rules to be followed when conducting business and activities at Eneva.

Aligned with the best management, transparency and anticorruption and fraud practices, it aims to guide the Employees on how to prevent legal and/or integrity violations that may jeopardize the Company or its reputation.

Even though it does not encompass all situations or doubts, this Code provides the Employees, Third Parties, and other partners of Eneva with its general guidelines. They must mandatorily know them and undertake to comply with them.

The Code must be deemed an action guide and the conduct standard for all Employees, as well as an instrument with guidelines on the best practices, which shall be taken into account by Eneva in the most varied situations.

## 2. Management Commitments



**Eneva's management is committed to all values and principles set out in this Code and encourages their fulfillment in all of its companies and by all of its Employees.**

## 3. Who must follow this Code of Conduct

The rules set out in this Code must be followed by all Employees of Eneva, regardless of their hierarchical level, functional level or place of work, including affiliates and joint ventures in which Eneva has a management control. In addition, this Code must also be observed by Third Parties or any person acting on behalf of the Company, all members of the Board of Directors, the Chief Executive Officer and other executive officers.

In case the local laws and regulations are stricter than the conduct guidelines and principles set out in this Code, the strictest rules must always prevail. This Code will serve as a guideline, overcoming over all policies, rules, and procedures of the Company.

Eneva believes, however, that its Third Parties have the autonomy to set their own rules of conduct, as long as they are compatible with the applicable legislation and with the minimum parameters set forth herein.

Any violations to this Code of Conduct may result in the application of disciplinary measures. Employees must be aware that they will be held liable for consequences arising from such violations.

### 3.1 How should we apply our Code of Conduct

Every time a law or a custom conflicts with the guidelines of our Code, we must use the strictest criteria, in line with the highest standards of ethical behavior, to make the best decision to the dilemma we face.

**We can observe the following criteria for the decision-making:**

Verify if the attitude is in accordance with our Code of Conduct, the internal regulation, Eneva's values, the Golden Rules and the laws in force;

Verify if it is necessary to consult other persons, a superior or competent areas;

Verify if the decision or attitude will damage Eneva's reputation or personal reputation if it becomes public

## 4. Compliance Committee



The Compliance Committee is an internal body that reports to the Executive Board. It is composed by the Company's CEO and leaders from different areas to ensure impartiality, including the General Counsel and Director of Governance, Risk and Compliance, the Director of Corporate Services, the Operations Director and members of the Compliance area. The Commission is responsible for evaluating the issues concerning the Code of Conduct and looking for solutions to the cases.

The Compliance Committee shall, among other activities:

I. Monitor and comply with the Code of Conduct, and also adapting it to the reality of Eneva's business environment;

II. Maintain and disseminate Eneva's ethical culture by analyzing suggestions, complaints and reports of irregularities which are related to the Code of Conduct and other internal regulations, when necessary;

III. Investigate violations to the Code of Conduct and determine the applicability of disciplinary measures compatible with their severity, taking as a reference Eneva's internal rules;

IV. Ensure that the reports made are conducted in secrecy and in an appropriate jurisdiction;

V. Ensure non-retaliation for reports made in good faith.

## 5. Ethical Principles

### 5.1. Mission, Vision and Behaviors

The purpose of our Mission, Vision and Behavior is to guide the actions of Eneva's Employees at all times, everywhere, both in the performance of internal activities, and how we conduct our business and relationships with the external audience.

Mission: To be a pioneer in the new frontiers of energy, with reliability, competitiveness and responsibility.

Vision 2023: To reach 4.7 GW production capacity and become the most admired Brazilian energy company for our ability to innovate, our performance and our personnel.

#### Behaviors:

I. We have the courage to take responsibly-considered risks;

II. We are welcoming, constructive and resilient;

III. We follow the highest standards of performance;

IV. We depend on each other;

V. We celebrate and recognize success.

The Company values the best practices available in the market and establish partnerships with renowned organizations and institutions for the continuous improvement of its activities. Dialogue and decent relationships with the communities and society in general also guide Eneva's business. The competence and commitment of the team ensure that the Company can efficiently and rapidly identify and transform business opportunities into special undertakings.



## Expected Employees attitudes:

**I.** Act in accordance with the ethics, complying with the laws, with honesty and responsibility in the exercise of professional activities;

**II.** Reject and report all and any type of corruption (directly or indirectly);

**III.** Seek profitability and corporate competitiveness always respecting the Employees and prioritizing the safety of the workplace and preservation of the environment;

**IV.** Promote transparency and commitment with the truth;

**V.** Satisfy customers' needs with transparency, integrity and quality;

**VI.** Seek continued improvement of processes, products and services;

**VII.** Develop guidelines and management actions to meet the best practices of corporate governance and integrity;

**VIII.** Manage the workforce with competence to meet the professional expectations of Employees, in a respectful workplace, free from discrimination and any type of harassment;

**IX.** Repudiate every type of forced, slave or child labor.



## 6. How our Code of Conduct shall be applied

### 6.1. How we shall act

At Eneva, we act with integrity in the performance of our activities and business. The conformity with the applicable laws and regulations is our priority.

Every Employee and Third party operating on behalf of Eneva is responsible for getting aware and complying with the applicable laws and regulations at their workplace.

Eneva, in turn, will do everything that is necessary to support all the Employees, and provide proper and frequent training regarding the conducts that should be adopted in a given actual case. The Employees should always have the Compliance area as

reference, and be able to turn to their superiors and, whenever necessary, to the competent department (for example: Human Resources, Legal or Finance) in case of doubts regarding any legal or procedural requirement or inadequate conduct.

**Any violation or possible violation of the applicable laws or internal rules of the Company can be reported through the Eneva's Complaints Channel, to the Compliance area or to its respective superior.**

Eneva will analyze all facts reported through its whistleblower Channel and will not make any type of retaliation to the person who reported in good faith.

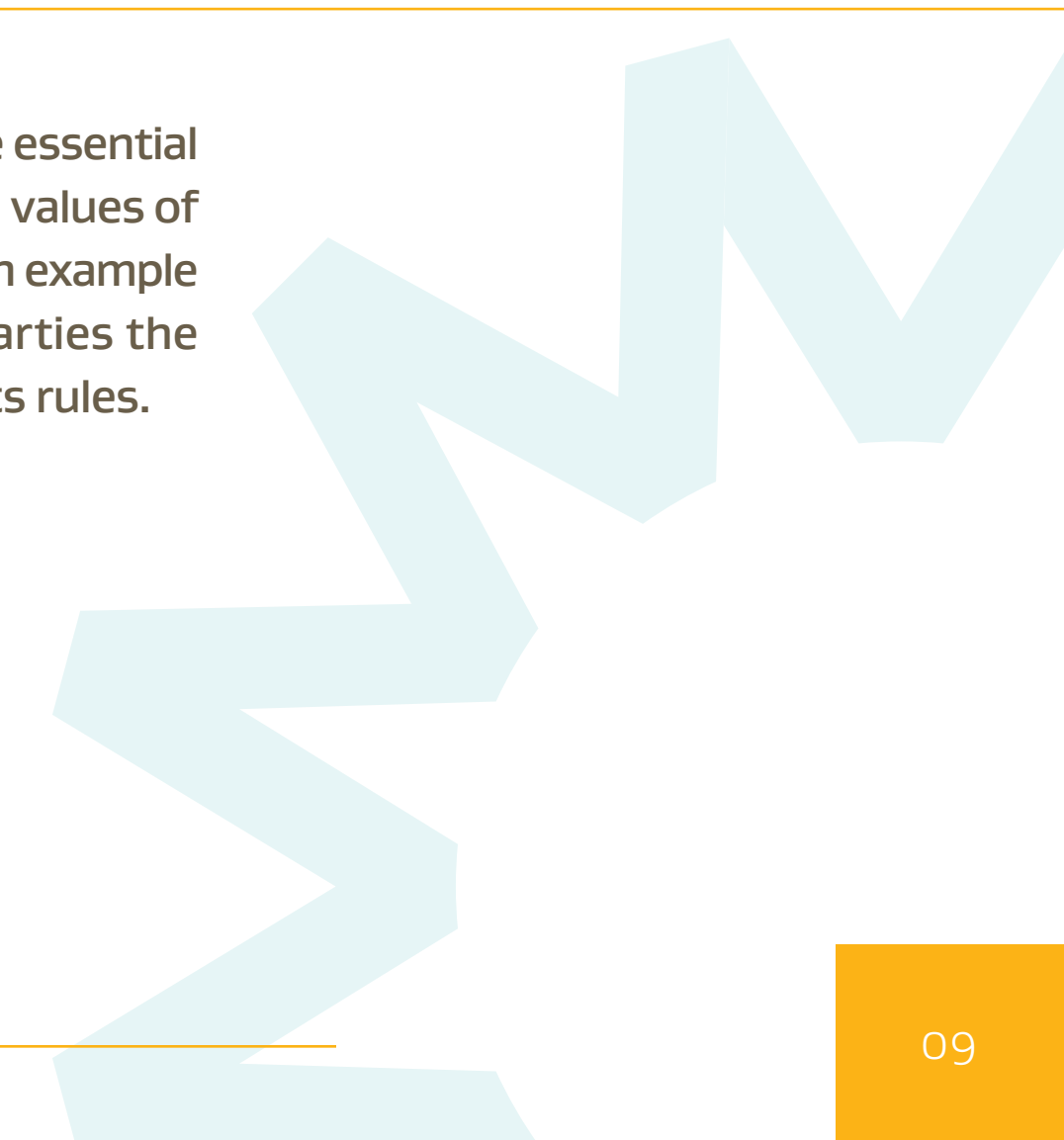
### 6.2. Sharing the responsibility for Eneva's reputation

The reputation of a company is one of its more valuable assets. **The public image of Eneva is largely determined by the conduct of its Employees.** Therefore, Eneva expects everyone to foment and promote integral and transparent behaviors based on mutual respect.

Eneva believes that it is the Employees' responsibility to know the rules and principles of the Company as well as conveying to everyone its culture of doing business.

Accordingly, each of its Employees, but mainly the leaders, should bear in mind the effects of their actions on the Company's reputation.

The support and commitment of the members of Senior Management are essential to perpetuate the culture and maintain a workplace in conformity with the values of the Company and with upright conducts. Therefore, Eneva will seek, through example of good corporate conducts, to transmit to the Employees and Third Parties the perception of the relevance of the Compliance Program and of following its rules.



### 6.3. Promoting equal opportunities and mutual respect



**Eneva is fully committed to respecting the promotion of fair and egalitarian opportunities for the development and progress of its Employees.** Nobody should be discriminated. Eneva and its Employees fully respect each individual and treats everybody on fair, egalitarian and non-

discriminatory basis, regardless of genre, age, disability, nationality, ethnic origin, religion or belief, political orientation or sexual identity, race or color, marital status, family situation or union operation. These practices should also be applied by Third Parties with relationship with Eneva. The actions of Eneva’s Employees should be guided by mutual respect and legal rights of everybody (its peers, customers, Third Parties) to privacy, individuality and dignity. The proper disciplinary measures will be adopted by Eneva in cases of discrimination.

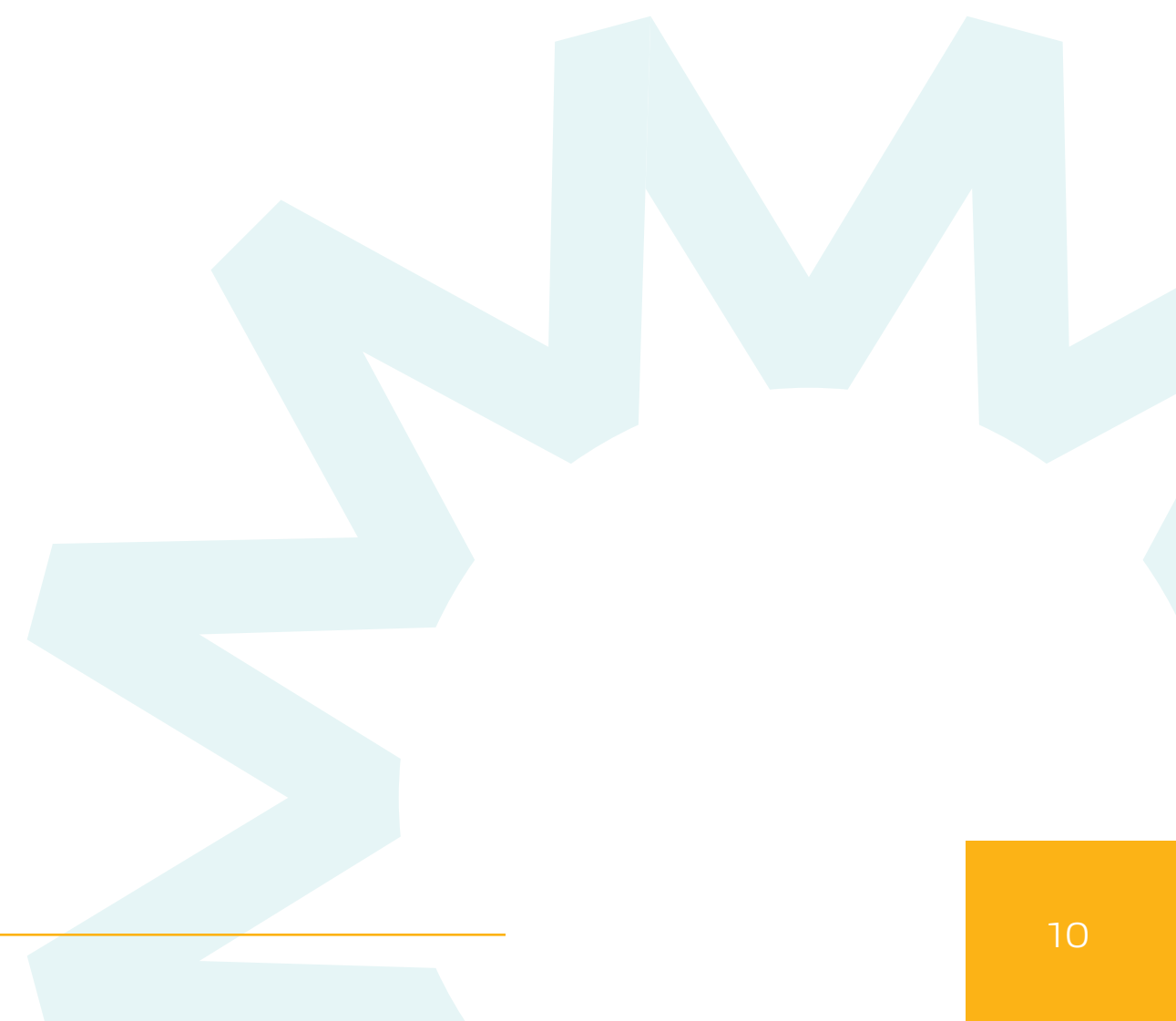
### 6.4. Human Rights and fight against harassment and forced labor

**Discrimination and harassment will not be tolerated.** Any Employee submitted to physical, sexual, racial, moral, verbal or other type of harassment should use Eneva’s Whistleblower Channel and report the situation to its superior and/or to the Compliance area.

Eneva does not tolerate, allow, put up with and do not carry out business involving any type of child, forced labor, or under condition analogous to slavery, sexual exploration of children and adolescents and traffic of human beings.

We seek to carry out our business respecting the human rights and dignity of all human beings.

Eneva, in all situations, complies with the applicable legal requirements and respects internationally-acknowledged human rights legislations.



## 6.5. Leading by example

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The relation among Employees should be based on professionalism and respect. Eneva expects its Employees in leadership positions to always seek to create a culture of mutual trust, which stimulates free exchange of opinions among different organizational levels, as well as contributes to professional and personal growth of everybody who is part of the team.

The Company's professionals who, in the performance of their functions, manage or lead teams of people should ensure the professionals directly related to their positions know and follow the Code of Conduct. In addition, they should lead by example, being a reference of behavior.

## 6.6. Respecting the free association

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All the Employees of Eneva have right to free association and to form and join unions and political parties of their choice, which will be respected.

Political advertising or any attempt to exercise political influence is not permitted in the facilities or through instruments of the Company.

Political party activities should be strictly personal, outside the working hours, without any relation to the function or position of the Employee at Eneva. If allowed by specific legislation, the exercise

of public position concurrently with the performed function at the Company should be approved by the Eneva Executive Board.

It is not permitted the financing or contribution of financial resources to political parties or candidates to positions at any level on behalf or in the interest of Eneva.



## 6.7. Fighting Corruption

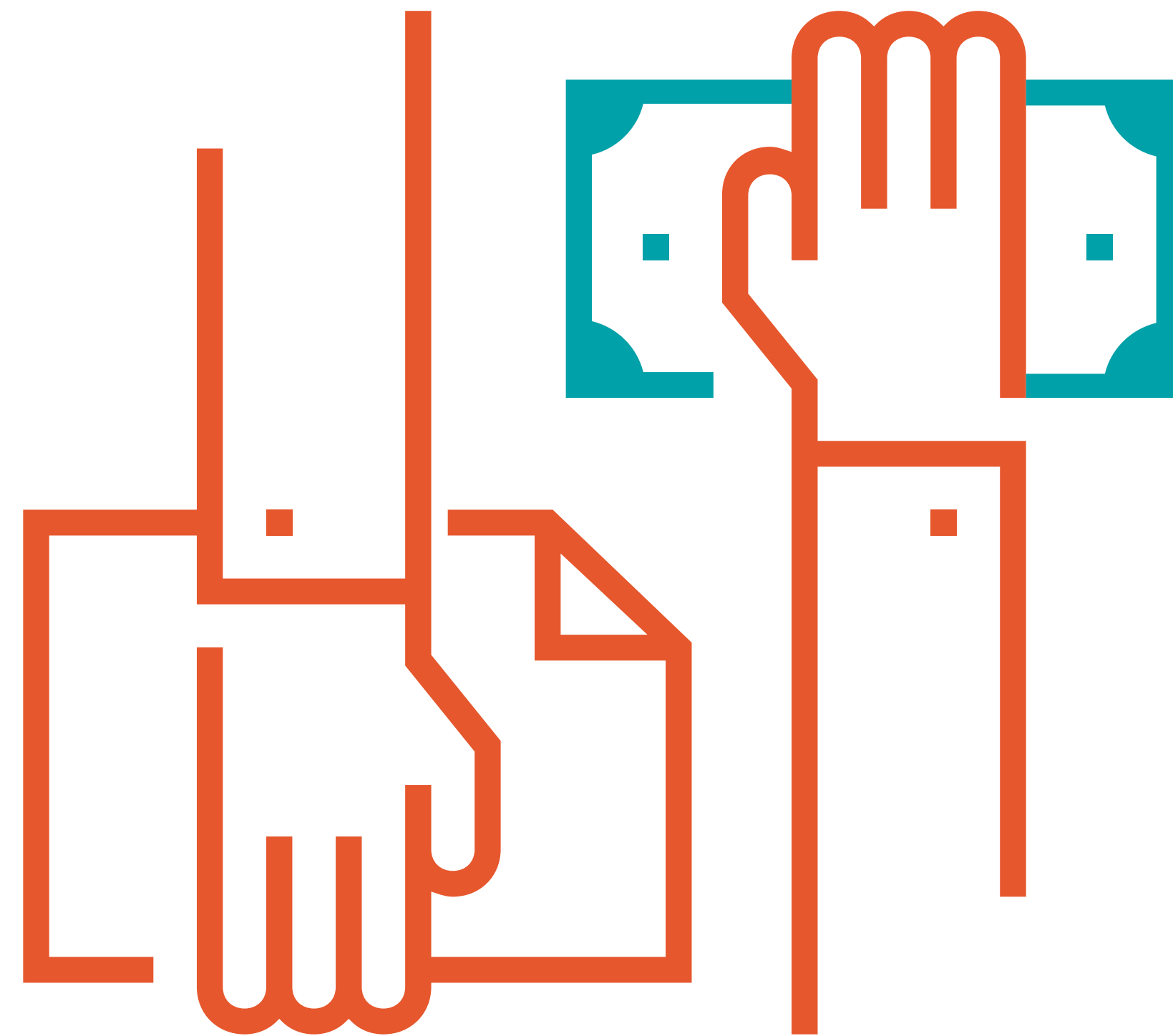
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It is required and expected the Eneva's Employees and Third Parties show honest and upright behaviors and attitudes.

Eneva seeks to fight any corrupt and dishonest practices, repudiating all and any type of corruption, fraud, advantage, traffic of influence and extortion in the relations established among their Employees and Third Parties and Public Officers.

**It is unacceptable any practices involving money laundering, concealment of assets, rights and values, pursuant to article 1 of Law Number 9,613/1998 of Brazil, or adoption of accounting practices not compliant with the applicable legislation and regulations.**

Any insinuation or attempt of extortion, as well as request of undue advantages, originated by Public Officers or any other type of similar benefit by private agents, should be immediately communicated to the Compliance area or reported to the Complaints Channel.



## 6.8. Avoidance of Conflict of Interest

**It is extremely important for Eneva that its Employees are not involved in situations which could expose them to conflict of interest.**

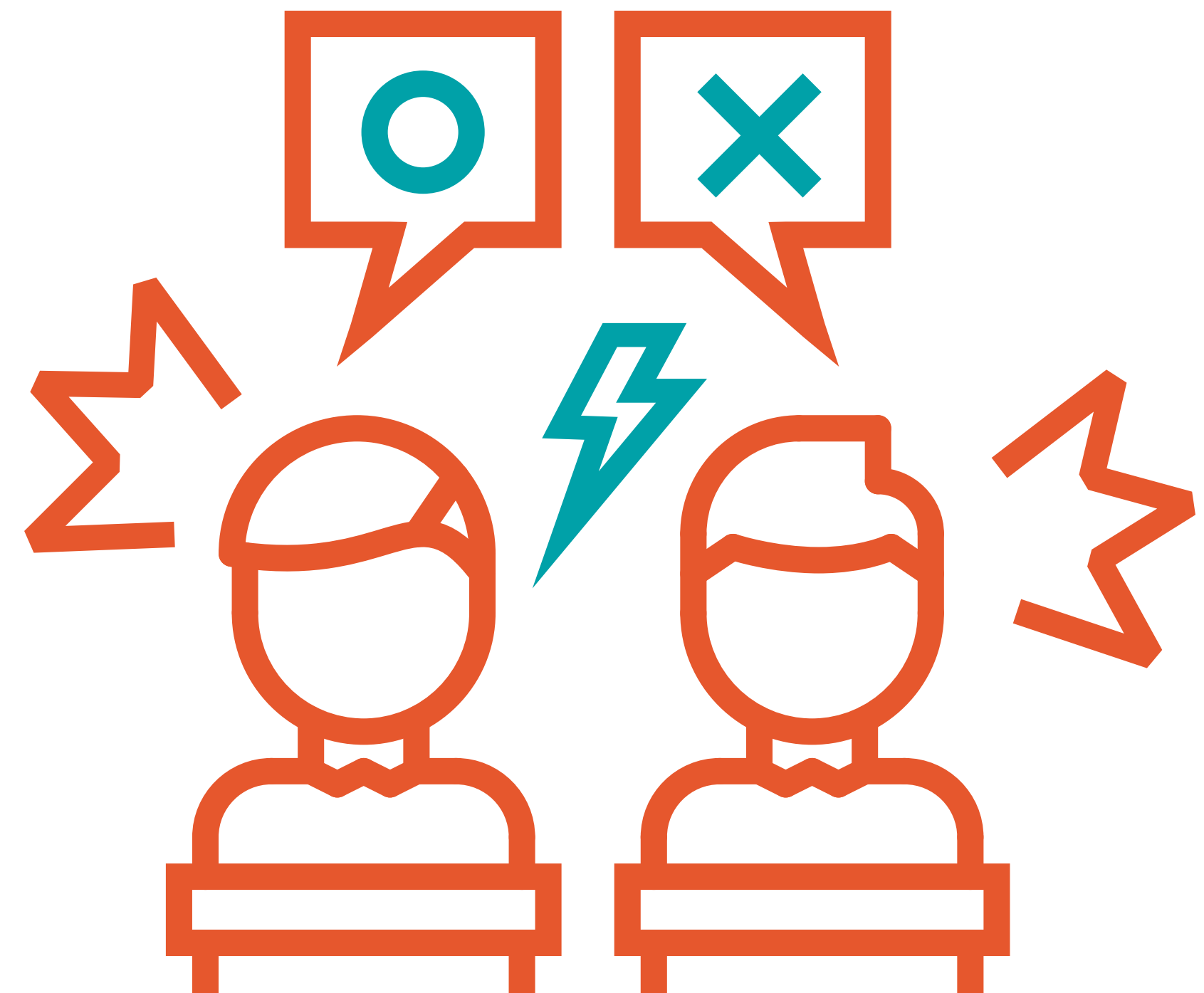
Throughout the relation with Eneva, in case of potential conflict of interest, the Employees must immediately inform their superiors, the HR or the Compliance area.

Conflict of interest is the situation in which the professional directly, potentially or apparently faces a case that can give rise to a breach of trust as professional and/or impair on irreversible manner a business, a legal relation or a simple decision. A conflict of interest arises whenever one of the parties involved in a process of evaluation or decision has own interests, or knowledge that is not shared with other parties, and with possibility to use it to obtain undue benefits and advantages to itself or to Third Parties.

Eneva does not permit undue personal benefits to be obtained to the detriment of the Company. In addition, Employees cannot exercise any functions in companies that have business with Eneva or even in organizations in conflict of interests with the Company.

These activities or these interests can undermine the business decision-making by Eneva's Employees objectively and interfere in the performance of their functions. Conflicts of interests can result in financial and reputational damages to Eneva.

The Company's Employees can exercise extra activities, if they are not incompatible with their position and activities in the company, as well as previously communicated to the immediate superior and to the Compliance area. It is not permitted to develop political-electoral activity during professional activity and/or in the workplace.



## 6.9. Competing fairly with the Competitors

Eneva respects free competition and market laws, and the Employees should also comply with them. Pursuant to the applicable law, violations can result in fines and/or other penalties to Eneva and to its Employees involved in that action.

The Company does not tolerate unfair or anticompetitive practices, such as market division between competitors, price combination or any exchange of competitive-sensitive information neither agreements, either written or oral, which could restrict competition.

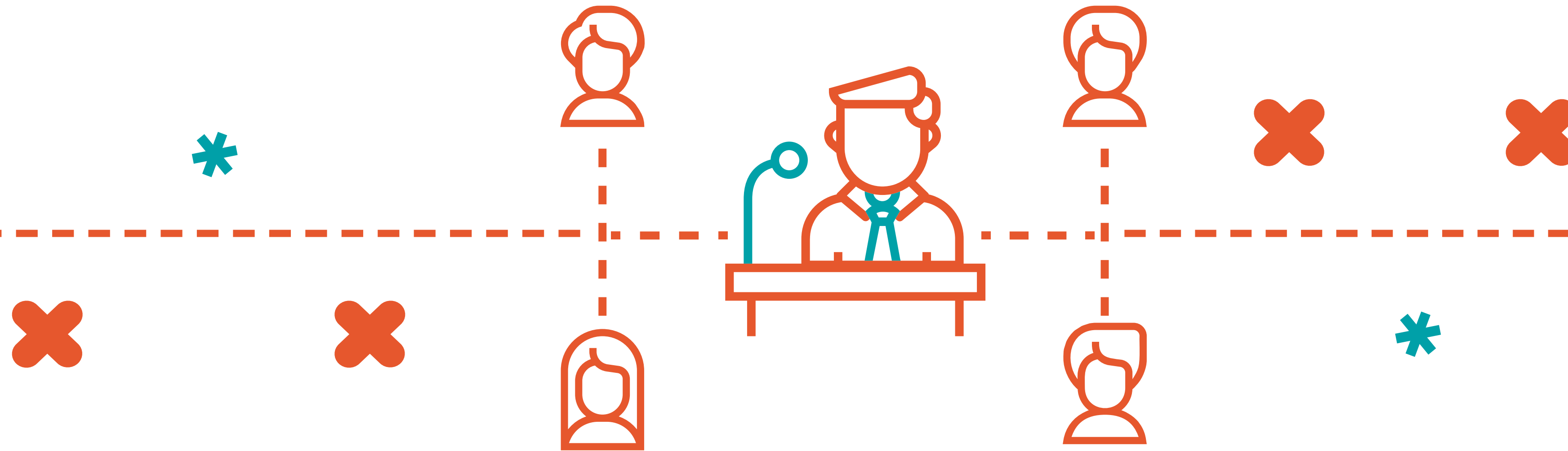
When in contact with Competitors, the Employees should act with transparency, thus, preventing improper acts, and that any received or provided information can be interpreted as prohibited conduct in light of competition defense laws.

The violation of the rules under this topic can harm Eneva and cause serious reputational damages, as well as sanctions provided for by law. We believe free competition is the best way to promote a fair and healthy business environment.

Violations are not tolerated and can entail disciplinary measures to the Employees in charge, who can also be subject to civil, administrative, or criminal actions, based on the applicable law.



## 7. Interactions with the Public Authorities



Eneva always seeks transparency in its relations, mainly with Public Officers. Accordingly, all the Employees and Third Parties, including partners, shareholders and other representatives of Third Parties are expected to comply with anticorruption standards, more specifically in connection with: (I) crimes against the Brazilian and foreign Public Administration provided for in the Criminal Code (Decree-Law Number 2848/1940); (II) crimes and illicit acts provided for in the Bidding Law and Administrative Improbity Law (Law Number 8666/93 and Law Number 8429/92, respectively); and (III) illicit acts provided for in the Anticorruption Law (Law Number 12846/2013), as well as in any other applicable law.

**Relations with authorities, regulatory bodies and public management in general should be based on the precepts of legality, good faith, morality, efficiency,**

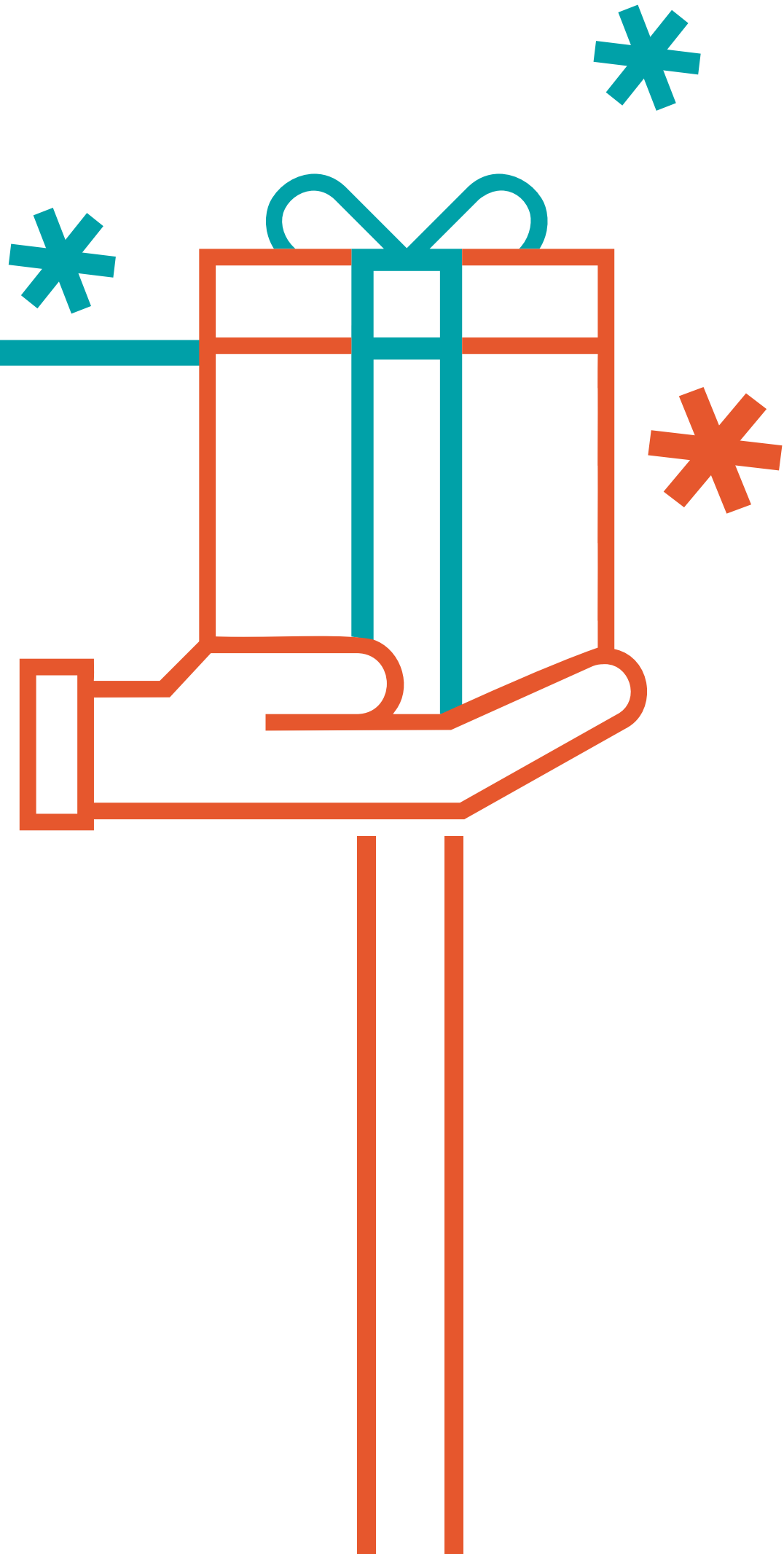
**cooperation, transparency, and political party independence. It is not permitted the financing or contribution of financial resources to political parties or to candidates to any type of position on behalf, benefit, or interest of Eneva.** It is strictly prohibited to promise, offer or give, directly or indirectly, undue advantages to any public agent or person related to it in any regard, either in the interaction for new projects, obtainment of licenses, as well as in the inspection, regulation or assessment of regulatory bodies and agencies.

Any Urgency Fees can represent risk to the business and harm Eneva's image, once they can be considered undue advantages. Accordingly, Eneva expressly prohibits and works to eliminate them.

## 8. Gifts, presents and hospitality

### Understand the gifts, presents and hospitality better:

- \* **Gift:** Includes items like diary, pen-drive, pens, caps, notebooks, panettone, chargers.
- \* **Present:** Includes items like wines, flowers, vouchers, baskets of presents, tickets, and air tickets.
- \* **Hospitality:** Any social entertainment used to promote the business of a company, such as travels or transport, meals, tickets for sports events, concerts or other social activities.



Offering gifts<sup>1</sup>, presents<sup>2</sup> and hospitalities<sup>3</sup> by Eneva's Employees should not be associated to any type of retribution or consideration, such as favors, advantages, privileges, benefits, commercial advantages etc.

Gifts, presents and hospitalities can only be offered and received in accordance with applicable laws, policies, and regulations, especially when involving Public Officers, in order to be not characterized as undue advantage.

It is permitted to receive and offer only institutional gifts of promotional nature and with no market value. It is strictly forbidden to offer any gift, present or hospitality by Third party on behalf of Eneva.

Eneva permits the participation of Employees in events related to its activities or resulting from them, as well as permanent intellectual and professional improvement. It is possible to accept or offer gifts, as long as they are only promotional, not exclusive, with no market value or which can be publicly revealed without causing embarrassment to the company and the professional.

The Employees should decline presents or favors that fail to respect the values and principles of the company and the best practices of commercial relationship.

Donations, advantages, rewards or benefits offered by customers or Third Parties and which fail to meet the criteria set out above should be communicated to the company's management, and not to the Employee(s) involved with that customer or Third party. The Communication area and the Compliance Committee should give proper treatment to the matter, according to the ethical interests and commitments of the Company.

If the gift or present implies a situation of conflict of interest, violates the principles of this Code of Conduct and the internal regulation or causes loss to Eneva or its Employees, the Compliance Committee can refuse, return, destroy or redirect it. Doubts related to the receipt or offer of presents, gifts, hospitality, favors or advantages involving Employees or Third Parties should be directed to the immediate superior or to the Compliance area.

<sup>1</sup> Any object with no market value which is distributed as courtesy, propaganda, habitual promotion or in special events or commemorative dates (example: pen, diary, calendar, mug with the company's logo etc.).

<sup>2</sup> Any object or service of personal benefit with commercial value (example: beverages, electronic devices, clothes, including tickets for entertainment and sports events, runs, shows, concerts etc.).

<sup>3</sup> Covers transport (air, sea and/or land), and the payment of expenses with travel, meal, lodging, transport, entertainment, among other (example: invitation for promoted events, tickets for games, runs or entertainment events, which are supported or sponsored by the company, invitation for presentation of products and services or facilities of the company etc.). Hospitality of exclusive tourism or leisure character is considered as present.



## 9. Relating with Third Parties



Third Parties' operations are often an important and essential mean to do business. However, in certain cases, Third Parties can represent Eneva and, if they violate the law or the Code of Conduct, they can directly affect the Company and/ or its Employees.

Therefore, it is essential that Third Parties with relation with Eneva operate in accordance with the principles of this Code of Conduct, therefore as the Code of Conduct of Third Parties.

### Expected Employee Attitudes:

**I.** The hiring must be necessary and transparent, and the selection process should follow criteria of objectivity and impartiality, considering technical and commercial aspects. It is also necessary to prevent any conflict of interest upon selection and preserve the confidentiality of the process;

**II.** Every process of assets or services hiring should be conducted based on high quality of delivery and competitiveness of its terms and conditions;

**III.** In case of possible or actual conflicts of interests with the Company, the Employees and Third Parties have the responsibility for communicating Eneva in order to avoid or solve the situation;

**IV.** Third Parties should have the necessary experience to contribute for the development of specific projects. Their selection should follow a detailed specification of the work and be largely documented – it is prohibited to hire by mere appointment and/or recommendation, without proper selection procedure;

**V.** All Third Parties should duly evince the provided work, either a service or a product delivery. Any payment can only be authorized upon existence of proof, duly checked by the Employee and observing the grants of authority in force.

All Eneva Third Parties of Eneva should meet the applicable legal requirements and the generally accepted standards in connection with environment, safety, health and social responsibility, especially in relation to prohibition of practices of corruption and child or forced labor or under condition analogous to slavery.

## 10. Donations and sponsorships



Eneva acknowledges its social responsibility and is prepared, pursuant to the applicable laws, to support causes related to its activity through donations and/or sponsorships.

However, donations and sponsorships should never be made if they might be interpreted as undue advantages. Eneva's Employees cannot obtain personal advantage (or try to benefit the Company) unduly, through a relation with another individual, institution or organization.

Donations and sponsorships cannot, under any circumstance, affect commercial decisions or create undue obligations to the Employee or Eneva.

All projects receiving donations or sponsorships should be in accordance with Eneva's values and policies and compliant with the applicable laws and regulations.

It will only be allowed the realization of donations and sponsorships duly approved by the Internal Commission of Donations and Sponsorships, in accordance with the applicable standards and procedures.



## 11. Family Relationship

At Eneva and its subsidiaries, it is permitted the work of Employees with family relationship, and hires are always preceded by a process of selection and specialized evaluation, in order to ensure equality, impartiality and transparency in the processes of hiring professionals to work in the companies.

Although the company accepts professionals with family relationship, they are not allowed to work under direct or indirect subordination, including marital relations.



## 12. Use of Information

### 12.1. Confidential

It should be preserved the privacy of confidential information which has not been disclosed to the public in general. Non-public information of or about Third Parties should be equally protected in conformity with legal and contractual requirements.

The Employees are forbidden to disclose confidential information of the Company to unauthorized Third Parties.

The Employees are forbidden to use, disclose or explore directly or indirectly confidential information of the Company for their own personal benefit, of Third Parties or in prejudice to Eneva.

The confidentiality should be preserved during and after the Employee's labor relationship with Eneva, and any unauthorized disclosure should have civil and

criminal consequences to those who did it. All the Employees are responsible for ensuring that, pursuant to the existing policies, Third Parties have no unauthorized access to confidential information of Eneva.

If business activities require confidential information to be shared with Third Parties, the procedure can be subject to a confidentiality agreement.

Eneva also respects all confidential information pertaining to Third Parties. The Employees should be careful about how to refer to the Company in public places, such as airports, restaurants, planes, trains, buses, elevators etc.

### 12.2. Records and Reports

Eneva seeks to ensure that all data, information or records created by the Company or for which it is responsible are true and appropriate and provide a precise and reliable vision of its operations and financial condition to the interested parties and to the public in general.

In accordance with general accounting principles, data and other information recorded should always be complete, precise, and compatible with the systems used, observing the applicable laws.

False or misleading records and accounts, or incorrectly described facts can represent frauds. In addition to Eneva's responsibility as company, the Employees

involved in this type of illegal behavior are subject to sanctions under the terms of the applicable law.

In addition, the management of information should be understood as the creation, retention, and disposal of such information. Many business records that the Employees create or receive in the course of their work are valuable assets to Eneva. Therefore, the efficient and correct management of information is highly important to Eneva.

The Employees should report through the whistleblower Channel of Eneva any suspicion or violation of these principles.

## 12.3. Data Protection

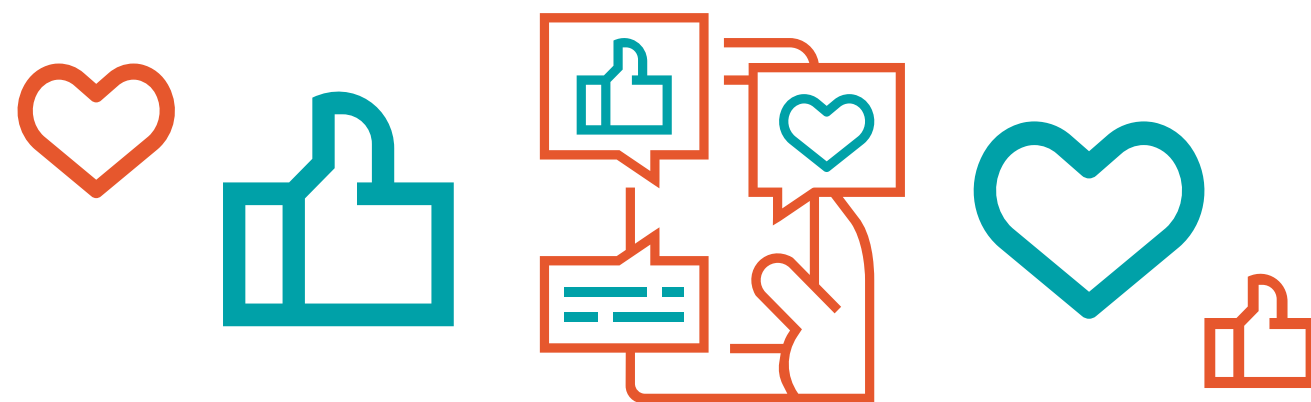
All the Employees should comply with data protection rules and regulations and, in particular, actively contribute to ensure that the Company's data and their personal data are sufficiently protected against unauthorized access.

Eneva will only collect or use personal data for previously defined, published, clear and legitimate purposes. Eneva will keep personal data

to which it has access safe and will always take proper precautions upon transmission.

Eneva is oriented by the General Data Protection Law (LGPD), or Law Number 13,709 of August 2018, which seeks to meet the best practices of data governance and international standards.

## 12.4. Digital Media and Social Networks (Internet)



The Employees should be aware and understand the principles of integrity and transparency of Eneva prior to joining social networks, virtual communities, and other types of digital media, such as instant message applications.

Eneva's Employees are authorized to disclose information about the Company in social or digital media as long as it is public, and does not affect the image and reputation of Eneva or harm the safety and integrity of its Employees.

**These are some examples of information that can be published/shared on social media:**

- I. Information published on Eneva's social medias;
- II. Internal initiatives of Communication and Human Resources areas;
- III. Training conducted by Eneva that does not have confidential information;
- IV. Get-together events.

Internal communications and photos of Eneva's facilities should not be disclosed by the Employees in any external digital environment, unless there is explicit instruction for sharing.

## 12.5. Rules regarding inside information

Privileged information is not published under any circumstances and events related to the listed company or whose marketable securities are traded in the market and which, if it becomes public, can materially affect the price of shares. Therefore, it should be treated with proper confidentiality and strictness.

In accordance with these rules, Employees should not buy or sell marketable securities when they hold privileged information on them. The mere attempt to carry out these operations is also forbidden.



### Expected Employees attitudes:

I. Not make recommendations that represent advisory of Third Parties which could affect the purchase or sale of such securities;

II. If their position and responsibilities permit access to confidential or strategic information, it should not be transferred to Third Parties (including family members and colleagues). Employees should not buy or sell securities or shares of the Company based on confidential or strategic information;

III. Having responsibility for preventing any unauthorized person from accessing such information, having double attention with documents and materials left on desks, drawers, and cabinets or in unsafe electronic devices.

## 12.6. Company, society and press

The company's communication with the society and press is governed by responsible, clear, and timely information, which preserves the trust of our public of relationship and the public opinion in general.

The company will seek to ensure the veracity of information as basic premise of our communication. The Employees should, therefore, pass on information to the society and the press only when duly authorized. It is forbidden to disclose or comment on strategic information of confidential or restricted nature, except when there is specific authorization.

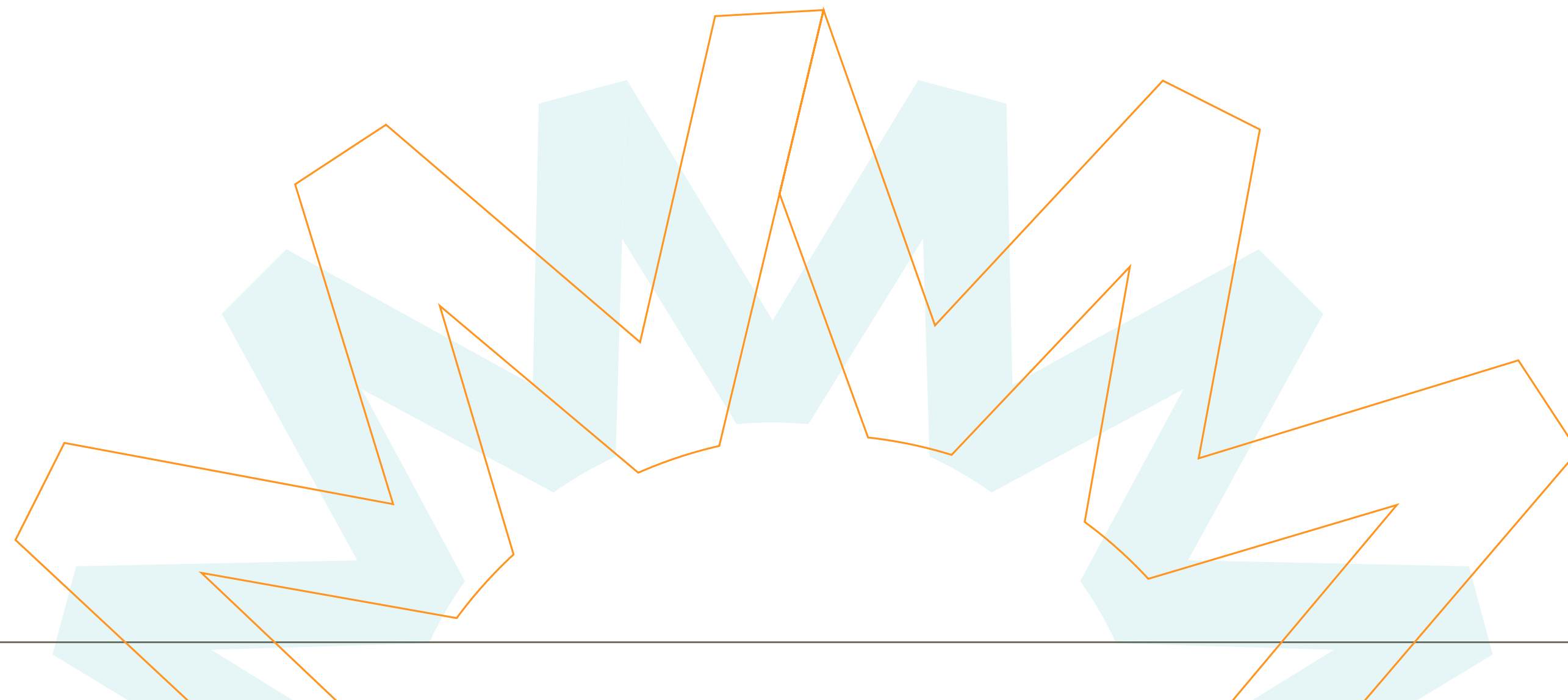
## 13. Correct use of the Company's property and resources

Eneva's property, resources and tools should be used for business purposes of the Company. It is prohibited to use them for purposes other than those reasonably expected for the regular work performance.

The Employees should treat Eneva's property, resources and tools with proper care, and ensure they are not damaged, lost or improperly moved. It is strictly forbidden the use of the Company's electronic communication tools to access or transmit illegal, discriminatory, offensive, or pornographic material.

The resources and tools, including the corporate e-mail, belonging to the Company, are considered work means and, therefore, can be monitored by Eneva at any time.

The Employees should inform their hierarchical superior or report through the whistleblower Channel any suspicion or violation of these principles.

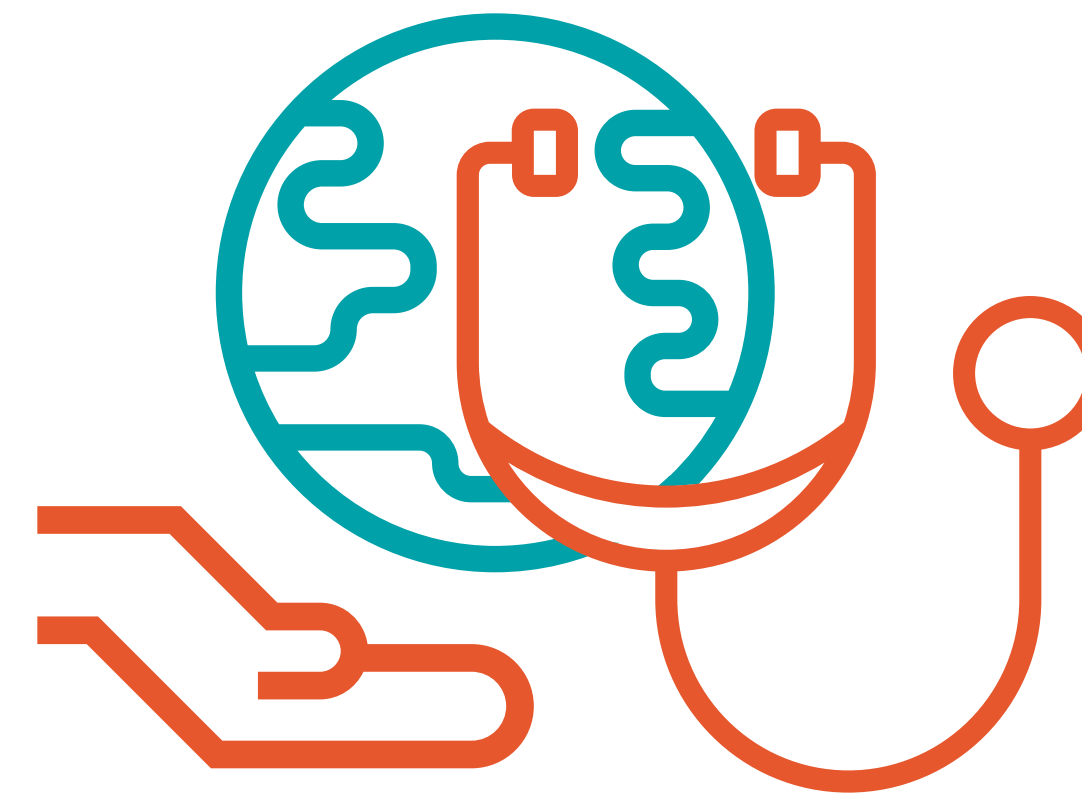


## 14. Health, safety and environment care

**One of Eneva's main priorities is the protection of human life and environment. Eneva is unconditionally committed with the health and safety of its Employees.**

Every Employee shares the responsibility for protecting their workmates and the workplace environment. At the same time, they should know the health, safety and environmental procedures, being able to instruct, support and inspect their workmates and team in this regard, observing all laws, regulations, guidelines and policies of environmental protection and occupational safety.

All the Employees should conduct their activities by adopting practices that preserve the environment and foster sustainable



development, using resources with responsibility, including water, paper and energy, avoiding waste and acting with social and environmental responsibility. Eneva operates in conformity with all applicable environmental laws and is committed to support the economic, social, and cultural development of the areas where it conducts business.





## 15. Everyone's responsibilities

**All Employees are guardians and responsible for the principles set forth in this Code.**

**Expected Employees attitudes:**

**I.** Read and accept the Code of Conduct, Anticorruption Policy and others integrity guidelines;

**II.** Keep updated by attending all regular training held by Eneva. Training is mandatory for all the Employees, interns, young apprentices and Third Parties;

**III.** Report violations whenever they witness or suspect of any act noncompliant with the rules of this Code or any other internal regulation of Eneva.

## 16. Violation Reporting



All the Employees and Third Parties should freely express their concerns and immediately inform any behavior or situation that could conflict with this Code of Conduct or violate Eneva's policies, and the applicable laws or regulations.

When the Employees become aware of a potential or actual violation, they are encouraged to inform their superior and the Compliance area and/or use the Whistleblower Channel of Eneva.

### Employees and Third Parties may report violations as follows:

1. By website: [www.contatoseguro.com.br](http://www.contatoseguro.com.br)
2. By telephone: 0800 601 8679

In case the Employee or Third party prefers to remain anonymous, Eneva will ensure this confidentiality. In either case, the identity of the reporter will be kept as non-disclosed. If requested, the reporter will be informed about the status of the report.

We ensure that all reports will be properly analyzed and responded, observing the pre-established terms.

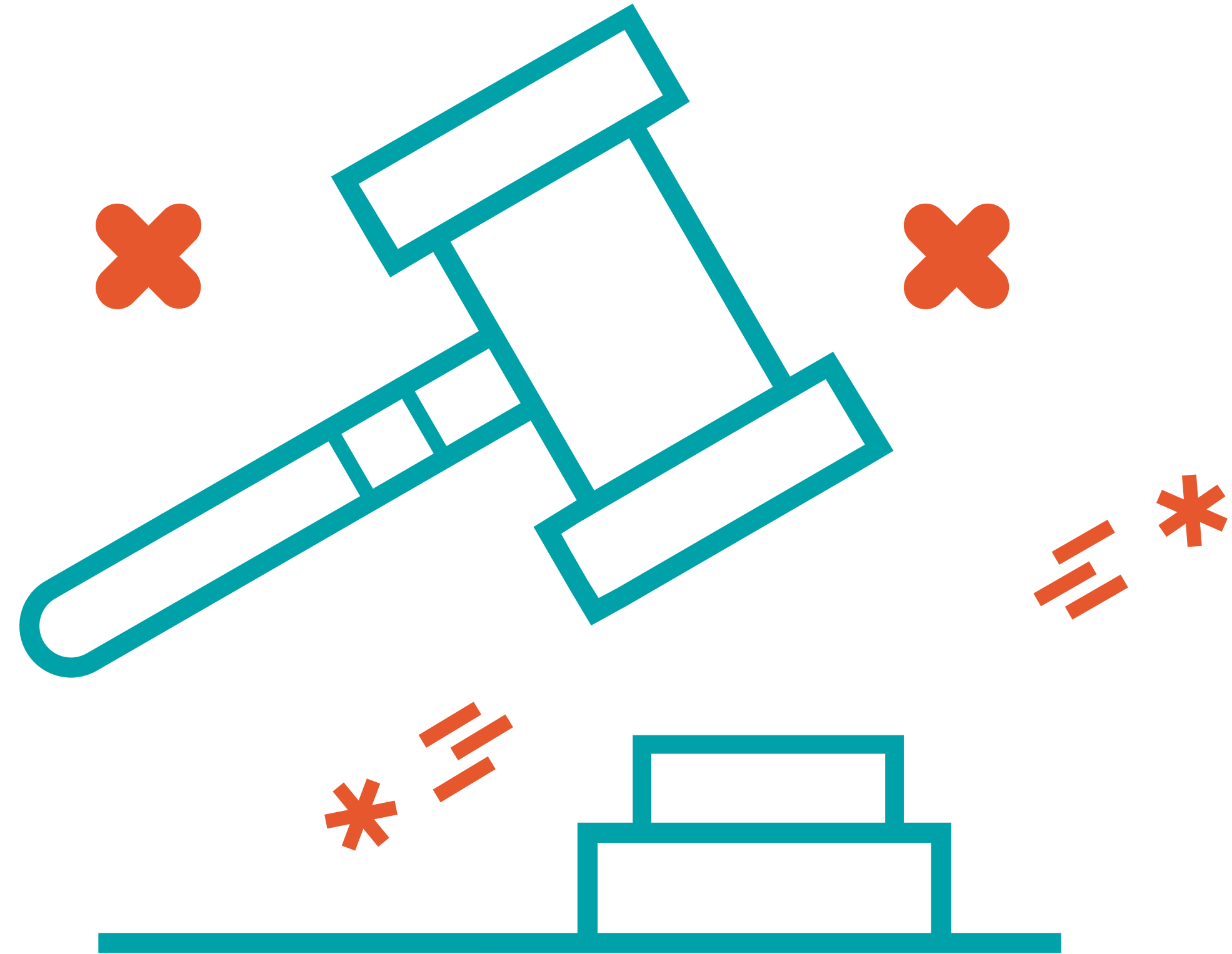
No retaliation, penalty or discrimination will be imposed against any executive, Employee or people as result of a report or complaint involving violation of the present Code of Conduct or the integrity policies of the company. This also applies when the report has no grounds, as long as the information is provided in good faith.

## 17. Violation Consequences

The non-compliance with the conducts set forth in this Code, in Eneva's policies and/or in laws and regulations related may result in the application of disciplinary measures to the responsible Employees.

The disciplinary measures will be proportional to the nature and level of violation, ranging from a warning to dismissal with cause, without prejudice to administrative, civil, and criminal sanctions, when applicable, under the terms of the respective legislation.

It is worth mentioning that Third Parties who get involved in violations of this Code of Conduct, Eneva's policies or the applicable laws and regulations will be subject to the measures provided in the respective contract, including the discontinuance of commercial relation.





**Whistleblower Channel**

0800 601 8679

[www.contatoseguro.com.br](http://www.contatoseguro.com.br)