

# Innovation Policy

Updated April 18, 2024

The Board of Directors of NEOENERGIA S.A. (the “**Society**”) is vested with the powers to prepare, assess and review the Society’s Governance and Sustainability System on an on-going basis and, specifically, to approve and update, the corporate policies, which contain the guidelines governing the conduct of the Society and the societies integrated into the group, whose dominant entity is, in the sense established by law, the Company (“Group”).

In exercising these powers, aware that innovation is a variable of a strategic nature that affects all the businesses and activities performed by the Group’s societies, and in compliance with the provisions of the *Purpose and Values* of the Neoenergia Group, the Board of Directors approves this *Innovation Policy* (the “**Policy**”).

## 1. Purpose

The purpose of this *Policy* is to define and disseminate the strategy that allows the Society and other societies in the Group to continue to be leaders in innovation within the energy industry, leading the transition towards a healthier and more accessible electric energy model.

Along with these lines, the foundations of innovation strategy defined within the Group are sustainable development: the promotion of renewable energies and seizing the opportunities enabling the digitalization and automation of its business, as well as focusing on emerging technologies and boosting the digital transformation of its business in order to contribute to the fulfillment of the ninth and eleventh Sustainable Development Goals (SDG) approved by the United Nations (“UN”).

The focus on innovation is a priority to ensure sustainability, efficiency, competitiveness and keep the Society at the forefront of the development of new products, services and business models designed to transform the industry.

Therefore, the Society fosters the creation of an innovative ecosystem based on attracting outside talent and seeking new avenues for collaboration, aiming to acquire knowledge and design new solutions that enable sustainable value creation for the Society and its Stakeholders. Likewise, the Society promotes internal talent, by implementing an innovation culture at all levels to enable the absorption of new technologies.

The Society sees innovation as an open and decentralized process. It is decentralized because it is carried out independently in each business unit. It is open because the Society sees itself as a technology-driven Society and, as such, its vocation is to involve, in its innovation process, all its technology suppliers, including startups, universities, technology centers, and equipment manufacturers. In this context, support and coordination by the Vice-presidency of Regulation, Institutional and Sustainability, is fundamental to be always addressing the main advances in innovation and to share the best international practices.

## 2. Scope

Within the limits established by law, this Policy is applicable to all societies comprising the Group and investees not comprising the Group, over which the Society has management influence.

For investees to which this *Policy* is not applicable, the Society shall promote, through its representatives on the management bodies of such societies, the alignment of their own policies with those of the Society.

This *Policy* shall also apply, as appropriate, to the joint ventures, temporary joint ventures and other equivalent associations, when the Society is responsible for the management thereof.

## 3. Main principles of conduct

For achieving these goals, the Group takes on and promotes the following main principles of conduct regarding innovation strategy for the group of societies that comprise it:

- a) lead energy efficiency-oriented innovation and enable higher electrification of demand.
- b) foster research, development and innovation (R+D+I) activities, focusing on efficiency aimed at the continuous optimization of the business operations developed by the Group's societies, management of the useful life of facilities and equipment, reduction of operation and maintenance costs and decrease in environmental impact, as well as the development of new products and services in response of the needs of the customers.
- c) boost the digital transformation business developed by the Group's societies to improve the efficiency of its processes, the operation and maintenance of its assets and increment the availability of its generation business.
- d) keep the Group at the forefront of new technologies and disruptive business models, by fostering an "innovative culture" that pervades the entire organization and creates motivating work environments that favor and reward the generation of ideas and innovative practices by professionals, accepting the implicit risk and recognizing creative contributions.
- e) encourage innovation ecosystems and foster innovation by collaborating with startups, entrepreneurs and providers in order to develop new disruptive and sustainable business models and favor the interchange of knowledge and the impact produced by them.
- f) foster collaboration and partnerships with the academic, intellectual and technological world, through bonds that allow innovative capacity within the Group's perimeter to multiply and collaborate in the dissemination of knowledge.
- g) obtain innovations that are supportive to sustainable growth and efficient management of resources and to reduce the impacts to the environment,

contributing to the social and economic development of the environment in which the Group's societies carry out its activities.

- h) develop projects in the area of universalization of energy services, based on environmentally sustainable, economically feasible and socially inclusive models.
- i) integrate innovation in all the qualification contents of the Group societies through specific courses and programs for the development of skills related to creativity.
- j) Implement an innovation management system that includes the setting of annual goals and objectives within a continuous improvement procedure, managing the Society's human and intellectual capital as essential support for the entire creative and innovative process.
- k) safeguard innovation in the technological, commercial, industrial, scientific, organizational or financial spheres, among others, encouraging fair competence between societies within the framework of a social market economy, which constitutes a key factor for sustainable development in the long term and, in particular, information or knowledge considered (or likely to be considered) as a business secret given the relevance of its protection, insofar as it grants a real or potential competitive advantage and, therefore, incorporates a relevant business value to the Group society holding the information or knowledge.
- l) stimulate creative thinking in a diverse and inclusive environment.
- m) promote a surveillance and technological prospecting system that allows the identification of opportunities and challenges for the Group's societies businesses and detects the need for innovation in processes or services aiming to anticipate technological changes and the market needs and risks.
- n) internally disseminate the knowledge gained, so that professionals can be aware of the best practices applicable to their activity in the search for efficiency and effectiveness in the Group's societies processes.
- o) protect the results of the innovation process, managing properly and ethically the intellectual and industrial property, which, in any case, shall imply respect for the property rights of third parties.
- p) enhance innovations that contribute with added value for users and increase the satisfaction of Neoenergia people, shareholders, the financial community, customers and other Interest Groups.

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This Policy was initially approved by the Board of Directors on July 19, 2018 and last amended at the Board of Directors' Meeting held on April 18, 2024.