

# Selection and Hiring Policy

Updated September 27, 2023

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 of the companies that comprise the Group, for which the Society is the controlling entity, within the meaning established by law (the “Group”).

In exercising these powers and aware that the excellent management of processes and resources of the Group companies is a critical lever for the sustainable creation of value for all its Stakeholders and to comply with the provisions of the *Purpose and Values of Neoenergia Group*, the Board of Directors approves this Selection and Hiring Policy (the “*Policy*”), which content shall be read together with the Diversity, Equity and Inclusion Policy.

## 1. Purpose

The purpose of this Policy is to contribute to the Sustainable Development Goals (SDGs) numbers five and eight approved by the United Nations (UN), in order to promote sustainable economic growth, as well as equal opportunities in all selection and hiring processes of the Group’s society.

For the success of the Group’s society business project, it is critical to attract, select and retain the best talents, in order to incorporate professionals with the abilities, knowledge, skills and behavior that reflect the Purpose and Values of the Neoenergia Group, as well as its Code of Ethics, in order to meet the Group’s society current and future needs, in compliance with the legislation in force and the best professional practices.

## 2. Scope

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

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

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

## 3. Main principles of conduct

To achieve these goals, within the Group accepts and promotes the following main principles of conduct, which shall direct the activities of the group of societies that comprise it in terms of selection and hiring matters:

- a) Standardize talent attraction, selection and hiring procedures in the Group's companies, which should:
  - respect equal opportunities and promote non-discrimination by reason of race, color, age, gender, marital status, ideology, political opinion, nationality, religion, or any other personal, physical, or social condition, in order to avoid, particularly, prejudice in the selection process preventing women from being hired to hold leadership positions. This shall ensure the Company's ability to recruit, motivate, and retain the best talent so as to uphold the legal and ethical principles expected from a trusted company, consistent and aligned with the *Purpose and Values of the Neoenergia Group* and with the values of its Stakeholders;
  - ensure the establishment of necessary actions to eliminate prejudices and barriers that prevent equitable access to professional opportunities;
  - ensure that selection is carried out exclusively on the basis of merit and abilities, so as to include all professionals meeting the profile of knowledge, aptitudes, abilities and skills required for the various positions, ensuring that all candidates are treated equally throughout the process; and
  - ensure to all candidates the absolute confidentiality, in compliance with the personal data protection standards.
- b) Encourage objective and impartial selection and hiring processes and prioritize the hiring of the most qualified candidates, avoiding any interference or conflict of interest situation in the selection processes;
- c) Offer candidates, during the talent attraction and selection process, an experience in which clear communication, a frequent exchange of impressions, an efficient process and a reliable infrastructure are prioritized.
- d) Promote the access of young people to their first job through scholarship programs, graduation and other agreements;
- e) Offer to the candidates an attractive job offer based on equal opportunity, diversity and inclusion, and made up of competitive compensation, broad offer for training and professional development and a healthy and safe work environment. The proposal shall contemplate the contribution to the business project and the reconciliation of personal and professional life, seeking that the candidates' experience throughout the selection process and their subsequent integration to the Group are totally satisfactory;

- f) Promote hiring processes of its professionals through contracts governed by Brazilian laws;
- g) Inform candidates about the Purposes and Values of the Neoenergia Group and respond to their concerns related to the selection process; and
- h) Favor the hiring of people from collective groups with less access to the labor market, particularly due to gender, race and with disabilities..

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This Policy was initially approved by the Board of Directors on June 28, 2018 and last updated at the Board of Directors' Meeting held on September 27, 2023.