

Purpose and Values of Neoenergia Group

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1. INTRODUCTION

The Board of Directors of Neoenergia S.A. (the “**Company**”), in the performance of its duties, defines the *Purpose and Values of Neoenergia Group*, explaining its dimension, its scope, its duty, its anchoring in the Bylaws and in the other rules of Neoenergia Group's Governance and Sustainability System, as well as summarizing its *raison d'être* and the ideological and biological basis of its Business Project.

This definition is based on the recognition and positive assessment of the historical path of Neoenergia Group, its current identity and reality, its status as a large company in the energy sector, an economic and social player and tractor of undeniable importance for all its Stakeholders and, ultimately, a decisive participant in the defense of human rights, in the achievement of the Sustainable Development Goals (SDGs) approved by the United Nations and in compliance with ESG (Environmental, Social and Governance) requirements related to its scope of action and the context of the global society of our time, which faces challenges and opportunities as transcendental as digitalization, climate change or its own sustainability.

2. THE PURPOSE OF NEOENERGIA GROUP

The Board of Directors reaffirms the *raison d'être* of Neoenergia Group, which is its purpose: “*Continue building, every day and on a collaborative basis, a healthier and more accessible electric energy model*”.

This purpose is centered on the well-being of people and the preservation of the planet, reflecting the strategy that has been implemented by Neoenergia Group for many years, on a sustainable basis, and its commitment to continue fighting with all its Stakeholders for:

- a. A true, global energy transition based on decarbonization and, particularly, the electrification of the energy sector and the economy as a whole, which will contribute, in general, to the SDGs approved by the United Nations, particularly in relation to the fight against climate change and the generation of new opportunities for economic, social and environmental development;
- b. A more electric energy model, which moves away from the use of fossil fuels and generalizes the use of renewable energy sources, efficient energy storage, smart grids and digital transformation;
- c. A healthier energy model for people, whose health and well-being depend on the quality of the environment around them;

- d. The search for more accessible well-being conditions for everyone and the creation of a society that favors quality, inclusion, equity and social development; and
- e. An energy model built in collaboration with all the agents involved and with society in general, based on the best governance practices that contribute to its sustainability.

3. VALUES OF NEOENERGIA GROUP

Along with the purpose, the Company's Board of Directors also defines the values of Neoenergia Group. While the purpose summarizes its *raison d'être*, the values summarize, so to speak, its “way of being” and “what matters” to achieve Neoenergia Group’s purpose. All your strategy and actions must be inspired by and based on the following three values:

- a. Sustainable Energy: we always seek to be an inspiring model, creating economic, social and environmental value all around us and thinking about the future.

We act responsibly towards people, communities and the environment, committed to the sustainable development strategy defined by the Company's Board of Directors, which seeks to maximize the social dividend generated by the activities and businesses of Neoenergia Group, from which our Stakeholders benefit.

To this end, Neoenergia Group professionals carry out their activities in compliance with the ethical principles contained in the Code of Ethics. Ensuring transparency, people's safety, the creation of shared sustainable value for Society and its surroundings, combating illicit practices, including corruption, striving to identify and understand the expectations of all Stakeholders and working to achieve the well-being of present and future generations.

- b. Integrative Force: because we have great strength and great responsibility, we work together, combining talents, toward a purpose that is shared by all and benefits everyone.

Neoenergia Group professionals form a diverse team prepared to achieve the success of the Business Project. To this end, Neoenergia Group encourages work without geographical, cultural and operational barriers, to share talent, knowledge and information so that its professionals have a long-term global vision.

To form this team, Neoenergia Group encourages the development of its professionals and contributes to the training of future generations with the aim of fostering enthusiasm, empathy and initiative at work, promoting solidarity and creativity, as well as respect for human relationships. Furthermore, Neoenergia Group promotes the maintenance of an open and trustworthy dialogue between its employees and other Stakeholders;

- c. Dynamic Impulse: because we make small and big changes, we are efficient and demanding, always seeking continuous improvement.

We innovate and promote big and small changes that make life easier for people.

We expect our professionals to adopt a dynamic stance, to relentlessly pursue excellence and opportunities for improvement, to embrace change and new ideas, to learn from mistakes, to evolve in response to their actions and to anticipate the expectations and needs of Stakeholders.

To achieve this, we promote work organization and information exchange processes in a simple, agile and efficient way, taking advantage of technological advances and promoting continuous innovation.

4. SCOPE AND DIMENSION OF PURPOSE AND VALUES

The *Purpose and Values of Neoenergia Group* give the Company and Neoenergia Group an immanent and distinctive purpose, which is, in short: the building of an efficient, healthy and accessible electric energy model, fully imbued with the SDGs and consistent with the highest ESG standards and requirements mentioned above, within the general framework of respect for and protection of human rights, the social market economy and generally accepted ethical principles in its field of activity.

Neoenergia Group, irrespective of its corporate nature, believes that its Purpose and Values make it transcend beyond a simple business company.

In fact, obtaining economic benefits continues to be an unavoidable goal for Neoenergia Group, as they are essential to enable the achievement of its purpose. They are not, however, its final goal, nor do they exhaust its deepest, most intrinsic purpose. The Company therefore requires shareholders, partners and investors who, in addition to contributing capital and financial resources, share in the Company's success and are participants in the great enterprise. Therefore, the social interest, which is the basis for the legitimate actions of the corporate bodies, cannot merely be the common interest of the partners who contribute the capital, but the interest shared by the various Stakeholders.

At the same time, and consistently, Neoenergia Group recognizes that the following factors are all equally necessary to achieve its purpose: human capital, management capital, technological capital, natural or environmental capital, and institutional, economic and social governance capital. As they become available, they will be used through relationships and procedures of different types and natures, because without their combination and coordination, Neoenergia Group would not be able to achieve its purpose.

The use of such different factors and means and the performance of a business role that integrates them in favor of its purpose and values, determine that all its actions must be directed towards the creation of sustainable business value, the achievement of a global result and an equally integral benefit, which allows for the proper return of those who contribute financial capital, with profits and economic dividends, but also the other participants and Stakeholders, through the "social dividend". One or another magnitude is shared by financial and non-financial information, which is prepared, approved and published in accordance with applicable legislation.

Neoenergia Group is aware that, due to its size, significance and the basic and essential nature of the energy it produces and distributes for the economy and society in general, its business activity and the scope of its purpose and values are not limited to its internal scope, but transcend to all its suppliers, customers and other Stakeholders, boosting economically, politically and socially all the groups and communities in which it is present and develops its activity.

Therefore, Neoenergia Group recognizes and reaffirms its vocation to be a leading player and to take on, in the fulfillment and development of its purpose and values, the leadership that corresponds to it in the creation of a balanced and advanced society, and to participate, in a determined and responsible manner, for the same reason, in the collective effort to ensure its global and sustainable development and progress.

5. PURPOSE AND VALUES AND THE GOVERNANCE AND SUSTAINABILITY SYSTEM OF NEOENERGIA GROUP

In view of its purpose and values, Neoenergia Group reiterates, in short, its determination to continue building and constantly improving a regulatory system that is not only about corporate governance, but, more broadly, about governance and sustainability, to guide and ensure, through its own specific internal mandate, its complete implementation, in its whole scope, both in achieving its business purposes and goals, and in creating the aforementioned sustainable business value and in its economic, social and good governance contribution to all its Stakeholders.

As a result, Neoenergia Group's Governance and Sustainability System aspires to be a coherent unit in itself, in which the *Purpose and Values of Neoenergia Group*, the synthesis of its corporate ideology and the axiological basis of its Business Project, underpin, as general principles, the preparation, application and interpretation of all the rules, policies and procedures that guide, organize, direct and conduct any of its actions.

At the same time, considering the full scope of its purpose and values, the Governance and Sustainability System is not conceived as a merely internal and isolated effort, but one that aims to integrate and contribute to the better governance and sustainability of today's global society, in which Neoenergia Group is established and develops its business.

With the *Purpose and Values of Neoenergia Group* and, in short, with the entire set of its Governance and Sustainability System, Neoenergia Group identifies itself, before its Stakeholders and global society, as an integrated and institutional Company, which adds to its formal legitimacy the necessary material legitimacy provided by its plural social role (economic, social, environmental and governance).

6. ACCEPTANCE

The *Purpose and Values* of Neoenergia Group are expressly accepted in their entirety and scope by all its professionals, both current and those that in the future will become part of Neoenergia Group. As a result, the Purpose and Values are part of the employment or any other contracts of all its professionals.

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The Company's corporate ideology was initially approved by the Board of Directors as an integral rule of what was then known as the Corporate Governance System on September 6, 2018, under the name of Neoenergia's Mission, Vision and Values.

The Company's Board of Directors last reviewed and amended it on March 13, 2019 to introduce the Purpose concept, which replaced the Mission and Vision, and to update its Corporate Values.

Likewise, the Board of Directors last reviewed and amended the Purpose and Values of Neoenergia Group on June 15, 2021, without said revisions implying a change in the literal meaning of these concepts.