

Knowledge Management Policy

Updated July 15, 2021

The Board of Directors of NEOENERGIA S.A. (the “**Company**”) is vested with the powers to prepare, assess and review the Company’s Governance and Sustainability System on an ongoing basis and, specifically, to approve and update, the corporate policies, which contain the guidelines governing the conduct of the Company and of the companies that comprise the Group, for which the Company is the controlling entity, within the meaning established by law (the “**Group**”).

In exercising these powers and aware that the excellent management of all processes and resources of the companies comprising the Group 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 the Group, the Board of Directors approves this *Knowledge Management Policy* (the “*Policy*”).

1. Purpose

The purpose of this *Policy* is to establish guidelines for the dissemination and sharing of the Company’s existing knowledge and promoting the continuous learning and cultural exchange, so as to enhance operational efficiency through the proper use of intellectual capital and foster initiatives, procedures and tools that enable a real and effective harnessing of such intellectual capital, always acting in the Group’s interest.

In a world where traditional production assets are increasingly accessible, intellectual capital is proving to be the asset that distinguishes competitive companies from those that are not; those that create value on a sustainable basis and those that gradually lose their capacity to generate wealth; and that allows companies to leverage the social change and to transcend their purely economic objectives.

The Company’s intellectual capital relies, to a large extent, on all of its people, but also depends on its operational and organizational structures and on internal and external relations with all Stakeholders. Organizational and personal learning must therefore be permanent and ongoing, always in line with the Group’s strategy.

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, as appropriate, 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

For achieving the planned goals, the Group takes on and promotes the following main principles of conduct that shall govern all of its activities related to knowledge management:

- a) think the Group as a system made up of connections among people and working groups, as a key lever for talent development. The knowledge of each person or group shall be identified and accessible to the whole, producing a multiplier effect, so as to produce knowledge-based operational leverage. For this purpose, it is especially important to identify where critical knowledge lies within the organization;
- b) recognize the value of the knowledge existing at the Group and strengthen its development as a key value-creation tool, promoting a business culture that encourages the dissemination of this knowledge;
- c) promote working methods and environments supportive of the sharing of ideas and knowledge;
- d) structure a smart organization, with a capacity for ongoing learning, innovation and digital transformation;
- e) recognize the different modalities of knowledge and foster diverse and inclusive knowledge;
- f) establish a constant planning for the improvement of initiatives and their implementation in all business units that comprise it;
- g) align knowledge management with the skills and requirements set out in the Group's strategy.
- f) define the required models of management, measurement, processes, systems and documentation, by integrating the vision of the various business units in order to understand and develop mechanisms to ease the flow of knowledge within the existing organizational structure, within a safe environment. This allows for the sharing of experiences and ensures that constant attention is given to the operation of the organization as a whole, thus contributing to meeting goal eight of the Sustainable Development Goals approved by the United Nations.
- i) foster the sharing of the knowledge existing at the Group to the greatest extent possible, putting in place the necessary resources to enable the development and internal dissemination thereof through communication, awareness-raising and training actions, and the efficient use thereof. This shared intelligence is creative and innovative, and is more than the mere sum of the individual intellectual capabilities involved, multiplying internal talent. Emphasis will be placed on the creation and enhancement of organizational connections (networks), as well as on team cohesiveness, in line with the Group's values.
- j) assess the intellectual capital existing at the Group on an ongoing, consistent and sustained basis over time, aiming to value the effectiveness of the initiatives implemented under this *Policy*, correct faults and develop new activities.
- k) Implement improvement actions to bring the Group increasingly closer to excellence in knowledge management; and
- l) respect the intellectual and industrial property rights of third parties in the knowledge management of the Group.

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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 July 15, 2021.