

**NPC 0401 PEOPLE MANAGEMENT POLICY**  
**HUMAN RESOURCES**  
**Version 4 of 03.16.2022**

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## 1. PURPOSE

Establishing principles and guidelines to guide people management aimed at developing, valuing, maintaining people's health, safety and quality of life, as well as adding value to processes, being the basis for decision-making and the implementation of contemporary and innovative programs and practices.

## 2. APPLICABILITY

This policy applies to Companhia Paranaense de Energia - Copel (Holding), its wholly-owned subsidiaries - SIs (direct and indirect) and controlled companies (direct and indirect), hereinafter referred to as Copel, subject to their corporate procedures. It is also applicable, as a recommendation, to joint ventures, affiliated companies and other equity interests, in compliance with their corporate procedures.

## 3. PRINCIPLES

Copel believes/considers essential that:

1. Employees are Copel's most valuable resources.
2. Labor relations are conducted based on Copel's values (ethics, respect for people, dedication, transparency, health and safety, responsibility and innovation) and respect for universal, constitutional and legal precepts.
3. People management programs and practices are structured according to the Company's mission, vision and values, and innovation and continuous improvement must be present in all people management practices.
4. Valuing and recognizing people, based on the principles of meritocracy and respect for diversity, as well as in line with best market practices, are essential for attraction, retention and engagement.
5. The continuous development of employees, in line with the Company's strategy, contributes to the sustainability of Copel's businesses.
6. Programs focused on health, safety and quality of life are essential for promoting the integral well-being of employees.
7. Transparent, continuous, accessible and integrated communication is the basis for a relationship of trust between all interested parties.
8. A positive organizational environment and continuous alignment between people and leadership are fundamental for the commitment to deliver results.
9. Respect, appreciation and promotion of diversity contribute to social well-being and sustainability in results.
10. Decisions must be guided by meritocracy and free from any prejudice of gender, race, physical condition, sexual orientation, origin and other.
11. The people management areas must act in an integrated manner and with standardized processes/rules, enhancing the synergy of people management practices in the group.
12. Every manager is a people manager, being responsible for maintaining an environment favorable to respect for people, promoting dialogue and openness to listening, and for guiding and monitoring the development and performance of teams to achieve results
13. All employees are co-responsible for preserving and complying with Copel's policies, complying with the Code of Conduct and achieving its objectives and results.

## 4. GUIDELINES

4.1 - Carrying out Workforce Planning in accordance with Copel's strategic objectives, in order to have the right people, in the right positions and at the right time.

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- 4.2 - Strengthening the relationship of trust with the union association, respecting and defending freedom of expression and the manifestation of different points of view.
- 4.3 - Developing and provide continuous support to leaders so that they are able to lead work teams in line with the Company's needs.
- 4.4 - Promoting training actions for leaders and employees, seeking to improve their skills and competences to obtain levels of performance excellence, as well as encourage protagonism in the pursuit of self-development.
- 4.5 - Ensuring the maintenance of an inclusive, safe and healthy work environment, free of any type of harassment, promote and encourage actions that guarantee respect for diversity, equity in relationships, quality of life and comprehensive health.
- 4.6 - Promoting policies that recognize excellent performance, rewarding and valuing the performance of employees and teams, in accordance with the career and remuneration plan.
- 4.7 - Considering internal and external balance, based on the principles of meritocracy, remuneration and recognition practices.
- 4.8 - Monitoring the organizational climate and act to ensure that the work environment is positive, contributing to the improvement of interpersonal relationships and employee engagement.
- 4.9 - Mapping potential leaders for the future and training successors to meet Copel's needs.
- 4.10 - Maintaining a permanent process of communication with employees, through various channels, thus strengthening the trust and credibility of the relationship between Copel and employees.
- 4.11 - Promoting an environment of innovation, stimulating the generation of ideas, collaborative action and the use of tools and methods that contribute to the development of teams, learning and the creation of value for the Company's businesses.
- 4.12 - Promoting the necessary discussions with the Sustainable Development Committee – SDC, considering its statutory and regimental attributions.

## **5. REFERENCES**

- a) Copel Strategic Planning;
- b) Organizational Climate and Culture Surveys;
- c) Copel Code of Conduct;
- d) United Nations Global Compact;
- e) Sustainable Development Goals - SDGs;
- f) NPC 0303 – Copel's Policy on Sustainability – ESG;
- g) NPC 0320 – Copel's Policy on Human Rights; and
- h) Other internal rules

NPC 0401 of 14.03.2019 update.

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This Policy was approved at the 224th Ordinary Meeting of the Board of Directors on 03.16.2022.