

ENERGISA S.A.
- PUBLICLY HELD COMPANY -
CNPJ/MF: 00.864.214/0001-06
NIRE: 31.3.000.2503-9

RULES OF PROCEDURE OF THE ETHICS COMMITTEE

Chapter I - PURPOSE AND SCOPE

Art. 1 - These Rules of Procedure ("Regulations"), approved by the Board of Directors at a meeting held on December 21, 2023, governs the functioning, responsibilities, duties and attributions of the Ethics Committee ("").

Art. 2 - The duties and responsibilities of the Committee encompass Energisa S.A. and its subsidiaries and subsidiaries, all collectively hereinafter referred to simply as "Company".

Art. 3 - The Committee's remit takes in employees, managers and officers of the Company, both executive and non-executive, in addition to suppliers and service providers in general. Cases involving Committee members are handled directly by the Board of Directors.

Art. 4 - The Committee's duties and actions are based on the standards of ethical and professional conduct set forth in the Company's Code of Ethics and Conduct and other applicable internal regulations, and are an integral and important part of the Company's Integrity Program, as defined by Law No. 12.846/2013 and Decree No. 11.129/2022.

Chapter II - MISSION AND PRINCIPLES

Art. 5 - The Committee's mission is to promote the universal values and principles of social well-being that underpin the Company's business, always prioritizing ethics, respect, transparency and truth in relations in order to cultivate a wholesome, healthy and harmonious workplace pursuant to Energisa Group's Code of Ethics and Conduct.

Art. 6 - In performing its functions, the Committee must act independently and autonomously in strict accordance with the Company's mission, vision and values and must conduct its work in accordance with current legislation, best corporate governance practices, the Code of Ethics and Conduct, the Company's policies, these Regulations, and other applicable internal and legal regulations.

[Nota: Sugestão de exclusão para evitar diferentes interpretações, mantendo no Regimento apenas a competência para tratar dos temas dispostos no Código de Ética e Conduta]

Chapter III - DUTIES

Art. 7 - The Committee shall:

I. General

- a) Promote the legitimacy, respect and permanent enhancement of the Code of Ethics and Conduct
- b) Ensure compliance with the Code of Ethics and Conduct and its suitability with the Company's business reality
- c) Maintain the Company's ethical culture and analyze issues and reports that may constitute a violation of the Code of Ethics and Conduct
- d) Analyze violations of the Code of Ethics and Conduct and determine the adoption of disciplinary measures according to seriousness, referencing Energisa Group's internal regulations and the existing legislation
- e) Ensure that any consultations and whistleblowing are always handled in confidence and in the appropriate forum.

II. Specific

- a) Confidentially and secretly receive, investigate and judge violations of the Code of Ethics and Conduct, either ex officio or through complaints
- b) Define the competent body for the investigation and inquiry of facts, which can be the internal audit department or any other Company department, as well as a specially constituted committee for this purpose or even specialized third parties
- c) Determine the necessary and appropriate measures for the investigation of facts and information subject to complaints, in a fair and confidential manner, respecting the integrity of the individuals involved and non-retaliation against good-faith whistleblowers
- d) Decide on the existence or non-existence of the infraction and on the admissibility of the complaints that may be submitted, as well as the responsibility of the individuals involved or their dismissal
- e) Recommend the adoption of other measures (administrative, control, precautionary, legal, etc.) related to the topics within its competence, to be adopted by the Company's departments
- f) Monitor and follow up on occurrences involving conduct contrary to ethical principles within the Company until their complete resolution.

III. Disclosures

- a) Ensure compliance with and adherence to the ethical principles defined by the applicable legislation and the Company's internal regulations and its Code of Ethics and Conduct
- b) Promote the dissemination of values, principles and norms related to ethical conduct

- c) Provide guidance on possible solutions for conflicts not covered in the current Code of Ethics and Conduct but connected to the topics outlined therein
- d) Periodically review and assess the adequacy of the Code of Ethics and Conduct and other internal policies and regulations resulting from the topics addressed in the Code of Ethics and Conduct; and recommend changes as deemed necessary
- e) Provide advisory support for issues involving compliance with ethical obligations that have not been clarified by the compliance department
- f) Clarify compliance department doubts regarding the applicability or interpretation of the provisions of the Code of Ethics and Conduct, and, within its competency, of other internal regulations, laws and applicable regulations
- g) Ensure the adoption and improvement of good compliance and integrity practices within the Company, including the evaluation of situations with potential conflicts of interest
- h) Develop and approve the Committee's annual work plan
- i) Review reports issued by regulatory bodies, concerning aspects of ethics, integrity and institutional policies of the Company that may impact perception, as well as other matters within its remit
- j) Prepare periodic activity reports and make presentations to the Board of Directors or upon its request
- k) Approve and monitor the training and communications plan regarding the topics of the Code of Ethics and Conduct prepared by compliance
- l) Ensure that compliance periodically conducts compliance risk analysis
- m) Evaluate the results of compliance risk analysis to monitor mitigation measures
- n) Analyze metrics from the whistleblower channel to assess remediation actions
- o) Propose improvements to these Regulations.

Art. 8 - The Committee may hire specialized external consultants as deemed necessary, ensuring the integrity and confidentiality of their work and ensuring that said consultants are aware of the confidential nature of the information they may access and the work they perform. The hiring of external professionals does not exempt Committee members from their responsibilities.

Chapter IV - COMPOSITION AND ORGANIZATION

Art. 9 - The Committee is permanent and must consist of at least 3 (three) and at most 8 (eight) members, with a renewable term of 3 (three) years, appointed by the CEO of Energisa S.A. and appointed and removed at any time by the Board of Directors.

Art. 10 - The Committee may be composed of any professional from the Company's staff or by independent external members, who must have an unblemished reputation and technical capacity compatible with the activities performed by the Committee.

Committee members must meet the eligibility criteria and requirements established in the Appointment and Compensation Policy approved by the Board of Directors.

Art. 11 - The Committee must have a Coordinator and an Executive Secretary. The Coordinator and Executive Secretary shall be appointed by the Committee members from among the members already appointed to the Committee.

Art. 12 - The position of Committee member may not be delegated. Committee members must refrain from engaging in conflicts of interest.

Article 13 - The Committee has no alternates, and in the event of vacancy, absence or temporary impediment of any Committee member, the CEO of Energisa S.A. shall appoint a substitute to perform the functions of the absent or impeded member for the remaining term or appoint a new member to fill the vacancy, with the appointment made by the Board of Directors. The appointment of a new member is not mandatory if it is found that the number of remaining members in the Committee is equal to or greater than the minimum defined in these Regulations.

Art. 14 - Doing Committee work does not entitle members to any additional compensation, and the work performed is considered relevant services rendered to the Company.

Chapter V - OPERATION AND CONVENING

Art. 15 - The Committee shall meet regularly at least once every quarter to fulfill the objectives described in these Regulations, and extraordinary meetings may be called at any time upon request of any of its members.

Art. 16 - Committee meetings shall be chaired by the Coordinator and minuted by the Executive Secretary. In case of temporary absence of the Coordinator and/or the Executive Secretary, the meetings shall be chaired and/or minuted by Committee members chosen by a majority vote of the other members of said body.

Art. 17 - Regular Committee meetings shall be called by the Coordinator or the Secretary in writing, by any means or form, with a minimum notice of 5 (five) days, and extraordinary meetings shall be called by any member, if possible, with a minimum notice of 2 (two) days, specifying the time, place and matters to be discussed at the meeting. Written convocation within the previously established period is waived whenever all Committee members are present for extraordinary resolutions.

Art. 18 - Notwithstanding the above, if it is not possible to wait for the convocation of all Committee members to promptly consider a certain urgent issue, the Coordinator may take a resolution by themselves, without prejudice to subsequent review by the Committee, which may, if necessary, but without limitation, amend, rectify or ratify the individual decision.

Art. 19 - Committee meetings shall be convened with the presence of at least the simple majority of the current Committee members in the current term, and decisions shall

preferably be taken by consensus or by simple majority vote of those in attendance, with the Coordinator casting the deciding vote, when necessary.

Paragraph 1: The Committee may waive ordinary procedural process, conduct new investigations and diligences, and prepare studies and/or opinions to inform decision-making in severe and urgent cases where the business unit management of Energisa Group presents the representation, complaint or any other demand containing the following minimum requirements: (i) description of the conduct and urgency context; (ii) indication of authorship, if possible; (iii) presentation of evidence or indication of where it can be found; and (iv) proposal of the measure to be taken.

Paragraph 2: The decision-making by the Committee mentioned in the foregoing paragraph does not exempt the subsequent preparation and submission of studies and/or opinions to inform the Committee's decision-making process in the standard adopted in other cases to provide for the formal registration of the procedure.

Paragraph 3: In any case, the Committee may determine (i) the gathering of complementary information or other elements of proof it deems necessary; or (ii) deny urgency and determine the start of ordinary procedural process.

Article 20 - Committee meetings shall be held at the Company's headquarters or at any other location previously defined by its members, and the participation of its members via teleconference, videoconference or any other means of simultaneous communication ensuring their effective participation in the meeting shall be allowed.

Chapter VI - DUTIES AND RESPONSIBILITIES

Art. 21 - The Committee Coordinator shall:

- I. Coordinate the Committee's meetings and work
- II. Represent the Committee before other Company bodies
- III. Organize the Committee's work program and agenda, ensuring its proper performance, and may, at their sole discretion, delegate to another Committee member the authority to (i) instruct matters to be submitted for resolution by the Committee; and/or (ii) develop or oversee the preparation of studies and/or opinions to inform the Committee's decision-making process
- IV. Call, when necessary, other Company employees and specialists and/or consultants to attend meetings
- V. Keep the Company's statutory boards informed about the Committee's activities by submitting periodic reports
- VI. Attend meetings of the Executive Board and/or Board of Directors and/or Fiscal Council and/or other committees advising the Company's Board of Directors, upon request, and report the Committee's analyses and opinions
- VII. As long as there is no conflict, report the Committee's relevant analyses and opinions to non-statutory bodies and oversight bodies of the Company
- VIII. Ensure the faithful compliance with these Regulations

- IX. Determine the initiation of processes to investigate practices violating the Code of Ethics and Conduct and diligences and convocations
- X. Decide on urgent cases, ad referendum of the Committee
- XI. Cast the votes of the other members and in case of a tie, cast the deciding vote and announce the results.

Art. 22 - Committee members shall:

- I. Examine the matters submitted to them, issuing reasoned opinions and votes
- II. Request information about matters under examination by the Committee
- III. Represent the Committee by delegation of its Coordinator, including, but not limited to, in extraordinary situations and/or specific cases, at the sole discretion of the Coordinator, to (i) instruct matters to be submitted for resolution by the Committee; and/or (ii) develop or oversee the preparation of studies and/or opinions to inform the Committee's decision-making process
- IV. Request access to documents and opinions for analysis of matters under consideration and make reports, when necessary
- V. Protect the identity, honor and image of the individuals involved
- VI. Act independently and impartially
- VII. Attend Committee meetings, formally justifying any absences and leave to the Coordinator and/or Secretary
- VIII. Declare to the other members any impediments or recusation in the Committee's work and refrain attending meetings in these cases
- IX. Maintain confidentiality regarding the matters discussed, processes, positions and votes of the Committee members.

Art. 23 - The Committee's Executive Secretary shall:

- I. Convene Committee meetings upon request of any of its members
- II. Request from Company management information and/or clarifications considered necessary for the Committee's work
- III. Minute the discussions, pending issues and activities of the Committee
- IV. Arrange for the filing of minutes and documents related to the meetings
- V. Organize the agenda and topics for the meetings
- VI. Record the meetings and prepare their minutes
- VII. Provide information about matters submitted to the Committee's resolution
- VIII. Develop or oversee the preparation of studies and supporting information for the Committee's decision-making process
- IX. Provide technical and administrative support to the Committee
- X. Coordinate, execute and publicize the acts within the Secretary's remit
- XI. Keep custody of processes submitted to the Committee
- XII. Develop or oversee the preparation of studies and opinions supporting information for the Committee's decision-making process
- XIII. Annually prepare a report on the Committee's activities.

Art. 24 - Once a conflict of interest or personal interest of any of the Committee members regarding a particular agenda item is identified, such member must inform the Coordinator or the Executive Secretary, and if they do not do so, any of those present at the meeting who become aware of the fact must do so. As soon as the conflict of interest is identified, the Committee member cannot have access to information, participate in Committee meetings, cast votes, or in any way intervene in matters in which they are directly or indirectly conflicted until the conflict of interest situation ceases. In cases of conflicts of interest in which the Committee member is involved in the complaint, as per article 3, this investigation shall be conducted by the Board of Directors.

Chapter VII - GENERAL PROVISIONS

Article 25 - This Regulation enters into force on the date of its approval by the Board of Directors and shall revoke any rules and procedures to the contrary, and shall be filed at the Company's headquarters, remaining in force indefinitely until the Board of Directors decides otherwise.

Article 26 - This Regulation must be observed by the entire Company, Committee members, Officers, members of the Board of Directors, and other employees, and can only be amended by a resolution of the Board of Directors.

Art. 27 - Any cases not addressed by these Regulations shall be submitted to the Board of Directors.

Rio de Janeiro, December 21, 2023.

Board of Directors
Energisa S.A.