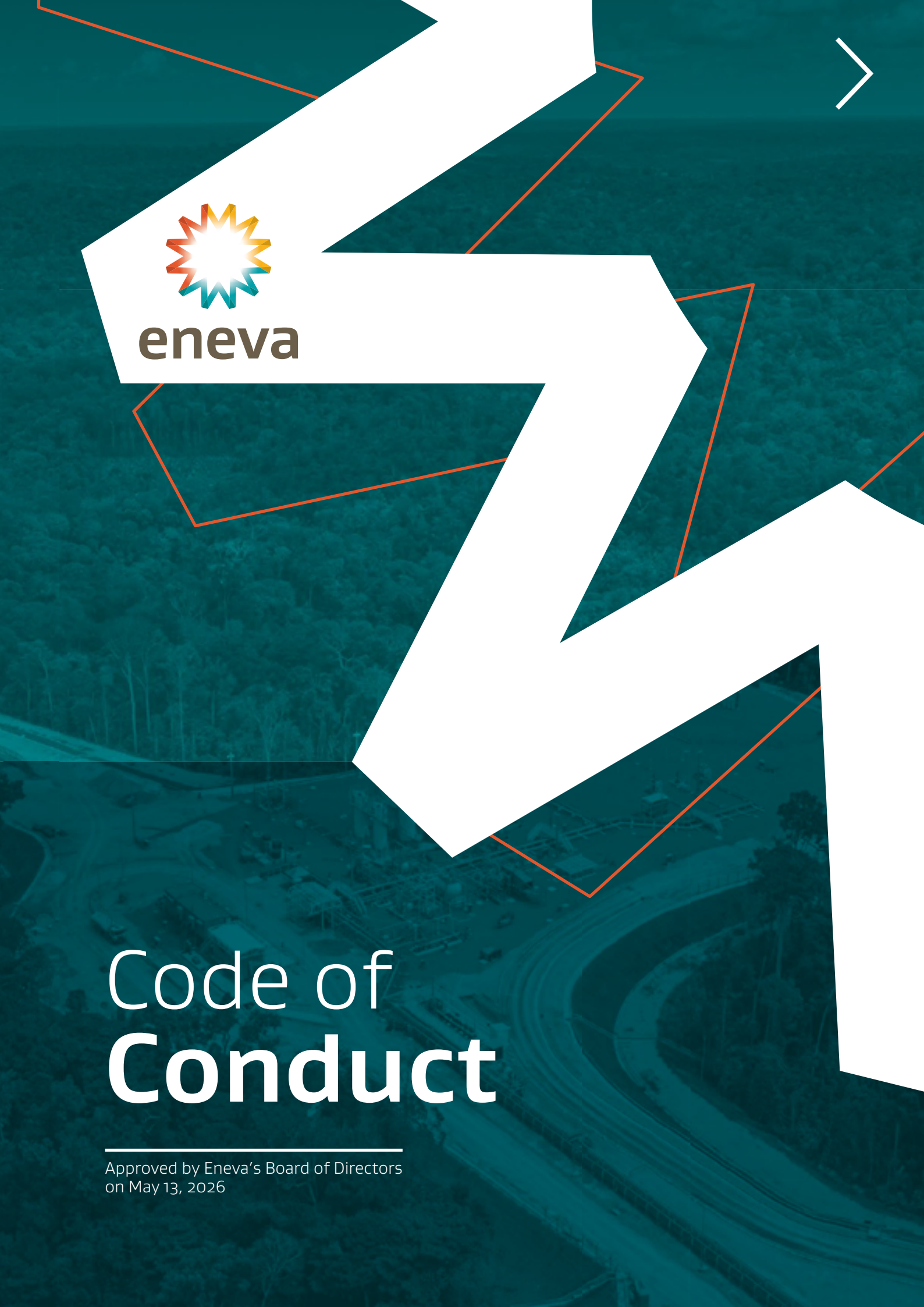


eneva

Code of **Conduct**

Approved by Eneva's Board of Directors
on May 13, 2026

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Introduction

1.1 Purpose of the Code of Conduct

Our mission at **Eneva (or the "Company")** is to provide the best energy solutions for a responsible and secure energy transition, with a focus on generating value. In order to achieve this, we conduct all our activities with a long-term mindset and in accordance with ethical and upright conduct.

What is the purpose of this Code?

- **To reinforce Eneva's mission, purpose, values and the rules that guide our activities and that are observed across all our businesses and interactions with society at large.**

- **This Code is aligned with best management practices, transparency, corporate integrity and fraud prevention.**



Eneva maintains an **Integrity Program** that brings together a range of tools and mechanisms designed to address the specific characteristics of the sectors in which we operate, the risks to which we are exposed and our objectives regarding the positive impact we seek to generate throughout our value chain.

Although this Code does not address every possible situation or question, it provides all Eneva employees with general guidelines that must be followed to prevent legal and ethical violations that could compromise Eneva and its reputation. Everyone is expected to understand these guidelines, internalize them, commit to complying with them, put them into practice and, above all, promote them as ambassadors of integrity.

This Code will be updated periodically or whenever necessary according to risks identified through our assessments, ensuring its continuous improvement.

1.2 Our Commitments

At Eneva, we are fully committed to **improving the well-being of all those impacted by our operations**, including employees, suppliers, investors, communities, customers and/or consumers.

This commitment is reflected in the way we conduct our activities and build relationships, guiding our actions through cooperation, trust and recognition, as well as clarity, effectiveness, accountability and safety.

Our mission, vision and behaviors are intended to guide our actions at all times and in every situation.

Our culture is reflected in the following behaviors:



We have the courage to take business risks responsibly



We strive for the highest standards of performance



We trust one another



We celebrate and recognize both individual and collective success



We are open-minded, constructive and resilient



We value and take responsibility for health, safety and the environment



We have the courage to take business risks responsibly

Our people drive Eneva's innovation and growth. It is collective courage, combined with responsibility, that transforms risks into opportunities and strengthens our future.

Behavior in Practice

- We assess risks in pursuit of our objectives, while preparing for potential adverse scenarios.
- We are proactive, but we support only concrete and well-developed proposals.
- When taking risks, we develop contingency plans to mitigate the impacts of adverse outcomes.
- We take responsibility for adverse consequences and are prepared to adjust course, because we act diligently and plan for unfavorable scenarios.
- When planning and taking action, we engage other areas and seek support without fear of criticism or negative reactions.

Counterexamples

- We ignore risks, act impulsively without planning and fail to take responsibility for adverse consequences.
- We accept and promote ideas without assessing their consequences or implementation challenges.
- We commit to implementation without proper evaluation and subsequently encounter situations we are unprepared to address.
- We look for excuses and assign blame for adverse outcomes, shifting responsibility to other teams or levels of the organization.
- We act in isolation and seek to plan and execute initiatives solely within our own team, disregarding contributions from other areas and opportunities to leverage organizational knowledge.



We are open-minded, constructive and resilient

Eneva's success is built on the strength of our people. When we listen, build together and overcome challenges, we demonstrate that every employee plays a leading role in the evolution of our Company.

Behavior in Practice

- We practice active listening, value contributions and remain open to constructive feedback.
- We provide constructive, well-founded feedback to strengthen proposals and foster mutual personal growth.
- We adapt quickly to new situations with a positive attitude, embrace agreed-upon decisions, maintain high morale and support collective well-being.
- We do not give up in the face of adversity. We relentlessly pursue growth to overcome obstacles, adjust our course when necessary and remain committed to achieving our objectives.

Counterexamples

- We disregard contributions and resist change, viewing constructive feedback as a personal attack.
- We make frivolous, unfounded or oppositional criticism of decisions that have already been made, discouraging collaboration and creating confusion within teams.
- We oppose necessary changes, encourage resistance to decisions that have already been made, and neglect the negative impact this has on team morale and motivation.
- When faced with adversity, we settle for mediocre results without first exhausting all reasonable efforts within our reach.



We strive for the highest standards of performance

Eneva's excellence is built by its people. Every effort to overcome challenges and every pursuit of improvement demonstrates the extraordinary potential of those who are part of our team.

Behavior in Practice

- We do not become satisfied with adverse situations or average results. We relentlessly seek alternatives to achieve our objectives and overcome challenges.
- To achieve the desired standards of performance, we challenge assumptions, ask questions and seek improvements, promoting continuous improvement.
- We are innovative in pursuing our objectives.
- We take responsibility for our results, assess negative outcomes and seek opportunities to improve in pursuit of high-performance standards.
- We promote meritocracy by recognizing employees who deliver outstanding performance and exemplify our behaviors.
- We safeguard the Company's assets and exercise discipline in the use of capital, ensuring resources remain available to support our growth.

Counterexamples

- We accept ready-made solutions or repeat what has always been done without understanding why, accepting mediocre results.
- We settle for the obvious, the conventional or the predetermined without challenging it, claiming that improvement is not possible.
- We resist innovative proposals that move us closer to our objectives and operational excellence.
- When faced with negative results, we make excuses and adopt a defensive posture instead of learning from our mistakes.
- We tolerate mediocre performance and reward everyone equally, without recognizing exceptional individual contributions.
- We neglect the integrity of the Company's assets and propose uses of capital that do not provide an appropriate return to the Company.



We trust one another

The open and transparent attitude of our people strengthens mutual trust. This mindset creates an environment where everyone feels valued and respected.

Behavior in Practice

- We openly share relevant information and knowledge. We are not afraid to speak honestly, but we always do so in a courteous and respectful manner.
- We communicate information objectively and in a balanced way, preventing it from being used as a tool of power while avoiding excessive communication that may overwhelm teams.
- We recognize individual contributions, but we are not driven by ego. We do not claim collective achievements for personal promotion.
- We seek out and support teams, especially during critical situations and challenging times.

Counterexamples

- We leave gaps in communication, neglect relevant information and allow room for personal interpretation. We are arrogant and convey a lack of consideration for others.
- We provide different information and instructions to different employees, creating unnecessary confusion. We are verbose and dramatic in our communications, creating a sense urgency where none exists and taking up other people's time.
- We take credit for the success of teams or other employees for personal gain. We fail to recognize that self-promotion creates distrust and discomfort among those who contributed.
- We disregard the potential contribution of other departments' expertise or deliberately withhold our own knowledge when facing challenges experienced by other teams.



We celebrate and recognize both individual and collective success

We celebrate achievements and believe in meritocracy because we recognize that success is the result of the talent, effort and ownership demonstrated by our people. Every victory belongs to all of us.

Behavior in Practice

- We promote meritocracy and value consistent, exceptional performance. We celebrate and reward those who earn recognition through merit.
- We recognize that, at Eneva, opportunities arise and are offered to those who have demonstrated merit.
- Given the complexity of our Company, we recognize that individual performance is built on teamwork; therefore, we value and celebrate collective achievements.
- We mobilize and engage colleagues to celebrate accomplishments.
- We are transparent and provide genuine feedback to support people's development.

Counterexamples

- We disregard merit and consistent, exceptional performance in favor of judgments based on personal relationships or affinity bias.
- We are bothered by the success and recognition received by colleagues and criticize them disparagingly.
- We overlook collective effort and focus solely on individual meritocracy.
- We avoid sharing our positive observations or opportunities for improvement regarding others.

Leaders must understand and put each of these attributes into practice in their workplace relationships



Inspiring

We build the future and share a common vision.



Authentic

We value our people. We honor our commitments and keep our word.



Mobilizing

We delight our customers, create a positive impact on society and build strong partnerships.



Disruptive

We challenge the status quo, are solution-oriented and act with agility.

We conduct our business by valuing diversity and respecting the human rights and dignity of all individuals:

- We comply with all applicable legal requirements;
- We respect applicable international standards and conventions;
- We incorporate anti-corruption principles and guidelines into our activities;
- We do not tolerate, permit, condone or engage in any business practices involving child labor, forced labor or labor in conditions analogous to slavery; the sexual exploitation of children and adolescents; or human trafficking; and
- We reject any form of psychological or sexual harassment, as well as any form of discrimination.

We are therefore committed to reviewing all reports submitted through our **Whistleblower Hotline**, preserving the anonymity of the reporting parties and, should a disciplinary violation be confirmed, imposing appropriate, effective, proportionate and deterrent sanctions on any employee, regardless of their position within the organization.

1.3 Governance

This Code is approved by the Board of Directors and serves as the guiding document of our Integrity Program. Compliance with its provisions is overseen by the Board, with support from the **Statutory Audit Committee**, as well as the **Compliance Department**, which is responsible for the autonomous and independent management of the entire Program.

In addition, we have a **Compliance Committee**, a non-permanent body that may be convened at any time by the Compliance Department or the Statutory Audit Committee to support the resolution of reports, as well as potential conflicts of interest involving Senior Management members.

1.4 Who must follow the code and how it must be applied

The rules set forth in this Code must be observed and respected by all employees in all of their activities, regardless of position, job level or location, including affiliates and joint ventures over which Eneva exercises management control.

We also maintain a **Third-Party Code of Conduct** containing specific guidelines that must be observed by Outsourced workers.

All Employees are responsible for and serve as stewards of the principles established in this Code. Accordingly, some of the actions we expect from Employees include:



Reading, understanding and acknowledging the Code of Conduct, the Anti-Corruption Policy and the other guidelines referenced in this Code;



Participating in all training programs provided by Eneva; and



Reporting violations whenever they witness or suspect any conduct that is inconsistent with any Eneva policy, rule or standard.

If an Employee encounters a situation not covered by this Code, we encourage them to assess the risks and potential consequences of their actions in advance and consider the following questions:

- **Is my conduct consistent with our mission and values?**
- **Would I be comfortable explaining that I acted appropriately if questioned?**
- **Does my conduct set a positive example for my coworkers?**
- **Am I acting in compliance with applicable laws, this Code and our internal policies and procedures?**
- **Have I considered all available information before making this decision?**
- **Have I assessed whether the risks and the decision being made are in the best interests of our Company and the communities around us?**

If the answer to all of the above questions is "**yes,**" there is a strong indication that the conduct under consideration is consistent with and aligned with Eneva's culture of integrity. If the answer to any of these questions is "**no,**" the Employee should consult their manager or the person in charge of the relevant department and may also seek guidance from the Compliance Department.



Attention! All defined terms used throughout this Code are explained in the Compliance Glossary.

Purpose

Our purpose is to lead a fair and inclusive energy transition that creates value for society.

Lead

By democratizing access to safe, affordable and reliable energy, enabling the renewable energy sources that make up the majority of Brazil's electricity matrix.

Transition

By expanding generation through natural gas, replacing more carbon-intensive fossil fuels (e.g., diesel in isolated systems) and investing in low-carbon technologies.

Fair and Inclusive

By contributing to socioeconomic development and promoting the inclusion of vulnerable populations.

Energy

We are the energy company that delivers integrated solutions, from exploration through commercialization.

For all stakeholders

Shareholders, Customers, Employees, Communities, Suppliers, Educational Institutions, Public Authorities and Society.

In 2022, we revisited our strategy and reaffirmed our Mission and Vision for 2030

We must continue to strengthen our position as a leading player while pursuing new opportunities.

> Outstanding performance in energy transition and energy security.

Democratizing access to **reliable and affordable** energy

Lead

a fair and inclusive

transition

Expanding the use of natural gas to **replace more polluting fuels** while investing in renewable energy sources

Promoting energy security and the inclusion of more vulnerable populations

energy

with

Delivering **integrated energy solutions**

that

Creating **mutually beneficial** relationships among the Company, Employees, customers, suppliers and the communities on which we depend to thrive

creates value

> An integrated energy platform with an optimized portfolio designed to maximize value creation.

> A leader in energy solutions, with a focus on the energy transition and energy security.

To be the leading

We must continue to establish ourselves as a key player

integrated energy company

in

value creation

We seek growth, but not at any cost; our focus is on achieving the optimal scale to maximize value creation

Maximizing value creation remains the Company's primary objective, with growth in scale serving as a means to achieve that objective

Integrity and Reputation

A company's reputation is one of its most valuable assets, and our image is largely shaped by the conduct of our Employees. All our Employees represent our interests and carry our image with them, both inside and outside Company premises, in both the physical and digital worlds. Accordingly, everyone must be mindful of the impact their actions may have on our reputation and ensure that their conduct reflects integrity in all aspects of their lives.

As Employees, we must understand and uphold Eneva's values of integrity and transparency when participating in social media platforms, virtual communities and other forms of digital media, including instant messaging applications. We must also avoid posts and comments that could negatively affect our image and reputation or compromise the safety and well-being of other Employees.

Examples of information that **may** be disclosed or shared on social media include:

- **Information published through Eneva's official social media channels;**
- **Internal initiatives led by the Communications and Human Resources departments aimed at strengthening the Company's brand among external stakeholders;**
- **Training sessions conducted by us that do not contain confidential information; and**
- **Social and celebratory events.**

Employee Commitments

4.1 Health, Safety and Environment

At Eneva, we are committed to:

- Conducting our business and activities in a socially responsible and sustainable manner, protecting human life and the environment while supporting the economic, social, and cultural development of the regions where we operate.
- Safeguarding the **health and safety of our Employee's**, both physically and psychologically, while complying with all applicable laws, regulations, guidelines and policies related to environmental protection and workplace safety.
- Providing safe equipment and facilities for our Employees' activities, continuously improving our processes and practices and fostering a culture of safety.

Our Employees are also committed to*:

Additional commitments can be found in Eneva's Health, Safety and Environment (HSE) Policy.

Carrying out their activities through practices that preserve the environment and promote sustainable development;

Taking care of themselves and their colleagues, while also allowing themselves to be cared for, including by regularly participating in the health examinations made available by Eneva; and

Reporting any environmental risks or impacts identified in the course of their professional activities.

Additional commitments can be found in Eneva's Health, Safety and Environment (HSE) Policy.

4.2 Human Rights

Full respect for the human rights set forth in the international commitments undertaken by Brazil is an absolute and non-negotiable commitment for us. Accordingly, we are committed not only to promoting **fair and equal opportunities** for the development and advancement of our Employees and society as a whole, but also to **preventing and combating** all forms of physical, sexual and psychological harassment, as well as forced labor.

To that end, all Employees are expected to comply with the commitments set forth below, among others contained in the **Human Rights Policy** and the **Equal Opportunity and Respect Guideline**, available in the Company's policy management system.



Fully respect each individual and treat everyone fairly, equally and **without discrimination,** regardless of **gender, age, disability, nationality, ethnic origin, religion or belief, political affiliation, sexual orientation or gender identity, race or color, marital status, family status or union activity;** and



Act and make decisions free **from prejudice, discrimination or personal bias.**

4.3 Promoting Integrity and Preventing Fraud, Corruption, Money Laundering and Terrorism Financing

At Eneva, we are committed to ensuring that our values guide all of our corporate activities. Accordingly, we are committed to acting transparently in our relationships, particularly those involving Public Officials.

We are committed to preventing and combating any practices that violate standards of integrity, including **all forms of corruption, fraud, favoritism, influence peddling and extortion** in relationships involving our Employees, Third Parties and Public Officials, particularly those prohibited under applicable criminal laws, Law 12846 of 2013 (Brazilian Anti-Corruption Law), Law 8429 of 1992 (Brazilian Administrative Misconduct Law) and related legislation. We are also committed to preventing and combating practices related to **Money Laundering, the concealment of assets, rights and valuables,** as defined in Article 1 of Law 9613 of 1998 (Brazilian Anti-Money Laundering Law), as well as the use of accounting practices that are inconsistent with applicable laws and regulations.

We further commit to encouraging all Employees to act in accordance with the principles of legality, good faith, morality, efficiency, cooperation, transparency and political neutrality in all of their interactions. We also seek to ensure that all Employees share responsibility for the development, implementation, compliance with and/or monitoring of our integrity system and have the autonomy and capability necessary to fulfill those responsibilities.



To that end, all Employees are expected to comply with the commitments set forth below, among others contained in the **Anti-Corruption Policy**, particularly:

> Comply with all rules and regulations related to anti-corruption practices

including those concerning crimes against the Brazilian Public Administration under the Brazilian Penal Code (Decree-Law 2848 of 1940); crimes and violations established under the Brazilian Public Procurement Law and the Brazilian Administrative Misconduct Law (Laws 14133 of 2021 and 8429 of 1992, respectively); prohibited acts under the Brazilian Anti-Corruption Law (Law 12,846 of 2013); and any other applicable legislation;

- Notify Senior Management or use the Whistleblower Hotline to report any suspicion, indication or attempted unlawful conduct, as well as any request for an improper advantage made by a Public Official or private individual; and

- Not induce or persuade colleagues to act improperly or unlawfully on behalf of, or for the benefit of, the Company.

4.4 Preventing Conflicts of Interest

At Eneva, we are committed to taking all necessary measures to prevent conflicts of interest, thereby avoiding situations in which judgments or decisions involving us may be improperly influenced by personal or private interests.

To that end, all Employees are expected to comply with the commitments set forth below, among others contained in the **Conflict of Interest Guideline**, available in the Company's policy management system:



Not engage, directly or indirectly, in any **activity that conflicts** with Eneva's interests;



Declare a conflict of interest and recuse themselves from making decisions or carrying out specific activities whenever their involvement may give rise to an actual or **potential Conflict of Interest**; and



Not make decisions or influence negotiations that **may benefit** themselves, a family member, a financial dependent or an individual with whom they have a romantic relationship.

4.5 Relationships with Stakeholders

We are committed to communicating and engaging with our stakeholders based on **respect, dialogue, transparency and integrity.** This includes our business partners, customers, suppliers, competitors, shareholders and investors, as well as communities, Public Officials, political representatives, members of the press and representatives of the nonprofit sector.

To that end, all Employees are expected to comply with the commitments set forth below, among others contained in the **Third-Party Relationships Guideline,** available in the Company's policy management system:

> Ensure that the Third Parties with whom we engage are aware of and comply with the Third-Party Code of Conduct.

As part of our relationships with stakeholders, we provide below some examples of situations that Employees may commonly encounter.

4.5.1 Relationships with Third Parties

In many cases, Third Parties are an important and indispensable means of conducting business. However, in certain circumstances, Third Parties may represent Eneva and, if they act in violation of the law or the Code of Conduct, their actions may directly affect us.

Accordingly, all Employees are expected to comply with the commitments set forth below, among others contained in the **Third-Party Relationships Guideline,** available in the Company's policy management system:

Conduct contracting processes **impartially and transparently,** eensuring that the engagement is necessary and that all required due diligence procedures are followed and properly documented.

Ensure that contracts with Third Parties include our **standard anti-corruption clause.**

4.5.1.1 Gifts, Presents and Hospitality

The offering of Gifts, Presents and Hospitality is permitted by Eneva, provided certain specific rules are observed. The offering and receipt of such items must always serve a legitimate business purpose aligned with our mission and purpose.

To that end, all Employees are expected to comply with the commitments set forth below, among others contained in the **Gifts, Presents and Hospitality Guideline,** available in the Company's policy management system:

Not offer or accept Gifts, Presents or Hospitality if doing so could harm Eneva's image or reputation, influence business or strategic decisions, or create a **Conflict of Interest or Undue Advantage.**

4.5.1.2 Donations and Sponsorships

We recognize our social role and are committed to supporting causes and institutions that are aligned with our values. Accordingly, all support provided by Eneva through donations and sponsorships must comply with the requirements set forth in the **Donations and Sponsorships Policy.** Any support that may constitute an Undue Advantage or a Conflict of Interest is prohibited.

To that end, all Employees are expected to comply with the commitments set forth below, among others contained in the **Donations and Sponsorships Policy:**

a. Select recipients of donations and sponsorships in a transparent manner, giving preference to social, environmental and cultural initiatives aligned with our business strategy, social role and purpose; and

b. Formalize all sponsorship and/or donation requests through completion of the electronic form **(link available here).**

4.5.2 Interactions with Competitors

At Eneva, we believe in and support free competition as the best way to promote a fair and healthy business environment. Accordingly, it is our duty to protect the Company from unfair or anti-competitive practices, such as market allocation among competitors, price-fixing or any exchange of competitively sensitive information.

To that end, all Employees are expected to comply with the commitments set forth below, among others contained in our **Competition Policy:**



Not engage in or condone conduct that may restrict competition or constitute an abuse of market power; and



Not enter into agreements with competitors to determine or influence the outcome of bidding processes or to exclude competitors from the market.

4.6 Freedom of Association

Eneva is committed **to not supporting political parties or political campaigns** of candidates for elected office. The Company does not make political contributions of any kind, including to Politically Exposed Persons (PEPs), even when they are on leave from public office, nor does it provide financial support or contributions to political parties or candidates for public office at any level of government.

Eneva is committed to ensuring and respecting **religious freedom,** the right to **freedom of association,** and the right to form and join **labor unions and political parties of one's choosing.**

To that end, all Employees are expected to:

a. Not promote or engage in political campaigning on behalf of the Company or attempt to exert political influence on Company premises or through Company resources; and

b. Conduct political-party activities strictly in a personal capacity, outside working hours and without any association with their position or role within the Company.

4.7 Protection of Company Assets

At Eneva, we are committed to safeguarding the integrity of all Company assets, whether tangible or intangible, including information, developed or acquired technology, software, hardware, facilities, vehicles, equipment, materials, financial assets, intellectual property rights, reputation and brand image.

Resources and tools owned by Eneva, including corporate email accounts, are considered **work tools** and, as such, **may be monitored** by the Company at any time.

Accordingly, all Employees are expected to:

Use Eneva's property, resources and tools appropriately and solely for purposes directly related to the Company's activities and business; and

Protect Eneva's shared assets from loss, damage or misuse, intervening or reporting situations involving improper use or evident waste.

4.8 Privacy & Data Protection

At Eneva, we are committed to complying with the requirements of **Law 13709 of 2018 (Brazilian General Data Protection Law – LGPD),** as well as adhering to data governance best practices and international standards.

Accordingly, we are committed not only to safeguarding the **privacy rights** of our Employees and other stakeholders, but also to protecting the **confidentiality of the personal data** to which we have access, ensuring appropriate **access rights** for data subjects and using such data only for proper and legally permitted purposes.

4.9 Protection of Corporate Information

At Eneva, we are committed to protecting the **confidentiality of corporate information** and Employee information during and after the employment relationship. We also safeguard the confidentiality of information whenever required by business activities.

As a company listed on B3, the Brazilian Stock Exchange, we are also committed to protecting **Inside Information.** Inside Information includes any non-public information regarding circumstances or events related to our business activities that, if disclosed publicly, could influence the price of our shares.

We are also committed to ensuring that all data, information and records are accurate, **appropriate and provide a true** and reliable view of our operations and financial condition. To that end, **all Employees** are expected to:

a. Ensure that Third Parties do not gain unauthorized access to Eneva's confidential information;

b. Exercise care when speaking about our Company and Third Parties associated with it; and

c. Help ensure that all recorded data and other information are always clear, complete, accurate and consistent with the systems used, in compliance with applicable laws and in accordance with the **Internal Controls Guideline,** available in the Company's policy management system.

Reporting Violations

All Employees may and should freely express their concerns and must promptly report any conduct or situation that may conflict with this Code or violate our policies, applicable laws or regulations.

If Employees become aware of a **potential or actual violation,** they are instructed to notify their **supervisor or the Compliance Department,** and to formally submit the report through **Eneva's Whistleblower Hotline.**

Employees and Third Parties may report violations through:

Website: **www.contatoseguro.com.br/eneva**

Phone: **0800 601 8679**

We emphasize that any form of retaliation against a Reporting Party is contrary to our policies, and we are committed to taking all reasonable measures to prevent and address it, even if the report is ultimately determined to be unsubstantiated. To this end, we guarantee:

The anonymity of the Reporting Party throughout all stages of the investigation process;

That individuals responsible for investigating reports will remain impartial with respect to the facts reported and the persons involved;



The confidentiality of reports and investigations; and



That any act of retaliation may result in Disciplinary Measures.

In all cases, the identity of the individual submitting a report will be kept confidential. Upon request, the Reporting Party will be informed about the status of the report. We further guarantee that all reports will be reviewed and addressed appropriately, in accordance with established timelines.

Consequences Management System

We maintain control procedures at Eneva, and **failure to comply with the commitments set forth in this Code and our policies may result in the application of Disciplinary Measures.**

In recognition of the trust we place in our Employees, anyone who is the subject of a report will be given the opportunity to present their position before any disciplinary sanction is imposed.

When applying a sanction, we will always consider the specific circumstances of the case, the Employee's history, the nature and severity of the conduct, as well as its consequences.

This is because, in the course of our daily professional activities, good-faith mistakes may occur and can even contribute to the improvement of policies, processes and practices.

Disciplinary Measures may range from a warning to termination for cause, without prejudice to any applicable administrative, civil or criminal penalties under the law.

The guidelines and expected behaviors described throughout this Code are intended as **examples of what is expected** from our Employees. For additional information on this topic, please refer to our **Consequences Management Guideline,** available in the Company's policy management system.



Energy Security

Creating Opportunities

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