

REVIEW AND APPROVAL

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Creation	Review	Approval
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TABLE OF CONTENTS

1. PURPOSE	3
2. APPLICABILITY	3
3. DEFINITIONS	3
4. PRINCIPLES	3
5. MISCELLANEOUS	7
6. REFERENCES	8

1. PURPOSE

This policy aims to establish and share with all employees, customers, suppliers, shareholders, and society in general Eneva's commitment to Health, Safety, and the Environment, based on industry best practices and focused on **Zero Accident**.

2. APPLICABILITY

This document applies to all departments making up ENEVA's organizational structure, including SPEs, joint ventures, affiliated companies which ENEVA controls, in addition to suppliers and service providers.

3. DEFINITIONS

- HSE - Health, Safety, and Environment

4. PRINCIPLES

Health, Safety, and Environment are inseparable parts of ENEVA's management, operation, and decision-making processes.

We define **Golden Rules** as basic premises of Occupational Health and Safety, which are inviolable and incorruptible, violation of which is subject to the management of consequences.



We believe that valuing life and the environment are essential, non-negotiable values for business success.

We work within the highest performance standards and act preventively, identifying and managing the risks associated with our activities.

We base our activities on full compliance with laws and regulations, establishing a transparent dialogue with stakeholders.

We understand that it is up to our leaders to promote a culture of prevention, encouraging a sense of individual responsibility for health, safety, and the environment.

We continually seek to improve our processes, reducing loss, waste, and always seeking to minimize/mitigate our possible negative impacts on the environment and surrounding communities.

Therefore, committed to caring for life and the environment and promoting safe behaviors, processes, and environments, we undertake to:

GUIDELINE 1: LEADERSHIP AND COMMITMENT

- Provide the necessary resources for the implementation and proper functioning of HSE Management System;
- Consider health, safety, environment, and social responsibility requirements in business decisions;
- Seek alignment with good health, safety, and environment practices in the national and global industry sector, in compliance with the legislation, regulations, rules, and standards;
- Ensure adherence of the workforce, whether employees or third parties, to our HSE Guidelines, strengthening the culture of health, safety, and the environment;
- Ensure compliance with the Golden Rules;

GUIDELINE 2: SKILLS MANAGEMENT

- Train our employees concerning the highest standards of health, safety, and environment for the full performance of their functions and for strengthening the HSE culture.

GUIDELINE 3: CONTRACTOR MANAGEMENT

- Ensure our suppliers' adherence to our HSE Guidelines by continuously auditing and monitoring their performance.

GUIDELINE 4: MONITORING AND CONTINUED IMPROVEMENT

- Prevent, monitor, and control the impact of our activities on the communities in which we operate;
- Transparently communicate health, safety, and environmental management information and performance;
- Audit the adherence of operating units to the HSE Guidelines;
- Undertake a critical analysis of the HSE Management System with the company's senior leadership, seeking continued improvement of the System.

GUIDELINE 5: INFORMATION AND DOCUMENTATION MANAGEMENT

- Ensure the management of health, safety, and environmental information and documentation, aiming at formalization, traceability, standardization, updating, and accessibility.

GUIDELINE 6: INCIDENT MANAGEMENT

- Act to prevent incidents, and, should one occur, register, investigate, and deal with it so as to avoid recurrence.

GUIDELINE 7: INTEGRITY MANAGEMENT

- Ensure asset integrity and full functionality of critical safety systems and elements.

GUIDELINE 8: OPERATIONAL RISK MANAGEMENT

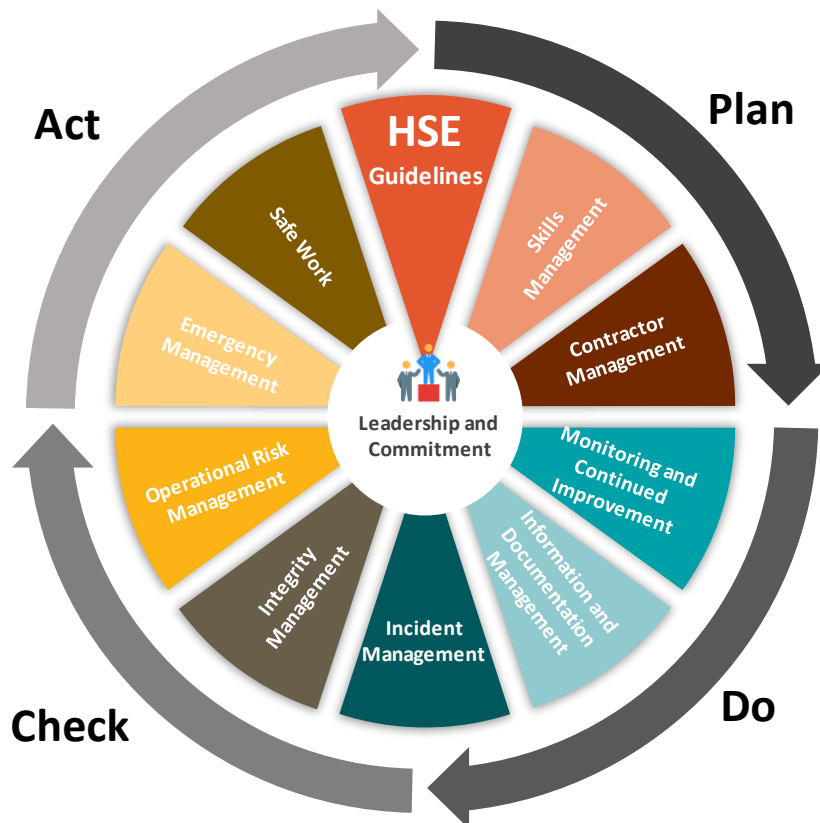
- Evaluate the risks in all phases of the units' life cycle - Project, operation, and deactivation - and in managing changes, whether temporary or permanent;
- Prevent and minimize the environmental impacts of operations, projects, processes, and products;

GUIDELINE 9: EMERGENCY MANAGEMENT

- Anticipate and promptly respond to emergency situations;

GUIDELINE 10: SAFE WORK

- Reduce and manage risks to health, safety of people, and the environment during the execution of activities.



5. MISCELLANEOUS

All company leadership is responsible for disseminating and ensuring compliance with this Policy's provisions. The departments specific responsibilities in implementing this policy are:

- **Company's Board of Directors (CA)**

- (i) Approve this Policy; (ii) Approve the resources necessary for implementing this Policy; (iii) Disseminate this Policy to shareholders and investors.

- **Company's Executive Board (DE)**

- (i) Make the resources necessary for implementing this Policy available; (ii) Disseminate this Policy to the entire workforce, suppliers, customers, and shareholders; (iii) Strengthen the HSE culture; (iv) Ensure, together with the Compliance department, full compliance with this Policy.

- **Other Boards**

- (i) Quote and defend, with the DE and CA, the quote for the resources necessary to implement this policy; (ii) Provide the resources necessary for its implementation; (iii) Disseminate this policy to the entire workforce, suppliers, and customers; (iv) Strengthen the HSE culture in its units; (v) Monitor the performance of the Management System of its units and implement continued improvement actions.

- **HSE Corporate Management**

- (i) Prepare and keep this Policy updated; (ii) Communicate, together with the Communication and Corporate Governance department, preparation of and changes to this Policy to everyone in the organization; (iii) Explain this policy, detailing the established guidelines, clearly indicating "what" to do and "how" to do it; (iv) Implement the governance of the processes arising therefrom; (v) Keep the Health, Safety, and Environment Management System constantly up to date and aligned with this policy; Support the entire company in the implementation of this Policy; Support other managers in efforts for training their team on the content of this Policy; (iv) Regularly verify its compliance together with the Compliance department.

- **Local HSE Management**

(i) Explain the communication of the preparation of and changes to this Policy to the entire Operating Unit; (ii) Train the entire workforce concerning the content of this Policy; (iii) Regularly verify its compliance together with the Compliance department.

- **Other Employees**

(i) Comply with the guidelines presented in this policy; (ii) Collaborate with the HSE Department for the continuous improvement and revision of this Policy; (iii) Understand the requirements of this Policy for application in all their activities, facilities, and business units; (iv) Prepare documents related and necessary to their areas of activity in line with the HSE Management System and other Company policies, in particular the Standard Process for Managing Regulations.

6. REFERENCES

- **PL.CRP.CMP.002** – Eneva Code of Conduct