

ENEVA S.A.

INTERNAL BYLAW OF THE PUBLIC COMMITTEE

CHAPTER I

PURPOSE OF THE INTERNAL BYLAW

Article 1 - This Internal Bylaw ("Bylaw") governs the operation, structure, organization, duties and responsibilities of the Public Committee ("Committee") of ENEVA S.A. ("Company"), an advisory body to the Company's Board of Directors ("Board"), subject to the provisions of Law No. 6404/76, the bylaws issued by the Brazilian Securities and Exchange Commission ("CVM"), the Novo Mercado's Bylaws of B3 S.A. - Brasil, Bolsa, Balcão and the Company's Bylaws ("Bylaws").

Paragraph 1 - The provisions set forth in Chapter IX - Advisory Committees for the Internal Bylaw of the Company's Board of Directors shall apply to the Committee and its members.

CHAPTER II

MEMBERS

Article 2 - The Public Committee shall be comprised by three (3) to five (5) , with at least one (1) of them being an independent director and, at the Board's discretion, the other ones being external experts.

Paragraph 1 - The members of the Committee as well as its Coordinator shall be appointed as set forth by article 25 of the Internal Bylaw of the Board of Directors.

CHAPTER III

DUTIES

Article 3 — The duties of the Committee involve:

- I.** opining on human resources policies, structures and practices proposed by the Board of Officers based on the best practices adopted by national and foreign companies;
- II.** assessing the compensation policy, including salary and benefits, variable

compensation and long-term incentives for the Company's Statutory Officers, members of the Board and employees;

- III.** opining on the profile of executive officers and description of functions for the Company's Statutory Board;
- IV.** evaluating the potential names to be appointed for the Company's Statutory Board and Committees, including external members, based on their professional background and technical qualifications;
- V.** assisting the Board in setting the annual financial and non-financial goals for the Statutory Officers, including those concerning environment, society and governance;
- VI.** providing insight to the annual assessment undertaken by the Board and its Committees over the collegiate bodies, the Chairperson of the Board of Directors, each of the Directors and the Company's CEO as well as the Governance Office, based on analysis and report about the performance goals achieved;
- VII.** monitoring and contributing to the plans of retention, professional improvement and succession of Statutory Officers and the Company's key executive functions;
- VIII.** assessing the management proposal for distribution of annual global compensation between the Statutory Officers and the Directors;
- IX.** monitoring the level of compensation and benefits paid and granted to the Company's managers and employees;
- X.** opining on the profit sharing plan and incentives granted based on achievements to the Company's managers and employees;
- XI.** highlighting issues related to organizational and public development strategies;
- XII.** submitting its own assessment on the effectiveness of the compensation policies enforced by the Company to the Board to assess if said policies could really reward good performance based on metrics aligned to the Company's strategic goals; and
- XIII.** undergoing a self-assessment of its activities and checking how its operations can be improved.

Article 4 — The Public Committee shall also submit a compensation proposal for the members of Committees that matches their duties, the time spent performing their activities, their qualification and professional reputation and how much is usually paid in the market for their services. This proposal will then be submitted for the Board's approval. The monthly fees for the term of office of the members of the

Committees shall be proportionally calculated based on the time they performed their duties during said months, whether they remain in said position or have been terminated.

**CHAPTER IV
GENERAL PROVISIONS**

Article 5 - This Internal Bylaw may be amended at any time by resolution from the majority of the Board members.

Article 6 - The omitted cases and interpretation matters shall be resolved at the meetings of the Board itself, pursuant to the law and the Bylaws, and it is the responsibility of the Board, as a collegiate body, to settle any such matters.

Article 7 - This Internal Bylaw was approved at the meeting of the Board of Directors held on June 26, 2019 and shall become effective as of this date, for an indeterminate term, and shall be filed at the Company's main office.