



Companhia de Saneamento Básico do Estado de São Paulo – Sabesp

Extract of the Management Proposal

Annual and Extraordinary Shareholders Meeting

April 28, 2023

1) Candidates' résumés for the following positions:

a) Members of the Board of Directors

Karla Bertocco Trindade (Chairman)

Mrs. Bertocco holds a bachelor's degree in Public Administration from Fundação Getúlio Vargas and in Law from the Pontifical Catholic University of São Paulo, a postgraduate degree in Administrative Law from the Law School of Fundação Getúlio Vargas, and participated in the Diversity Program in Boards of Directors of the Brazilian Institute of Corporate Governance. She is currently a partner at Jive Investments (former Mauá Capital) and an independent member of the Board of Directors of Orizon Valorização de Resíduos and Equatorial Energia. Mrs. Bertocco worked as an advisor to Sabesp's CEO Office (2003 to 2006) and as State Sanitation Coordinator (2007), Institutional Relations Officer at the São Paulo State Sanitation and Energy Regulatory Agency - ARSESP (2008 to 2010), General Officer of the Regulatory Agency for Delegated Public Transportation Services of the São Paulo State - ARTESP (2011 to 2015), Undersecretary of Partnerships and Innovation (2015 to 2018), CEO at Sabesp (2018), Executive Government and Infrastructure Officer (2019). She was also a member of the Board of Directors of Companhia Riograndense de Saneamento (2020 to 2022), where she also held the position of Coordinator of the Innovation and Sustainability Committee, and was a member of the Board of Directors of Sabesp (2018), Companhia Paulista de Parcerias do Estado de São Paulo (2015 to 2018), and DERSA – Desenvolvimento Rodoviário S.A.

Nerylson Lima da Silva (Member)

Mr. Silva holds a bachelor's degree in Economics from União Educacional de Brasília, a specialization degree in Controllership and Finance from the Catholic University of Brasília, and a master's degree in Business Administration from the University of Brasília. Mr. Silva was Undersecretary of Planning, Budget, and Administration of the Ministry of Infrastructure (2019 to 2023), Undersecretary of Planning, Budget, and Administration of the Ministry of Finance (2016 to 2018), Deputy Undersecretary of Planning, Budget, and Administration of the Ministry of Finance (2014 to 2016), Budget and Financial Execution Manager (2008 to 2011), and Project Manager (2007 to 2008) of the National Treasury Secretariat, and Administrative-Financial Manager of External Projects for the National Water Agency (2001 to 2003). He was also a member of the Board of Directors of BB Seguridade (2016 to 2019) and the Chair of the Board of Directors of SERPRO (2014 to 2019).

Inês Maria dos Santos Coimbra de Almeida Prado (Member)

Mrs. Almeida Prado holds a bachelor's degree in Law from União das Escolas de Ensino Superior Capixaba, a specialization degree in Civil Procedural Law from the Pontifical Catholic University of São Paulo, a specialization degree in Administrative Law from the Pontifical Catholic University of São Paulo, and a master's degree in State Law from the same institution. She became an attorney for the São Paulo State in 2004, where she was head of the Legal Counsel of the Secretary of Government and the Legal Counsel of the Office of the State Attorney General (2018 to 2022), head of the Legal Counsel of the Secretary of Housing and the Department of Water and Electricity (2013 to 2018), legal consultant at the State Secretariat of Health (2013), assistant attorney at the Office of the State Attorney General (2007 to 2011).

Jônatas Souza da Trindade (Member)

Mr. Trindade holds a bachelor's degree in Economics from Centro Universitário de Brasília, in Geology from the University of Brasília, and in Public Policy Management from the same institution. He holds a specialization degree in Recovery of Degraded Areas from the Federal University of Viçosa, and in Public Policy Management from the Pontifical Catholic University of Rio de Janeiro. He is currently the Undersecretary of Environment at the Secretariat of Environment, Infrastructure, and Logistics of the São Paulo State. Mr. Trindade worked at the Brazilian Institute of Environment and Renewable Natural Resources – IBAMA as Environmental Licensing Officer (2019 to January 2023), Technical Advisor and Substitute Officer (2017 to 2019), General Coordinator of Transportation, Mining, and Civil Works (2016 to 2017), Coordinator of Mining and Civil Works (2013 to 2016), General Substitute Coordinator of Transportation, Mining, and Civil Works (2014 to 2016), and has also worked at the Ministry of Mines and Energy (2012 to 2013), and Ministry of Education (2005 to 2009).

Anderson Marcio de Oliveira (Member)

Mr. Oliveira holds a bachelor's degree in Law from the Catholic University of Pernambuco, a master's degree in Public Law from the Federal University of Pernambuco, and in Regulatory Law from Fundação Getúlio Vargas, and a Master of Laws (LLM) certificate in State Law and Regulation from Fundação Getúlio Vargas. He also holds a degree from Harvard Kennedy School in "Creation of collaborative solutions: innovation in governance" and in "Infrastructure of a market economy: public-private partnership in a world of change". Mr. Oliveira is currently the Program Director at the Ministry of Mines and Energy, where he coordinates actions in the sectors of electricity, oil & gas, and mining, among which the capitalization of Eletrobras (2019 to 2023). He was the Director of the Investment Partnership Program of the Brazilian Presidency, monitoring and structuring projects in the electricity sector in the generation, transmission, and distribution segments (2016 to 2019). Mr. Oliveira also acted as an attorney for the Brazilian Development Bank (2010 to 2016). He is currently a member of the Fiscal Councils of Nuclebrás and Santos Port Authority.

Eduardo Person Pardini (Independent Member)

Mr. Pardini holds a bachelor's degree in Accounting from Faculdade de Ciências Econômicas de São Paulo, a postgraduate degree in Administration with an emphasis in Finance from Fundação Álvares Penteado, and several degrees in extension courses in Brazil and abroad, such as Business Strategy from Wharton Business School of the University of Pennsylvania, Corporate Management from Fundação Getúlio Vargas, Ethics and Corporate Governance from Milliken University, and Innovation from the Massachusetts Institute of Technology. He is currently a main partner at CrossOver Consulting & Auditing. He is also an Executive Officer of the Internal Control Institute

Chapter Brazil, a member of the Audit Committee of Companhia de Saneamento de Santa Catarina, and a professor of the risk-based audit area in the MBA course at the Trevisan Business School. Mr. Pardini has more than 43 years of experience as an internal and external auditor, senior executive of Brazilian and multinational companies, professor and lecturer on audit, internal controls, risk management, and governance for government entities and entities in the private sector.

Mario Engler Pinto Junior (Independent Member)

Mr. Engler is a member of Sabesp's Board of Directors and has held the position of Chairman of this body since 2018. Before that, he served as member of our Board of Directors from 2006 to 2011 and as member of our Audit Committee from 2006 to 2009. He holds a PhD degree in Commercial Law from Getúlio Vargas Foundation Law School (Fundação Getúlio Vargas – FGV) and is now a professor at the same institution. At FGV Law School, Mr. Engler is the coordinator for the professional master's program and conducts legal research regarding contractual and corporate arrangements in the public and private sectors. He has been a lawyer since 1979 and served for 30 years as public attorney for the State of São Paulo from 1984 to 2014. In the last years, he has been an arbitrator and executive officer and director for private companies and state-owned enterprises.

Karolina Fonsêca Lima (Independent Member)

Mrs. Lima holds a bachelor's degree in Accounting from the Federal University of Maranhão and in Law from University Ceuma. She is currently head of Concremat Engenharia e Tecnologia in São Luiz, Maranhão. She worked at Companhia Docas do Maranhão between 2002 and 2019, as head auditor, and member of the Audit Technical Committee, Eligibility Committee, and Correctional Technical Committee of the Ministry of Infrastructure.

André Gustavo Salcedo Teixeira Mendes (Member)

Mr. Mendes has a bachelor's degree in Electrical and Production Engineering from the Pontifícia Universidade Católica of Rio de Janeiro (PUC-Rio), a master's degree in Electrical Engineering from PUC-Rio, an MBA in Public-Private Partnerships and Concessions from Fundação Escola de Sociologia e Política de São Paulo, and has certifications CGA, from ANBIMA, and CP³P-F, from APMG International. Mr. Mendes was Chief Financial Officer of Akad Seguros (2022), New Business Executive Officer of Iguá Saneamento (2019-2021), an independent consultant for Climate Bonds Initiative (2020-2021) and worked at BNDES (2003-2019) where he held several positions. Mr. Mendes has long experience in capital markets, with emphasis on infrastructure finance, publicprivate partnerships, mergers and acquisitions, and new business structuring.

b) Members of the Fiscal Council

André Isper Rodrigues Barnabé (Sitting member)

Mr. Barnabé holds a bachelor's degree in Law from the Pontifical Catholic University of São Paulo (PUC-SP), a specialization degree in Economic Law from Fundação Getúlio Vargas (FGV-SP), and is enrolled in a master's program in State Law at the University of São Paulo (USP). He worked at Queiroz, Maluf Sociedade de Advogados as an associate attorney from 2015 to 2017, at the São Paulo Transport Regulatory Agency (ARTESP) as superintendent of the Institutional Affairs Office from 2017 to 2019, at Santos Port Authority (SPA) as an advisor to the Business

Development and Regulation Office in 2019, at Empresa de Planejamento e Logística S.A. (EPL) as an advisor to the Planning Office from 2019 to 2022, at the Inter-American Development Bank (IDB) as a consultant for Products and External Services from 2022 to 2023. Since January 2023, Mr. Barnabé has been Executive Secretary of Partnerships in Investments in the São Paulo State Government.

Diego Allan Vieira Domingues (Alternate member)

Mr. Domingues holds a bachelor's degree in Mechanical Engineering from Faculdade de Engenharia Industrial (FEI), is enrolled in a professional master's program in Economics at Fundação Getúlio Vargas (FGV), and in a postgraduate program in Public Law and Public Management at Instituição Damásio de Jesus. He worked in Project Engineering at Mangels from 2005 to 2010, at the Financial Planning and Control Center of the São Paulo State Treasury Department as an analyst and director from 2010 to 2017, at Fundação para o Desenvolvimento da Educação (FDE) as an advisor to the CEO's office and Supervisor of Planning and Projects from 2017 to 2018, and at the São Paulo State Treasury Department as coordinator of the State Financial Administration in 2018, and as a director of the São Paulo State Finance Department in 2021. Mr. Domingues was a member of the Fiscal Council of Empresa Paulista de Planejamento Metropolitano S.A. (EMPLASA) from April 2018 to December 2020, Companhia Paulista de Obras e Serviços (CPOS) from April 2019 to March 2020, and Companhia Paulista de Securitização (CPSEC) from May 2020 to March 2022.

Humberto Macedo Puccinelli (Sitting member)

Mr. Puccinelli has been a member of our Fiscal Council since May 2021. He holds a degree in Economics from the Pontifical University of São Paulo (Pontifícia Universidade Católica de São Paulo – PUC-SP). He has been the Technical Assistant of the State Treasury since January 2004. He was also a member of our Fiscal Council from 2011 to 2020. He worked at the Economy and Planning Secretariat State of São Paulo as Assistant Secretary in 2003, at the State Treasury from 1996 to 2002, at the Health State Department as Assistant Secretary from 1995 to 1996, and at the Economy and Planning Secretariat State of São Paulo (Secretaria de Planejamento e Gestão do Estado de São Paulo) from 1985 to 1995.

Gustavo Carvalho Tapia Lira (Alternate member)

Mr. Lira holds a bachelor's degree in Administration and a master's degree in Political Economy from the Pontifical Catholic University of São Paulo. Since 2013, he has been a Technical Advisor of the Office of the São Paulo State Secretariat of Planning and Management. From 2009 to 2013 he was a Public Executive at the Economic Advisory Office of that same Secretariat. He also worked as a technician at Fundação Procon-SP from 2005 to 2008. He is currently a member of the Fiscal Council at CETESB and at Fundação para o Desenvolvimento da Educação. He was a Fiscal Council member of Companhia Paulista de Trens Metropolitanos (2020 from 2022), Desenvolve SP (2019 and 2020), Companhia Paulista de Parcerias (2018 to 2020), CETESB (2018 to 2019), São Paulo Previdência (2016 to 2018), and Companhia Paulista de Eventos e Turismo (2015 to 2016).

Natália Resende Andrade Ávila (Sitting member)

Mrs. Ávila holds a bachelor's degree in Engineering from the University of Brasília (UnB), in Law from Instituição de Ensino Superior em Brasília (UniCEUB), and in Accounting from FIPECAFI. She is a specialist in Constitutional Law from University Gama Filho, and in Tax Law from University Estácio de Sá. She holds a master's degree in

Environmental Technology and Hydric Resources from UnB, and is enrolled in a Master of Laws (LLM) program at the University of London, and in a Ph.D. program in Environmental Technology and Hydric Resources at UnB. She has been a Federal Attorney since 2015 and is currently a Legal Advisor to the Ministry of Infrastructure. She was a member of the Fiscal Council of the Port of Santos (2019 to 2021) and worked as Legal Advisory (2017 to 2019) and Chief of Staff (2018 to 2019) at the Special Secretariat of the Investment Partnership Program of the Brazilian Presidency. She also worked as a Substitute Legal Advisor - General Coordinator of Agreements (2016 to 2017) and Advisor in the Legal Consultancy to the Ministry of National Integration (2015 to 2016). She is also a sitting member of the Airport Infrastructure Regulation Committee at FGV Direito Rio and Coordinator of the National Chamber of Infrastructure and Regulation.

Pedro Monnerat Heidenfelder (Alternate member)

Mr. Heidenfelder holds a bachelor’s a degree in Law from Universidade Federal Fluminense, and certificates in process in administrative justice and principles of administrative procedure and implications in administrative justice, with award-winning projects in Public Law and Applied Sciences from Universidade Federal Fluminense. He has been a São Paulo State Prosecutor since 2019.

2) Proposed amendments to Sabesp's Bylaws

CHAPTER VI		
EXECUTIVE BOARD		
<u>Members and Term</u>		
ARTICLE 15 – The executive board shall be composed of six (6) members, with CEO, Corporate Management Officer, Chief Financial Officer and Investor Relations Officer, Technology, Enterprises and Environment Officer, Metropolitan Officer and Regional Systems Officer, with their respective duties set forth herein, all with a two (2) year unified term of office and with three (3) consecutive reelections allowed.	ARTICLE 15 – The executive board shall be composed of six (6) seven (7) members, with CEO, People and Corporate Management Officer, Chief Financial Officer and Investor Relations Officer, Technology, Enterprises and Environment Officer, Metropolitan Officer and Regional Systems Officer, Engineering and Innovation Officer, Regulation and New Business Officer, Operation and Maintenance Officer and Customer Officer, with their respective duties set forth herein, all with a two (2) year unified term of office and with three (3) consecutive reelections allowed.	Adjustments to change the composition and designations of the Executive Board, in order to increase the number of Officers from six to seven, in addition to renaming some positions, as a way of providing greater efficiency in management.
Sole Paragraph – The officers must undertake to commit with their specific targets and results to be invested in their positions in the executive board.	Paragraph 1 – The officers must undertake to commit with their specific targets and results to be invested in their positions in the executive board.	Renumbering due to the inclusion of a new paragraph.

	<p>Paragraph 2 – By means of the Executive Board' Internal Charter, the Board of Directors shall define the duties and functions of each Officer, as the case may be.</p>	<p>In view of the deletion of the duties and attributions of the Officers in article 20, express inclusion of the competence of the Board of Directors to define the attributions of each Officer in the internal charter approved according to the competence of article 14, item XXVI, so that the definition of the attributions and duties shall observe the provisions of the Internal Charter of the Executive Board.</p>
<p><u>Vacancy and replacements</u></p>		
<p>ARTICLE 16 – In the absences or temporary impediments of any Officer, the CEO shall appoint another member of the executive board to cumulate the functions.</p>		
<p>Sole paragraph – In his absences and temporary impediments, the CEO will be replaced by the Officer appointed by him and, if there is no appointment, by the Officer responsible for the financial area.</p>	<p>Sole paragraph – In his absences and temporary impediments, the CEO will be replaced by the Officer appointed by him and, if there is no appointment, by the Officer responsible for the financial and investor relations area.</p>	<p>Adequacy of wording, according to Article 15.</p>
<p>ARTICLE 17 - In case of vacancy, and until a replacement is elected, the CEO shall be replaced by the Officer responsible for the financial area.</p>	<p>ARTICLE 17 - In case of vacancy, and until a replacement is elected, the CEO shall be replaced by the Officer responsible for the financial and investor relations area.</p>	<p>Adequacy of wording, according to Article 15.</p>
<p><u>Duties</u></p>		
<p>ARTICLE 20 – The Internal Regulation of the executive board may show in detail the individual attributions of each officer, as well as to subject the practice of certain acts comprised in the specific competence areas to the previous authorization of the joint executive board.</p>		
<p>Paragraph 1 – The area of audit and the area of compliance and corporate risk management will be administratively connected to the CEO.</p>		
<p>Paragraph 2 – The CEO is responsible for:</p> <ul style="list-style-type: none"> I. representing the Company, as plaintiff or defendant, in or out of court, and may initial summons and notifications, pursuant to Article 19 of these Bylaws; II. institutionally representing the Company in its relations with public authorities, private entities and third parties in general; III. convening and chairing the meetings of the executive board; 		

IV. coordinating the activities of the executive board;		
V. issuing acts and resolutions that are related to or resulting from the executive board's resolutions;		
VI. coordinating the Company's ordinary management, including the implementation of policies and the execution of resolutions taken by the Shareholders' General Meeting, Board of Directors and joint executive board;		
VII. coordinating the activities of the other Officers;		
VIII. promoting the organizational and functional structuring of the Company;		
IX. issuing the normative instructions that govern the activities of the Company's different areas;		
X. coordinating, evaluating and controlling functions relating to:		
a) the CEO's office;		
b) the joint business plan, management and organization;		
c) communication;		
d) ombudsman; and		
e) quality.		
Paragraph 3 – The Corporate Management Officer is responsible for:	Excluded	Device excluded in view of the prediction of definition of competences and functions by the Board of Directors, subject to the provisions of the Internal Charter of the Executive Board.
I. commercial processes and customer relationship;		
II. human resources and social responsibility;		
III. information technology;		
IV. property;		
V. legal affairs; and		
VI. supplies and contracts.		
Paragraph 4 – The Chief Financial Officer and Investor Relations Officer is responsible for:	Excluded	Device excluded in view of the prediction of definition of competences and functions by the Board of Directors, subject to the provisions of the Internal Charter of the Executive Board.
I. planning, raising and allocating financial resources;		
II. controllership;		

III. accounting;		
IV. investor relations;		
V. operations in the capital markets and other financial operations;		
VI. indebtedness control;		
VII. corporate governance;		
VIII. regulatory affairs; and		
IX. new business.		
Paragraph 5 – The Technology, Enterprises and Environment Officer is responsible for:	Excluded	Device excluded in view of the prediction of definition of competences and functions by the Board of Directors, subject to the provisions of the Internal Charter of the Executive Board.
I. environment;		
II. research, innovation, technological and operational development;		
III. quality control of water and sewage products;		
IV. special investment program; and		
V. special projects.		
Paragraph 6 – The Metropolitan Officer, in the metropolitan area of São Paulo and part of Bragantina region, and the Regional Systems Officer, in the other areas of the Company's operation in the State of São Paulo, are responsible for:	Excluded	Device excluded in view of the prediction of definition of competences and functions by the Board of Directors, subject to the provisions of the Internal Charter of the Executive Board.
I. operation, maintenance and execution of Works and services in the system of water Supply, sewage collection and treatment, including in wholesale;		
II. commercial relations and customer service;		
III. control of the economic-financial and operational performance of its business units;		
IV. advisory to autonomous municipalities of water supply and sanitary sewage systems;		
V. negotiation of contracts for the provision of public services of water supply and sewage services in the municipalities; and		
VI. negotiation with the community and city halls, aiming at aligning the interests of its clients and of the company.		
<u>Representation of the Company</u>		

ARTICLE 21 – The Company undertakes obligations before third parties:		
I. with the signature of two Executive Officers, one necessarily being the CEO or the Officer in charge for the financial area;	I. with the signature of two Executive Officers, one necessarily being the CEO or the Officer in charge for the financial and investor relations area;	Adequacy of wording, according to Article 15.
II. with the signature of one Officer and one proxy, according to the powers in the respective power-of-attorney;		
III. with the signature of two proxies, according to the powers in the respective power-of-attorneys;		
IV. with the signature of one proxy, according to the powers in the respective power-of-attorneys, in this case exclusively to carry out specific acts.		
Sole paragraph – The powers of attorney may be granted through a public or private instrument, including by electronic means, with a determined term, and will specify the powers granted; only the powers of attorney for the forum in general shall have an undetermined term.		

3) Total Compensation

Based on the Bylaws and the Institutional Compensation Policy, Management proposes the global amount of R\$ 10,334,624.58 (ten million, three hundred and thirty-four thousand, six hundred, twenty-four reais and fifty-eight cents) for the remuneration of the members of the Board of Directors, Executive Board, members of the Fiscal Council and Members of the Company's Audit Committee for the 2023 fiscal year, distributed among its bodies as follows:

	Board of Directors	Executive Board	Audit Committee	Fiscal Council
Total Compensation	R\$ 1,227,564.00	R\$ 8,060,976.68	R\$ 708,210.00	R\$ 337,873.90

This extract does not replace the full **Management Proposal**, which is available only in Portuguese at:

<https://ri.sabesp.com.br/en/corporate-governance/minutes-of-meetings/>