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1 INTRODUCTION

Equatorial Energia S.A. (“Company” and/or “Holding Company”) and the subsidiaries the Company directly and/or indirectly controls (“Grupo Equatorial Energia”) conduct their activities by fundamentally valuing the environment and prioritizing the well-being of employees, customers/consumers, shareholders, investors, suppliers, partners and society in general (“Stakeholders” and/or “Stakeholder Groups”). Thus, this Stakeholder Engagement Policy (“Policy”) aims to organically integrate stakeholder groups with the commitments and missions taken by Grupo Equatorial Energia in its Bylaws, the Sustainability Policy, the Code of Ethics and Conduct, as well as other initiatives, instruments and corporate governance policies.

The Company recognizes that it is important to be close to its stakeholder groups and understands that it cannot work on a socially responsible business model without the engagement of all entities which have or may have a relationship with Grupo Equatorial, as well as those whose opinions and decisions influence – or may somehow influence – the activities performed by the Group. As a result, the Company also understands that it is fundamentally important to strategically and proactively manage relationships, allowing it to monitor and quickly respond to the public perception, considering their needs and expectations, while also consolidating and preserving a positive reputation, as stakeholder groups substantially contribute to the mitigation of potential risks, crises and conflicts.

The Policy also reaffirms that Grupo Equatorial’s business operations are based on integrity, the efficient and responsible use of natural resources, and respect for biodiversity and life. Short-, medium- and long-term social capital and relationship management is in line with the company’s corporate values, i.e. focus on people by strengthening trust-based relationships, promoting diversity, equality, inclusion and non-discrimination, and creating quality jobs and shared value.

We also underscore that the company seeks to contribute to the United Nations Global Compact agenda and its Sustainable Development Goals (“SDGs”), especially those to which it is committed and are somehow directly related to its activities, such as quality education, affordable and clean energy, and actions against climate change.

Grupo Equatorial Energia’s corporate ideology consists of values like ethics, responsibility, transparency and safety, which guide its strategic planning toward the achievement of the Company’s mission, objectives and vision. As a result, Grupo Equatorial, its employees and management work in compliance

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with the laws, principles, values and corporate policies, observing the precepts established in its Integrity Program.

The Code of Ethics and Conduct, the Anti-Corruption Policy and the corruption-fighting laws, notably Law 12,846/2013, form the basis of Grupo Equatorial Energia's Integrity Program, which must be complied with in all relationships, processes and work procedures, as well as normative instruments within the scope of its companies. Additionally, it is the charge of all employees to ensure compliance, avoiding any violation of the anti-corruption precepts.

2 APPLICABILITY

This Policy applies to all employees of Grupo Equatorial Energia, including the members of the Board of Directors, the Executive Board, the Committees, and the corresponding areas of the companies belonging to the group ("Employees"), as well as their suppliers, i.e. providers of services and products ("Suppliers"). The Company also encourages its suppliers to promote the principles set out herein in their own supply chains.

3 CLASSIFICATION OF STAKEHOLDER GROUPS

The following categories of stakeholder groups are based on Grupo Equatorial Energia's activities and production chain, which may have subdivisions and varieties, depending on each scenario, allowing the communication management area to adapt to such scenarios, needs and expectations:

- a) Employees
- b) Local community
- c) Associations
- d) Financial community
- e) Government, including agencies and regulators
- f) Customers/consumers
- g) Suppliers
- h) Communication channels
- i) The environment
- j) Educators and opinion leaders
- k) Shareholders

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l) Society in general

4 PRINCIPLES

It is the charge of Grupo Equatorial Energia's employees and suppliers to put into practice and disseminate:

- the applicable legislation, and Grupo Equatorial Energia's Code of Ethics and Conduct and this Policy;
- ethical, honest, transparent and preventive operations;
- dialogues that are active, transparent, inclusive, diverse, strategic and in line with the commitments taken on in this Policy;
- actions to bring parties reciprocally closer, encouraging the increased participation and engagement of all stakeholders in the activities carried out by Grupo Equatorial Energia;
- work in liaison with the community with empathy and integrity, encouraging previous free and informed consultation, seeking the continuous improvement of relationships with traditional peoples and communities, including indigenous peoples and other minorities;
- preventive and careful actions, in order to mitigate potential conflicts when performing the activities of Grupo Equatorial Energia;
- sustainable, conscious and responsible management practices, including as to the use of energy resources;
- respect for the best socio-environmental and governance practices; and
- work in synergy with the SDGs of the UN 2030 Agenda, contributing to its achievement.

5 GENERAL STRATEGIC GUIDELINES

Grupo Equatorial Energia will make the continuous effort to adopt strategic solutions that are adequate to the peculiarities of each situation, location and activity, without giving up on the basic principles set out in this Policy, the Company's governance and sustainability policies, as well as the applicable regulations and rules.

To do so, the Company will:

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- adopt mechanisms to identify and classify stakeholder groups, depending on the level of influence or the potential level of influence, through economic, socio-environmental, reputation and business criteria bilaterally;
- allow and establish mechanisms to exchange assessments of the communication channels and frequent and organic dialogue initiatives;
- engage with its stakeholders so that, through proactive listening and participation, it can ensure respect for human rights and the well-being of local communities affected by its activities, undertaking initiatives to further promote social responsibility and encourage socioeconomic development in the regions where it operates;
- promote and ensure the prevention of discrimination not only in the work environment but also in all interactions with our employees and stakeholder groups, fostering and ensuring the inclusion of all forms of identity expressions, i.e. age, gender, sexual orientation, gender identity or expression, race, color, disability, religion, marital status, nationality, or any other identity markers, as one of the basic principles of Grupo Equatorial Energia;
- ensure that employees will have safe working conditions to perform their activities;
- acknowledge that all forms of forced or slavery-like labor are grave violations of humans rights, and therefore, intolerable to all stakeholders, rejecting the use of forced or compulsory labor, as defined in ILO Convention 29, relative to all stakeholder groups;
- combat all forms of child labor, acknowledging that they are grave violations of human rights, promoting respect for the rights of children and adolescents as part of all stakeholder groups, and actively rejecting the use of child labor, and in any case, observing the minimum age for employment established in ILO Convention 138;
- develop and coordinate the execution of plans, programs and projects for each category and subcategory of the respective stakeholder groups, respecting their particularities, identifying relevant matters for each sector and category, as well as classifying the risks of each division and subdivision;
- adopt measures to identify and mitigate risks;
- continuously search for trends and opportunities associated with themes that are relevant to its stakeholder groups, undertaking and encouraging initiatives to reduce the environmental impact caused by its activities, including concerning biodiversity and the use of natural resources, by promoting research, development and innovation in the development of products and production processes that cause less environmental impact;

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- map opportunities to optimize the communication channels, so as to reach the highest level of efficiency and effectiveness possible when establishing relationships of mutual respect and partnership; and
- manage crises and conflicts of interest, considering the peculiarities of each context and scenario, in order to cultivate better relationships with its stakeholders.

6 MISCELLANEOUS

- This Policy is in line with the Code of Ethics and Conduct and the other Policies of Grupo Equatorial Energia.
- Grupo Equatorial Energia must ensure that the principles and guidelines established in this Policy are followed by the companies in which they hold relevant equity interests, in addition to making an effort to enforce said principles and guidelines in the companies in which they hold minority interests.
- Relevant improvements and revisions related to this Policy will be disclosed by Grupo Equatorial Energia on its main communication channels (website, disclosure of sustainability reports and/or other relationship channels);
- Monitor the execution and compliance of this Policy through the Executive ESG Committee, verifying whether the guidelines and initiatives contained in it are being observed; and
- Any questions and/or remarks about this Policy can be clarified with the Corporate ESG Department.

7 MAIN COMMUNICATION CHANNELS

Grupo Equatorial Energia offers multiple communication channels and specific interlocutors to ensure the awareness and effectiveness of this Policy.

On the “For the Future Every Day” website, available at <https://pelofuturotododia.com.br/en>, Grupo Equatorial Energia discloses information, data, and internal policies related to the ESG agenda.

It is also worth noting that Grupo Equatorial Energia ensures that all reports made in good faith, as well as suggestions on topics related to this Policy, are welcomed and processed. The Company’s Confidential Channel is available to employees and service providers 24 hours per day, 7 days per week

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at <https://www.canalconfidencial.com.br/equatorial/>, or through toll-free call at 0800 727 7801. The Company also offers the free ombudsman channels of its distributors so you can ask questions, give suggestions, file complaints and make reports, in addition to a direct investor channel via email (ri@equatorialenergia.com.br).

Grupo Equatorial Energia's Corporate Policies and Code of Ethics and Conduct can be accessed at <https://ri.equatorialenergia.com.br/pt-br/governanca-corporativa-2/estatuto-codigos-e-politicas/>.

8 VERSION CONTROL

Grupo Equatorial Energia's Stakeholder Engagement Policy will be revised every 5 (five) years, or whenever there are changes in Grupo Equatorial Energia's strategy of stakeholder communication and relationship.

REVISION	DATE	ITEM	DESCRIPTION OF CHANGES	PERSON IN CHARGE
00	XX/XX/2023			XXX

9 APPROVAL

Executive ESG Committee
 People, Governance and Sustainability Committee
 Board of Directors