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| Title: DIVERSITY AND INCLUSION POLICY | | Code: MN 001 EQTL. Diversity and Inclusion | Revision: 01 |

SUMMARY

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1. PURPOSES

Equatorial Energia S.A. (“Company”), its subsidiaries and controllers (“Equatorial Group”) disseminate and believe in a management model based on ethical values and principles that respect diversity and inclusion. Therefore, we do not allow discrimination on the grounds of race, color, ethnicity, gender, sexual orientation, gender identity, disabilities, religion, political opinion, national ancestry, social origin, geographic origin, appearance, aesthetics, accent, health condition, physical condition, marital status, age and other peculiarities, as a result of prejudices present in society, or protected by the Brazilian law, in accordance with the principles of our Code of Ethics and Conduct and our Integrity Program.

The objective of this document is to define the necessary fundamental principles to disseminate a culture of diversity and inclusion in all locations, encouraging practices that eliminate discrimination in the workplace. We emphasize that this material is in line with the Code of Ethics and Conduct, the Policies and the Procedures of the Integrity Program and the Privacy Program of the Equatorial Group, as well as the United Nations Sustainable Development Goals and the GRI Standards of the Global Sustainability Standards Board (GSSB).


2. SCOPE

This Policy applies to the Equatorial Group, covering all its employees, members of the Board of Directors and of the Executive Board (“Management”), Committees, Fiscal Council and Partners.

3. RESPONSIBILITIES

EMPLOYEES / PARTNERS SHALL:

- I. Ensure compliance with the Equatorial Group’s Diversity and Inclusion Policy, respecting all people that are part of the organization.
- II. Promote a workplace environment free of prejudices, where everyone can freely express themselves.
- III. Not tolerate any prejudice within the organization, and when anyone displays such behavior, said employees/partners shall not hesitate to report it on the Whistleblowing Channel.
- IV. Take part in diversity and inclusion actions and be a disseminator of this policy.

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LEADERSHIPS SHALL:


- I. Promote a diverse and respectful workplace environment, ensuring utmost respect for human rights and promoting the human dignity of all people that compose and has a relationship with the organization, rejecting any discrimination.
- II. Promote equitable opportunities for all people composing the organization, respecting their peculiarities and characteristics.
- III. Accept any person reporting discrimination and take the necessary measures to cease said discrimination and investigate the facts, reporting them, if necessary, to the areas of Selection and Culture, People and Management, and Audit and/or Compliance, as per the particularities of the case.
- IV. Multiply and promote diversity and inclusion actions, creating value for the company and making a positive impact on their areas.
- V. Expand the representativeness of people from vulnerable groups in the team and in leadership positions/roles, in partnership with the People and Management area, observing compatibility with pre-established criteria for the disclosure of job openings.

THE SELECTION AND CULTURE AREA SHALL:

- I. Develop the Equatorial Group's Diversity and Inclusion Program according to the particularities of each company.
- II. Develop and multiply capacity building and awareness-raising actions.
- III. Support in the strategy to increase the representativeness of people from vulnerable groups in the organization.
- IV. Support the development of internal or external communications so as to prevent any discrimination, offense and humiliation.
- V. Work together with the People and Management, Audit, Compliance and Legal areas to assess and substantiate Diversity- and Inclusion-related reports.
- VI. Monitor and disclosure diversity data.

THE AUDIT AREA SHALL:

- I. Receive, record and monitor any and all report relating to diversity and inclusion.
- II. Investigate reports involving discrimination and promoting its remediation by recommending the imposition of the appropriate disciplinary measures.

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THE EXTERNAL COMMUNICATION, MARKETING AND SUSTAINABILITY AREA SHALL:


- I. Receive, record and monitor any and all report referring to the company's operations, arising from external communication outlets, involving diversity and inclusion in the value chain.
- II. Contribute to the promotion of a diverse, respectful, inclusive and plural workplace environment through campaigns, content dissemination, disclosures and sponsoring actions and events, fighting all kinds of discrimination and prejudice.
- III. Promote diversity in advertising so as to increase representativeness and inclusion.

THE COMPLIANCE/LGPD AREA SHALL:

- I. Ensure that this Policy will be implemented with integrity and ethics across the Equatorial Group.
- II. Investigate any and all report involving personal data from the Equatorial Group's employees.

THE PEOPLE COMMITTEE SHALL:

- I. Monitor compliance with the Equatorial Group's Diversity and Inclusion Policy.
- II. Direct diversity and inclusion actions so as to cover all audiences within the Equatorial Group.


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4. DEFINITIONS

- I. **Diversity:** a noun characterizing everything that is diverse, or has multiplicity. In other words, everything that is plural and nonhomogeneous.
- II. **Equity:** a guarantee that the access to fundamental rights will be universalized with impartiality. In other words, recognizing inequality and pursuing justice and equality.
- III. **Inclusion:** attainment of a workplace environment where every individual is treated with justice and respect, having equal access to opportunities and resources, being able to contribute to the success of an organization.
- IV. **Race:** set of habits, beliefs and behaviors shared by people also possessing similar physical characteristics (usually displayed through skin color). In other words, race physically marks a culture.
- V. **Ethnicity:** set of habits, traditions and beliefs attributed to a social group. It is also a form of cultural identification (marked by physical characteristics, origin and set of habits).
- VI. **Gender:** roles, behavior, expressions and characteristics socially defined and attributed to people according to their gender (men, women, non-binary people). Gender does not refer to biological sex.
- VII. **LGBTQIA+:** an acronym with each letter representing a group of people, consisting of lesbians, gays, bisexuals, transvestites, transsexuals, queers, pansexuals, agenders, non-binary people and intersexuals, seeking greater visibility.
- VIII. **Prejudice:** an opinion formed without enough thought or critical thinking. It is usually formed without any fundamentals, which ends up influencing one's way of thinking and behaving and may lead to intolerance towards certain people or social groups.

4. PROHIBITIONS

The Equatorial Group does not define any compensation based on race, color, ethnicity, gender, sexual orientation, gender identity, disabilities, religion, political opinion, national ancestry, social origin, geographic origin, appearance, aesthetics, accent, health condition, physical condition, marital status, age, or other peculiarities.

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Additionally, the Group does not tolerate nor condone any form of discrimination, which shall be duly investigated by the Audit area, with the imposition of the appropriate disciplinary measures on the guilty party.

5. WHISTLEBLOWING CHANNEL

To ensure and foster an ethical organizational culture, the Equatorial Group has a Whistleblowing Channel as part of its Integrity Program, which is impartial, agile, confidential and secure. This channel can be used by employees and partners.

The Whistleblowing Channel is available 24/7 and can be accessed via intranet, or at <https://www.canalconfidencial.com.br/equatorialpara/>, or by calling the toll-free number 0800 721 0730.

6. APPROVAL

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ESG Committee

Governance, People and Sustainability Committee

Administrative Council