

	Health, Safety and Environment Policy	Code:	PL.CRP.HSE.001
		PDCA:	305
	Health, Safety and Environment	Review:	01
		Date:	08/06/2025

REVIEW AND APPROVAL

Review	Date	Description of updates
00	06/09/2022	Document creation
01	08/06/2025	<ul style="list-style-type: none"> ▪ Template update ▪ Nomenclature Adjustment ▪ Document organization and itemization

Creation	Review	Approval
<p>Felipe Roza Health, Safety and Environmental General Manager</p> <p>Livia Brito Health Manager</p> <p>Marcelo Jesus Safety Manager</p> <p>Lorenza Araujo Environmental Manager</p> <p>Juliana Kac Governance, Compliance and Internal Controls Manager</p>	<p>Ricardo Reis Human Resources, Health, Safety and Environmental Executive Officer</p> <p>Thiago Freitas Legal, Governance, Compliance and Internal Controls Officer</p>	<p>Executive Board</p> <p>Board of Directors</p>



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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 Zero Accidents.

2. APPLICATION

This document applies to all areas that comprise ENEVA's organizational structure, including SPE's, joint ventures and associated companies in which control is held by ENEVA. In other cases, the content of this document shall be brought to the knowledge of its business partner(s) for analysis of the pertinence of full or partial implementation.

3. REFERENCES

- **PL.CRP.CMP.002** Code of Conduct
- **PL.CRP.CMP.007** Code of Conduct for Third Parties
- **PL.CRP.ESG.001** Sustainability Policy
- **DT.CRP.HSE.002** HSE Corporate Guidelines
- **MN.CRP.HSE.001** HSE Management System Corporate Manual
- **FL.CRP.HSE.057** Golden Rules

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4. PRINCIPLES AND GUIDELINES

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

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

Our work adheres to the highest performance standards, and we take a proactive approach, identifying and managing the risks associated with our activities.


Our activities are based on full compliance with laws and regulations, establishing transparent dialogue with stakeholders.

We believe that the responsibility for promoting a culture of prevention lies with our leaders, by encouraging a sense of individual and collective responsibility for health, safety, and the environment.

We continuously seek to improve our processes, reducing losses and waste, and always striving to minimize/mitigate our potential negative impacts on the environment and surrounding communities.

We uphold inviolable and incorruptible principles, the violation of which is subject to consequence management. The **Golden Rules** include:



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Therefore, committed to promoting behaviors, processes, and a healthy, safe, and sustainable environment, we are committed to guidelines that support our actions. The **Health, Safety And Environment Guidelines** include.

4.1. GUIDELINE 01: Leadership and Commitment

Disseminate Eneva's culture with a focus on Health, Safety, and the Environment.

4.2. GUIDELINE 02: Management of Skills

Ensure a skilled workforce for healthy, safe, and sustainable work.

4.3. GUIDELINE 03: Contractor Management

Align and control additional risks arising from contractors.

4.4. GUIDELINE 04: Monitoring and Continuous Improvement

Pursue the enhancement of the Health, Safety, and Environment Management System.

4.5. GUIDELINE 05: Information and Documentation Management

Ensure the formalization, traceability, standardization, updating, and accessibility of the system.

4.6. GUIDELINE 06: Incident Management

Establish incident reporting and investigation procedures, targeting Zero Accidents.

4.7. GUIDELINE 07: Integrity Management

Identify Critical Elements of Operational Safety and establish control and management.

4.8. GUIDELINE 08: Operational Risk Management

Identify and analyze operational risks, describing requirements for safe operation.

4.9. GUIDELINE 09: Sustainable Work

Promote the development of activities in a healthy, safe, and sustainable manner.

4.10. GUIDELINE 10: Emergency Management

Ensure the best possible emergency preparedness and response

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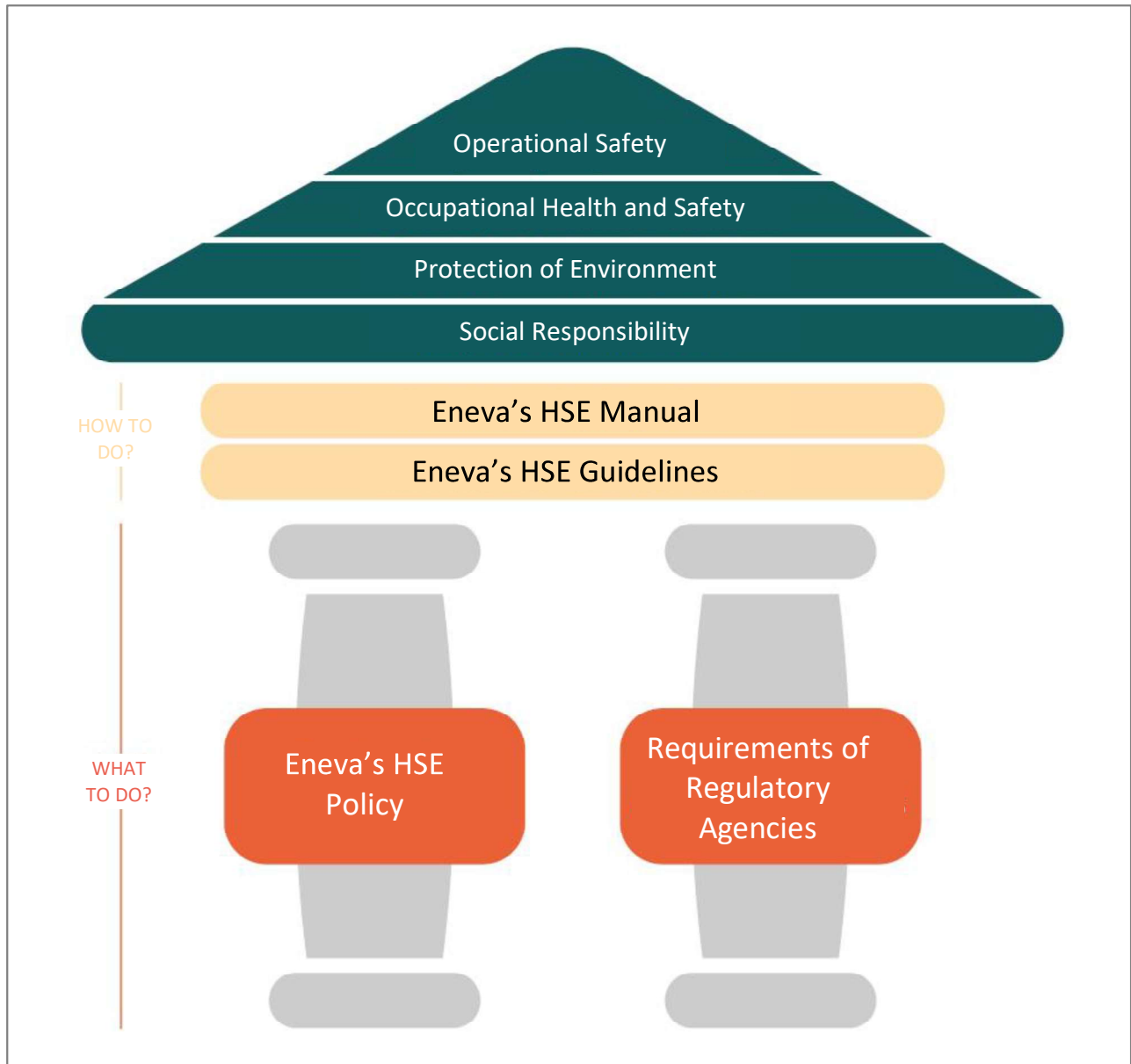



Image 1: Schematic representation of Eneva's Health, Safety, and Environment Management System.

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5. GENERAL PROVISIONS

The company's entire leadership is responsible for disseminating and ensuring compliance with the precepts of this Policy. The specific responsibilities of the areas for implementing this policy are:

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

- (i) Approve this Policy;
- (ii) Approve the resources required for the implementation of this Policy;
- (iii) Disseminate this Policy to shareholders and investors.

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


- (i) Provide the resources required for the implementation of this Policy;
- (ii) Disseminate this Policy to the entire workforce, suppliers, customers, and shareholders;
- (iii) Strengthen Health, Safety, and Environment in the Company's culture;
- (iv) Ensure, together with the Compliance area, full compliance with this Policy.

- **Health, Safety and Environment Area**

- (i) Prepare and maintain this Policy;
- (ii) Communicate, together with the Communications and Corporate Governance area, the preparation and changes to this Policy to everyone in the organization;
- (iii) Break down this policy, providing detailed guidelines to indicate "what" and "how" to do it;
- (iv) Support the entire company in the implementation of this Policy;
- (v) Check compliance on a regular basis, together with the Compliance area.

- **All leaders**

- (i) Budget the resources required for the implementation of this Policy;
- (ii) Provide the necessary resources for its implementation;
- (iii) Disseminate this Policy to the entire workforce, suppliers and customers;
- (iv) Strengthen Health, Safety, and Environment in the Company's culture;

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(v) Monitor the performance of the Management System of its units and implement continuous improvement actions.

▪ **All employees**

(i) Comply with the guidelines set forth in this Policy;

(ii) Contribute to the continuous improvement and review of this Policy;

(iii) Break down the requirements of this Policy for application in all its activities, facilities, and business units;

(iv) Prepare related documents required for their areas of activity, ensuring consistency.