

## RECRUITMENT AND SELECTION POLICY

May 22, 2019

The Board of Directors of NEOENERGIA, S.A. (the “**Company**”) assumes that without the support of a skilled, diverse, and motivated workforce, the Company will not be able to achieve the strategic aims of NEOENERGIA Group.

### 1. Purpose

The success of NEOENERGIA Group’s businesses is critically dependent upon attracting, selecting, and retaining the best talent in order to engage professionals with the skills, knowledge, abilities and behavior reflected in the *Purpose and Values of the NEOENERGIA Group*, thus attending to the current and future needs of the companies within the Group, all in accordance with applicable law and the best professional practices.

With this Recruitment and Selection Policy, the Company contributes to the inclusive and sustainable growth sought by goal eight of the Sustainable Development Goals (SDGs) approved by the United Nations, as well as to the achievement of goal number five with the promotion of gender equality in all of its recruitment and selection processes.

### 2. Main Principles of Conduct

To achieve these goals, the NEOENERGIA Group accepts and promotes the following basic principles that must inform all recruiting and hiring activities:

a) Develop a global master process for standardizing recruitment and selection procedures within the NEOENERGIA Group, so that they: Value internal talent.

- Respect equal opportunities and promote non-discrimination by reason of race, color, age, gender, marital status, ideology, political opinion, nationality, religion, or any other personal, physical, or social condition. This will guarantee the ability of the Company to recruit, motivate, and retain the best talent and uphold the legal and ethical principles expected from a trusted employer, consistent and aligned with the *Purpose and Values* of NEOENERGIA group and with the values of its stakeholders.

- Ensure that selection is carried out exclusively on the basis of merit and capability, including all professionals meeting the knowledge, attitudes, abilities and skills profile required for the various positions and guaranteeing that all candidates are treated equally throughout the process.

- Comply with applicable labor laws in each country regarding recruitment and selection.

- Guarantee absolute confidentiality to all candidates, in accordance with personal data protection laws and regulations.

b) Encourage the access of young people to their first job through scholarship programs and other agreements.

c) Present to the candidates an attractive and comprehensive value proposal based on equal opportunity and made up of competitive remuneration, broad training and professional development, a healthy work environment and measures facilitating a balance between personal and professional life, seeking for the experience of the candidates during the selection process and subsequent integration within the NEOENERGIA Group to be completely satisfactory.

d) The NEOENERGIA Group will promote the hiring of its professionals using stable contracts.

e) Endeavour to ensure that selection and hiring processes are objective and impartial and do not influence the hiring of family members of NEOENERGIA Group professionals or persons with a similar connection, avoiding the participation of the professionals with which they are connected in their selection process.

f) Favor the hiring of people from excluded groups and with diverse abilities.

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This *Recruitment and Selection Policy* was initially approved by the Board of Directors on June 28, 2018 and last updated at the Board of Directors' Meeting held on May 22, 2019