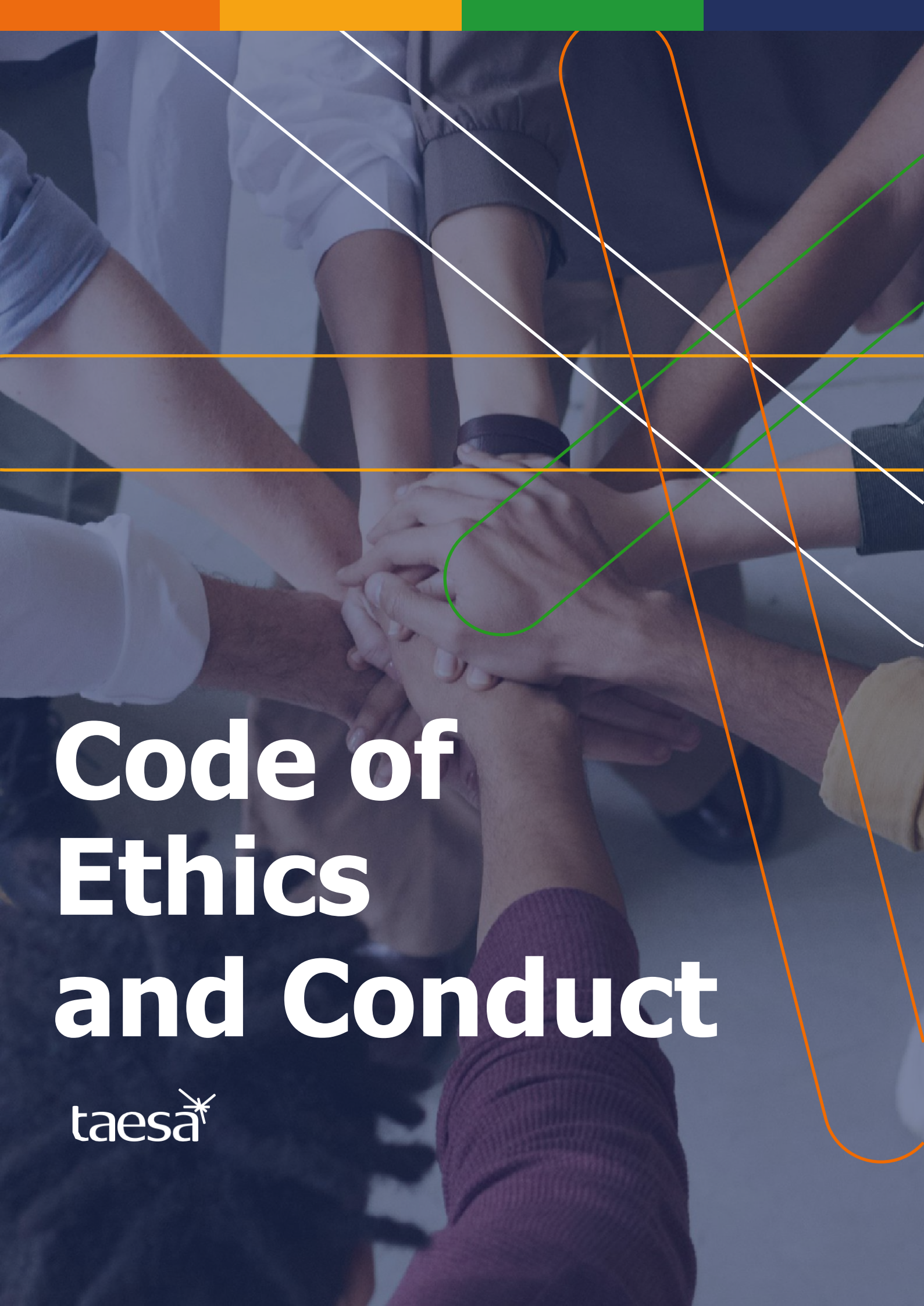




Code of Ethics and Conduct

taesa^{*}

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01.

Message from Taesa's Top Management

At TAESA, integrity and transparency are the key foundations for sustainable and efficient business growth. These values drive any and all daily activities and decisions, fostering relationships based on respect and trust.

The Code of Ethics and Conduct goes beyond an internal guide: it represents a commitment to a culture of responsibility. This document establishes compliance standards and provides clarity on the company's principles and goals, helping to strengthen the company's prominent positioning in the Brazilian electricity transmission industry.

Everyone's engagement with these pillars is key to creating a positive environment, in addition to preventing the company from taking different risks and maintaining a solid reputation.

We will continue working relentlessly toward the pursuit of excellence to leave a lasting legacy for society.

In case of any further questions, please contact our Compliance team or the appropriate communication channels described in this Code.

TAESA's Management.

02

Introduction

This is the Code of Ethics and Conduct of Transmissora Aliança de Energia Elétrica S.A. ("TAESA" or "Company"), which shows its commitment to integrity, transparency, prevention of illegal acts and good corporate governance practices. Based on general principles and in accordance with the Company's Values, which are key drivers, this guide aims to strengthen the organizational ethical culture.

All of TAESA's activities, relationships and operations must follow this Code and comply with the requirements of the relevant internal and external regulations.



Objective

This contains the conduct guidelines that the company expects of its employees, suppliers and third parties, to help ensure an ethical and upright behavior and build relationships that are transparent and of trust.

Applicability

The principles, guidelines, duties and commitments described herein apply to any and all employees, trainees, young apprentices, members of the board and of committees, officers, service providers, suppliers, third parties and wholly-owned subsidiaries, regardless of their hierarchical level, geographical location, functional dependency, the Company or the group of which they are part or which provide services. The above provisions will exceptionally not apply to companies over which the Company does not control, and which have their own Code of Ethics; nevertheless, these must be aligned with the Company's Values and the principles described herein.

All those mentioned above must be aware of and comply with this Code and the legislation on force regarding their activities, in any and all activities in TAESA's value chain. No omission or negligent behavior is admissible.

Responsibility

The compliance team, together with other Company departments, is responsible for reviewing and updating TAESA's Code of Ethics and Conduct. The updated version of the Company's Code of Ethics and Conduct must be updated on the internal network and on institutional and investor relations websites.

Any changes to the content will be submitted to the Company's Top Management for approval, to show its strong commitment to ethics and corporate integrity.

03.

STRATEGIC RIVERS

Mission

We connect Brazil with safe and reliable energy

Vision

To be the electricity transmitter of greatest value to society

Core Values

We genuinely care for **people**.

We act with **integrity**, building relationships of **trust**.

We strive for **excellence** in everything we do.

We are TAESA!

04.

Long-term Commitment

TAESA understands its role toward sustainable development and undertakes to operate in compliance with environmental, racial and gender equity, human and labor rights guidelines, in line with the fight against corruption and any and all forms of harassment and discrimination.

To reaffirm this commitment, TAESA is a signatory to the United Nations Global Compact and the Ethos Institute, in accordance with the 10 UN Principles. TAESA's Sustainability Report displays all the initiatives the company has taken and is part of.

[Click here to access the report](#)



Pacto Global
Rede Brasil

INSTITUTO
ETHOS

05.

Key guidelines

Diversity

TAESA undertakes to combat and prohibit any incitement to, promotion and dissemination of prejudice or discrimination due to physical, hearing, visual, intellectual, mental, psychosocial or multiple disabilities, origin, ethnicity, color, religion, belief, gender, age, sexual orientation, gender identity or expression, social status, pregnancy, marital status, union membership and political preference or any other differentiating aspect in the workplace.

TAESA recognizes that diversity positively contributes to creating a welcoming environment based on respect, acceptance, inclusion and tolerance, which helps to continue motivating and engaging employees, in addition to fostering a culture of respect, cooperation and a sense of belonging and fulfilling a social role.

Efficient management

TAESA reaffirms its commitment to effective and sustainable management and recommends:

- leading by example and complying with all applicable regulations;
- committing to working for and conducting Company's business in a responsible, ethical, upright and transparent manner;
- acting clearly, reliably and honestly in any and all Company activities, being objective and impartial when making decisions, taking actions and using resources; in addition, we recommend repudiating any and all forms of fraud and corruption and taking an active stance in situations that are not in accordance with the guidelines hereof.

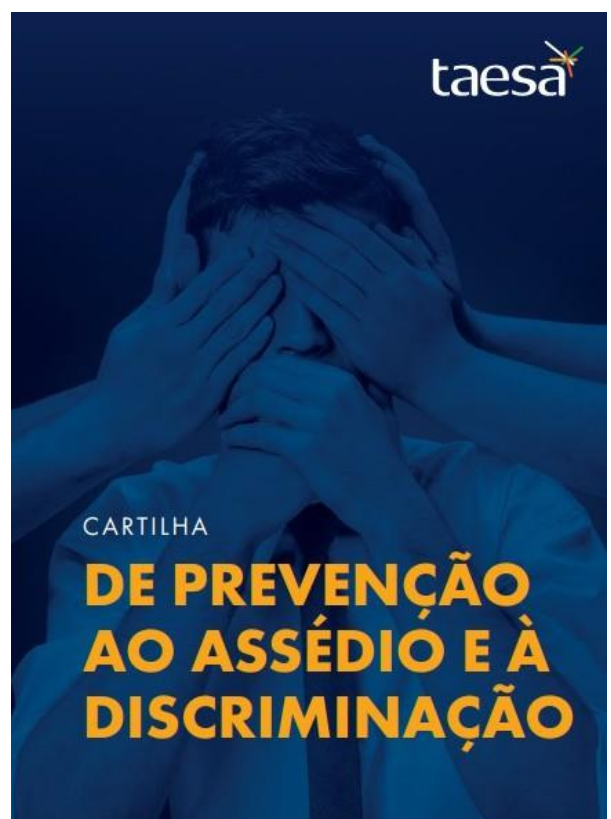


Human Dignity

- No systematic discrimination, humiliation, degradation, psychological violence or isolation is allowed since they are harmful to human dignity.
- TAESA does not tolerate the practice of any form of moral or sexual harassment, discrimination, bullying, sexually suggestive behavior or speech that may disturb the sensibility or embarrass the person, or the display of sexually suggestive images.
- TAESA does not tolerate and repudiate any form of exploitation of adult and child labor, sexual exploitation of children and adolescents or exploitation analogous to slavery and prostitution.
- TAESA condemns the withholding of documents, exhausting work, physical punishment, debt slavery and degrading working and living conditions.
- TAESA is willing to adapt its physical environments to enable the social inclusion of people with disabilities.
- TAESA expresses its commitment to the universal human rights listed in current national and international legislation to which Brazil is a signatory. This applies to its operations and value chain, with no tolerance for violations of any kind, and aims at having a positive social impact.
- TAESA respects the right of workers to join trade associations and unions, to organize collectively in entities of their choice and to form representation without retaliation.

To further strengthen TAESA's engagement with this agenda and raise awareness about the issue, the company has developed the Prevention of Harassment and Discrimination Playbook.

Addressing different cases, methods of identification, measures to be taken, practical examples and major risks and consequences of misconduct, we are moving forward on our journey towards a safe and healthy workplace.



[Click here to access the playbook](#)

Sustainability

Sustainability is one of TAESA's strategic pillars and is considered in all business decisions. That being the case, the company is committed to protecting the environment and mitigating any socio-environmental impacts arising from its activities, in addition to supporting, promoting and adopting sustainable practices. We see conscientious use as a key factor for the expansion of the sector

reinforcing the value shared with society, promoting the improvement of the population's quality of life and treating the communities where we operate in an appropriate and responsible manner. Our aim is to serve the current generations and preserve the rights of all in the future.



06.

Legal Compliance and Corporate Governance

Legal Compliance

- TAESA prioritizes compliance with the law, other current regulations and rules of conduct and does not accept the engagement of its employees with any activities and/or people who carry out illicit activities or are financed with capital from illicit sources.
- TAESA and its employees must own the consequences of their actions, considering the impact on the community, the environment and the long-term sustainability and development of the business.
- The Company's legal department must provide the necessary guidance and support to ensure legal compliance in any and all fronts.

Business integrity

This is a pillar that underpins all of TAESA's operations and relations.

This principle requires our employees to conduct their activities with ethics and integrity, performing their duties and carrying out business and commercial transactions with integrity and transparency, in strict compliance with applicable national and international legislation; in addition, any transactions, business or situations that may generate or characterize conflicts of interest must be avoided.

Anti-corruption and anti-bribery

TAESA does not tolerate any form of corruption, fraud, bribery or anything similar, fully complying with the Anti-Corruption Law (Law 12.846/2013 and Anti-Corruption Decree 11.129/2022).

TAESA does not allow bribes to be offered, paid, requested, negotiated, promised, authorized or accepted, including facilitation payments and any other advantage to directly or indirectly benefit an individual or TAESA, whether to public officials, owners of the assets, traditional communities or any interested parties.

Fight against money laundering and terrorist financing

TAESA does not tolerate any money laundering and terrorist financing practices and prohibits financial transactions of an operational nature outside the banking network, in compliance with legal provisions (Laws 12.683/2012 and 9.613/98, Decree-Law 5.640/2005 and Law 13.260/2016).

Data Protection

TAESA and its employees must observe full compliance with the legal provisions in terms of the collection, handling, storage, consent, processing, sharing, disposal and privacy of personal data, such as the Brazilian General Data Protection Law (Law 13.853/2019), preserving data from undue disclosure or outside the legal or conventionally provided purposes.

Free trade

The key objective is to promote and maintain a fair competitive environment by preventing monopolies, inappropriate practices and other market barriers. TAESSA sees competition as a way to encourage innovation, improve the quality of products and services, and help to reduce costs throughout the electricity sector chain, including the end consumer.

Corporate Governance

Structure and Practices

Board of Directors:

must act ethically and transparently, making decisions that reflect the best interests of the organization and its investors.

Advisory Committees:

These Committees have no executive role and analyze matters of their specialty in depth, issuing suggestions for decisions or actions and, if necessary, opinions to the Board of Directors, not limited to audits, risks, ethics and compliance.

Policies and

Procedures: must be developed and maintained to guide the organization's operations according to best governance practices.

07.

General Duties

Employee relations

- Behave in accordance with the company's rules, social rules and act in a civilized and friendly manner, being open to and attention to all people, respecting individual differences and plural diversity.
- Engage in dialogues to welcome differences of opinion regarding work and encourage the integration of peers, colleagues and teams.
- Collaborate with co-workers and guide everyone with patience and interest, sharing non-confidential and essential information internally which are key to the business.
- One must not offer, pay, request, negotiate, promise, authorize or accept, directly or through an intermediary, advantages or benefits intended to influence acts and decisions or obtain any kind of undue advantage to the detriment of the company's interests.
- One must not offend, bully, curse, insult and/or degrade others in a discriminatory, sexual and/or prejudiced manner in virtual or physical space or on the Company's premises.
- No form of discriminatory act and/or act equivalent to moral and/or sexual harassment is allowed.
- Completion of the Conflict of Interest and Politically Exposed Person Forms is mandatory since it helps to identify and monitor these circumstances in accordance with current internal regulations.
- Information relating to operations, trade secrets, strategies, contracts and commercial terms must be treated confidentially.



Goods and resources

- Care, attention and moderation are key to safeguarding the Company's assets, which requires behaving responsibly and in accordance with the operational regulations in force.
- Immediately report any threats, damage, reduction in efficiency or situations that conflict with the company's interests to their direct manager or to the department responsible for security/control.
- Using the company's machinery, equipment and vehicles to carry out activities that do not comply with internal regulations and current legislation or are not related to its business or could compromise its functionality is not allowed.
- Lending, selling or donating company assets, resources and vehicles without prior authorization, or using them in election campaigns or for the benefit of candidates or political parties is prohibited according to internal regulations.

Technology

- Using IT resources and digital media for private purposes is tolerated, but violating legislation and other internal regulations, compromising TAESA's image and reputation and jeopardizing the security of corporate information/resources is forbidden.
- The Company reserves the right to obtain access to or monitor the content produced or transmitted by the equipment and corporate resources, and there should be no expectation of privacy in the use of the resources provided.
- Accessing pornography websites or websites with unethical or immoral content is prohibited.
- The Company advises against sharing personal passwords, credentials/ badges and/or leaving computer screens/notebooks unlocked.
- The Company advises against downloading unlicensed software without prior authorization and without complying with the Company's Information Security regulations.
- Access to confidential information restricted to authorized people only, protecting it from any unauthorized internal or external access, manipulation or destruction, whether intentional or accidental.
- Preserving information and know-how (knowledge, technologies, methods, processes, systems), created or shared internally, which may not be used without prior authorization for the preparation of lectures, seminars, training material or academic work, nor passed on to third parties since they are TAESA's intellectual property following internal regulations.
- Immediately inform the Company's Information Technology department if you become aware of or suspect that confidential information and/or personal data has been leaked.

Accounting and financial information

- Keeping accurate financial and accounting records in strict compliance with applicable national and international legislation, reflecting its real financial situation, is required.
- The Company suggests carrying out business and commercial transactions with integrity and transparency.
- Ensuring appropriate access to accounting and financial information, with equality, in compliance with capital market regulations is key.

Internal Controls

TAESA has a system of Internal Controls to protect the Company from events that may affect the business and to contribute to its strengthening and economic and operational efficiency. The main risks are monitored periodically by the responsible team, which assesses the effectiveness and efficiency of the Internal Controls system based on corporate risk management.

Communication and training

TAESA undertakes to keep all its employees informed, involved and trained through the Communication and Training Plan, with the aim of sharing the rules of the Code of Ethics and Conduct, disseminating the Company's Values and regulations and building a transparent, ethical and respectful working environment.

Eligible employees must ensure that they meet the deadlines for carrying out mandatory training.



Press

- Any communication with the media must be through the Company's Communications department and be guided by the principles of transparency, truthfulness, reliability and respect for information, respecting the confidentiality necessary to preserve TAESA's interests.
- Speaking on behalf of TAESA, representing the Company at internal and external events and on social networks is only allowed upon proper designation and guidance of the Company's Communications team to ensure alignment to the Company's strategy, information security, preserve TAESA's reputational image and your own professional image.

08. Taesa's Commitment to Collectivity

TAESA agrees to:

- carry out any and all obligations to society that derive from its social role and its commitment with safety, continuity and quality;
- respect social acceptance, local culture, the environment and the interests of the local and national communities where it operates, limiting, where possible, the impact on the territory and encouraging, where appropriate, territorial development and the improvement of quality of life;
- adopt transparent and democratic criteria when selecting sponsorship agreements, terms or contracts with individuals or companies to promote initiatives of social, humanitarian and cultural value as an element of participation in the growth of the communities in which it operates.

Any and all sponsored activities, which may refer to cultural, sporting, social or educational themes, must comply with TAESA's sponsorship regulations, with current legislation and help to strengthen the Company's image.



Safety, health and the environment

- It is everyone's responsibility to follow preventive measures when carrying out activities.
- TAESA prohibits the consumption of any illicit drugs and the practice of illegal gambling in the work environment, the drinking of alcoholic beverages during working hours and the use of tobacco/electronic cigarettes within the Company's physical space.
- All Occupational Health and Safety guidelines contained in TAESA's official regulations and communiqués must be implemented to properly preserve the integrity of the Company's employees.
- Following TAESA's Golden Rules, all employees must adopt and promote the safe behavior indicated for carrying out their activities, to avoid accidents at work.
- TAESA undertakes to comply with the requirements for the collection, use, storage, reuse, recycling and correct disposal of materials and waste it generates.
- TAESA's employees undergo periodic occupational medical examinations, as required by law and in accordance with the guidelines of the team responsible, in addition to several well-being initiatives and the Quality-of-Life Program, which aim to strengthen everyone's physical and emotional balance.





09.

TAESA's Commitments to Shareholders, Financial Analysts and Investors

TAESA agrees:

- to maintain prudent management that harmonizes the economic and financial goals of the market with the institutional image of the Company;
- not to favor, intentionally or in fact, specific categories of shareholders or single shareholders by any means, including not using confidential information;
- to communicate with shareholders and make the necessary information available in a transparent, timely, proactive, accurate, responsible and equal manner to all investors and shareholders;
- to adopt a responsible Corporate Governance System in accordance with the provisions of the Brazilian Institute of Corporate Governance ("IBGC"), which provides for the market best practices;
- to adopt and develop a risk management, anticipation and control system in order to protect TAESA's interests and guarantee business continuity;
- To consider, with regard to the communication of information, the appropriate procedures described in the regulations for the disclosure of material facts, trading in securities issued by the Company and transactions with related parties, conducted by the Company's Investor Relations department;
- not to allow any loans in favor of the Company's controller and manager.
- to keep confidential any information relating to any Relevant Action or Fact to which it has privileged access until its disclosure to the market.

10.

TAESA's Commitments to Authorities and Regulatory Bodies

For TAESA, some of the Brazilian regulatory authorities are the National Electric Energy Agency ("ANEEL"), the National System Operator ("ONS"), the Ministry of Mines and Energy ("MME"), the Securities and Exchange Commission ("CVM"), the Energy Research Company ("EPE"), among others.

TAESA agrees:

- to base relations with public bodies and/or entities and government authorities, whether national or international, on the principles of ethics, integrity and transparency;
- to communicate with any regulatory authority in order to provide the necessary information in a timely manner and in accordance with internal regulations;
- to fully comply with the Law on Money Laundering or Concealment of Assets, Rights and Values (Law 9.613/98);
- to collaborate in the definition of industry rules, where applicable;
- not to put the company in situations of conflict of interest with employees of the sector's regulatory authorities and institutions and/or public agents, to avoid any type of fraud or illicit activity;
- to map and monitor Politically Exposed Persons (PEPs) and their respective links with company employees, to avoid any situations that could constitute a conflict of interest.



II. TAESA's Commitments to Institutions and Associations

TAESA agrees:

- to establish effective and transparent channels of communication with regional, national and international institutions, to properly guarantee ethics and integrity in all relations;
 - to adopt appropriate measures to prevent violations and acts harmful to the Public Administration.
- (Antitrust Law 12.529/2011 and Administrative Improbity Law 8.429/92);
- adopt behavior consistent with the purpose and criteria of the representation associations in which it participates.



12.

Relationship with Business Partners, Suppliers and Third Parties

At TAESA, we understand that our business partners, suppliers and third parties are key to the success and sustainability of our operations. That being the case, we have made available the Code of Conduct for Business Partners, Suppliers and Third Parties and we have adopted practices of transparency and integrity in all our partner selection and management processes.

This chapter of the Code of Ethics and Conduct outlines the principles and expectations that govern our relationships, aligning our actions with the search for sustainable development and the promotion of a culture of integrity in the business environment, in addition to preserving our reputation and image.

Selecting suppliers

TAESA's selection of suppliers is a careful process that considers various factors that are key for establishing solid and lasting partnerships. Some of the criteria assessed are as follows:

- Technical competence and quality of the services and products supplied.
- Compliance with safety, environmental and health standards.
- Financial strength and economic stability.
- Commitment to integrity and business ethics.
- Adoption of sustainable and socially responsible practices.
- Offering the most cost-competitive product, considering TAESA's long-term needs.

[Click here to Access the Code of Conduct for Business Partners, Suppliers and Third Parties](#)

Principles of conduct in the procurement process

At TAESA, we must:

- ensure impartiality during all stages of the contracting process, guaranteeing equal access to information and opportunities without discrimination or privilege;
- establish transparent competition processes with objective criteria, in an impartial and clear manner, to ensure a fair selection and hiring process of suppliers;
- respect the limits of internal allocations, approval processes and prevailing business rules, avoiding deviations from the process;
- expressly specify, in the contract provisions, adoption of TAESA's Code of Ethics and Conduct and the Code of Conduct for Business Partners, Suppliers and Third Parties.

Requirements for our suppliers

- Keeping the information accessed confidential, both before and after selection and contracting of suppliers.
- Promoting fair and decent pay, and access to training and promotion for its employees.
- Following the steps and obligations listed in the General Supply Conditions, shared when the Quotation Process is opened.
- Issuing invoices with all the information required and on time following TAESA's instructions.
- Ensuring adequate housing conditions for its employees, promoting health and well-being.
- Ensuring commitment toward and quality in the scope, looking to produce good results in the performance evaluation process.
- Ensuring the use of Personal Protective Equipment (PPE) by all employees.
- Maintaining a work environment that respects diversity and inclusion and considering all profiles within the capabilities established for the positions.
- Complying with the punctual payment of salaries, charges and benefits, respecting all labor and social security regulations in force.
- Keeping an updated registration of the company on our approval portal throughout the term of the contract.
- Committing not to employ and/or sub-contract any companies that use child labor, slave labor and/or labor analogous to slavery, nor those that admit the practice of harassment and discrimination.
- When the service is complete, we recommend requesting the technical capacity certificate since it can help the company in future supply competitions for TAESA.

13.

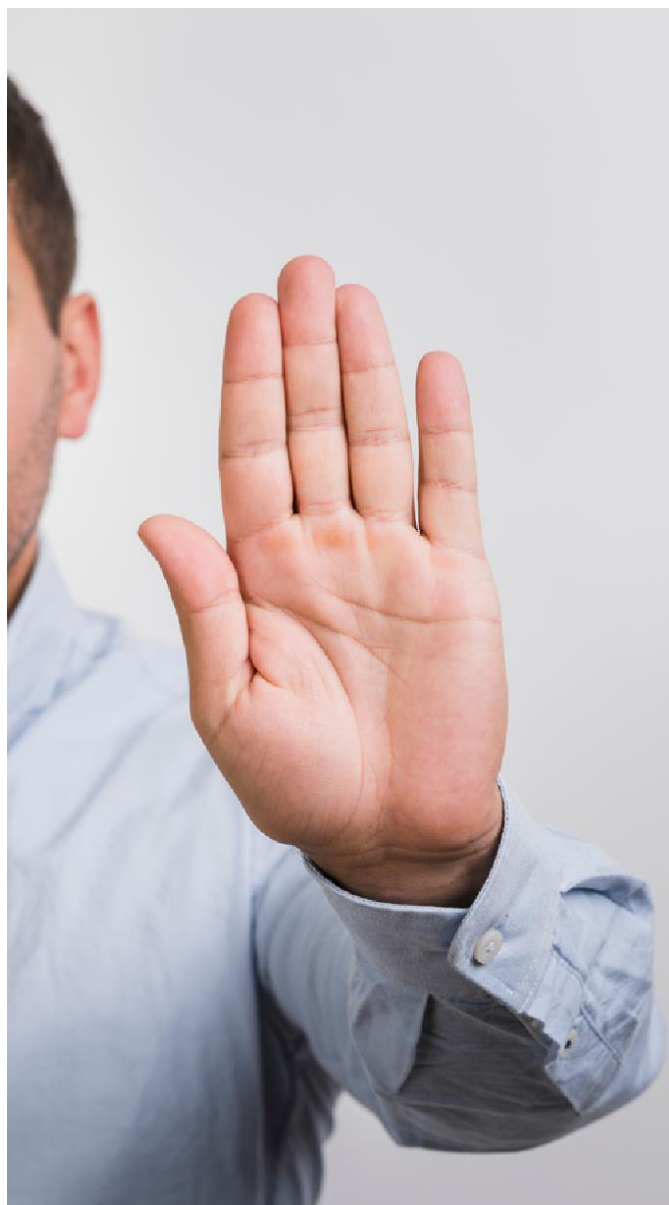
Prohibitions on Employees

It is strictly forbidden for TAESA employees:

- to establish business relations with partners who have a history of illegal activities, including corruption, money laundering, administrative impropriety, tax evasion, theft, smuggling, bribery and facilitation payments, among other wrongdoings;
- to use TAESA's market position or size to obtain undue (personal, direct or indirect) advantages from suppliers, service providers or institutions in negotiations or that have a business relationship with TAESA
- to omit the identification of any irregularity, fraud or falsification identified by the responsible teams;
- to hire any contractors referred by the Government without the proper selection process by the Company's Procurement team;
- to engage in any hiring process that does not meet TAESA's strict selection criteria;
- to hire, influence the hiring of or being responsible for the management of any suppliers with whom they are related in any way;
- to hire any suppliers or service providers who subcontract their activities with public agents (or have them on their corporate board) who have processes related to TAESA's business.

Referrals

Employees may refer suppliers and partners to TAESA (including relatives), as long as they have no influence or participation in the decision-making of this hiring process.



14.

Gifts, Hospitality, Entertainment, Travel and Meals

At TAESA, we value transparency and integrity in all our interactions. We understand that gifts, presents and invitations to events can be nice gestures that strengthen professional ties. However, remaining vigilant is key to ensure that these courtesies are not

interpreted as attempts to influence decisions or gain undue favors. Our Code of Ethics and Conduct reflects this commitment by providing guidance on how to handle these situations with discernment and responsibility.

What is it?		
Gifts	Low-value items, as a courtesy, generally of a promotional nature, with no direct commercial purpose to highlight the brand, usually branded with the logo inserted.	E.g. pen, key ring, calendar, etc.
Presents	Items with commercial value, intended to please or mark a special occasion.	E.g. candy boxes, imported drinks, bouquet of flowers, etc.
Hospitality	Composed of services or expenses for transportation, meals, accommodation, courses, seminars, congresses, technical events, fairs, which are not exclusive to TAESA and which are related to professional activities.	E.g. visits to suppliers' factories, workshops, conferences, meetings in other states and countries, etc.
Meals	Any meals with customers, business partners or employees on business occasions.	E.g. lunch.
Entertainment	Refers to tickets for cultural or sporting events.	E.g. concerts, soccer matches, theater, tournaments, etc.

[Click here to access the normative playbook](#)

Guidelines for employees

Any exchange of gifts and invitations must always follow the highest ethical standards and reflect our commitment to integrity and accountability. We adopt clear procedures to prevent inappropriate practices, including corruption and bribery, which helps to ensure that our actions are always transparent and fair.

Mandatory declaration: all employees must declare receipt of any gifts, invitations, hospitality and entertainment to the Company's Compliance team. This includes any branded or unbranded items.

[Click here to access the form](#)

IS ALLOWED

✓ Holding business meetings

Organizing or participating in business meals, provided that:

- these meals are not offered/received with the intention of compensating someone or in the context of an exchange of favors or commercial benefits;
- there are no obligations or counterparts for TAESA to avoid conflicts of interest.

✓ Support to attend professional events

Accepting invitations to travel and accommodation to participate in professional events, such as lectures and congresses is allowed. This is allowed when:

- they are formally approved in accordance with internal regulations, ensuring that all external activities are aligned with the Company's interests;
- there is no conflict of interest, i.e. their participation should not be seen as a form of favoritism in the business relationship and interference in the impartiality of their duties.

IS NOT ALLOWED

⊗ Accepting hospitality extended to family members

Any offers of travel or hospitality that extend to family members or people close to you must not be accepted. . Accepting these offers could be seen as a potential conflict of interest and undermine professional impartiality and integrity.

⊗ Accepting money or cash equivalents as gifts.

Accepting money of any kind, by any means, gift certificates and/or vouchers is not allowed. By following these guidelines, you contribute to maintaining integrity and ethics in the workplace, helping to ensure transparent and fair business relations.



15.

Conflicts of interest

Credibility and trust go hand in hand with integrity

A Conflict of interest (Law 12.813/2013) is when an employee, due to personal interest, can be influenced to act against the principles, objectives or interests of the Company. This can result in inappropriate decisions or bad behavior or nonfulfilling of their responsibilities. Any behavior and choices driven by conflicting interests can undermine the Company's reliability and credibility. TAESA's success also depends on our ability to make decisions that are not influenced by conflicts of interest.

Any potential conflict of interest can be just as damaging to the brand and reputation as a real conflict of interest. We therefore have an obligation to avoid any and all situations that could allow for questioning our judgment and objectivity. Different situations can give rise to conflicts of interest within the company. For example, family, emotional or financial ties among employees or between employees and people linked to TAESA's suppliers.

Always

- Reflect on whether a situation can create a real or perceived conflict of interest and how this can be
- Discuss any possible conflict with your manager, the People managing department or the Compliance department as soon as possible, and trying to be open and transparent about the situation, is of utmost importance.

Never

- Conceal or fail to report any real, potential or perceived conflict of interest.

[Click here to access the normative playbook](#)

Kinship and romantic relationships in the workplace

TAESA's work and purpose are based on human relationships. Therefore, we strongly respect the personal bonds between our employees. However, some limits are necessary for situations not to fall under conflicts of

interest. Appropriate conduct will ensure that there is no favoritism or privilege, regardless of the degree of kinship or the type of relationship in question.

TAESA allows for:

referring family members for our selection and hiring processes, provided that:

- the relationship with the referred individual is duly informed;
- neutrality is a must, without any involvement in the process, to ensure that any and all candidates are submitted to all stages.



TAESA does not allow for:

- hiring employees with any degree of kinship or affective relationship to carry out activities under direct subordination;
- hiring employees with any degree of kinship or affective relationship for positions that require operational relationship of employees, such as supervising; analyzing or influencing work evaluations; approving hours worked, payments or benefits; and influencing management and/or decisions (even with no direct subordination).



Personal ties

It is everyone's duty to declare the existence of personal ties to the Company's Compliance team, which must assess the existence of any potential conflict of interest. In case of

any real or potential conflict, one must abstain, including physically, from taking part in discussions and deliberations that may generate a conflict of interest.

[Click here to access the form](#)



16. External Activities

We all strive for excellence, doing our best for TAESA. In any case, in addition to our duties, we may have an external profession. However, we point out that this must not interfere with any employee's work for the company. We value each employee's commitment to TAESA; that being the case, it is important to establish guidelines for the exercise of parallel services.

Employees are allowed to:

carry out external professional activities as long as

- these activities do not conflict with TAESA's business, interests or sector of activity and are carried out outside working hours;
- they do not jeopardize their performance in their duties at the Company;
- use TAESA's infrastructure or information without prior authorization in accordance with internal regulations.

Employees are not allowed to:

- use TAESA's time, name, brand, logo or courses to carry out external work or for private use in commercial activities, such as offering services or advertising;
- undertaking parallel activities or being a direct or indirect partner in a company that competes with TAESA's business and/or conflicts with this business.

17.

Ethics Hotline

Confidence when reporting

At TAESA, we value open and honest communication. Everyone should feel comfortable asking questions and raising issues without fear of retaliation or punishment. This is key to strengthening our culture of integrity and helping the company deal with possible complications before they become critical issues.

It is a safe place for employees to speak up freely and safely. We believe we are individually responsible for always ensuring that our conduct is ethical and transparent.



If you have any questions, do contact our Compliance team!

Seeking guidance when ethical dilemmas, conflicts of interest, doubts about interpretation or even situations not provided for in the Code of Ethics and Conduct arise is also a way of acting with integrity. To do this, employees

can send an e-mail to the Compliance team, (compliance@TAESA.com.br), which is the main channel for queries and guidance on ethics at TAESA.

Reporting any inappropriate behavior to the Ethics Channel is a must

If you experience, witness or become aware of any conduct or suspicion that constitutes non-compliance with the guidelines of the Code of Ethics and Conduct, current laws or internal procedures, these must be reported to the Ethics Channel.

Access to the platform is truly confidential and is managed by an independent contractor. Our Compliance team investigates any possible violations and any and all complaints received are verified from an independent, impartial, cautious, responsible and fair standpoint.

Identification of the person making the complaint to the Ethics Channel is not mandatory if they prefer to remain anonymous. It is possible to follow the progress and add new information to the report using the protocol number provided when registering the report. The Ethics Channel can be accessed by all stakeholders (employees, third parties, suppliers and partners) and is available 24 hours a day, every day.

Non-retaliation policy

TAESA's work environment encourages communication and the company provides full support for employees and business partners to ask questions and raise ethical issues, report any misconduct or evidence of inappropriate behavior. Therefore, no form of retaliation or punishment is allowed for anyone who raises questions about compliance with the Code of Ethical Conduct or for a good-faith whistleblower (honest and responsible reporting, even if, after investigation, there was no proof of deviation).

Which issues should be reported to the Ethics Hotline?

Behavior or suspicions of behavior that does not comply with this Code of Ethics and Conduct regarding TAESA's employees, suppliers, customers and partners.

Why to report?

Any misconduct can negatively affect the climate in the workplace, and overall motivation, productivity, quality of service, TAESA's image, financial results and, ultimately, the company's ability to create jobs and generate income.

18. Violations and Non-compliance

Any violations and non-compliance with this Code of Ethics and Conduct are subject to disciplinary and/or legal measures.

These measures will be defined by the Ethics Committee according to the seriousness of the infraction and the guidelines defined in the regulations in force.

Contacting the Ethics Hotline



contatoseguro.com.br/pt/taesa



0800 800 6080

19.

Term of Commitment and Agreement

I, _____, declare that I have received, read and understood TAESA's Code of Ethics and Conduct. I agree to comply with, respect and fully adopt the guidelines, and meet the duties and commitments established by the Company.

I also declare that I have been informed of the obligation to always act in accordance with these rules in all situations and circumstances that are directly or indirectly linked to TAESA's activities during the term of my contract and afterwards, where applicable.

I am aware that, in the event of non-compliance, I will be subject to the application of the respective appropriate disciplinary measures and the legislation in place. I am aware of the existence of the Company's other regulations and, if at any time I become aware of any violations of TAESA's Code and regulations or of the legislation in force, whether they have occurred or may occur in the future, I undertake to promptly report this information to TAESA through its Ethics Hotline.

[City], [Date of signature]

[Job title or role]

[Signature]