

This document aims to establish guidelines for stimulating and valuing diversity and non-discrimination in AES Brasil processes including recruitment, hiring, training, promotion and dismissal processes, promoting an inclusive workplace.

COVERAGE

This Policy must be observed by all areas of the company and establishes the principles and guidelines for valuing the diversity and non-discrimination of employees of AES Brasil and all subsidiary companies, to be carried over to its business partners.

GUIDELINE

AES Brasil and its subsidiaries seek to promote and maintain a cooperative and productive environment that encourages the diversity of the labor force. To this end, the company provides equal work opportunities to all qualified employees and candidates and does not discriminate on the basis of race, color, gender, religion, nationality / regionality, language, disability, age or for any other reason such as sexual orientation, political alignment or social condition, in the company's processes including recruitment, hiring, training, promotion and dismissal. AES Brasil aims at respecting the particularities of each one and to meet any needs of its employees to perform their activities.

AES Brasil and its subsidiaries extend the practices of promoting diversity of this policy to its suppliers and third-party service providers, as well as to the entire value chain.

This Policy is aligned with our Code of Conduct, the AES Guide of Values, and the Sustainability Policy which acknowledges the diversity in the labor force as a differential in the work environment and in People Management. It ensures an organizational culture of inclusion with selection processes, development, promotion and dismissal, based only on performance and merit. Fight all forms of discrimination and exploitation, respecting the principles of the AES Guide of Values, the Universal Declaration of Human Rights and the current legislation. It values society's ethnic and cultural wealth, seeking to promote and maintain the diversity of the workforce at all hierarchical levels, through specific processes and programs, in addition to disciplinary processes that guarantee the following aspects:

- Attempt to reflect the natural standards of society, always significant and in accordance with laws, the environment and local conditions, supporting programs that aim to foster job opportunities and the development of excluded or marginalized groups;
- Establish a level of cultural openness, receptivity to new ideas and customer relationships with customers, to be perceived and chosen, both as an employer and as a service provider;
- Ensure through promotion of training and development programs, that employees are working in an environment that respects the dignity of employees and values the differences they bring to the workplace;
- Apply disciplinary sanctions to employees who act in disagreement with the company's commitment to diversity and inclusion;
- Comply with the requirements established in applicable diversity and inclusion laws and regulations;

- Use ethics-oriented selection criteria based on candidates' qualifications, company values and the Universal Declaration of Human Rights, in opposition of any form of discrimination;
- Employ ethics-oriented selection criteria based on candidates' qualifications.

Pillar: Culture

At AES Brasil and its subsidiaries there is no discrimination of race or ethnicity on internal and external processes. Promotion of racial equality is stimulated in the company and in society through the practice of our values and projects in racial equality awareness. We always seek to improve the qualification and career development of employees regardless of race.

Pillar: Gender

At AES Brasil and its subsidiaries, there is no discrimination based on gender, sexual orientation, marital status or pregnancy and we are constantly supporting and developing programs that aim at encouraging the participation of women in the labor market.

Pillar: LGBTQIA+

At AES Brasil and its subsidiaries, there is no discrimination based on sexual orientation, identity and gender expression.

Pillar: People with Disabilities

AES Brasil and its subsidiaries adapt the physical work environment and positions, providing employees with the necessary instruments for the exercise of their functions, free from discrimination and respecting individual characteristics. The company trains and reallocates, whenever necessary, its employees to new functions and promotes accessibility in order to allow career development and growth.

Pillar: Origins

AES Brasil and its subsidiaries do not tolerate discrimination of employees in the workplace environment or of candidates in the selection process and are committed to respecting and reducing social inequalities regarding age, nationality, regionality, origin, socioeconomic status or religion.

COMPLAINT CHANNEL – AES HELPLINE

The AES HelpLine service channel is designed to receive and deal with confidential complaints, questions and suggestions regarding compliance or disrespect with this policy.

ACTIVITY DESCRIPTIONS

This Policy establishes the following guidelines for effective implementation:

Objective of the Diversity and Inclusion Program

The Program aims to foster, train and support the different areas and units of the company in understanding the principles that AES Brasil and its subsidiaries have adopted to value diversity, as well as promoting actions to disseminate concepts and good practices, mobilizing employees and suppliers to achieve the objective and expected results.

Guiding principles

- Respect for the individual and the plurality of characteristics in our teams;
- Encouraging egalitarian and equitable opportunities that value diversity and inclusion;
- Appreciation and promotion of inclusive, respectful and accessible environments;
- Attention to the laws that determine quotas for certain groups of social minorities;
- Commitment of leadership and teams to the appreciation and respect of diversity and inclusion.
- The Code of Conduct, inspired by AES values, is put into practice regarding issues of valuing diversity, avoiding risks for the organization and for all its stakeholders;
- Companies reflect the existing Diversity in society and, through it, enrich their business perspectives and improve their capacity to welcome the different types of customers, employees and third parties;
- AES Brasil and its subsidiaries comply with legal requirements related to certain segments of the population, with standards and guidelines for sustainability and corporate social responsibility with regards to valuing diversity in its many aspects and stakeholder.

Program Governance

The governance of the Diversity and Inclusion Program is structured with an Executive Committee, a Diversity Committee and Affinity Groups aimed at the internal audience to encourage dialogue, propose viable actions and the transformation of the work environment in favor of the Diversity and Inclusion agenda. Namely: Culture, Gender, LGBTQIA+, People with Disabilities and Origins.

In order to ensure that the themes unfold, AES Brasil and its subsidiaries maintain the Diversity Sponsors, formed by officers, with the challenge of influencing and raising their colleagues' awareness to the subject of Diversity and Inclusion.

Performance of groups and committees:

The governance system of actions aimed at valuing Diversity has a inclusive and voluntary character, and is based on the multidisciplinary of skills, competences, locations and technical areas of the company.

- The Diversity and Inclusion Committee is coordinated by the Human Resources and Sustainability areas of the company, which are responsible for carrying out what requires the involvement and approval of the different areas, in addition to discussing and evaluating solutions, defining priorities and validating a yearly action plan.
- Affinity Groups are formed internally and on a voluntary basis on the themes of Gender, Culture, LGBTQIA+, Origins and People with Disabilities, to propose solutions and perform actions that favor good practices, accelerate results and expand engagement on the topic.
- The program's guidelines and priorities can be reviewed and validated annually with the Executive Board and the Managing Board or their Advisory Committees.

Affirmative actions and commitments

- Fighting any type of discrimination, harassment or other inappropriate practices in all forms, involving employees, customers or third parties;
- Definition of inclusive daily practices that favor a culture of respect, dialogue and collaboration, with a focus on skills and respect for differences. This includes avoiding any prejudiced, discriminatory, or embarrassing comments regarding any type of Diversity, even if unintentional and in the absence of the referred individual;
- The promotion of Diversity in all Human Resources processes, including attraction, selection, recruitment, remuneration, promotions, movements and training;

- Encouraging the increase in the representation of minority groups and gender equality in the leadership and senior management positions of the Company;
- Identification of possible barriers to diversity in management processes and practices;
- Raising the organization's awareness and continued qualification regarding diversity and inclusion
- Creation of channels for widespread participation around the principles and practices of valuing diversity in the company, opening spaces for dialogue and collaboration that must be stimulated and maintained in the areas, with the support of managers;
- Evaluation of opportunities for the establishment of programs and tools that favor qualification, professional development and inclusion of vulnerable groups in the labor market.

All situations in disagreement with the guidelines of this Policy, including any types of discrimination and prejudice involving employees, third parties, suppliers or customers, must be activated in our Ethics and Compliance Channel, Help Line, for proper evaluation and direction of the improvement actions required. Any attitude that does not comply with this Policy and its ethical principles is subject to the sanctions provided for in the AES Values Conduct Guide, our Code of Conduct.

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