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|  | ORGANIZACIONAL GUIDELINE | Reference | D0001-GIT99 |
| | POLICY ON COMPLIANCE WITH THE CODE OF CONDUCT | Revision | 01 |

POLICY ON COMPLIANCE WITH THE CODE OF CONDUCT

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1 PURPOSE

This procedure has the purpose of establishing general requirements for compliance with Aegea's Code of Conduct.

2 APPLICATION

All of Aegea's Management Members, Employees, including the Organizational Units, and Business Partners.

3 REFERENCES

- AEGEA'S CODE OF CONDUCT;
- BUSINESS PARTNERS' CODE OF CONDUCT.

4 DEFINITIONS

- **CODE OF CONDUCT:** set of rules to guide and regulate the conduct of a certain group of people according to their principles.

5 DESCRIPTION

5.1 GENERALITIES

Aegea's Code of Conduct encompasses the guidelines and principles that should be observed and adopted by all the companies comprising Aegea, directing the actions and relationships with the internal and external audiences, grounded on ethical principles that guide Aegea and underpin the image of a solid and trustworthy company, reflecting its cultural identity and the commitments assumed in the market of entire water cycle processes.

The Code of Conduct is applicable to all Management Members, Employees and Business Partners that operate within the facilities of our company or on its behalf.

Whenever an Employee becomes aware of a possible violation of the provisions of this Code of Conduct, they must formally inform their immediate superior or report it through the Ethics Channel. The form of communication and the treatment of these complaints are described in the Ethics Channel.


5.2 HOW TO ACT IN CASE OF DOUBT

If in doubt, the Management Member and/or the Employee must never be omissive. They must obtain answers from their superiors, the Integrity Department, HR, Legal Counsel, Ethics Channel, among others. Naturally, they must not share their doubts with anyone that may have a conflict of interest regarding the situation. For instance:

- If the employee believes that their boss is involved in an infraction, they must not speak with the boss himself to find out how it should be reported. The employee must look for other alternatives.

In most situations, employees can clarify their doubts by asking themselves simple questions and reflecting upon them:

- Is this in line with the company's Code of Conduct?

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- Is it ethical?
- Is the act lawful?
- Is this an impartial and honest conduct?
- Will it be good for me and the company?
- Would I like to read about it in the newspaper?
- Would I advise my children to act in such a manner?

If the answer to any of these questions is “No”, there are strong signs that the conduct must not be adopted.

5.3 TERM OF RECEIPT AND COMMITMENT

The Code of Conduct sets forth requirements for the Term of Receipt and Commitment:

- All Management Members, Employees and Business Partners are responsible for knowing, accepting, observing and disclosing this Code of Conduct, besides ensuring strict fulfillment of its provisions. They must also prevent and detect any violations of this Code and inform the company of any such violation.

The term, which is attached to the Code, must be signed by the employee and given to the HR employee in charge. The HR employee must keep the signed term in the employee folder.

Every Employee recently hired must sign the Term of Receipt and Commitment on his first day of work.

Every two years, the company must make an internal campaign for all employees to revalidate their signature of the Term. Anyone who signed the Term in the previous three months can be exempt from this task.

5.4 EFFECTIVENESS PERIOD OF THE SIGNATURE OF THE TERM OF RECEIPT AND COMMITMENT

The effectiveness period is two years. When the control is carried out, a 3-month grace period can be granted for considering it still within the effectiveness period.

6 ATTACHMENTS

- Not applicable.

7 RECORDS

| IDENTIFICATION | STORAGE | | PROTECTION | RECOVERY | RETENTION | DISPOSAL |
|--------------------------------|----------------------------------|----------|----------------------|----------------------|-------------------------|---|
| | PLACE | FORM | | | | |
| Term of Receipt and Commitment | Personal folder of each employee | Physical | Personnel Department | Human Resources (HR) | At each new Term Signed | Destroy as soon as a new Term is signed |