

In the development of its activities, Alcobre Condutores Elétricos S.A. bases its practices and business management on the following guiding principles of sustainability:

## 1. Environmental Principles



- Proper energy management (incorporated directly and indirectly into product)
- Reduce its carbon footprint
- Reduce greenhouse gas emissions
- Promote the proper use of wooden packaging
- Reuse rainwater and recirculated water from production
- Reduce the volume of effluents produced
- Promote the circularity of materials

- Compliance with applicable legislation
- Balance employees' work and family life
- Promote employee well-being
- Promote cultural diversity
- Promote social diversity
- Job creation
- Prohibit child labour, forced, and human trafficking

## 2. Social Principles



- Implement and adhere to ethical and anti-corruption practices and policies
- Promote proper business conduct
- Ensure that anti-competition practices are implemented
- Ensure that anti-bribery practices are implemented
- Ensure fair wages and benefits for employees
- Ensure adequate working conditions, as well as occupational health and workplace safety
- Promote the training of human resources
- Comply with requirements related to human rights
- Do not discriminate against employees based on their ethnicity, religion, sex, origin, or other factors that could be considered discriminatory

## 3. Governance Principles

