



NOMINATION AND ELIGIBILITY POLICY

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1. GENERAL PROVISIONS

Revision approved at the 16th Extraordinary Meeting of the Board of Directors held on December 11, 2025 (Version 2).

This policy should be reviewed at least every two (2) years or at any time, as determined by the management.

2. PURPOSE

The purpose of this Policy is to establish guidelines for the nomination and eligibility of candidates for the Board of Directors, Executive Board, Deputy Executive Board, Supervisory Board, and Statutory Committees.

3. SCOPE

This Nomination and Eligibility Policy applies to Shareholders, the Board of Directors, the Supervisory Board, the Eligibility Committee, the Executive Board, the Deputy Executive Board, the Statutory Audit Committee, the Technical Committee, the Governance Management (GGOV), Risk and Compliance Management (GGRC), and Investor Relations Management (GRI).

This Policy is available at: <http://www.ri.sanepar.com.br> and, once approved by the Board of Directors, shall be disclosed and complied with in all its terms.

4. REFERENCES

Corporate Governance Best Practices Code. 6. Ed. Brazilian Institute of Corporate Governance. São Paulo, 2023, SP: IBGC, 2023;

Code of Conduct and Integrity - Establishes the expected conduct of employees, managers, and business partners, guiding desirable practices for a high-level professional relationship that reflects an honest business environment focused on serving the public interest and generating value for society;

State Decree No. 41/2015 - Regulating State Law No. 16,971, of December 5, 2011;

Decree No. 8,945/2016 - Regulates, within the scope of the Federal Government, Law No. 13303, of June 30, 2016, which provides for the legal framework for state-owned companies, mixed-capital companies and their subsidiaries, within the scope of the Federal Government, the States, the Federal District and the Municipalities;

CCEE Normative Resolution No. 003/2019 – Establishes the general governance rules to be complied with by state-owned companies and mixed-capital companies under direct or indirect control of the State;

Restated Articles of Incorporation of Sanepar – Bylaws agreed upon by the shareholders, which regulate the operation of Sanepar;

Glossary of the B3 Financial Market – Published on 08/12/2025;

IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information;

IRFS S2 Climate-related Disclosures;

CVM Resolution No. 193/2023 - Provides for the preparation and disclosure of the report on financial information related to sustainability, based on the international standard issued by the International Sustainability Standards Board (ISSB);

Complementary Law No. 64/1990 - Establishes, in accordance with Article 14, paragraph 9 of the Federal Constitution, cases of ineligibility, cessation periods, and determines other measures;

Law No. 6,404/1976 – Provides for Corporations;

Law No. 12,813/2013 – Provides for conflicts of interest in the exercise of a position or employment in the federal executive branch and impediments subsequent to the exercise of the position or employment; and revokes provisions of Law No. 9,986, of July 18, 2000, and Provisional Measures Nos. 2,216-37, of August 31, 2001, and 2,225-45, of September 4, 2001;

Law No. 13,303/2016 – Provides for the legal framework of state-owned companies, mixed-capital companies and their subsidiaries, within the scope of the Federal Government, the States, the Federal District, and the Municipalities);

Law No. 15,177/2025 - Establishes the mandatory minimum quota for women's participation on the boards of directors of the business companies specified by it; and amends Law No. 6,404, of December 15, 1976 (Brazilian Corporations Law), and Law No. 13,303, of June 30, 2016 (State-Owned Company Responsibility Law);

Law No. 16,971/2011 – Provides for the prohibition of holding positions or functions within the State of Paraná;

Related Parties and Conflict of Interest Policy;

Issuer Regulations – Brasil, Bolsa, Balcão - B3, 2023;

Disciplinary Regulations - Establishes the procedures for decision-making involving disciplinary measures arising from violations of the Code of Conduct and Integrity, non-compliance with laws, rules, policies and other internal procedures;

CVM Resolution No. 80/2022 – Provides for the registration and provision of periodic and occasional information by issuers of securities admitted to trading on regulated securities markets;

CVM Resolution No. 81/2022 – Provides for meetings of shareholders, debenture holders, and holders of promissory notes and commercial notes.

5. TERMS AND DEFINITIONS

Controlling shareholder: A shareholder directly or indirectly vested with power to significantly influence a company's decisions. Such control may result from the ownership of a majority of voting shares or from shareholders agreements that ensure influence over the company's management;

Minority shareholder: A shareholder who owns a small number of common or preferred shares in a company, but is not vested with power to influence on decision-making;

Preferred shareholder: An individual or legal entity that holds preferred shares, with priority to receive dividends and interest on equity (IOE) and restricted voting rights as provided for in the company's bylaws;

Common shareholder: An individual or legal entity that holds common shares and has the right to vote at the company's shareholders meetings;

Managers: Members of the Board of Directors and the Executive Board;

Governance Agents: Fiscal Council Members, Board Members, Executive Officers, Deputy Executive Officers, and members of Statutory Committees;

ESG - Environmental, Social and Governance;

B3 - Brasil, Bolsa, Balcão;

Background Check - Verification of individuals through the consolidation and analysis of public data, when applicable, obtained from various sources, such as public bodies and specialized companies, in order to confirm statements and identify conflicts of interest, possible illegalities and/or risks inherent in Sanepar's relationship with individuals;

CCEE - State-Owned Companies Control Board;

CVM - Brazilian Securities and Exchange Commission;

DAGRC – Governance, Risks and Compliance Deputy Executive Board;

DFRI – Finance and Investor Relations Executive Board;

GGOV - Governance Management;

GGRC – Risk and Compliance Management;

GRI – Investor Relations Management.

6. PRINCIPLES, VALUES AND/OR COMMITMENTS

In addition to acting in accordance with the laws and regulations, all parties to which this Policy applies shall guide their actions in accordance with the following principles:

Integrity: It ensures that the nomination process is fair, honest and consistent at all stages, from nomination, decision and appointment to the position, adhering to the Company's set of values;

Equity: It ensures that the nomination process is fair, provides equal opportunities, and considers candidates from different backgrounds, experiences, and skills;

Transparency: It ensures that the nomination process is transparent and based on clear and objective criteria, disclosed in accordance with legal and regulatory requirements.

7. GUIDELINES

The guidelines in this Policy outline how the nomination and eligibility process should occur through rules, requirements, prohibitions, and procedures.

7.1. RULES

7.1.1. RULES FOR THE BOARD OF DIRECTORS

The Board of Directors shall consist of nine (9) sitting members as follows: six (6) being Directors representing the controlling shareholder, one (1) Director representing the minority shareholders, one (1) Director representing the preferred shareholders, and one (1) Director representing the employees, all of them elected and removable by the Shareholder's Meeting and with a unified term of office.

The Company's Chief Executive Officer will be a member of the Board of Directors upon election at a Shareholder's Meeting.

The same person may not hold simultaneously the positions of Chairman of the Board of Directors and Chief Executive Officer.

The Chairman of the Board of Directors shall be nominated by the controlling shareholder and appointed by the Shareholder's Meeting that elects him.

The Board of Directors shall consist of at least 30% independent directors who shall have the following profile:

I - They shall not be related in any way to Sanepar other than as equity interest holders;

II - They shall not be spouses or relatives, by blood or marriage, up to the third degree, or by adoption, to the head of the Executive Branch, a Minister of State, a State or Municipal Secretary, or an Manager of Sanepar;

III - They shall not have had, in the last three (3) years, any type of relationship with Sanepar or its controlling shareholders that could compromise its independence;

IV - They shall not be or have been, in the last three (3) years, employees or officers of Sanepar or of a controlled, affiliated or subsidiary company, except if the relationship is exclusively with public teaching or research institutions;

V - They shall not be direct or indirect suppliers or buyers of services or products from Sanepar, in a way that implies a loss of independence;

VI - They shall not be employees or managers of a company or entity that is supplying or demanding services or products to/from Sanepar, in a way that implies a loss of independence;

VII - They shall not receive any compensation from Sanepar other than as board member, except for cash proceeds from interest in the equity.

For the purpose of calculating the number of seats allocated to independent members, those occupied by directors elected by minority shareholders will be considered.

The election of a member of the Board of Directors shall be recorded in the minutes of the Shareholder's Meeting that resolves on the matter, indicating the qualifications, the term of office of each of those elected, and informing about their independence when self-declared.

For the nomination of candidates for minority and preferred shareholder positions, the shareholder (or group of shareholders) shall refer to the table in exhibit N of CVM Resolution No. 81/2022, or any other resolution that may replace it.

The participation of an employee representative in the Board of Directors is ensured, chosen from among Sanepar's active employees by direct vote of their peers, in an election organized by the Company, under the same qualification criteria established for the other directors, except for exemptions provided for by law and subject to ratification at a Shareholder's Meeting.

7.1.2. RULES FOR THE EXECUTIVE BOARD

The Executive Board shall consist of nine (9) Executive Officers, residing in the country, elected and removable by the Board of Directors, with a unified term of office, as follows: Chief Executive Officer; Financial Officer and Investor Relations Officer, Operating Officer, Administrative Officer, Commercial Officer, Investment Officer, Environmental and Social Action Officer, Legal Officer, and Innovation and New Business Officer.

The Company may also have two (2) Deputy Officers, who will be appointed by the Executive Board, elected and dismissed by the Board of Directors, whose duties will not be of an executive nature and will be set out in the Bylaws of the Executive Board.

The election of an Officer shall be recorded in the minutes of the Board of Directors meeting that resolves on the matter, indicating the qualifications and term of office of

each of those elected, and shall be filed with the Commercial Registry of the State of Paraná and published.

7.1.3. RULES FOR THE SUPERVISORY BOARD

The Supervisory Board shall consist of five (5) effective members and an equal number of alternates, elected at the Shareholder's Meeting, with a unified term of office.

The Supervisory Board shall have at least one (1) member appointed by the controlling shareholder, who shall be a public servant with a permanent bond to the Public Administration.

For the nomination of candidates for minority and preferred shareholder positions, the shareholder (or group of shareholders) shall refer to the table in Exhibit N of CVM Resolution No. 81/2022, or any other resolution that may replace it.

The election of the member of the Supervisory Board shall be recorded in the minutes of the Shareholder's Meeting that resolves on the matter, indicating the qualifications and term of office of each of those elected, and shall be filed with the Commercial Registry of the State of Paraná and published.

7.1.4. RULES FOR THE ELIGIBILITY COMMITTEE

The Eligibility Committee shall consist of six (6) members, appointed by the controlling shareholder, elected at the Shareholder's Meeting.

The election of the Eligibility Committee member shall be recorded in the minutes of the Shareholder's Meeting that resolves on the matter, indicating the qualifications and term of office of each of those elected, and shall be filed with the Commercial Registry of the State of Paraná and published.

7.1.5. RULES FOR THE STATUTORY AUDIT COMMITTEE

The Statutory Audit Committee shall consist of four (4) independent members, appointed as established by law, to be nominated by the Board of Directors.

One of the members of the Statutory Audit Committee shall necessarily be one (1) independent board member appointed by their peers, and may not receive cumulative compensation.

The election of the Audit Committee member shall be recorded in the minutes of the Board of Directors meeting that resolves on the matter, indicating the qualifications and term of office of each of those elected, and shall be filed with the Commercial Registry of the State of Paraná and published.

7.1.6. RULES FOR THE TECHNICAL COMMITTEE

The Technical Committee shall consist of a minimum of three (3) and a maximum of six (6) members, elected and removable by the Board of Directors, one of whom shall be a director, preferably a representative of minority or preferred shareholders, appointed by his or her peers.

The election of the Technical Committee member shall be recorded in the minutes of the Board of Directors meeting that resolves on the matter, indicating the qualifications and term of office of each of those elected, and shall be filed with the Commercial Registry of the State of Paraná and published.

7.2. RULES FOR INVESTITURE

Following the election, the members of the statutory bodies shall take office by signing a statement of investiture, which shall be signed within thirty days from the election or appointment, otherwise it will be ineffective.

The investiture of the elected member shall be conditional upon the submission of specific documents, as applied by the Governance Management (GGOV), in compliance with the legal and regulatory provisions of Sanepar.

7.3. END OF TERM OF OFFICE, RESIGNATION, REMOVAL

Statutory members will be dismissed upon termination of their term of office, voluntary resignation, or removal from office.

In addition to the cases provided for by law, a vacancy will occur when:

I - A member of the Board of Directors or Supervisory Board or Statutory Committees who fails to attend two (2) consecutive meetings or three (3) interpolated meetings in the last twelve (12) meetings, without justification;

II - A member of the Executive Board is absent from the exercise of their duties for more than thirty (30) consecutive days, except in the case of leave, including vacation, or in cases authorized by the Board of Directors.

7.4. REQUIREMENTS

7.4.1. COMMON REQUIREMENTS FOR GOVERNANCE AGENTS

The requirements for the nomination and election of governance agents are based on legislation, resolutions of the Brazilian Securities and Exchange Commission (CVM), normative resolutions of the State-Owned Companies Control Board of

Paraná (CCEE), and the Restated Articles of Incorporation of Sanepar in force as of the date of approval of this Policy. The Corporate Governance Best Practices Code of the Brazilian Institute of Corporate Governance (IBGC) shall also be complied with.

Among the minimum requirements stipulated by law, the nominee for governance agent shall have an unblemished reputation, recognized expertise, and academic training compatible with the position for which he/she have been nominated, preferably in the following areas:

- a) Public or Business Administration;
- b) Actuarial Sciences;
- c) Economic Sciences;
- d) International Trade;
- e) Accounting or Auditing;
- f) Law;
- g) Engineering;
- h) Statistics;
- i) Finances;
- j) Mathematics.

If the candidate does not have an undergraduate studies compatible with the position, graduate studies in related fields will be accepted.

Furthermore, the governing bodies shall be formed taking into account the diversity and complementarity of professional experiences among the nominees.

Those nominated for governance positions shall have, in addition to time available to perform their duties, at least the following competencies:

I. Behavioral: Active listening, empathy, willingness to defend viewpoints based on one's own judgment, adaptability, communication and teamwork skills, ability to think strategically, and commitment to the Company's purpose and code of conduct.

II. Technical-functional: Knowledge of best corporate governance practices, ability to interpret management, accounting, financial and non-financial reports, knowledge of

corporate law, regulation, risk management, internal controls and compliance, within the scope of their responsibilities.

7.4.2. SPECIFIC REQUIREMENTS FOR MANAGERS

Managers shall meet, alternatively, one of the requirements in subparagraphs "a", "b", and "c" of item I and, cumulatively, the requirements in items II and III:

I - They shall have professional experience of at least:

- a) Ten (10) years in the public or private sector, in the area of activity of the state-owned company or mixed-capital company or in an area related to that for which they are appointed to as senior management position; or
- b) The shall have an experience of four (4) years occupying at least one of the following positions:
 1. Senior management or leadership position in a company of similar size or business purpose to a state-owned company or mixed-capital company, with senior leadership position being understood as one located in the two (2) highest non-statutory hierarchical levels of the company;
 2. A commissioned position or position of trust equivalent to DAS-4 or higher in the public sector;
 3. Teaching or research position in areas of activity of the state-owned company or mixed-capital company;
- c) Four (4) years of experience as a self-employed professional in an activity directly or indirectly related to the area of operation of the state-owned company or mixed-capital company.

II - They shall have academic training compatible with the position for which they were nominated; and

III - They shall not fall under the ineligibility criteria provided for in the subparagraphs of subsection I of the head provision of Article 1 of Complementary Law No. 64, of May 18, 1990, as amended.

7.4.2.1. DIVERSITY AND ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMPETENCIES REQUIREMENTS

For the appointment of managers, compliance with Law No. 15,177/2025 shall be complied with, which establishes the mandatory minimum quota of full member positions for women in the boards of directors, and other complementary progressive requirements.

Furthermore, the B3 Issuers Regulation, Exhibit B - ESG Measures, Article 3, which provides for measures to encourage gender diversity and the presence of underrepresented groups in senior leadership positions.

In addition to the ESG requirements, and in compliance with CVM Resolution No. 193/2023, which provides for the adoption of the standards required by IFRS S1 and IFRS S2, at least one (1) member of the Board of Directors shall have proven technical knowledge or relevant experience in ESG issues, focused on climate risks and corporate sustainability, and therefore, it is necessary to consider such competence when nominating candidates.

7.4.3. SPECIFIC REQUIREMENT FOR SUPERVISORY BOARD MEMBER

Only natural persons residing in the country with a university degree, or who have served for a minimum period of three (3) years as a company manager or supervisory board member, may be elected as members of the Supervisory Board.

7.4.4. SPECIFIC REQUIREMENT FOR THE STATUTORY AUDIT COMMITTEE

At least one (1) member of the Statutory Audit Committee shall have recognized expertise in corporate accounting matters and shall:

- I - Have a thorough understanding of the duties and operation of the Audit Committee;
- II - Understand the accounting principles used in financial statements;
- III - Have the ability to apply such principles in accounting estimates, revenue and expense recognition, and creation of reserves;
- IV - Have experience in the preparation, auditing, analysis, or evaluation of financial statements that have a scope and level of complexity compatible with those of the Company; and
- V - Understand the internal control procedures used in the preparation of financial reports.

7.5. PROHIBITIONS

Shareholders shall bear in mind that the nominee for governance agent will not be subject to any of the prohibitions or impediments set forth in applicable legislation, especially laws no. 6,404/1976 and no. 13,303/2016, also considering any potential conflicts of interest with those of Sanepar.

The nominee shall, in order to initiate the eligibility process, state on a specific application form that he or she does not meet any conditions for prohibition or disqualification.

7.6. PROCEDURES FOR THE NOMINATION OF GOVERNANCE OFFICERS

Nominations made by the controlling shareholder shall be proposed in writing, containing the full name, CPF (Individual Taxpayer's Register), and contact information of the nominees, to the Governance, Risk and Compliance Executive Board (DAGRC), which shall forward it to the Governance Management (GGOV), for the necessary internal processing.

Nominations made by minority common and preferred shareholders shall be sent to the Financial and Investor Relations Executive Board (DFRI), to the email address ri@sanepar.com.br, containing the full name, CPF and contact information of the nominees. Subsequently, the Investor Relations Management (GRI) shall forward it to GGOV for the necessary internal processing.

Once the nomination is received, the GGOV shall prepare the process with the required documents of the nominated member and forward it to all applicable bodies for analysis and resolution.

Nominations shall be submitted in a timely manner to allow for analysis by all parties before a final decision is made by the competent body.

For proper analysis of eligibility conditions, a minimum period of 20 days is required, observing the annual governance calendar; that is, nominations shall be forwarded to the responsible body for processing the application at least 20 days before convening the Annual Shareholder's Meeting or the meeting of Board of Directors scheduled for such election.

8. RESPONSIBILITIES

8.1. GOVERNANCE, RISK AND COMPLIANCE EXECUTIVE BOARD (DAGRC)

8.1.1. GOVERNANCE MANAGEMENT (GGOV)

- To manage the eligibility process.

8.1.2. RISK AND COMPLIANCE MANAGEMENT (GGRC)

- To conduct a Background Check, as well as a risk analysis related to the eligibility process.

8.2. ELIGIBILITY COMMITTEE

- To provide opinions, in order to assist Shareholder's in nominating members of the Executive Board, the Board of Directors, the Supervisory Board and the Statutory Committees, regarding the fulfillment of requirements and the absence of impediments for their respective elections, and also in the event of vacancies until definitive replacement;
- To define routines, standards, and procedures for verifying the compliance of the process for nomination of the Executive Board, the Board of Directors, the Supervisory Board, and Statutory Committees, and to prepare templates of documents, statements, instruments, and forms to support internal Company processes;
- To provide opinions, when requested, and suggest changes in the Nomination and Eligibility Policy for members of the Executive Board,

the Board of Directors, the Supervisory Board, and the Statutory Committees.

8.3. EXECUTIVE BOARD

- To submit the Nomination and Eligibility Policy to the Board of Directors for approval;
- To resolve on or report cases of non-compliance, when necessary, to the Board of Directors.

8.4. BOARD OF DIRECTORS

- To approve the Nomination and Eligibility Policy;
- To elect Officers and members of the Advisory Committees;
- To resolve, when necessary, on cases of non-compliance.

8.5. SHAREHOLDERS' MEETING

- To elect the members nominated to the Board of Directors, Supervisory Board, and Eligibility Committee.

9. FINAL PROVISIONS

Questions regarding the interpretation of this Policy may be directed to the Governance Management (GGOV).

This policy becomes effective as of the date of its approval by the Board of Directors.

10. HISTORY

| Nomination and Eligibility Policy | | Version | | 2 |
|-----------------------------------|------------|---|--------------------|--------------------|
| | | Management Department | | DAGRC |
| | | Secrecy | | External Audience |
| Version | Date | Person in Charge | Approved by | Change Description |
| 1 | 10/24/2017 | Chief Executive Officer - Management, Executive Secretary | Board of Directors | First Issue |
| 2 | 12/11/2025 | Deputy Governance, Risks and Compliance Executive Board - Governance Management | Board of Directors | Review and Update |