POL-07 Research, Development and Innovation	*Edition* 2.1	*Effective Date* 09/28/2018

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Executive Board (DE) – RES-592/2018, dated 08/20/2018

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TABLE OF CONTENTS

1 Introduction 3
2 Conceptualization 3
3 Principles 3
4 Guidelines 4
5 Responsibilities 5
6 General Provisions 5
7 Edition History 6

1 INTRODUCTION

1.1 OBJECTIVE

To establish general guidelines and directions for research and development activities related to science or technology, seeking the systematic implementation of innovations to enhance the competitiveness of AXIA Energia.

2 CONCEPTUALIZATION

3.1 CONCEPTS AND DEFINITIONS

3.1.1 AXIA Energia – Centrais Elétricas Brasileiras S/A and companies in which it holds direct or indirect corporate control.

3.1.2 Board of Directors (CA) - Collegiate body of AXIA Energia responsible for setting the general direction of the company's business, defining its strategic direction, ensuring the proper functioning of governance, risk management and internal control systems, and ensuring the orderly succession of management.

3.1.3 Executive Board (DE) – Collegiate body composed of the President and Vice-Presidents, which holds specific powers and authorities granted by the Articles of Association and the Board of Directors.

3.1.4 Professional – For the purposes of this policy, this term is equivalent to the term worker, as described in ISO 45001 – a person who performs work or work-related activities under the control of AXIA Energia.

Note 1: Persons who perform work or work-related activities under various arrangements, whether paid or unpaid, on a regular or temporary, intermittent or seasonal, casual or part-time basis.
Note 2: Professionals include both managerial and non- managerial personnel, including top management staff.
Note 3: Work or work-related activities performed under the control of the organization may be carried out by employees of the organization, workers from external suppliers, contractors, individuals, agency workers, and other persons, to the extent that the organization shares control over their work or work-related activities, in accordance with the context of the organization.

3 PRINCIPLES

3.1 Collaboration

3.1.1 To encourage cooperation among teams in Research, Development and Innovation - R&D+I projects at AXIA Energia.

3.2 Communication

3.2.1 Communicate the objectives and results of R&D+I in a clear and regular manner.

3.3 Entrepreneurship and Innovation

3.3.1 Encourage professionals to identify and address business challenges as opportunities, proposing ideas for R&D+I.

3.4 Focus on Results

3.4.1 Direct R&D+I actions toward the defined objectives and indicators, and clarify to all those involved their role in achieving the results.

3.5 Mobilizing Leadership

3.5.1 Promote and support R&D+I actions and encourage professionals to act in a creative and entrepreneurial manner, both individually and in teams, fostering a culture in which ideas and experimentation are encouraged.

3.6 Integrity

3.6.1 Select R&D+I projects and partners aligned with the guidelines established in the Integrity Program (*Compliance*) of AXIA Energia.

4 GUIDELINES

4.1 The R&D+I strategy must always be aligned with the AXIA Energia Strategic Plan.

4.2 The planning of AXIA Energia's R&D+I actions must comply with the guidelines established by the majority shareholder through policies and plans, the current sector-specific legislation, and the R&D+I needs of AXIA Energia, ensuring that efforts remain aligned with all the objectives and interests of those involved.

4.3 AXIA Energia must foster recognition and appreciation mechanisms for professionals who contribute to the results of R&D+I projects.

5.4 AXIA Energia, through the Technology Policy Committee – CPT whenever applicable, must:

4.4.1 Act in an integrated manner on the subject, creating favorable conditions for optimizing investments, minimizing redundancies and waste, disseminating and sharing results, and maximizing performance.

4.4.2 Systematize the planning, execution, accountability, and internalization of R&D+I project results, always seeking to reach the final stages of the innovation process.

4.4.3 Make the minimum and compulsory investment, as required by sector-specific legislation;

4.4.3.1 Maximize Cepel's role in Technology and R&D+I activities and in the dissemination of results.

4.4.3.2 Promote the use of resources available at the main national and international institutions that support innovation.

4.4.3.3 Foster creative and innovative activity, the development of an intellectual property culture, and the enhancement of capabilities in Technology and R&D+I.

4.4.3.4 Strengthen the integrated operation of the AXIA Energia Laboratory Network.

4.4.3.4.1 Relase, to optimize its support for the performance of activities and the maintenance of AXIA Energia's assets.

4.4.3.5 Apply the current integrity mechanisms for the selection of R&D+I partners and projects, as well as ensure the implementation of the relevant monitoring actions.

5 RESPONSIBILITIES

5.1 Board of Directors

5.1.1 Approve this policy.

5.2 Executive Board

5.2.1 Approve this policy and submit it for approval by the Board of Directors, as well as ensure its implementation, upholding compliance with the principles and guidelines established in all its decisions.

5.2.2 Ensure the implementation of this policy within their companies, upholding compliance with the principles and guidelines established in all their decisions.

5.3 Technology Policy Committee (CPT)

5.3.1 Approve and manage AXIA Energia's R&D+I strategy, monitoring the execution of activities in Technology and R&D+I, seeking technological mastery in strategic areas for AXIA Energia and effectiveness, efficacy, and efficiency in the operational processes of innovation management.

5.4 AXIA Energia, with the support of the Executive Secretariat and the CPT Thematic Groups

5.4.1 Prepare and submit for approval by the CPT the R&D+I strategy.

5.5 Professionals

5.5.1 Execute the R&D+I strategy.

6 GENERAL PROVISIONS

6.1 To meet the specific needs of each company, this policy may be broken down into other specific normative documents, always aligned with the principles and guidelines established herein.

6.2 This policy was approved by means of Executive Board Resolution RES-592/2018, of 08/20/2018 and of Board of Directors Resolution DEL-199/2018, of 09/28/2018.

6.3 The legal and regulatory provisions related to the subject, as well as the company's current specific legal determinations and agreements, must be observed.

6.4 All normative documents and provisions contrary to this policy are hereby revoked.

7 EDITION HISTORY

Edition	Name	Doc. and approval date
1. 0	"Research, Development and Innovation Policy of the Eletrobras Companies"	RES-592/2018 of 08/20/2018 and DEL-199/2018 of 09/28/2018
1.1	**Main changes**	
New standardization and alignment of the normative document.		