

**Nomination and Training Policy for Members of The Board of Directors, Executive Officer and Committees****RECIPIENTS:** Members of the Board of Directors, Executive Officer and Committees.**1. OBJECTIVE**

Establish the criteria and procedures for the appointment of members to the Board of Directors, the Executive Officer and the Board of Directors' Advisory Committees, respecting the best practices of corporate governance, transparency and diversity.

2. DEFINITIONS

- 2.1. For the purposes of this Policy, the defined terms listed below, when used in the singular or plural forms, shall have the following meanings:
- "Executive Officer" means JBS' statutory board of officers;
 - "Committees" means the advisory committees to the Board of Directors;
 - "Board of Directors" means JBS' board of directors, with the attributions conferred by current legislation and by its Bylaws.;
 - "JBS" or "Company" means JBS S.A.;
 - "Bylaws" means the in force JBS' bylaws;
 - "Novo Mercado Regulations" means the Novo Mercado regulations approved by the Securities and Exchange Commission ("CVM") on September 5, 2017, which came into force on January 2, 2018.

3. RESPONSIBILITY FOR COMPLIANCE

All areas involved in this process and referred to in this document are required to comply with this normative instruction.

4. GENERAL PROVISIONS

- 4.1. The appointment of the members to the Board of Directors, the Executive Officer and the Committees must comply with the provisions of the Bylaws, the Internal Regulations in force for the Board of Directors, Board of Executive Officers and Committees, the Code of Ethics and Conduct, as well as the legislation in force, in order to reflect and consolidate the existing structures to protect the interests of shareholders and the market.;
- 4.2. Highly qualified professionals with outstanding experience (technical, professional, academic), unblemished reputation and aligned with JBS' purposes, values and culture should be appointed to compose the Board of Directors, the Executive Officer and the Committees;
- 4.3. The nomination process should consider, among other criteria: complementary skills, available time to perform the duties and diversity.

5. BOARD OF DIRECTORS' NOMINATION PROCESS

- 5.1. The composition of the Board of Directors shall be appreciated at the end of each term of office, aiming at ensuring the complementarity, coherence and adherence of the skills of its members;

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- 5.2. The proposal for reelection of members of the Board of Directors shall consider the candidate's performance, as well as their adherence to the Company's values, experience and attendance at meetings during the previous term of office;
- 5.3. According to the Novo Mercado Regulations, at least 2 (two) or 20% (twenty percent), whichever is higher, of the members of the Board of Directors shall be Independent;
- 5.4. Whenever the calculation of the percentage referred to in item 5.3 above results in a fractional number, the Company shall round it up to the next whole number.

6. EXECUTIVE OFFICER'S NOMINATION PROCESS

- 6.1. The nomination of candidates for the Executive Officer may be made by the Board of Directors and by the Governance, Compensation and Nomination Committee, and the Board of Directors, at its sole discretion, shall decide on the election of the Officers;
- 6.2. The proposal for reelection of members of the Executive Officer shall consider the candidate's performance, as well as their adherence to the Company's values, experience and attendance at meetings during the period.

7. COMMITTEES' NOMINATION PROCESS

- 7.1. The nomination of candidates for the Committees may be made by any administrator of the Company, and the Board of Directors is responsible for electing qualified professionals for the composition of the Committees, with the potential to act at the Company's and the shareholders' best interests, guided with ethics and best governance practices;
- 7.2. The proposal for reelection of members of the Committees shall consider the candidate's performance, as well as their adherence to the Company's values, experience, attendance at meetings and complementary skills of their members;
- 7.3. The composition of the Committees must be evaluated to ensure the complementarity of skills of their members.

8. NOMINATION PROHIBITIONS

- 8.1. The prohibition to the nomination as a member of JBS' Board of Directors apply to: (a) a representative of the regulatory body to which the Company is subject; (b) a statutory officer, at the national level, of a political party and holder of office in the Legislative Branch of any federated state; and (c) a person who has acted, in the last 36 (thirty-six) months, at the national level, as a participant in the decision-making structure of a political party;
- 8.2. It is forbidden the reappointment of a member of the Board of Directors, the Executive Officer and the Committees that has not participated, in the last 2 (two) years, in the mandatory annual training made available by the Company on the Company's Code of Ethics and Conduct;



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- 8.3. Subject to the provisions of this Policy, the requirements and prohibitions must be observed in appointments, reappointments and elections;
- 8.4. is incumbent upon the Executive Officer to issue an opinion in order to assist the shareholders, on the appointment of members to the Board of Directors and their fulfillment of the requirements and the absence of prohibitions for the respective elections.

9. TRAININGS

- 9.1. JBS understands the importance of training its members of the Board of Directors, Executive Officer and Committees. Therefore, whenever there is an opportunity or necessity, the Company promotes training, either through internal training conducted by Company's employees with expertise in a certain subject, or through training conducted by external advisors hired for such purposes. It is mandatory that, on an annual basis, all members of the Board of Directors, Executive Officer and Committees participate in the Annual Training on the Company's Code of Conduct and Ethics.

10. PEOPLE IN CHARGE

- 10.1. It is incumbent upon the Board of Directors to approve the Nomination and Training Policy for Members of the Board of Directors, Executive Officer and Committees, and the Company's Executive Officer shall monitor the management and implement said Policy.

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Policy approved by the members of the Company's Board of Directors at a meeting held on March 24, 2021.