



**Board of Directors and Committees Members Integration and Training Program**

**RECIPIENTS:** Members of the Board of Directors and Committees.

**1. PURPOSE**

Define the guidelines, principles, rules, and procedures applicable to the integration process of new members of the Company's Board of Directors.

**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 Board" means JBS's statutory and non-statutory executive board;

"Committees" means the advisory committees to the Board of Directors;

"Board of Directors" means JBS's Board of Directors, with the attributions conferred by current legislation and its Bylaws. It is a collegiate body responsible for JBS's strategic direction;

"JBS" or "Company" means JBS S.A.;

"Bylaws" means JBS' bylaws, in effect from time to time.

**3. RESPONSIBILITY FOR COMPLIANCE**

It is the responsibility of all members of the Company's Board of Directors and the Executive Board to ensure compliance with this normative instruction.

**4. GENERAL PROVISIONS**

4.1. When electing a new member to the Board of Directors or Committees (where applicable), or when an alternate Board member ascends to a sitting position, said member shall undergo a "training program" to acquire or refresh their knowledge about their fiduciary duties and respective responsibilities, as well as basic information about the Company, its businesses and ongoing strategies, products, relevant issues, culture, Compliance structure, and key Codes, Policies, and Regulations;

4.2. It is the responsibility of the Company's Executive Board, together with the members of the Board of Directors, upon the election of a new Board member, to execute this Integration Program for the new member, allowing them to familiarize themselves with the activities and obtain information about the Company;

4.3. The Integration Program should take place within 90 (ninety) days from the date the new member takes office and should include the following steps:

- (i) Provision of supporting materials, such as the Bylaws, Code of Conduct and Ethics, Reference Form, Annual and Sustainability Report, Internal Regulations, Meeting Schedule, Internal Policies, and relevant regulations, as well as other available public documents allowing them to become familiar with the activities and obtain information about the Company;



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- (ii) Institutional presentation of the Company and its businesses to provide the new member with a clear understanding of the Company's vision, mission, values, and culture;
- (iii) Provision of access to the electronic portal of the Board of Directors and Committees (as applicable), ensuring access to meeting minutes and support materials;
- (iv) Meetings with the Company's Executive Board (especially with those responsible designated by the Investor Relations, Compliance, Legal, and Sustainability areas) to provide the new member with information about the Company, its businesses and ongoing strategies, products, relevant issues about the culture, and presentation of the Company's facilities and Code of Conduct and Ethics; and
- (v) Any training sessions, lectures, or other actions aimed at keeping new Board members informed about the Company's activities and operations.

4.4. Participants in the New Board Members Integration Program are responsible for analyzing and studying the material provided by the Company for the better performance of their functions.

**5. RESPONSIBLE PARTIES**

It is the responsibility of the Board of Directors to approve the New Board Members Integration Program, and the Company's Executive Board to monitor the management and implement said Program.

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Policy approved by the Company's Board of Directors at a meeting held on October 9, 2018.