

	SIMPAR S.A.
	Stakeholder Engagement Policy

1. Introduction

This Policy represents the commitment and guidelines of SIMPAR S.A. with its stakeholders interests - employees, suppliers, consumers and investors of the Company and its additional services, as well as in relation to the community where we are present. Engagement with stakeholders is part of our strategic planning and in short- and long-term business decisions, including investments, new facilities, launches of products and services and communication. We base our actions on our Culture, Values, policies and ethical principles and consider our stakeholders's opinions fairly, without discrimination, respecting all rights so that together we can build collective, innovative and long-term bonds.

2. Objectives

1. Define and disseminate the guidelines and principles of engagement and relationship with our stakeholders;
2. Promote transparency and effective dialogue in the relationships between SIMPAR S.A. and its companies with stakeholders;
3. Promote engagement and relationships with our stakeholders in decision-making with analysis of impacts on society, the environment, biodiversity and business;

3. Scope

This Policy applies to SIMPAR, its subsidiaries, affiliates and affiliates of the companies subsidiaries, hereinafter jointly referred to as "Company" or "Simpár", and each business will be responsible for executing and monitoring specific projects, targets and indicators.

4. Principles

- Be aligned with the Culture and Values that express the positioning and commitments assumed by the Company before the publics with which it relates;
- Preserve and defend the Company's image and reputation by maintaining transparent and ethical relationships and promoting trustful communication;
- Be impartial and equitable in interacting with different audiences, with equal treatment being unacceptable any form of discrimination;

- Adopt the guidelines indicated in the anti-corruption policies and in the Code of Conduct and Code of Conduct for Third Parties, in addition to other regulations and principles of the Company, such as the Sustainability and Human Rights Policies.

5. General Guidelines

- Engage stakeholders in the commitment to sustainable development;
- Establish coherent, homogeneous dialogues, reconciling different points of view and promoting appropriate listening channels for stakeholders;
- Improve relationship practices based on the demands of the parties stakeholders with the objective of data quality, channels and language in accordance with public profiles;
- Disclose consistent, true, reliable and accurate information, ensuring the Company's credibility;
- Build quality bonds, promoting the build of collective solutions innovative and beneficial in a clear and transparent way.

6. Stakeholder identification process

Stakeholders are classified into:

- Internal: employees, executives, advisors;
- External: suppliers, customers, financial agents, government agencies and stakeholders local/regional interests: such as communities, authorities, media, associations and NGOs.

Stakeholder mapping is carried out every two years or appropriate period according to changes in the Company's business, together with the evaluation process of materiality or other means, when deemed necessary, in order to guarantee the relevance of the process.

7. Responsibilities

The directors and managers of areas with direct contact with the internal and/or external public are responsible for stakeholder oversight and engagement and should maintain performance indicators (quantitative or qualitative) of its activities.

8. Prioritization of interested parties

The criteria for identifying and prioritizing stakeholders may follow one or more more options as follows bellow:

- Dependency
- Influence
- Relationship with the business
- Impact
- Risk analysis
- For the internal management of the stakeholder mapping process, the Company
- has a tool attached to this Policy.

9. Materiality

SIMPAR understands that prioritizing its business strategies considering the expectations of its stakeholders is fundamental for building a perennial, responsible future and agreed. Thus, every two years, or whenever there are significant changes in company operations – such as acquisitions, expansions or reductions in operations – must be

A stakeholder consultation was carried out with the following objectives:

- a) Define the relevant topics in the perception of strategic, internal and external publics;
- b) Establish guidelines, objectives, actions and projects for the Sustainability Program;
- c) Define sustainability indicators consistent with the specificities and reality location of each priority audience;

At the end of each cycle, the results and developments of this materiality matrix must disclosed to interested parties and other interested publics.

10. Definition of engagement levels

The Company has different levels of engagement that may vary depending on the interested party and the activity to be carried out. They are: Inform, Consult, Participate/Dialog, Collaborate and Train (Reference: AA1000).

Inform: One-way communication from the Company with Stakeholders about practices or new developments that may affect them. The Company understands that the Information sharing can influence stakeholders, build trust and demonstrate transparency.

Consult: Consult with stakeholders to learn about their needs, identify trends and assess impacts and risks for decision-making.

Participate/Dialogue: A form of two-way communication in which the opinions of the interested parties can be taken into account in the Company's decisions.

Collaborate: Collaboration between two or more stakeholders to assist in achieving synergies and risk reduction by combining resources or areas of expertise.

Enable: Develop partnership networks or relationships with interested parties to create solutions and action plans together.

11. Interection channels

Target audience	Engagement methods	Responsible area	Contact frequency	Performance indicator
Employees	People Cycle (evaluation)	People management	Annual	% of employees participating
	Culture Guide	People management	On going	% of employees that signed the commitment
	Reporting Concerns Channel	Internal Controls, Risks and Compliance	On going	Number of valid concerns % of comebacks
	Digital channels (Conecta, institutional site, IR site)	Marketing	On going	Quantity of followers and interections (engagement)
	Internal communications	Internal Communication	Weekly	Quantity of views

	(e-mail and WhatsApp)			
	Integrated Annual Report	Sustainability	Annual	-
	Ligado em Você (e-mail, telephone, WhatsApp)	People Management	On going	Number of queries
Subsidiaries clients	CRM (Client Relationship Management)	Each business marketing area	On going	Amount of customers
	Company's digital channels (Institutional site, IR site, e-mails, telephone)	Each business marketing área and IR	On going	Acessess
	Reclame Aqui and other institutions	Each business marketing area	On going	Number of manifestations
Investors and shareholders	Digital Channels (Institutional site and IR site)	IR	On going	-
	Integrated Annual Report	Sustainability	Annual	-
	Quarterly results release	IR	Quarterly	-
	Internal events (SIMPARG Day, Shareholders Assembly)	IR	Annual/As needed	-
	Mailing IR	IR	As needed	-

Suppliers and service providers	Code of Conduct of Third Parties	Internal Controls, Risks and Compliance	Approval process	Number of signatures in the Code of Conduct
	Approval process	Internal Controls, Risks and Compliance	Approval process	Number of suppliers ratified
	Whistleblower Channel	Internal Controls, Risks and Compliance	On going	Number of complaints
	Integrated Annual Report	Sustainability	Annual	-
Government and regulatory agencies	Responses to laws and regulations	Legal area	On going	-
	Participation in forums and advocacy associations	Sustainability/Internal Controls, Risks and Compliance	On going	-
Communities and society	Integrated Annual Report	Sustainability	Annual	-
	Digital channels (Institutional site and IR)	Each business marketing area and IR	On going	Access
	Whistleblower Channel	Internal Controls, Risks and Compliance	On going	Number of complaints

12. Interaction with stakeholders purpose

Direct employees and outsourced employees - Updated information on performance, indicators and goals of the company, as well as socio-environmental programs and actions, training and development. Satisfaction surveys, action plans based on the People Cycle with an individual development program (employees direct).

Customers – Long-term relationships based on ethics and trust, anticipation needs by offering quality solutions, products and services with communication transparently. Ensure customer privacy, ensuring that the information is used securely in accordance with the law.

Communities and society – Contribute to the development and social well-being of communities where we are present promoting the generation of jobs, programs and social assistance and impact

mitigation/reduction campaigns. Use of Private Social Investment in social assistance, culture, education, health, food security.

Suppliers – Qualification, contracting, development and retention of suppliers, as well as the promotion of training based on socio-environmental criteria, compliance and rules of conduct.

Investors and shareholders - Information on economic and financial performance and socio-environmental, disclosed with transparency, accuracy and integrity, fairness and timeliness.

13. Communication and interection channels

Corporate website (simpar.com.br) – Presentation of the company's business ecosystem Company, including the description of services provided, strategy, in addition to channels of service and contact of the company and the press area – managed by the Communication area.

IR website (Portuguese and English version) – Financial information, investor services, corporate governance, policies, integrated report – administered by the Relations área with Investors.

Shareholders' meeting - General meetings to define the decisions that will govern the company, and has the purpose of taking the accounts of the administrators, examining, discussing and vote on the financial statements, resolve on the allocation of net income for the year and the distribution of dividends, and elect the administrators and, if applicable, the members of the Fiscal Council.

Sustainability Report – Developed and reported in accordance with the standards from the Global Reporting Initiative (GRI) and SASB indicators from the Value Reporting Foundation (VRF), in addition to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and CDP (Disclosure Inside Action) guidelines. The Report is disclosed to all our public and is available on the Investor Relations Site.

Reporting Channel (0800 726 7111 and www.contatoseguro.com.br/simpar) – Channel outsourced service that ensures credibility to the whistleblower's anonymity and makes it more efficient the verification and return of the manifestations. Employees, shareholders and other interested parties may report actions, omissions, irregularities, nonconformities, fact that contradicts the legislation Codes of Conduct and policies and internal rules or even actions that may cause any harm to our activities, employees, shareholders and other stakeholders. At the investigation process, any form of retaliation, exposure, threat and/or coercion of whistleblowers, witnesses and other parties involved.

Transparent Line (0800 726 7250 and conforme@simpar.com.br) – Communication Channel

communication of the Compliance Program, open to internal and external audiences, dedicated the resolution of doubts about the Code of Conduct, anti-corruption policies and internal policies

Customer Relationship Management (CRM) – Existing channel in the business. managed channel by the Customer Experience area of each tower, responsible for carrying out periodic analyzes and promote actions based on customer feedback.

Conecta (internal social network) - Corporate social network for communication, information and employee engagement.

14. Review

This Policy was assessed by the Sustainability Committee, endorsed by the Board of SIMPAR's administration and supported by the Code of Conduct. This corporate policy will be revised when there are organizational, legal or business changes to maintain its pertinence, sufficiency and effectiveness and in broad defense of the principles of engagement of all SIMPAR's stakeholders and its subsidiaries.

15. Definitions

Communities: A social group that has common views and values and ongoing interaction. Example: community leaders, community members, neighborhood associations, family of staff, teachers, etc.

Engagement: Practices used to approach and connect stakeholders with the objective of expanding dialogues and improving relationships.

Stakeholders/Stakeholders: are groups that affect and/or can be affected for the Company's activities, products or services. This does not include all those who may have knowledge or insights about the Company. (Reference AA 1000).

16. Reference documents

Third Party Code of Conduct: The document reinforces the Company's commitment compliance with legislation, with ethical, transparent and upright behavior, and with sustainability in relations with our stakeholders. The document must be periodically reviewed and approved by the Board of Directors.

Sustainability Policy: As one of the commitments adopted in the Sustainability Policy, the participation and engagement of stakeholders in the the Company's governance, strengthening available dialogue

channels and consulting with main stakeholders periodically, raising points to be addressed, updating the mapping of relevant themes, and seeking better measures to forward them