

INTERNAL REGULATIONS OF THE BOARD OF DIRECTORS AND ADVISORY COMMITTEES

Section 1. These internal regulations govern the functioning of the Board of Directors of Hypera S.A. and of its advisory committees (“Regulations”, “Company”, and “Committees”, respectively), subject to good corporate governance practices, the Novo Mercado Regulation of B3 S.A. – Brasil, Bolsa, Balcão (“B3”), Law No. 6.404 of December 15, 1976, as amended (“Brazilian Corporations Law”), the regulations issued by the Brazilian Securities and Exchange Commission (“CVM”), the Company's Articles of Incorporation and its Shareholders’ Agreement (jointly, “Corporate Documents”).

Section 2. The Statutory Audit Committee has its own internal regulations, containing specific operating rules, in accordance with CVM Resolution No. 23, dated February 25, 2021.

CHAPTER I PURPOSE AND MISCELLANEOUS PROVISIONS OF THE BOARD OF DIRECTORS

Section 3. The purpose of the Regulations is to discipline the actions of the Company's Board of Directors, establishing definitions for the monitoring and evaluation of the Company's performance, as well as the organization of responsibilities, attributions, operating rules, analysis proceedings, and resolutions, and, also, miscellaneous provisions of the Board of Directors and its Committees, as well as communications between the Management bodies.

Sole Paragraph. All provisions of these Regulations are subject to and are complementary to those established in the Corporate Documents.

CHAPTER II BOARD OF DIRECTORS

SUBHEADING I ATTRIBUTIONS

Section 4. The Board of Directors is the Company's governing, guidance, and supervisory body, with a collective resolution, being responsible, in addition to the other attributions provided for in the Brazilian Corporations Law, for the Corporate Documents and other current policies, to be guided by the following guidelines:

- (a) establish the general orientation of the Company's business considering the impacts of the Company's activities on the society and in the environment, with a view to its continuity and the creation of long-term value;
- (b) approve the Company's annual planning, establishing objectives, goals, and business plans for each area of the Company's activities;
- (c) ensure that the Company prepares adequately and as necessary in advance, whenever possible, for the succession of its managers to the Executive Board and the Board of Directors, ensuring stability, improvement, and complementation of the managers' skills;

- (d) keep up to date on good corporate governance practices;
- (e) keep confidential any and all Company information to which they have access due to the performance of the position;
- (f) deprive oneself of any kind of direct or indirect advantage because of the position one holds; and
- (g) ensure that the relationship of the Board of Directors with the Committees, Executive Board, independent auditors, and shareholders takes place in an efficient and transparent manner.

SUBHEADING II COMPENSATION AND BUDGET

Section 5. The compensation of the members of the Board of Directors must adequately reflect the time, effort, and qualifications required to perform the function and level of complexity of the Company.

Paragraph One. The compensation of the members of the Company's Board of Directors will include fixed and monthly fees, and such members are not entitled to receive variable or additional compensation per meeting.

Paragraph Two. The Board of Directors may decide on the contracting of civil liability insurance for managers (D&O) and/or the entering into an indemnity agreement, in accordance with the rules of the CVM.

Section 6. The Board of Directors will have its own annual budget, determined by the joint committee, minimally discriminating the following line items, including segregated between the joint committee, the Governance Secretariat, and each of the Committees:

- a. Fees;
- b. Logistics;
- c. External advisory; and
- d. Training and continuing education.

SUBHEADING III COMPOSITION, TERM OF OFFICE, INELIGIBILITY, AND INVESTITURE

Section 7. The Board of Directors shall consist of at least 9 (nine) and a maximum of 11 (eleven) effective members, elected, and dismissible at any moment by the Company's Shareholders' Meeting, all with a unified term of office of 2 (two) years, with re-election being allowed.

Section 8. The Board of Directors will have one (1) Chairperson who will be appointed by the Shareholders' Meeting that elects them or by an absolute majority of votes of those present at the first meeting of the Board of Directors that takes place immediately after the investiture of such members.

Section 9. Among the members of the Board of Directors, at least 2 (two) or 20% (twenty percent), whichever is greater, must be considered Independent Directors.

Paragraph One. When observing the percentage referred to in this section results in a fractional number of members of the Board of Directors, that number will be rounded up to the nearest whole number, in accordance with the terms of the Novo Mercado Regulation.

Paragraph Two. The applicant appointed as Independent Director of the Company must submit, jointly with their appointment, a statement certifying their compliance with the independence criteria established in the Novo Mercado Regulation and in Annex K of CVM Resolution No. 80, dated March 29, 2022, as amended (“CVM Resolution 80”), including the respective justification if any of the situations that may suggest the loss of independence are verified, as provided for in the Novo Mercado Regulation and in CVM Resolution 80.

Paragraph Three. The Board of Directors will include, in the proposal of the management of the Shareholders' Meeting for the election of directors, its statement, informing: (i) the adherence of each applicant for the position of member of the Board of Directors to the Company's Appointment Policy; and (ii) the reasons, in the light of the provisions of the Novo Mercado Regulation, CVM Resolution 80, and the statement of independence mentioned in Paragraph Two above, through which the classification of each applicant to the Board of Directors as an Independent Director is verified.

Section 10. The members of the Board of Directors will remain in their positions and exercise their functions until the investiture of their replacements, unless otherwise resolved by the Company's Shareholders' Meeting.

Section 11. The members of the Board of Directors must have an unblemished reputation, being ineligible:

- (i) a person who is impeded as such by special law, or sentenced for crime of bankruptcy, malfeasance, bribery or pay-off, demanding bribe, embezzlement or crime against the public interest, public faith or property, or due to any effects of a penalty that hinders them, even on a temporary basis, from holding public positions;
- (ii) the person sentenced to suspension or temporary disqualification imposed by the CVM;
- (iii) the person who, except as otherwise provided at the Shareholders' Meeting at the time of the election, holds a position in companies that may be considered to be competitors of the Company; and
- (iv) the person who, except as otherwise provided at the Shareholders' Meeting at the time of the election, has or represents a conflicting interest with the Company.

Section 12. In addition to the statement provided for in Paragraph Two of Section 9 above, members of the Board of Directors may immediately take office upon signing and presenting the following documents:

- (i) Copy of a valid identity document;

- (ii) Copy of the Individual Taxpayer's Register - CPF or passport;
- (iii) Instrument of Investiture drawn up in the Book of Minutes of the Meetings of the Company's Board of Directors accompanied by the no-liability statement mentioned in Article 147, paragraph 4 of the Brazilian Corporations Law, and in Annex K, Article 2, of CVM Resolution 80;
- (iv) Instrument of adhesion to the Information Disclosure Policy to the Stock Market;
- (v) Instrument of adhesion to the Company's Securities Trading Policy;
- (vi) Related Parties Questionnaire and adhesion to the Policy on Transactions with Related Parties;
- (vii) Instrument of adhesion to the rules for using the corporate governance portal ("Portal");
- (viii) Acknowledgment to the Code of Ethical Conduct ("Code");
- (ix) D&O questionnaire, if applicable.

Paragraph One. Under penalty of nullity, the instrument of investiture must contain the full qualification of the member of the Board of Directors, and inform the address where they will receive service of processes and notices in administrative, arbitral, and judicial proceedings relating to acts of their management.

Paragraph Two. The investiture of the members of the Board of Directors may occur within 30 (thirty) days as of the Shareholders' Meeting that elects them. Upon the end of this term, and the conditions of investiture not being met, the position will be declared vacant, in accordance with Section 14, below.

Paragraph Three. After the delivery and execution of the documents mentioned in the head provision of this section, the members of the Board of Directors will receive, at least, the following documents/authorizations: (i) copy of the annual calendar, (ii) the Company's schedule; (iii) training to access the Portal and, (iv) link for registration and access to the Portal, with access to the Company's materials and information, as of the date of their respective appointment.

SUBHEADING IV

ATTRIBUTIONS OF THE CHAIRPERSON OF THE BOARD OF DIRECTORS

Section 13. The Chairperson of the Board of Directors must coordinate the activities of the Board of Directors seeking the effectiveness and good performance of the body and of each of its members.

Paragraph One. It is the sole responsibility of the Chairperson of the Board of Directors, with the support of the Governance Secretariat and without prejudice to the provisions of the Corporate Documents to:

- (a) exercise the casting vote in the event of a tie in the vote;

- (b) act as a link between the Board of Directors, the Company's Executive Board, as well as its Committees, when existing and/or installed, ensuring the adequate flow of information between these bodies;
- (c) interact with the coordinators of the Committees to ensure their productivity and alignment with the plans approved by the Board of Directors;
- (d) ensure the effectiveness and good performance of the Board of Directors;
- (e) monitor and provide the necessary feedback to the Chief Executive Officer and members of the Board of Directors regarding their respective assessments;
- (f) coordinate the onboarding program for new members of the Board of Directors and the continuing education program for the members of the Board of Directors;
- (g) with the assistance of the responsible Committee, propose to the Board of Directors the annual budget of the Board of Directors and its Advisory Committees; and
- (h) with the assistance of the responsible Committee, propose to the Board of Directors by December of the current year, the mandatory calendar, in accordance with Section 29 of the Novo Mercado Regulation, and at the first meeting of the year, the proposed schedule which shall include the dates and topics of the meetings of the Board of Directors and of the Committees, when they exist and/or are installed.

SUBHEADING V

VACANCY, TEMPORARY IMPEDIMENT, AND REPLACEMENT

Section 14. The position of member of the Board of Directors will be considered permanently vacant, subject to confirmation, if applicable, at a Shareholders' Meeting, if:

- (i) elected and not invested in office within 30 (thirty) days following the election;
- (ii) unreasonably absent from 3 (three) consecutive meetings of the Board of Directors;
- (iii) meeting attendance during the fiscal year is unjustifiably less than 75% (seventy-five percent);
- (iv) has interest in more than 4 (four) other Boards of Directors in a large publicly-held company;
- (v) deceased;
- (vi) legally incapacitated;
- (vii) retired due to disability;
- (viii) submits a letter of resignation, in accordance with the law; and

(ix) removed from the position by the Shareholders' Meeting.

Paragraph One. If the position of member of the Board of Directors is definitively vacant, it will be incumbent upon the Chairperson of the Board of Directors to choose their replacement, who shall be in charge until the first Shareholders' Meeting, at which time their replacements will be elected on a permanent basis.

Paragraph Two. Upon a definitive vacancy of the Chairperson of the Board of Directors, a meeting of the Board of Directors will be immediately convened so that the other members present at the meeting can choose their replacement, who will be in charge until the first Shareholders' Meeting, at which time their replacement will be elected on a permanent basis.

Paragraph Three. In the event of the temporary absence of the Chairperson of the Board of Directors, they must appoint their replacement. Upon the impossibility of making such appointment, the Board of Directors will resolve on the election of the provisional replacement.

Section 15. The resignation of the member of the Board of Directors becomes effective, in relation to the Company, as soon as the written communication of the person resigning is submitted and, in relation to third parties in good faith, after filing the document of resignation before the competent public registry.

Section 16. Access to the contents of the Portal shall not be granted to any member of the Board of Directors following the conclusion of the appointment.

SUBHEADING VI ANNUAL AND SPECIAL MEETINGS AND MINUTES

Section 17. The Board of Directors shall meet, on an ordinary basis, at least 6 (six) times a year, and on an extraordinary basis, whenever necessary, upon call notice by the Chairperson of the Board of Directors, or of at least 3 (three) members of the Board of Directors, with a minimum notice of 48 (forty-eight) hours.

Paragraph One. The members of the Board of Directors who wish to include matters in the agendas of regular meetings should send this purpose by email to all members of the Board of Directors, as well as to the Governance Secretariat, at least 30 (thirty) calendar days before the date of the meeting. This inclusion will be accepted by the Board, except in cases of opposition by a simple majority of its members.

Paragraph Two. The Company will publish, on an annual basis, the schedule of regular meetings, informing the main topics to be discussed, in accordance with the applicable regulations.

Section 18. The call notice will be made by means of an official communication, sent to the members of the Board of Directors at least 3 (three) business days before the meetings.

Paragraph One. The meetings of the Board of Directors will be considered regularly convened in cases where all members of the Board of Directors in office are present at the meetings.

Paragraph Two. The meetings of the Board of Directors may take place by means of a telephone conference, video conference, or any other means of communication, being considered valid and effective, provided that their minutes are subsequently executed by all those present.

Paragraph Three. The quorum for the installation of the meetings of the Board of Directors shall be of at least 6 (six) members.

Paragraph Four. The resolutions shall be approved by a majority of votes of the members present at the meeting.

Paragraph Five. The members of the Board of Directors will receive, when necessary, the relevant documents and materials for the discussion of the resolutions proposed at the regular meetings of the Board of Directors at least 3 (three) business days before the meetings, except in urgent cases, occasion in which the term may be reduced with due notice and written consent of all the members of the Board of Directors present.

Paragraph Six. The Chairperson of the Board of Directors, on their own initiative or at the request of any member of the Board of Directors, may invite members of the Company's management, as well as internal and external employees who have relevant information related to the matters on the agenda, and that are relevant to matters under their responsibility, to participate in the Board meetings.

Section 19. The schedule of the regular meetings of the Board of Directors will include the schedule described below with flexibility of the agenda:

- (i) reports from the Committees;
- (ii) item of information;
- (iii) item of resolution; and,
- (iv) executive session.

Section 20. The matters and resolutions taken at the meetings will comply with the provisions of the Articles of Incorporation and will be drawn up in summary form, in a proper book, signed by the presiding board and the members of the Board of Directors present, and such minutes must be drafted clearly, indicating the decisions taken, those present at the meeting, the conflicting votes, and the abstentions from voting.

Paragraph One. The minutes of the meeting will be sent for analysis by the members of the Board of Directors within 2 (two) business days after the meeting and they must forward any suggestions and/or approval within the 2 (two) subsequent business days.

Paragraph Two. The minutes of the meetings of the Board of Directors containing information that has effect before third parties will be drawn up in the book of "Minutes of the Meeting of the Board of Directors", filed with the competent public registry and published on the website of the Company, of CVM, and of B3.

Paragraph Three. In addition to the preparation of the minutes in summary form provided for in the head provision of Section 20, the Governance Secretariat must prepare and make available to the members of the Board of Directors the following documents:

- (a) descriptive minutes of the topics discussed at the meetings of the Board of Directors; and

(b) follow-up spreadsheet filed with the Governance Secretariat.

Section 21. Except for resolutions that take effect before third parties, any meeting of the Board of Directors may be confidential, in whole or in part, if, at the discretion of the Chairperson of the Board, there is a matter the nature of which so advises them, including with regard to the disclosure of the decisions taken.

Paragraph One. The matters will be considered confidential and strategic, including, but not limited to, all matters relating to commercial information not disclosed to the general public, industrial technological matters, information about commercial agreements, entered into in confidentiality or not, information regarding products, markets, and price.

SUBHEADING VII GOVERNANCE SECRETARIAT

Section 22. The Governance Secretariat will report to the Chairperson of the Board of Directors, advising the Board of Directors and Committees with governance proceedings and practices.

Sole Paragraph. The Governance Secretariat will have its own budget and will be assessed on an annual basis by the Board of Directors.

Section 23. The attributions of the Governance Secretariat are to:

- (a) ensure and provide necessary advisory so that the Directors and members of the Committees, in the exercise of their functions, receive complete and timely information on the items on the agenda of the meeting, even taking action with the Executive Board;
- (b) advise the Chairperson of the Board of Directors or their replacement in office of their functions, especially with regard to the preparation of meeting agendas, management of the schedule of regular meetings of the Board of Directors and Committees, as well as the schedule of the matter, ensuring the harmonization of the dates of the meetings of such bodies in order to minimize impacts on the work schedule of the Company's executives;
- (c) ensure that the Company is aligned with good corporate governance practices and propose changes, when applicable;
- (d) arrange for the call notice of meetings of the Board of Directors and Committees, informing their members - and any participants - of the place, date, time, and agenda;
- (e) act as secretary of the meetings, prepare, and draw up minutes, follow-up spreadsheet, and other documents, collect the signatures of the members who attended the meetings, in addition to recording the attendance of any guests;
- (f) update the Portal, the follow-up spreadsheet and signed minutes, filing the minutes and resolutions taken with the Company, as well as forwarding them to the competent bodies for registration and publication, if applicable;

- (g) execute the onboarding program and the continuing education program of the members of the Board of Directors;
- (h) monitor and recommend the revision of these Regulations, of the regulations of the Statutory Audit Committee and of the Fiscal Committee, as well as other relevant internal documents;
- (i) advise the Chairperson of the Board of Directors in the planning of the evaluation process of the Board of Directors and Committees;
- (j) in the planning of the annual budget of the Board of Directors.

Paragraph One. The position of the Governance Secretariat may be cumulated by a member of the Company's Executive Board, as resolved by the Board of Directors.

SUBHEADING VIII CONTINUING EDUCATION

Section 24. The Company will have a Continuing Education Program for members of the Board of Directors, in order to provide basic knowledge and information regarding the Company, and will preferably follow the following premises:

- (i) technical visits to the Company's facilities;
- (ii) attendance in lectures/conventions held by the Company;
- (iii) technical qualifications to be defined by the Governance Secretariat jointly with the Chairperson of the Board of Directors; and
- (iv) e-learnings/Company's corporate education program.

CHAPTER III SUBHEADING I COMMITTEES

Section 25. For the best performance of its functions, the Board of Directors may create specific, permanent, or temporary Committees, as the case may be, composed of at least 3 (three) members with skills and authorities appropriate to the purpose of the respective Committee. The Company has the following permanent Committees:

- a. Statutory Audit Committee;
- b. Strategy Committee;
- c. Governance and Sustainability Committee; and,
- d. People Committee.

Paragraph One. The attributions of the Committees are set forth in Annex I of these Regulations.

Paragraph Two. All members of the Committees are subject to the same duties as the members of the Board of Directors set forth in the Articles of Incorporation, Securities Disclosure and Trading Policies, Code of Ethical Conduct, as well as to the duties and liabilities of the managers set forth in the Brazilian Corporations Law.

Paragraph Three. The function of member of the Committee may not be delegated and must be exercised with respect for the duties of loyalty and diligence necessary for the function.

SUBHEADING II BASIC OPERATING RULES FOR COMMITTEES

Section 26. The members of the Board of Directors elected as members of Committees will be entitled to fixed and monthly compensation in addition to the one they are entitled to as members of the Board of Directors. Additional compensation will be limited to participation in one (1) Committee.

Section 27. At the meeting of the Board of Directors at which the composition of the Committees is resolved, the choice of the Coordinators will also be resolved.

Paragraph One. For better dedication to the work, the Coordinator may not perform this function on more than one (1) Committee, and must be a member of the Board of Directors.

Paragraph Two. The term of office of the members of the Committees shall coincide with the term of office of the members of the Board of Directors.

Section 28. The Committees may recommend to the Board of Directors the hiring of external specialized consultancy services, as the case may be, for greater effectiveness of their technical functions.

Section 29. The regular meetings of the Committees will take place at least 4 (four) times a year, on the dates specified in the schedule, and on a special basis, whenever necessary, either by determination of the Board of Directors or by call notice of the Coordinator.

Paragraph One. The holding of the meetings of the Committees is not a necessary condition for the submission of matters for analysis and resolution by the Board of Directors, which must determine this possible need, if not set forth in these Regulations.

Paragraph Two. The Committee Coordinator may eventually invite other participants, such as external advisors and Company employees, to discuss specific matters if they deem it is necessary to do so, while avoiding many participants in the meetings, including non-elected board members of that Committee, in order to ensure the effectiveness of the meetings.

Paragraph Three. The meetings of the Committees must be convened at least 2 (two) business days in advance by the Committee Coordinator, with the assistance of the Governance Secretariat, or by 2 (two) of its members, except in the case of waiver of this term by the members of the Committee, or if all members are present at a given meeting or in emergency situations. If necessary, material may be shared in advance to be used at the meeting, exclusively with the Committee members.

Paragraph Four. The meetings may be held by telephone conference, videoconference, or any other means of communication that allows the identification of the member and simultaneous communication with the other members present at the meeting.

Section 30. The Governance Secretariat will be responsible for drafting the minutes of the meetings, and those will be made available to all members electronically. The minutes will be drafted with clarity and necessary detail and will register the recommendations stated by the members.

Sole Paragraph. The minutes of the Committees will not be disclosed by the Company.

CHAPTER IV PERFORMANCE ASSESSMENT

Section 31. The Board of Directors and Committees will have one (1) formal performance assessment per term of office.

Paragraph One. The Chairperson of the Board of Directors will be responsible for coordinating the assessment process, with the support of the Governance Secretariat and the responsible Committee, and may rely on the support of external consultancy in this process.

Paragraph Two. Upon receiving the assessment results, the Chairperson of the Board of Directors will share the results with the joint committee, and may even determine targeted action plans, if necessary.

CHAPTER V COMMITMENT TO ETHICS AND CONFLICT OF INTEREST

Section 32. The members of the Management and of the Committees, in addition to observing the legal duties inherent to their respective positions and the rules defined in these Regulations and in the Company's Code of Ethics, must base their conduct on high ethical standards, as well as ensure the proper image, ethics, transparency, and reputation of the Company. The members of the Management and of the Committees will employ the care and diligence that would be adopted by all active and trustworthy individuals in the administration of their own business.

Section 33. The members of the Board of Directors and of the Committees represent that they are aware of and undertake to strictly comply with the terms of the Company's Code of Ethical Conduct.

Section 34. The members of the Board of Directors and Committees must not act with a Conflict of Interest, abstaining from voting or interfering in decisions in which there is a conflicting interest with that of the Company, in compliance with the rules in Article 156 of the Brazilian Corporations Law, the Policy on Transactions with Related Parties, and the Company's Code of Ethical Conduct, where applicable.

Section 35. If a Conflict of Interest or particular interest is found on the part of one of the Directors or one of the members of the Committees in relation to a specific matter to be decided and/or examined, the latter has the duty to express themselves to the Chairperson of the Board, or Committee Coordinator, as applicable, as soon as they identify the conflict.

Paragraph One. If the member of the Board of Directors or member of the Committee is silent, anyone present at the meeting who is aware of the fact must inform the

Chairperson of the Board or Committee Coordinator, as applicable.

Paragraph Two. As soon as the Conflict of Interest has been identified in relation to a specific topic, the individual involved must abstain from participating in the discussions and resolutions.

Section 36. The cases not covered and the questions raised in the application of these Regulations will constitute a matter of order and will be resolved by the Board of Directors, which may make any changes it deems necessary.

Section 37. The Company's information, including the resolutions, materials, and discussions of the Board of Directors, as well as of the Committees, are confidential and must be treated as such by the members of the Board of Directors and Committees in compliance with the duty of secrecy set forth in the Brazilian Corporations Law.

Section 38. In compliance with the duty of secrecy set forth in the Brazilian Corporations Law and in these Regulations, the members of the Company's Board of Directors and Committees must refrain from providing information and from making statements, comments, or pronouncements on any issues related to the Company to the press or other media. The Company's communication will be defined and carried out exclusively by the Corporate Communication department or by individuals expressly guided and authorized by this department, as provided for in the Code of Ethical Conduct.

Sole Paragraph. The duty of confidentiality and secrecy, provided for in the sections above, shall last for an indefinite period.

Section 39. These Regulations were approved by the Company's Board of Directors, and it may be consulted in the Company's investor relations websites (<http://ri.hypera.com.br/>), of CVM (<http://www.cvm.gov.br/>) and of B3 (<https://www.b3.com.br/>).

Sole Paragraph. These Regulations may be amended at any time by resolution of the Board of Directors.

Section 40. If there is a conflict between the provisions of these Regulations and the Company's Articles of Incorporation, the provisions of the Articles of Incorporation shall prevail.

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ANNEX I

OBJECTIVES AND ATTRIBUTIONS OF THE ADVISORY COMMITTEES OF THE STRATEGY COMMITTEE

This Committee is responsible for advising the Board of Directors on the Company's strategic direction, in compliance with the guidelines approved by the Board of Directors. The Committee enables the Company's future vision and assesses proposals from the Executive Board regarding possible consolidations, acquisitions, portfolio adjustments, and new businesses.

I — The functions of this Committee are:

- (a) monitoring strategic planning;
- (b) monitoring the Company's innovation process;
- (c) monitoring and supervision of the flow of M&A operations, including the analysis of results;
- (d) monitoring of relevant investments and portfolio management;
- (e) monitoring the capital structure;
- (f) monitoring key financial issues, such as: level of leverage, capital management, and risks of foreign exchange exposures and;
- (g) monitoring the current market and competitors.

SUSTAINABILITY AND GOVERNANCE COMMITTEE

This Committee is responsible for advising the Board of Directors on the consolidation of principles, policies, and good practices of corporate governance, as well as expressing an opinion on the Company's sustainable development.

II — The functions of this Committee are:

- (a) monitoring the adoption of good corporate governance practices, as well as the effectiveness of its processes, including organizational and routine rules, and the respective regulations of the Board of Directors and its Committees;
- (b) monitoring of social and environmental strategies;
- (c) monitoring the Company's diversity and inclusion actions;
- (d) prior analysis of policies involving the Company's sustainability matters, subject to assessment by the Board of Directors;
- (e) monitoring the preparation of annual reports related to the topic of sustainability;
- (f) monitoring and discussion regarding the laws and regulations of the CVM and/or B3, which may impact the Company's governance and/or social and environmental guidelines;
- (g) planning proposal of budget of the Board of Directors and of the Advisory Committees;

PEOPLE COMMITTEE

This Committee is responsible for advising the Board of Directors on organizational development strategies and culture, as well as on the policy and practice that underpin the

Company's people and management pillar.

III — The functions of this Committee are:

- (a) monitoring of the Company's culture and organizational climate initiatives;
- (b) monitoring of actions related to the high performance cycle - CAP, such as: talent mapping and retention, development plan, potential assessment, and leadership training;
- (c) monitoring of the compensation policies of the Company's managers, including programs for granting purchase options, subscription, or granting shares to the Company's directors and employees;
- (d) performance assessment of the Board of Directors and Committees;
- (e) monitoring of the succession plan and annual assessment of the Company's Statutory Executive Board;
- (f) monitoring of the annual performance assessment process of the Board of Directors and its Advisory Committees.