

National Corporate Taxpayers Register of the Ministry of Finance (CNPJ/MF) No.  
78.876.950/0001-71

State Registration Number (NIRE) 42300020401  
PUBLICLY-HELD COMPANY

MINUTES OF MEETING OF THE BOARD OF DIRECTORS  
HELD ON DECEMBER 10, 2020  
(drawn up in summary form)

**Date, Time and Place:** December 10, 2020, at 9:00 am, by email.

**Attendances:** All members of the Board of Directors participated via e-mail, namely: Messrs. Ivo Hering, Fabio Hering, Patrick Charles Morin Junior, Fabio Colletti Barbosa, Andrea Oliveira Mota Baril, Claudia Worms Sciama e Celso Luis Loducca.

**Presiding Officers:** The meeting was presided over by Mr. Ivo Hering, Chairman of the Board of Directors.

**Agenda:** Proposal for the distribution of dividends and interest on equity.

**Resolutions Taken:** The members of the Board of Directors of the Company, unanimously and unreservedly, decided to approve, “ad referendum” of the Annual Shareholders' Meeting, that it will consider in the accounts of the fiscal year to end on 12/31/2020, the payment to shareholders, of dividends and interest on own capital, as follows:

(i) Dividends, in the amount of R\$ 16,692,752.65 (sixteen million, six hundred and ninety-two thousand, seven hundred and fifty-two reais and sixty-five cents), corresponding to R\$ 0.1052 per share, excluded treasury shares.

(ii) Interest on Equity, specifically related to the 4th quarter of 2020, to be imputed to the amount of the mandatory dividend for the fiscal year 2020, in the amount of R\$ 18,295,383.85 (eighteen million, two hundred and ninety-two five thousand, three hundred and eighty-three reais and eighty-five cents), corresponding to R\$ 0.1153 per share, excluding shares held in treasury, with withholding income tax to be carried out in accordance with the legislation and legal exceptions are respected.

(iii) The payment of dividends and interest on shareholders' equity will be made to shareholders on December 30, 2020 and will be based on the calculation of the shareholding position on December 16, 2020. The Company's shares will be traded on the “with” dividends and interest on own capital until December 16, 2020, inclusive, and in the condition “ex” dividends and interest on own capital as of December 17, 2020.

**Adjournment:** There being no further business to be transacted, these minutes were drawn up, read, approved and signed by all Directors. São Paulo, SP, December 10<sup>th</sup>, 2020.

Ivo Hering  
Chairman of the Board of Directors.