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NIRE 42.3.0001628-4

COMPANHIA ABERTA

## MATERIAL FACT

### RESIGNATION OF THE CHIEF EXECUTIVE OFFICER AND SUCCESSION PROCESS

Joinville, March 27, 2026 – Tupy S.A. (“Company”, B3: TUPY3) hereby informs its shareholders and the market in general that the Board of Directors has taken notice of the letter submitted on this date by Mr. **Rafael Esmeraldo Lucchesi Ramacciotti**, informing of his irrevocable and irreversible resignation from the position of Chief Executive Officer of the Company, effective as of April 1, 2026. Until the conclusion of the succession process, Mr. **Gueitiro Matsuo Genso**, currently Executive Vice President of Strategy, New Business, Innovation and M&A and Investor Relations Officer, who has been with the Company since 2019, will serve as interim Chief Executive Officer, pursuant to the Company’s Bylaws.

For strictly personal reasons, Mr. Rafael Lucchesi has decided to resign from the position of Chief Executive Officer after serving for nearly one year. During this period, his tenure was marked by progress in the execution of the Company’s strategy, notably through the signing of new contracts, the diversification of the portfolio, and initiatives aimed at strengthening operational efficiency, contributing to the Company’s positioning for future cycles.

Under the coordination of its Chairman, Mr. Jaime Kalsing, the Board of Directors will conduct the succession process for the position of Chief Executive Officer, which will be carried out in a structured manner and in accordance with the best corporate governance practices. For this purpose, Heidrick & Struggles, an international consulting firm with recognized experience in senior executive succession and selection processes (headhunter), has already been engaged to support the process, which will include the evaluation of internal and external candidates, ensuring an orderly transition and the continuity of the Company’s strategy.

The market will be duly informed of the developments and stages of the succession process, in accordance with applicable regulations.

The Board of Directors expresses gratitude to Mr. Rafael Lucchesi for his contributions to the Company during his tenure as Chief Executive Officer.

**Gueitiro Matsuo Genso**

Vice President of Strategy, New Business, Innovation and M&A  
Investor Relations Officer

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