



## 1. Objective

Define a People Management model that keeps the Company competitive through the attraction, development, recognition, rewarding, and retention of a team of qualified professionals, with high performance and aligned with our culture (Alupar Way of Being), who meet the present and future growth and development needs of the Company's business, within practices that promote diversity, equity, inclusion, and collective well-being.

## 2. Scope

All professionals of the Company with an employment relationship governed by the CLT, internship and apprenticeship contracts, as well as Statutory Boards, in all its Affiliates and Subsidiaries.



### 3. General Guidelines

**People Management at Alupar adopts practices that respect human and labor rights recognized in the legislation where we operate, in addition to respecting diversity, equity, and inclusion, while considering the alignment of individual professional interests with the Company's strategic objectives.**

Our commitment to business results is intertwined with the continuous pursuit and sharing of learning, promoting relationships based on mutual respect, transparency, and valuing people. We are firmly committed to preventing all forms of discriminatory practices, moral and sexual harassment, as well as eradicating child, forced or compulsory labor. We value diversity and respect free union association and collective bargaining. Our goal is to create a healthy, safe work environment, free from any form of coercion, promoting collective wellbeing and achieving high performance.

### **3.1 Culture: “Alupar Way of Being” (*Jeito de Ser Alupar*)**

For Alupar, it is a priority to promote a sense of belonging among its professionals, aiming to establish harmony between their individual identities and the company’s collective identity, reinforcing our “Alupar Way of Being”. We believe that by doing so, we can align beliefs, values, attitudes, and behaviors, creating a positive work environment that inspires motivation, happiness, and high productivity within our team.

### **3.2 Recruitment and Selection**

Our mission is to attract the best professionals to fill available positions. Internally, we value our talents in internal recruitment processes, promoting and recognizing the results achieved, and reinforcing internal succession. When necessary, we seek professionals in the market who possess the technical competencies required for the role, are aligned with our Organizational Culture, and demonstrate the potential to face the company’s current and future challenges

### **3.3 Appreciation of the people and diversity**

We consider People as one of the pillars supporting our company. We focus on people and constantly strive to enhance our talents.

We believe that to have a sustainable company, we must ensure diversity.

### **3.4 Learning sharing**

Alupar recognizes that learning is a fundamental collective effort. Therefore, we implement practices aimed at provoking, stimulating, and promoting actions that facilitate the sharing and multiplication of knowledge among people and teams.

Additionally, we encourage self-development initiatives and the active pursuit of knowledge, both through formal development programs and through the sharing of lessons learned, based on real experiences in the work environment.

## 3.5 Development

Alupar identifies and develops internal talent by structuring succession plans for key positions and initiatives for retaining these talents. Additionally, it also develops professionals' skills and competencies through training, development actions, and continuous education.

## 3.6 Compensation and benefits

Alupar follows the best market trends in structuring its compensation and benefits package, making it attractive for talent acquisition and retention, while also promoting wellbeing, with a focus on the continuous improvement of working conditions.

## 3.7 Leadership development

Alupar understands that its leadership is primarily responsible for implementing the company's strategy and culture, ensuring business sustainability. Therefore, it invests in training and development programs for managers.

In addition, we encourage self-development initiatives and the active pursuit of knowledge, both through formal development programs and through the sharing of lessons learned, based on real experiences in the workplace.

## 3.8 Well-being

Alupar believes that the best results can be achieved when individuals enjoy a full quality of life in all aspects, both personal and professional. Therefore, it encourages the adoption of balanced habits between professional and personal life, focusing on actions related to mental, financial, physical, and social well-being. These actions include flexible work schedules, cultural and artistic activities, sports practices, healthy eating, celebration of festive dates, and recognition.

## 4. Revision History

Revision Number	Date (mm/yyyy)	Review Description	Approver
01	07/2017	Creation of new policy	Board of Directors
02	03/2018	Revision without significant change in content	-
03	08/2020	Revision without significant change in content	-
04	03/2025	Revision without significant change in content	-



This policy may be changed at any time without prior notice.