

Compensation

DEXCO



Dexco aims, with the current remuneration structure, to provide attractiveness in relation to the market, retention, and engagement of professionals regarding the company's longevity and value creation. To achieve this, it adopts a model that links recognition and reward to the achievement of significant business results.

Remuneration represents the total earnings in the relationship between the company and employee. At Dexco, this package is composed of three factors, which are:

Base Salary/Fees

Amount paid monthly to the employee

PAYMENTS/YEAR

Statutory 12	CLT* Hired 13.333
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The values are updated based on the market, which is carefully selected and composed of companies operating in the sectors where Dexco operates and/or is correlated. Additionally, a national remuneration strategy is followed.

*Consolidation of Brazilian labor laws

Short Term Incentive

Amount paid annually (Profit Sharing and Results - PSR/Bonus) conditioned upon the achievement of goals.

COMPOSITION

60% Financial Goals related to the Company's results

- EBITDA
- Free Cash Flow

40% Individual Goals

Defined by the Employee through the annual goals contract



Distribution is limited to 10% of Net Income for the year



The payment is conditional on reaching 75% of project EBITDA for the year

ESG

Since 2021, **the Company's Directors have 10% of their individual remuneration tied to environmental, social, and/or corporate governance goals** aligned with Dexco's Sustainability Strategy.

Long Term Incentive

Targeted at senior management positions such as Directors, it consists of three categories:

PERFORMANCE SHARES

Dexco grants a batch of shares to the employee, with **exercise linked to the achievement of goals**, with progressive acquisition of rights (vesting). This goal is related to EVA performance, calculated as follows:

Net Operating Income

(Total investment x WACC)

Economic Value Added (EVA)

VESTING: 5 YEARS

MATCHING

The Dexco executive is invited to invest a percentage of the short-term incentive - which can range from 25% to 75% of their entitlement - in the company's shares.

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VESTING: 50% after the 4^o year
50% after the 5^o year

RESTRICTED SHARES

Granting to the Company's top talent, limited to 20 people per year, including managers (with a succession plan) and non-executives, with a high perspective of impact on the Company's future.

VESTING: 3 YEARS