

## **MINUTES OF THE ANNUAL AND EXTRAORDINARY SHAREHOLDERS' MEETING HELD ON APRIL 28, 2026**

**DATE, TIME, FORM AND PLACE:** on April 28, 2026, at 10:00 a.m., held exclusively digitally, through the electronic platform "ALFM Easy Voting", pursuant to Article 5, paragraph 2, item I, of CVM Resolution No. 81/22, as amended, which is why it is considered to be held at the headquarters of Dexco S.A. ("Company"), located at Avenida Paulista, 1938, 5th floor, in São Paulo (SP), CEP 01310-942, pursuant to Article 5, paragraph 3, of CVM Resolution No. 81/22.

**BOARD:** Gustavo Conte Jakovac (President) and Luisa Marcelino Bono (Secretary), by indication of the majority of those present.

**CALL NOTICE:** published on 27, 28, and 29.03.2026 in the newspaper "O Estado de S. Paulo", in printed version (pages. B43, B9 e B15, respectively) and on its website (<https://estadaori.estadao.com.br/publicacoes/>), and on the websites of the Company, the Brazilian Securities and Exchange Commission ("CVM") and B3 S.A. – Brazil, Bolsa, Balcão ("B3").

**INSTALLATION QUORUM:** presence of shareholders representing more than 1/4 of the total and voting capital stock, excluding treasury shares, which is verified (i) by registration in the electronic remote participation system made available by the Company, pursuant to article 47, item III, of CVM Resolution No. 81/22, and (ii) by the Distance Voting Bulletins received through B3's Central Depository, of the Custodians and the Bookkeeper, in addition to those received directly by the Company, according to the Final Summary Voting Map (Annex 2), pursuant to Article 47, item II, of CVM Resolution No. 81/22.

**LEGAL PRESENCE:** Guilherme Setubal Souza e Silva, as representative of the administration and Director of IR, ESG and RIG; Lucianna Raffaini Carvalho Costa, as representative of the administration and Director of Administration and Finance; Glizia Maria do Prado, as Director of People; José Maria Rabelo, as representative of the Audit and Risk Management Committee; Guilherme Tadeu Pereira Júnior, as Chairman of the Fiscal Council; Vanessa Pereira, Drayton Melo and Bruno Veloso as representatives of Ernst & Young Auditores Independentes Ltda.

**PUBLICATIONS AND DISCLOSURES:** In accordance with Article 133 of Law No. 6,404, of December 15, 1976 ("Brazilian Corporation Law"), the management report and the Financial Statements for the fiscal year ended on 12.31.2025, accompanied by the respective explanatory notes and the report of the independent auditors, as well as the Report of the Audit and Risk Management Committee and the Opinion of the Fiscal Council, in the newspaper "O Estado de S. Paulo", in the edition of 03.12.2026, on pages B1 to B20, and on its website (<https://estadaori.estadao.com.br/publicacoes/>), on the same date. The above documents and other documents pertinent to the matters on the agenda, including the management's proposal for the Meeting, were also made available to shareholders at the

Company's headquarters and disclosed on the CVM, B3 and Company websites, at least 1 (one) month in advance of the date hereof, under the terms of the Brazilian Corporation Law and the applicable CVM regulations.

**AGENDA:** The Company's shareholders met to examine, discuss and vote on the following agenda:

**At the Extraordinary Shareholders' Meeting: (1)** To approve the Company's new Long-Term Incentive Plan, replacing the plan approved on April 26, 2019, as amended.

**At the Annual Shareholders' Meeting: (2)** to review the accounts of the management, examine, discuss and vote on the Financial Statements, accompanied by the Independent Auditors' Report and the Explanatory Notes, for fiscal year ended December 31, 2025; **(3)** to resolve on the proposal for the allocation of net income for the fiscal year ended December 31, 2025; **(4)** to set the number of members of the Board of Director for the next annual term; **(5)** to elect the effective and alternate members of the Board of Directors for the next annual term; **(6)** to resolve on the independence of the nominees for independent members of the Board of Directors; **(7)** to elect the effective and alternate members of the Fiscal Council for the next annual term; **(8)** to set the overall compensation of the management for the fiscal year of 2026; and **(9)** to set the individual monthly compensation of the members of the Fiscal Council for the fiscal year of 2026.

#### **RESOLUTIONS TAKEN:**

The shareholders present were unanimously exempted from reading the documents referred to in Article 133 of the Brazilian Corporation Law, the Opinion of the Fiscal Council, the Consolidated Summary Statement of the votes cast by means of Distance Voting Bulletins and other documents related to the agenda, which were duly disclosed and made available to shareholders and the market, as well as being made available for consultation by the shareholders present. The publication of the minutes with the omission of the names of the shareholders was authorized, pursuant to Article 130, paragraph 2, of the Brazilian Corporation Law.

#### **At the Extraordinary General Meeting:**

1. The regulations of the Company's new share-based Long-Term Incentive Plan, attached hereto as Annex I, were approved, replacing the plan approved on April 26, 2019, as amended.

#### **At the Annual Shareholders' Meeting:**

2. The management accounts and the Financial Statements, accompanied by the Independent Auditors' Report and the Explanatory Notes, for the fiscal year ended December 31, 2025, were approved, with abstentions from those legally impeded.
3. The allocation of net income for the fiscal year 2025, in the amount of R\$ 1,182,504.97, was approved as follows: (i) R\$ 59,125.25 to the Legal Reserve; and (ii) R\$ 1,123,379.72 to the Tax Incentive Reserve, pursuant to Article 195-A of Law No. 6,404/76. The amount

related to the realization of the revaluation reserve in 2025, in the amount of R\$ 604,848.79, will be transferred to the Dividend Equalization Reserve, established in accordance with the Company's Bylaws.

5. The number of ten effective members and three alternate members to compose the Company's Board of Directors was approved, for the annual term to remain in office until the investiture of the directors to be elected at the Annual General Meeting that will review the accounts for the fiscal year ending on December 31, 2026.
6. The election of the following members to compose the Company's Board of Directors was approved, for an annual term to remain in office until the investiture of the directors to be elected at the Annual General Meeting that will review the accounts for the fiscal year ending on December 31, 2026, pursuant to Article 150, paragraph 4, of the Brazilian Corporations Law:
  - (i) **As effective directors:**
    - (i.1) **Alfredo Egydio Arruda Villela Filho**, Brazilian, married, engineer, RG-SSP/SP n.º 11.759.083-6, CPF n.º 066.530.838-88, domiciled in São Paulo (SP), at Avenida Santo Amaro, 48, 9th floor;
    - (i.2) **Alfredo Egydio Setubal**, Brazilian, married, administrator, RG-SSP/SP n.º 6.045.777-6, CPF n.º 014.414.218-07, domiciled in São Paulo (SP), at Avenida Paulista, 1938, 5th floor;
    - (i.3) **Andrea Laserna Seibel**, Brazilian, divorced, lawyer, RG-SSP/SP n.º 26.520.066-0, CPF n.º 140.725.018-32, domiciled in São Paulo (SP), at Rua Bartolomeu Paes, 136;
    - (i.4) **Antonio Joaquim de Oliveira**, Brazilian, married, forest engineer, RG SSP/PR n.º 2.141.939-7, CPF n.º 360.473.099-68, domiciled in São Paulo (SP), at Avenida Paulista, 1938, 5th floor;
    - (i.5) **Helio Seibel**, Brazilian, divorced, administrator, RG-SSP/SP n.º 5.296.474, CPF n.º 533.792.848-15, domiciled in São Paulo (SP), at Rua Cunha Gago, 700, cj. 111;
    - (i.6) **Ricardo Egydio Setubal**, Brazilian, married, administrator, RG-SSP/SP n.º 10.359.999-X, CPF n.º 033.033.518-99, domiciled in São Paulo (SP), at Avenida Paulista, 1938, 5th floor;
    - (i.7) **Vicente Furletti Assis**, Brazilian, married, engineer, RG-SSP/MG n.º 1.073.833, CPF n.º 487.467.706-15, domiciled in São Paulo (SP), at Avenida Paulista, 1938, Piso Terraço;

- (i.8) **Marcos Campos Bicudo**, Brazilian, married, administrator, RG-SSP/SP n.º 10.479.730-7, CPF n.º 075.620.507-75, domiciled in São Paulo (SP), at Avenida Paulista, 1938, 5th floor;
- (i.9) **Márcio Fróes Torres**, Brazilian, married, engineer, RG-IFP/RJ n.º 05.495.753-5, CPF n.º 983.816.797-53, resident and domiciled in Rio de Janeiro (RJ), at Avenida Lúcio Costa, 4.350, bloco 3, apto 501; and
- (i.10) **Andréa Cristina de Lima Rolim**, Brazilian, divorcée, Economist, RG-SSP/SP n.º 20.532.366-2, CPF n.º 102.426.328-23, domiciled in São Paulo (SP), at Avenida Paulista, 1938, Piso Terraço.

**(ii) As alternate directors:**

- (ii.1) **Alex Laserna Seibel**, Brazilian, married, business administrator, RG-SSP/SP n.º 35.457.347-0, CPF n.º 356.849.588-00, domiciled in São Paulo (SP), at Avenida Brigadeiro Faria Lima, 2277, cj 1602, as an alternate for Andrea Laserna Seibel and Helio Seibel;
- (ii.2) **Rodolfo Villela Marino**, Brazilian, married, administrator, RG-SSP/SP n.º 15.111.116-9, CPF n.º 271.943.018-81, domiciled in São Paulo (SP), at Avenida Paulista, 1938, 5th floor., as an alternate for Alfredo Egydio Arruda Villela Filho and Vicente Furetti Assis; and
- (ii.3) **Paula Lucas Setubal**, Brazilian, married, pedagogue, RG-SSP/SP n.º 30.717.587, CPF n.º 295.243.528-69, domiciled in São Paulo (SP), at Avenida Paulista, 1938, 5th floor, as an alternate for Alfredo Egydio Setubal and Ricardo Egydio Setubal.

**6.1.** Based on the information received by the Company's management, pursuant to the applicable legislation, it was informed that the elected directors are in a position to sign, without any reservation, the respective declarations of clearance mentioned in article 147, paragraph 4, of the Brazilian Corporation Law and in CVM Resolution No. 80/22, which will be filed at the Company's headquarters.

**6.2.** The members of the Board of Directors hereby elected shall take office in their respective positions within thirty (30) days as of the date hereof, upon execution of the respective instrument of investiture to be drawn up in the Company's own book, accompanied by the declaration of clearance, as per item above, and the declaration of the securities issued by the Company held by them, pursuant to article 157 of the Brazilian Corporation Law.

**7.** Approved the characterization, as independent directors, for the purposes of the provisions of Article 16, paragraphs 1 and 2, of B3's Novo Mercado Regulations and article 6, of Annex K, of CVM Resolution No. 80/22, of the following effective members of the Board of Directors:

(I) **Marcos Campos Bicudo**; (ii) **Márcio Fróes Torres**; and (iii) **Andréa Cristina de Lima Rolim**.

7.1. As stated at the Board of Directors Meeting held on 03.23.2026, there was the favorable manifestation of the Board of Directors, observing the legal abstentions, regards: (I) the characterization of the independence of the directors above, as inserted in the management's proposal presented to this Meeting, considering that they meet the requirements set forth in the applicable regulation, based on the candidates' declarations of independence and the favorable opinion of the People Committee, Governance and Appointment; and (ii) the fulfillment, by all members of the Board of Directors hereby elected, of the requirements and criteria established in the Nomination Policy.

8. The election of the following members of the Fiscal Council was approved, with a term of office until the annual general meeting that examines the accounts for the fiscal year to be ended on December 31, 2026:

(i) The separate election of the fiscal council member by minority shareholders, holders of 23,004,292 common shares, pursuant to article 161, paragraph 4, paragraph "a", second part, of the Brazilian Corporation Law, was requested, and the following were elected by the majority of the votes of the minority shareholders who participated in the separate election:

(i.1) **Geraldo Affonso Ferreira Filho**, Brazilian, married, economist, RG SSP/SP no. 8.761.758-4, CPF no. 064.409.028-65, resident and domiciled in São Paulo (SP), at Rua Pedroso Alvarenga, no. 771, Itaim Bibi, Zip Code 04531-002, to occupy the position of effective member of the Fiscal Council; and

(i.2) **Leonardo de Paiva Rocha**, Brazilian, married, engineer, RG CREA/RJ no. 2015468633, CPF no. 598.802.797-00, resident and domiciled in São Paulo (SP), at Avenida George Saville Dodd, 119, Jardim Guedala, Zip Code 05608-020, to occupy the position of alternate member of the Fiscal Council.

In the separate election, 73,574,461 votes were counted for the elected effective member and 73,573,779 were counted for the elected alternate member, as indicated above.

(ii) The other shareholders elected, in general voting, the following members of the Fiscal Council and their respective alternates:

(ii.1) **Guilherme Tadeu Pereira Júnior**, Brazilian, married, administrator, RG-SSP/SP n.º 32.483.439-1, CPF n.º 286.131.968-29, domiciled in São Paulo (SP), at Avenida Eng. Luiz Carlos Berrini, 1748, conj. 1710, CEP 04571-000, City Moções, to occupy the position of effective member of the Fiscal Council;

- (ii.2) **João Batista Cardoso Sevilha**, Brazilian, married, RG-SSP/SP n.º 13.740.466, CPF n.º 021.916.398-79, domiciled in São Paulo (SP), at Rua Oriçanga, 245, apt. 42, Zip Code 04052-030, to occupy the position of effective member of the Fiscal Council;
- (ii.3) **Vivianne Cunha Valente**, Brazilian, single, administrator, RG-SSP/SP n.º 50.198.909, CPF n.º 565.955.735-04, domiciled in São Paulo (SP), at Avenida Paulista, 1.938, 5º andar, to occupy the position of alternate member of the Fiscal Council; and
- (ii.4) **Gustavo Amaral de Lucena**, Brazilian, married, economist, RG-SSP/SP n.º 16.160.870-X, CPF n.º 143.652.328-19, domiciled in São Paulo (SP), at Rua Artur Prado, 615, apt. 13, block 04, Zip Code 1322000, to occupy the position of alternate member of the Fiscal Council.

**8.1** Based on the information received by the Company's management, pursuant to the applicable legislation, the shareholders were informed that the members of the fiscal council meet the requirements set forth in article 162 of the Brazilian Corporation Law and are in a position to sign, without any reservation, the respective declarations of clearance mentioned in articles 147 and 162, paragraph 2, of the Brazilian Corporation Law. which will be filed at the Company's headquarters.

**8.2** The members of the Fiscal Council hereby elected shall take office in their respective positions within thirty (30) days as of the date hereof, upon execution of the respective instrument of investiture to be drawn up in the Company's own book, accompanied by the declaration of disqualification, as per item above, and the declaration of the securities issued by the Company held by them, pursuant to article 157 of the Brazilian Corporation Law.

**9.** Approved the maximum annual global amount for the compensation of managers (fixed and variable, including benefits of any nature) in the amount of R\$ 60,591,913.70 (sixty million, five hundred and ninety-one thousand, nine hundred and thirteen reais and seventy cents) (excluding social charges), for the fiscal year 2026, comprising the period from January to December 2026. The Board of Directors shall be responsible for assigning compensation to management, within the limits approved by this Meeting.

**10.** Approved the individual monthly remuneration of the effective members of the Fiscal Council, in the monthly amount of R\$11,200.00 (eleven thousand two hundred reais), as provided for in Article 162, paragraph 3, of the Brazilian Corporation Law.

**10.1.** It is stated that the alternate members of the members of the Fiscal Council will only be remunerated if and when they act in substitution of the effective members.

**QUORUM OF DELIBERATIONS:** The votes of approval, rejection and abstention of the matters are contained in the Final Summary Voting Map (Annex II).

**DOCUMENTS FILED WITH THE COMPANY:** The management proposal, the documents submitted to the Meeting, the call notice, the voting maps, the shareholder representation documents and the full recording of the Meeting.

**CLOSURE:** There being no further business to discuss, the Assembly was adjourned for the drafting of these minutes, in summary form, which, having been read and found to comply, was approved by all present. Under the terms of the legislation and regulations in force, shareholders who cast their votes through the Distance Voting Bulletins and those who registered their presence in the electronic remote participation system will be considered signatories to these minutes. The registration of the shareholders' attendance was carried out, pursuant to Article 47, paragraph 2, of CVM Resolution No. 81/22, upon signature of the chairman and the secretary of the meeting, who declared that the Meeting was fully recorded, with the participation and voting of shareholders by audio and video via electronic system, in addition to rooms for communication between shareholders, observing the other formalities provided for in the CVM regulations. São Paulo (SP), April 28, 2026. Board: (aa) Gustavo Conte Jakovac – President; (aa) Luisa Marcelino Bono – Secretary; Management Representative: (aa) Guilherme Setubal Souza e Silva – Director of IR, ESG and RIG; Representative of the Administration: (aa) Lucianna Raffaini Carvalho Costa – Director of Administration and Finance; and (bb) Glizia Maria do Prado – Director of People; Representative of the Audit and Risk Management Committee: (aa) José Maria Rabelo; Representative of the Fiscal Council: (aa) Guilherme Tadeu Pereira Júnior; Representatives of the Independent Auditor: (aa) Vanessa Pereira, Drayton Melo and Bruno Veloso; Shareholders present: ...

**Gustavo Conte Jakovac**

President

**Luisa Marcelino Bono**

Secretary

## (ANNEX I)

### Long-Term Incentive Plan

Annual and Extraordinary General Meeting held on 04.28.2026, at 10:00 a.m

#### I – OBJECTIVE

This Long-Term Incentive Plan (ILP) ("Plan") of Dexco S.A. and its subsidiaries ("Dexco" or, individually, "Company") aims to:

- (i) to stimulate the commitment of Dexco's executives in the long term, in order to encourage them to seek success in all their activities and the achievement of Dexco's objectives;
- (ii) attract and retain the best professionals, offering incentives that align with the current moment and Dexco's continued growth; e
- (iii) provide Dexco, with regard to variable compensation, with regard to variable compensation, a competitive advantage in relation to the market.

1.2 The Plan is structured in such a way as to encourage Participants to contribute to Dexco's success, since they will become shareholders of the Company and will be directly benefited from the appreciation in the price of the shares issued by the Company. Therefore, the alignment of the interests of Dexco's shareholders with those of the Participants is a way to achieve the main objectives of the Plan, which are: (i) growth; (ii) success; (iii) success; and (iv) achievement of Dexco's objectives.

1.3 The Plan promotes the alignment of interests with Dexco and its shareholders, in the following terms:

- (i) Short term: through integration with short-term incentive programs, especially in the form of *matching*, which presupposes prior investment by the beneficiary with resources from annual variable remuneration;
- (ii) Medium term: requires continuity, retention and evolution of results, through the stipulation of minimum grace periods of 3 (three) years, subject to the achievement of performance goals and the permanence of the beneficiary in Dexco; e
- (iii) Long-term: through the maintenance of the beneficiary's exposure to the value of the Company's shares, as well as the possibility of extending the period of *vesting* (Transition Plan), encouraging the continuity of the bond and the generation of sustainable value over time.

#### II – ADMINISTRATION OF THE PLAN

2.1 The Plan will be managed by the People, Governance and Nominating Committee ("Committee"), observing the terms and conditions set forth in this Plan. It will be up to the Committee to deliberate, annually, on the application or not of the Plan, defining who will be the participants of the Plan and of each modality of the Plan specifically ("Participants"), as well as which Participants should not be covered by the Plan for a fixed or indefinite period.

2.2 This Plan will be effective as of 2026, fully replacing the plan approved at the Annual and Extraordinary General Meeting of 04/26/2019, as amended. The rules of the previous plan continue to apply to share-based compensation grants that occurred until 2025.

#### III – PLAN REMUNERATION MODALITIES

3.1 The Plan will cover the following types of share-based compensation, with terms and conditions detailed below:

## a) Transition Plan (2026 – 2028 Cycle)

This modality consists of variable compensation to be paid upon the delivery of shares, the amount of which will be limited to a percentage of the Company's net income for the fiscal years 2026, 2027, and 2028, taken together, based on the ROIC and WACC calculated for that period, to be awarded to a select group of executives. The Committee will detail the goals and rules for the attribution of this variable compensation and the eligible Participants, including the definition of net income for these purposes (including any exclusions of earnings from certain investees and other adjustments), the ROIC and WACC targets, the individual figures for each Participant, as well as other applicable rules.

There will be an initial grant of the right to receive the amounts related to the Transition Plan, in 2026. During the three-year period, the Committee may approve the inclusion of Participants in this type of share-based compensation, to whom this compensation may be attributed in full or proportionally. The effective payment of this remuneration will only occur after the end of the 2028 fiscal year, subject to compliance with all applicable conditions, under the terms of this Plan and other applicable rules.

The payment will occur upon delivery of shares to the Participants, in a number calculated based on the average closing price of the Company's shares, weighted by the daily trading volume, in the last thirty (30) trading sessions prior to 04/29/2026 (inclusive), corrected by the positive variation of the inflation index to be defined by the Committee, provided that the Participants will not make any payment to be entitled to receive the shares. For accounting and tax purposes, the price of the shares will be considered at the time of delivery of the shares.

At the end of the 3 (three) year period, the Participant will have the possibility to choose between receiving payment in shares or remaining in the program for 2 (two) additional years, to receive additional shares (*matching*), in the latter case, the payment of remuneration will only occur after the end of the 2030 fiscal year, with the transfer, by Dexco, of one (1) additional share for each one (1) share to which the Participant would be entitled at the conclusion of the initial three (3) year period. The shares transferred due to the *matching* will consider the price of the shares at the time of delivery of the shares, provided that the Participants will not make any payment to be entitled to *the matching*. In order to be entitled to matching, the Participant, during the additional period of two (2) years), may not trade, encumber, sell, transfer and/or promise to trade, in any way, the Company's shares, under penalty of losing the right to *matching*.

The Participant who leaves Dexco before the end of the initial period of 3 (three) years, by his/her own decision or that of Dexco, will not be entitled to any payment.

The Participant who chooses to remain during the additional period of two (2) years for matching purposes will be subject to the following rules: (i) in case of Termination before the 4th (fourth) anniversary of the date of the grant of the shares, by his/her own decision or by Dexco's, at any time, he/she will receive only the remuneration assigned according to the achievement of the goals, without any increase due to matching; (ii) in the event of a Termination between the 4th (fourth) and 5th (fifth) anniversaries of the date of the grant of the shares, voluntarily or by decision of Dexco, without just cause, the Participant will receive only the remuneration assigned according to the achievement of the goals and the matching proportional to the full months of the period of 2 (two) years in which he worked at Dexco; and (iii) in the event of a case of Termination with just cause, the Participant will receive only the remuneration assigned according to the achievement of the goals.

## b) Matching

Dexco will invite Participants to invest a percentage of the net variable remuneration received as a Short-Term Incentive ("ICP"), purchasing shares of the Company. Dexco will open a period for the exercise of this right each year and will communicate this information to the Participants eligible for this type of variable remuneration.

The matching of the shares will be carried out as follows: upon completion of three (3) years of the purchase of Dexco shares with ICP resources, Dexco will proceed with the additional transfer to the Participant of 100% (one hundred percent) of the Company shares originally acquired by the Participant with the ICP values.

In order to be entitled to matching, the Participant, during the grace period of three (3) years from the date of acquisition of the shares, may not trade, encumber, sell, transfer and/or promise to trade, in any way, the Company's shares and its political and/or economic rights, under penalty of loss of the matching right.

The transfer of matching shares is subject to the Participant's permanence in Dexco and the maintenance of the investment made with the purchase of the shares. The settlement of the payment will occur through the delivery of shares to the Participants, considering the price of the shares at the time of delivery of the shares, provided that the Participants will not make any payment to be entitled to matching.

In the event of Termination without cause, as of the 13th (thirteenth) month from the date of purchase of the original shares, the Participant will be entitled to the pro rata temporis matching to be paid within sixty (60) days from the date of the Termination. In case of Termination without cause, until the 12th (twelfth) month from the date of purchase of the original shares, the Participant will lose the right to matching. In the event of voluntary or just cause dismissal, at any time, the Participant will lose the right to matching.

The matching will be applicable only to the Presidency, Vice-Presidency and Board of Directors levels (statutory and non-statutory).

### **c) Restricted Actions**

This type of stock compensation consists of the attribution of the Company's shares to the Participants, free of charge, provided that all the terms and conditions set forth herein are met.

The Committee may grant, at its discretion, shares to Participants who, within a period of one (1) year, have differentiated performance and generate high impact for Dexco's business.

Such grant will consider, among other factors: (i) criteria for the formation of an eligible pool; (ii) talent pool; (iii) consistent performance in individual goals; and (iv) potential assessment.

The shares will be transferred after a period of three (3) years from the granting of the remuneration in shares. Payment will occur upon delivery of shares to the Participants, considering the price of the shares at the time of delivery of the shares, provided that the Participants will not make any payment to receive the shares.

In the event of Termination without just cause, as of the 13th (thirteenth) month from the date of the granting of the remuneration in shares to the Participant, the Participant will be entitled to receive the shares granted pro rata temporis, to be paid within sixty (60) days of the date of the Termination. In case of Termination without cause, until the 12th (twelfth) month from the date of granting of the remuneration in shares to the Participant, the Participant will lose the right to the shares granted. In the event of voluntary or just cause Termination, at any time, the Participant will lose the right to the shares, regardless of the elapsed period.

Participants in this type of compensation in shares are employees who are employees, hired under the legal regime of the Consolidation of Labor Laws (CLT).

## **IV – CONDITION AND ANNUAL LIMIT FOR THE DELIVERY OF SHARES**

4.1 The total number of shares to be delivered in each fiscal year to the Participants will not exceed the maximum limit of one percent (1%) of the total shares of the Company existing on the closing balance sheet date of the previous year.

## V – ELIGIBLE PUBLIC

5.1 For the purposes of this Plan, the eligible public initially comprises, for modalities "a" and "b" of item 3.1, the members of the Presidency, the Vice-Presidency and the Board of Executive Officers (statutory and non-statutory), subject to the specific rules of each of the modalities of the Plan.

5.2 For modality "c" of item 3.1, the eligible public comprises employees hired under the CLT regime.

5.3 The Committee may, if it deems appropriate and opportune, increase or reduce the eligible public, for any of the modalities of the Plan.

5.4 For the purposes of this Plan, the term "Termination" means any act or fact that terminates the Participant's legal relationship with the Company, covering, among others, the hypotheses of (i) voluntary termination; (ii) non-reelection; (iii) dismissal; (iv) termination without or with just cause of the employment contract, (v) retirement or (vi) death.

5.5 In the event of dismissal for just cause or dismissal from office or non-reelection of the Participant, for a reason that Dexco deems equivalent to the hypothesis of just cause, the Participant will lose all rights related to the Plan.

5.6 In case of permanent disability of the Participant, the full transfer of the shares or the amount of money from Dexco to the Participant will occur within 60 (sixty) days from the date of the Dismissal. It will be up to the Committee to determine whether the payment will be made in shares or in cash.

5.7 In the event of the Participant's death, the remuneration in shares will only be paid upon presentation of the court decision or public deed of extrajudicial inventory that defines the Participant's heirs who will be entitled to receive such remuneration, within sixty (60) days from the presentation of such documents to the Company. It will be up to the Committee to determine whether the payment will be made in shares or in cash.

5.8 In the event of dismissal without cause, by decision of Dexco, of a Participant who is already retired and is still working at Dexco, the Committee may determine the anticipation of the payment of the share-based compensation and its settlement in cash, within a period after the Dismissal to be defined by the Committee.

## VI – GENERAL PROVISIONS

6.1 No Participant shall have any rights or privileges as a shareholder of the Company, including dividends and voting, until the shares granted are effectively delivered and the registration of the shares in its name in the Company's book-entry records is duly completed.

6.2 In the event of a change in Dexco's shareholding structure, involving a stock split, reverse split or bonus, the Committee may adjust the number of shares issued by the Company attributed to Participants who are complying with the grace period defined in the Plan, as well as to the contracts signed with them, as a result of said transaction.

6.3 Any taxes levied on and arising from the Plan will be the responsibility of each party, as they are attributed to them as taxpayers, in accordance with the legislation in force.

6.4 The provisions contained in this Plan shall enter into force immediately upon its approval. The granting of shares to the Participants, under the terms of this Plan, will depend on the annual resolution of the Committee.

6.5 The Plan does not interfere with the employment relationship and/or the mandate, so that no provision of this Plan will confer rights to the Participants related to the guarantee of employment or permanence and/or reelection in any position, nor will it interfere, in any way, with

Dexco's right to, as applicable to the case, terminate or dismiss, at any time, the relationship with any Participant.

6.6 Cases not covered by this Plan shall be regulated by the Committee.

6.7 The Committee, in the interest of Dexco and its shareholders, may, at any time, amend, suspend or extinguish this Plan, and any change in the legislation or regulation of corporations or its tax effects, which significantly affect this Plan, may lead to its partial or full revision, or even its suspension or extinction.

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**(ANNEX II)**

**Final Summary Voting Map**

Annual and Extraordinary General Meeting held on 04.28.2026, at 10:00 a.m.

CODE OF THE DELIBERATION	DESCRIPTION OF THE DELIBERATION EXTRAORDINARY MATTER	VOTE ON THE RESOLUTION AND NUMBER OF SHARES		
		APPROVE (YES)	REJECT (NO)	ABSTAIN
1.	Resolution Approve the Company's new Long-Term Incentive Plan, replacing the plan approved on 04/26/2019, as amended. Approval of this matter shall correspond to the approval of the version of the Long-Term incentive Plan included in the management's proposal.	565,032,834	109,067,184	86,649,283

CODE OF THE DELIBERATION	DESCRIPTION OF DELIBERATION ORDINARY MATTERS	VOTE DELIBERATION AND NUMBER OF SHARES		
		APPROVE (YES)	REJECT (NO)	ABSTAIN
1.	Resolution To take the accounts of the management, examine, discuss, and vote on the Financial Statements, together with the Independent Auditors' Report and the Explanatory Notes, for the fiscal year ended December 31, 2025.	494,785,163	0	169,025,207
2.	Resolution To resolve on the proposal for the allocation of the net income for the fiscal year ended December 31, 2025. Approval of this matter shall correspond to approval of the management's proposal.	613,431,886	47,355	50,331,129
3.	Resolution To set the number of members of the Board of Directors for the next annual term. Approval of this matter shall correspond to approval of the management's proposal.	590,573,914	295	73,236,161

5.	<p>Resolution Election of Board of Directors by a single slate. Indication of all names that compose the slate (votes indicated in this field will be disregarded if the shareholder holding voting shares also fills in the fields present in the separate election of member of the board of directors and the separate election referred to in these fields occurs) - Indication of the controlling shareholders</p> <p>ALFREDO EGYDIO ARRUDA VILLELA FILHO / RODOLFO VILLELA MARINO (ALTERNATE), ALFREDO EGYDIO SETUBAL / PAULA LUCAS SETUBAL (ALTERNATE), ANDREA LASERNA SEIBEL / ALEX LASERNA SEIBEL (ALTERNATE), ANTONIO JOAQUIM DE OLIVEIRA, HELIO SEIBEL / ALEX LASERNA SEIBEL (ALTERNATE), RICARDO EGYDIO SETUBAL / PAULA LUCAS SETUBAL (ALTERNATE), VICENTE FURLETTI ASSIS / RODOLFO VILLELA MARINO (ALTERNATE), ANDRÉA CRISTINA DE LIMA ROLIM (INDEPENDENT), MÁRCIO FRÓES TORRES (INDEPENDENT) e MARCOS CAMPOS BICUDO (INDEPENDENT).</p>	551,793,429	38,779,638	73,237,303
9.	<p>Question Do you wish to request the separate election of a member of the Board of Directors, pursuant to Article 141, § 4º, I, of Law No. 6,404 of 1976? (The shareholder can only fill in this field if they hold the shares with which they vote uninterruptedly during the 3 months immediately prior to the General Meeting. If the shareholder chooses "no" or "abstain", their shares will not be computed for the purpose of requesting the separate election of a member of the Board of Directors).</p>	52,033	47,720	111,629,578
10.	<p>Resolution To resolve on the independence of the candidates for independent members of the Board of Directors. The candidates for independent members are Marcos Campos Bicudo, Márcio Fróes Torres and Andréa Cristina de Lima Rolim.</p>	590,572,772	295	73,237,303
11.	<p>Election of the Fiscal Council by a single slate. Members of the slate included in the management's proposal: GUILHERME TADEU PEREIRA JÚNIOR, JOAO BATISTA SEVILHA, VIVIANNE</p>	590,232,376	215	1,168

# Dexco

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	CUNHA VALENTE (ALTERNATE) and GUSTAVO AMARAL DE LUCENA (ALTERNATE).			
13.	Resolution Do you wish to request the separate election of a member of the Fiscal Council, pursuant to Article 161, § 4º, of Law No. 6,404 of 1976?	23,004,292	708	88,724,331
14.	Resolution To set the total amount allocated to the compensation of the management for the fiscal year 2026. Approval of this matter shall correspond to approval of the management's proposal.	590,572,659	408	73,237,303
15.	Resolution To set the individual monthly compensation of the members of the Fiscal Council for the fiscal year 2026. Approval of this matter shall correspond to approval of the management's proposal.	590,573,051	193	73,237,126
16.1	Separate election of members of the fiscal council by minority shareholders holding shares with right to vote (the shareholder must fill this field if the general election field was left in blank): GERALDO AFFONSO FERREIRA FILHO	73,574,461	113	2,037
16.2	Separate election of members of the fiscal council by minority shareholders holding shares with right to vote: LEONARDO DE PAIVA ROCHA (ALTERNATE)	73,573,779	104	2,728