

	<b>Management Compensation Policy</b>	<b>Issuing Date</b> <b>8/31/2021</b>
<b>Prepared by:</b> Human Resources Board	<b>Approved by:</b> Personnel Management Committee (7/27/2021) Board of Directors (8/31/2021)	<b>1<sup>st</sup> VERSION</b>

## INDEX

<b>1. PURPOSE .....</b>	<b>2</b>
<b>2. SCOPE .....</b>	<b>2</b>
<b>3. REFERENCES.....</b>	<b>2</b>
<b>4. CONCEPTS.....</b>	<b>2</b>
<b>5. RESPONSIBILITIES.....</b>	<b>3</b>
<b>6. COMPENSATION AND ELIGIBILITY COMPONENTS .....</b>	<b>3</b>
<b>7. FINAL CONSIDERATIONS .....</b>	<b>3</b>

Odontoprev S/A (“Corporation”) Management Compensation Policy has as basic guidelines:

## **1. PURPOSE**

- To ensure the establishment of the compensation strategy for all the Company’s Management, encompassing the members of the Board of Directors, Fiscal Council, Board of Directors’ Advisory Committees, and Executive Board;
- To encourage the achievement of results from each professional in their roles, withhold and attract qualified professionals, ensuring the alignment with the organizational values and strategies;
- To reward the professional performance according to its attributions and responsibilities, and aligned to the market practices to ensure the Company’s competitiveness regarding its human resources;
- To assure the alignment between the organization, management, and shareholders’ interests, considering the Company’s continuity.

## **2. SCOPE**

- Members of the Board of Directors and Fiscal Council;
- Members of the Executive Board
- Members of the Board of Directors’ Advisory Committees.

## **3. REFERENCES**

- Corporation Act (Law No. 6.404/76);
- Bylaws;
- The Company’s Code of Ethical Conduct;
- CVM Instruction 586.
- New Market (“Novo Mercado”) Regulation (B3)

## **4. CONCEPTS**

- Compensation is defined as the payment-in-kind and other assets, which shall be made in retribution to the work performed to the Company, in a fixed or variable manner;
- The compensation shall be fixed when represented by executive pay or remunerations, and it shall consider the attributions, responsibilities, experience from the Management and job market;
- The compensation shall be variable when composed by bonus and other incentives associated with the performance, and they shall be granted having as reference the Company’s sustainable growth;
- As per the performed role, the eligibility to other benefits shall be according to the market practices and Company’s policies.

## **5. RESPONSIBILITIES**

- The Personnel Management Committee, as an independent body of consultative and advisory character to the Board of Directors, is liable for the revision and supervision of the compensation's policies and practices of the Company's management, including the fixed components (monthly fixed compensation and benefits) and variables (short and long-term incentives);
- The Annual General Meeting shall approve the overall annual compensation of the Company's management;
- Any alteration in values or criteria of the management compensation package shall be analyzed by the Personnel Management Committee and submitted to the Board of Directors, observing the overall compensation amount approved in Annual General Meeting.

## **6. COMPENSATION AND ELIGIBILITY COMPONENTS**

### Board of Directors

- Executive Pay: monthly fixed compensation related to the role's scope.

### Executive Board

- Executive Pay: monthly fixed compensation related to the role's scope.
- Short-Term Incentive: variable installment linked to the achievement of pre-established annual goals;
- Long-Term Incentive: variable installment linked to the achievement of triennial goals, with a pre-established vesting period;
- Benefits: according to the market practice and Company's policies.

### Fiscal Council

- Executive Pay: monthly fixed compensation related to the role's scope.

### Board of Directors' Advisory Committees.

- The Audit and Personnel Management Committees members are compensated for their effective participation in meetings, defined by the Board of Directors.

## **7. FINAL CONSIDERATIONS**

- This Policy shall not grant to any Executive Officer, member of the Board of Directors, Fiscal Council, or member of one of the Board of Directors' Advisory Committees the right to remain in their position until their tenure expires, or interfering with the right of removal, or ensuring them the right to be reelected for the position.

- The Board of Directors reserves the right, at any time, to review, modify, amend, or revoke this Policy, especially in the case of any amendment essential or relevant to the laws or regulations applicable to the Corporation, respecting the corporate governance rules.
- The Personnel Management Committee is the body in charge of implementing the procedures required to observe the rules herein and its monitoring.
- Questions about the provided herein or the application of any of its provisions shall be directly forwarded to the Personnel Management Committee Coordinator, who shall provide the due clarification or guidance.

\*\*\*