

9. Procedure for Hiring Experts and Technical Consultants for the Board of Directors and its Committees

1. Purpose

To define the selection and hiring of professional specialists and/or technical consultants to assist the Board of Directors or its Committees, when required, in dealing with important issues related to specific situations that, due to their nature, require the knowledge, skills and experience of a third party outside the Company.

2. Scope

The hiring of professionals or technical consultants carried out by the Management by direct order of the Board of Directors or any of its Committees.

3. Definitions

N/A

4. References

The Company's Corporate Governance Code.

5. Procedures

- The Board of Directors identifies an important issue and determines that its solution or analysis should be carried out by specialized professionals and/or technical consultants outside the company and who have specific knowledge and skills.
- The agreement to hire the referred specialized and/or technical professionals, as well as the support of the need and relevance of such hiring, must be stated in the minutes of the Board of Directors' or the corresponding Committee's Session.
- The General Manager shall be responsible for conducting the process of selecting and hiring the required specialist and/or technical consultant.
- Whenever possible and reasonable, the General Manager will present to the Chairman of the Board or the Chairman of the Committee that made the request, a list of three options, with their respective technical qualifications and professional fees.

- If the amounts associated with the hiring of the expert exceed the budgetary provisions, the General Manager shall communicate this fact to the Chairman of the Board or the Chairman of the Committee that made the request, to obtain a confirmation of the need and practicality of the hiring.
- If the hiring is confirmed, the General Manager shall proceed to reformulate the budget for the current fiscal year and communicate this fact to the Secretary of the Board so that it can be included as part of the agenda of a subsequent Board meeting.
- Whenever it is considered necessary, the Secretary of the Board of Directors will ensure the communication of the hiring of the specialist and/or technical consultant as a material event for the Company's management and results.
- After providing the service for which the specialist and/or technical consultant was hired, the General Manager will present to the Board of Directors an evaluation of his/her performance of the work assigned.