

NORM FOR PRIVATE SOCIAL INVESTMENTS

Date: 07/14/2022

Revision 01

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HISTORY OF CHANGES

Revision 00: First issue.

1. INTRODUCTION AND PURPOSES

Our Company has a very strong relationship with the community, so much so that this is expressed in our Values. Such fact is also acknowledged by the society, as evidenced by Tupy's materiality matrix, which features the impact on local communities on a prominent position. The purpose of this Standard is to guide Tupy's actions on behalf of the community by means of Private Social Investments.

The main purposes of the Standard are:

- Maximizing positive impacts on surrounding communities;
- Strengthening partnerships with community organizations;
- Contributing to the sustainable development of the regions where the Company carries out its operations;

2. APPLICATION

It applies to all locations of Tupy S.A. and its subsidiaries.

3. SUPPLEMENTARY DOCUMENTS

IT 1087– Social Impact Zones

MD 0002 - Private Social Investment (ISP) Scorecard

4. REFERENCE DOCUMENTS

Company's Bylaws

PCT 010 - Personnel Management Policy

CEC - Code of Ethics and Conduct

Materiality Matrix

5. TERMS AND DEFINITIONS

Private Social Investment: regular, planned and proactive contribution made by Tupy aiming at meeting community needs.

Corporate Volunteering: a set of actions carried out by Tupy to encourage and support the involvement of its employees in volunteer activities within the community.

Benefited people: number of people who were directly affected by the projects.

Direct impact: the results of an action and/or project, with a primary cause-and-effect relationship.

Donation: money, materials and/or services offered to an institution, with or without benefiting from tax incentives, at no charge, i.e., without any consideration for it.

Sponsorship: money, materials and/or services offered, with or without tax incentives, to a third-party institution or project, with the guarantee that Tupy's brand attributes will be displayed as a consideration.

Externalities: the beneficial or harmful effects that a given economic activity has on third parties.

6. GENERAL ASPECTS

6.1 GUIDELINES

All actions resulting from Private Social Investments (ISP) at every location must be in line with the following guidelines:

- **Connection with the Company's goals and strategies:** cooperate in reaching sustainability goals, building a good reputation with stakeholders.
- **Sustainability strategy:** prioritize actions that impact local communities, according to the priority topic of the materiality matrix, maintaining the focus on socioeconomic development.
- **Alignment with national, regional and local agendas:** know and align social investment practices with sustainability agendas and local social actions in the regions where Tupy carries out its operations.
- **Actions in partnerships or networks:** prioritize partnership and network-based actions with business and community organizations;
- **Assessment system:** carry out monitoring and assessments based on result and impact indicators defined for each project.
- **Transparency:** ensure that social investment practices are disclosed to the community.

6.2 ACTION FOCUSES

The ISP has an action focus defined based on the Company’s goals and strategies, considering the social indicators of the communities where the Company operates, Tupy’s Materiality Matrix and the UN Sustainable Development Goals.

Action Focus	Description	SDG
Education	Promote supplementary and professionalizing education actions, contributing to socioeconomic development	4. Quality education 8. Decent work and economic growth
Environment	Support Environmental Education projects focused on the conservation of water resources, biodiversity preservation and on encouraging a circular economy.	6. Clean water and sanitation 11. Sustainable cities and communities 12. Responsible consumption and production 13. Climate action 14. Life below water 15. Life on land
Health	Carry out actions aiming at life quality and prioritizing people’s safety and health	1. No poverty 2. Zero Hunger and sustainable agriculture 3. Good health and wellbeing 6. Clean water and sanitation
Equity and inclusion	Foster equity of opportunities within the community by providing a more diverse and inclusive environment	5. Gender equality 10. Reduced inequalities

Table 01. Corporate action focuses and their relation with the sustainable development goals

Note 01: Other actions focuses may receive investments based on GAIS approval and considering, among other factors, opportunities related to tax benefits and the particulars of each region.

6.3 SCOPE

The social action will preferably comprehend the locations within the impact zones defined in Supplementary Document IT 1087 – Social Impact Zones, which considers the Company’s externalities.

6.4 TYPES OF ACTIONS AND RESOURCE SOURCE

Tupy’s ISP may be carried out through the following actions:

- **Individual and/or partnership social projects:** this type action is characterized by social projects implemented by the company itself and/or in partnerships with community and/or business

organizations. This item considers social projects with the potential to reach a significant scope and impact.

- **Support to third-party social institutions and/or projects:** this type of action encompasses third-party social programs and/or projects. This item considers initiatives with the potential to reach a significant scope and impact.
- **Support to community demands:** such demands refer to requests of a more immediate nature or even specific requests that are nevertheless essential for Tupy's relationship with the community.
- **Corporate volunteering:** this category comprises the volunteer employee participation in social actions within the community supported by the company. The actions in the corporate volunteering program may be carried out individually by the company and/or in partnerships with community organizations.

6.5 PROJECT SELECTION CRITERIA

The own projects or those supported with own resources must be submitted to MD 0002 - Private Social Investment (PSI) evaluation table. To be eligible for support, the project must go through three stages of eliminatory analysis, in the order below:

1st stage - screening: project selection according to the guidelines of Tupy's Private Social Investment Norm. The project must obtain the opinion "Approved" to proceed to the 2nd stage.

2nd stage - project evaluation: the criteria (i) comprehensiveness, (ii) impact and (iii) evidence will be scored on a scale of 0 to 10. The project must obtain a minimum score of six points in all criteria to proceed to the 3rd stage.

3rd stage - evaluation of the institution: analysis of the suitability of the institution according to compliance criteria. To proceed with project evaluation, the institution must obtain an "Approved" score.

The projects approved in the three stages will be eligible for support and will be stored in the project bank and may be executed according to the Company's strategy and budget availability. Failure to comply in any of the stages will result in the project's disapproval.

6.6 PARTNERSHIP PRACTICES

The ISP may be conducted in partnership with organizations from the public, private (other companies and professional associations) and third sectors, according to the instructions below:

- Seek partnerships with institutions of renowned reputation;
- Establish partnerships that ensure the continuity of projects;
- Formalize the relationship through an Agreement;
- Define the roles and responsibilities of the parties involved in the partnerships;
- Encourage the application of transparency standards in the management of social programs and projects, by assessing results and rendering accounts of the resources employed.

6.7 MONITORING

Monitoring and assessment will be carried out by means of specific indicators for each initiative, including, necessarily: (i) the number of people directly impacted and (ii) amounts invested per action focus. The projects supported and their metrics will be annually disclosed to external audiences in a specific section of the Company's Sustainability Report.

6.8 SOCIAL INVESTMENT ANALYSIS GROUP (GAIS)

The GAIS will be formed by representatives from the Compliance, Communication, Institutional Relations, Innovation, Social Responsibility and Sustainability areas. The Group will be responsible for monitoring Tupy's Private Social Investments and advising the Social Responsibility area. The GAIS will act in the following situations:

- (i) Presentation of the current year's planning;
- (ii) Selection of projects with tax incentives;
- (iii) Deliberation on community demands;
- (iv) Presentation of results;
- (v) Validation of projects that do not fit into the Company's action focuses.

6.9 COMMUNICATION CHANNELS

Community demands will be received through the e-mail address comunidade@tupy.com.br available at the Company's website www.tupy.com.br. Contacts made through other channels must forward by their receiver to this e-mail within 2 days, so as to ensure that the request is assessed and replied to by the relevant area within the appropriate time.

6.10 FINAL PROVISIONS

All other written procedures must comply with the guidelines above. This standard may be amended at any time, based on needs identified by the areas involved and upon approval by the Vice-Presidency of Finance and Administration.

7. SYMBOLS AND ABBREVIATIONS

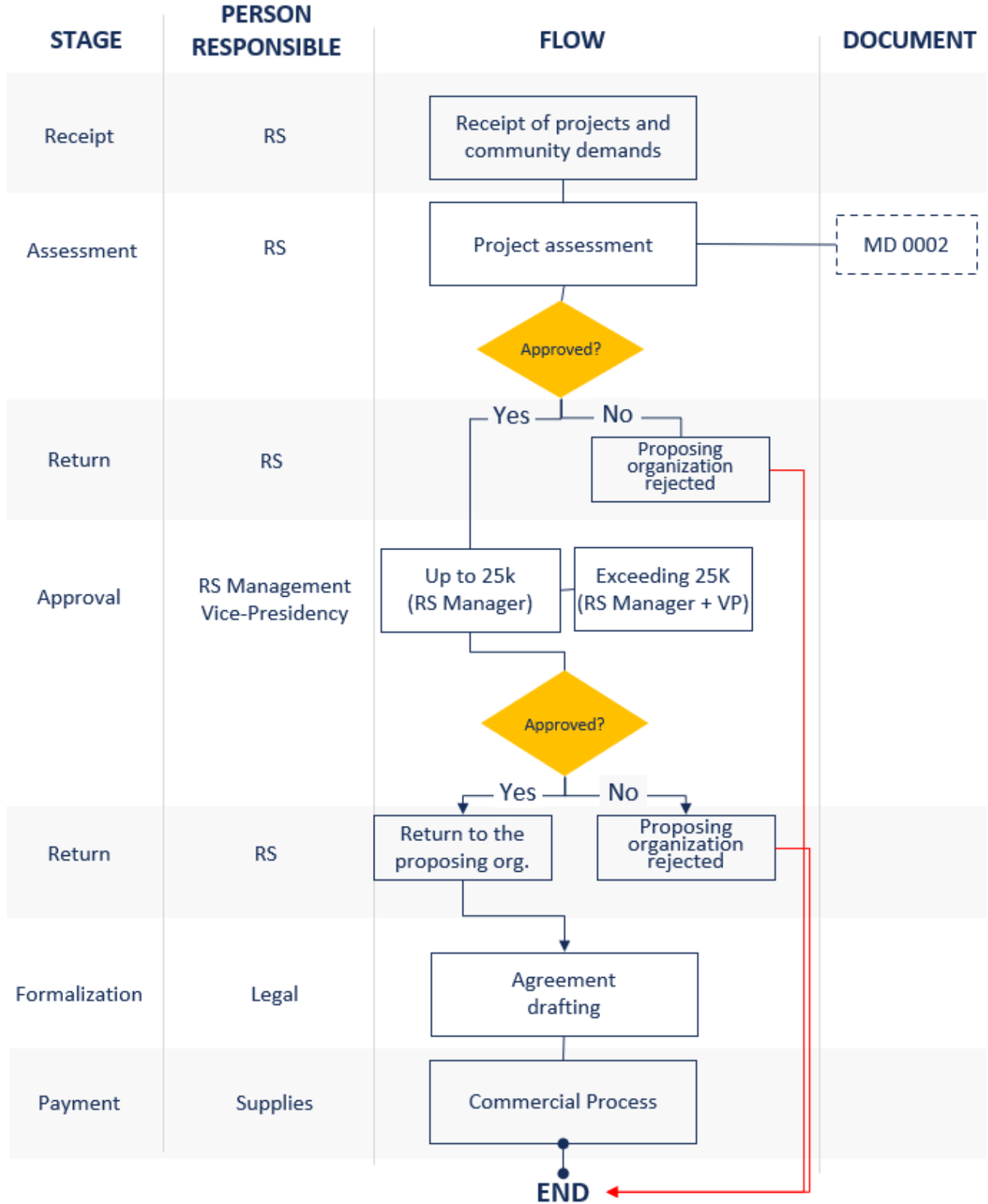
ISP– Private Social Investment

GAIS – Social Investment Analysis Group

SR – Social Responsibility

8. ANNEXES

Annex 01 - Standard approval flow for projects individually carried out or supported with the company’s own resources



Annex 02 - Standard approval flow for projects with tax incentives

