

## REMUNERATION POLICY

### 1. OBJECTIVE

This Policy aims to attract, encourage, reward and retain Directors to conduct business in a sustainable manner, observing the appropriate risk limits in the short, medium and long term strategies of the Company and its subsidiaries (together "IMCA" or "Company", reconciling the interests of shareholders and other interested parties.

### 2. GUIDELINES

The Remuneration Policy (or "Policy") establishes the following guidelines that must be observed regarding the remuneration of the management of the Company and its subsidiaries (together "IMCA" or "Company"):

2.1. Ensure the establishment of the practice of remuneration to all the Directors of the Organization, which comprises the members of the board of directors of the statutory and non-statutory board, if any, and the fiscal board, if any, and members of advisory committees to the board of directors. , statutory or not.

2.2. Ensure that the practice of remuneration is in accordance with the legislation, rules and regulations governing the subject, based on (i) the responsibilities of the Directors, considering the different positions they occupy and the functions they perform; (ii) in the time dedicated to their duties; (iii) professional competence and reputation, in view of their experience and qualification; and (iv) the value of its services in the market.

2.3. Provide alignment between the Management's compensation practices and the Organization's interests, so that the decisions made are the best possible, seeking to create value for its shareholders and investors.

2.4. Ensure that the practice of remuneration is related to objectives that seek to enhance the Organization, not encouraging behaviors that raise risk exposure above the levels considered prudent in the strategies adopted in the short, medium and long terms.

2.5. The global remuneration of the members of the Board of Directors and the Executive Board of the Company ("Board of Directors" and Executive Board ") shall be set by the General Meeting, with the Board of Directors setting the monthly fee for the members of the Board of Executive Officers and the HR set the monthly fee for the members of the Board of Directors.

2.6. The remuneration of the members of the Company's fiscal council ("Fiscal Council"), when installed, will be fixed by the General Meeting that elects them, respecting the minimum values established by law.

2.7. The members of the Company's committees ("Committees") will be remunerated according to what the Board of Directors determines.

### 3. FINANCIAL AND HUMAN RESOURCES COMMITTEES AND AUDIT COMMITTEE

The Company's Board of Directors will be assisted in matters relating to the Company's annual budget by a finance committee ("Finance Committee").

In addition to the Finance Committee, the Human Resources Committee (“HR Committee”) will recommend the Board of Directors, when required, the Salaries and Benefits Policy of the Company's Statutory Officers.

The Audit Committee is a non-statutory advisory body to the Board of Directors, which is permanent and is governed by its own regulations and applicable legislation. If any member of these committees is also a member of the Board of Directors of IMC or its affiliates, the option for remuneration related to one of the positions is allowed.

#### **4. BASIC REMUNERATION PRINCIPLES**

The Company's Remuneration Policy has as main objective to maintain the balance between the business strategy, interests of shareholders and market practices, seeking in addition to the fair and reflexive performance remuneration, the leverage of results for the Company, the retention of our managers and the reward for our executives for achieving financial and operational goals and creating value. It is consistent with the remuneration adopted by our sector and makes it possible to attract and value our professionals.

The overall compensation of the Company's management may consist of the following components: (i) fixed compensation; (ii) variable remuneration; (iii) share-based compensation; and (iv) others that the Board of Directors or the Finance and HR Committees may determine.

##### **I. Fixed Remuneration**

The fixed compensation of the Board of Directors, the Company's Executive Board and the members of the advisory committees to the Board of Directors will be based on the responsibilities of the position and individual experience. For the establishment of such remuneration, the Board of Directors or the Finance and HR Committees may request the advice of a specialized company. The fixed remuneration of the Board of Directors will be reviewed and approved annually by the HR Committee, in a way that is appropriate to market practices or monetarily updated. The fixed compensation of the Executive Board members will be reviewed and approved annually by the Company's Board of Directors, also in accordance with market practices or monetarily updated.

##### **II. Variable salary**

Board of Directors: Medium and long-term variable remuneration, the purpose of which is to promote alignment between the managers and the Company's shareholders, through the granting of options to certain directors, under the terms of the Option Plans, described in the Company's Reference Form, duly published on the Securities and Exchange Commission (“CVM”) website.

Executive Board: Short-term variable remuneration (i), whose objective is to reward the achievement of the Company's annual financial and operational goals, the area of responsibility with the administrator and individual performance through an annual bonus, respecting the limits provided for in the contracts of each statutory officer and with the approval of the Board of Directors or the Finance Committee; and (ii) medium and long term, whose objective is to promote the alignment between executives and the Company's shareholders, through the granting of options, under the terms of the Option Plans described in the Company's Reference Form, duly published on the Commission's website of Securities (“CVM”).

##### **III. Share-based compensation**

The share-based compensation will depend on the approval by the General Meeting of the respective General Stock Option Plan issued by the Company (“General Plan”), which may grant the competence of its management to the Board of Directors or the HR Committee.

In compliance with the General Plan approved at the General Meeting, the Board of Directors or the HR Committee, as the case may be, may periodically adopt Stock Option Programs (“Programs”), where the premises for the grant and the respective beneficiaries will be defined. .

In addition, the Programs must observe the availability of the Company's financial resources and the adequacy of the share percentages of the outstanding shares to the limit established in the applicable rules.

The granting of options for the purchase of shares aims to stimulate the expansion, success and social objectives of the Company and to align the interests of its shareholders and the Company's management.