



# CERTIFICATE

This is to certify that

**ELSIMAR BARROS**

Has successfully completed the following training conducted by Q Academy:

**ESG CERTIFIED PROFESSIONAL**

Training Date: 04/17/2024 and 04/19/2024

Hourly Schedule: 24 hours

A handwritten signature in black ink, reading 'Neifer B. França', written over a horizontal line.

**Neifer França**  
Director - Q Academy



Syllabus/ Hourly Schedule			
Governance, Ethics, and Transparency	2 hours	Environmental, Social, and Governance Risk Management	2 hours
ESG Compliance and its interactions in corporate governance	2 hours	Materiality Matrix and Risk Management in the value chain	3 hours
Corporate Social Responsibility, Diversity, and Inclusion	3 hours	Corporate Governance	2 hours
ESG Governance	2 hours	Corporate Environmental Aspects and Environmental Compliance	2 hours
Greenhouse Gas Inventory and Carbon Footprint	3 hours	Open Conversation: ESG in Practice	3 hours
<div> <div> <u>Governance, Ethics, and Transparency</u> <ul style="list-style-type: none"> <li>• Principles of corporate governance</li> <li>• Universal principles of the Global Compact</li> <li>• Sustainable development goals</li> <li>• Corporate transparency</li> <li>• Ethics vs. Morals</li> </ul> </div> <div> <u>ESG Compliance and its interactions in corporate governance</u> <ul style="list-style-type: none"> <li>• Corporate governance vs. ESG</li> <li>• Culture of integrity</li> <li>• ESG and Corporate Governance Risks</li> <li>• ESG Challenges</li> <li>• ESG Ratings</li> <li>• ESG and Society Interaction</li> </ul> </div> <div> <u>Corporate Social Responsibility, Diversity, and Inclusion</u> <ul style="list-style-type: none"> <li>• Diversity &amp; ESG</li> <li>• Equality and Equity</li> <li>• People, Organizations, and Society</li> <li>• Economic Impacts</li> <li>• Diversity and the Environment</li> <li>• Diversity and Governance</li> <li>• Practical actions for structuring Diversity and Inclusion</li> </ul> </div> <div> <u>ESG Governance</u> <ul style="list-style-type: none"> <li>• Introduction</li> <li>• ESG/Sustainability Background</li> <li>• ESG Risk Materialization Cases (Timeline of World/Brazil)</li> <li>• ESG Litigation</li> <li>• Identification and Assessment of ESG Risks</li> <li>• Indicators</li> <li>• Risk Matrix for Strategic Decisions</li> <li>• Sustainability Risk Management Mechanisms</li> <li>• ESG Risk Atlas</li> <li>• Lines of Defense</li> <li>• Internal Controls and Assessment of the Effectiveness of ESG Programs in Brazil and Worldwide</li> </ul> </div> </div> <div> <div> <u>Environmental, Social, and Governance Risk Management</u> <ul style="list-style-type: none"> <li>• Risk Management and Contextualization</li> <li>• Environmental, Social, and Governance Risk Framework</li> <li>• ESG Risk Assessment</li> <li>• ESG Risk Management Cycle</li> <li>• ESG Risk Management Tools</li> <li>• Practical ESG risk assessment and treatment</li> </ul> </div> <div> <u>Materiality Matrix and Value Chain</u> <ul style="list-style-type: none"> <li>• Assessment of ESG incidents</li> <li>• Prioritizing Risks within the Organization</li> <li>• Materiality Matrix vs. Risk Management</li> <li>• Value chain and its interactions with ESG</li> <li>• Practical cases of materiality and value chain</li> </ul> </div> <div> <u>Corporate Governance</u> <ul style="list-style-type: none"> <li>• Foundations of Corporate Governance</li> <li>• Corporate Governance Structure</li> <li>• Transparency and Accountability</li> <li>• ISO 37000 and Corporate Governance Frameworks</li> </ul> </div> <div> <u>Corporate Environmental Aspects and Environmental Compliance</u> <ul style="list-style-type: none"> <li>• Audit vs. Environmental Compliance</li> <li>• Environmental Legislative Organization in Brazil</li> <li>• Competent Environmental Agencies and Licensing Bodies</li> <li>• Behavioral Economics</li> </ul> </div> <div> <u>Greenhouse Gas Inventory and Carbon Footprint</u> <ul style="list-style-type: none"> <li>• What is the Greenhouse Effect?</li> <li>• Why Conduct a Greenhouse Gas Emissions Inventory</li> <li>• Methodology</li> <li>• Development of the Greenhouse Gas Inventory</li> <li>• Management of Greenhouse Gas Emissions</li> <li>• Greenhouse Gas Emissions Reduction Plan</li> </ul> </div> <div> <u>Open Conversation: ESG in Practice</u> </div> </div>			