



CERTIFICATE

This is to certify that

MICHELE PEREIRA

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