



Executive Compensation Policy	Version 1.0
Approver: Board of Directors	Date of approval: 02/17/20

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1. PURPOSE AND GROUNDS

- 1.1. This "*Executive Compensation Policy*" ("Policy"), approved at a meeting of the Board of Directors of **AMBIPAR PARTICIPAÇÕES E EMPREENDIMENTOS S.A.** ("Company"), sets forth guidelines and rules for setting the compensation and benefits granted to statutory officers, executive officers, members of the Board of Directors and of the Fiscal Council, when established, and the committees established by the Company (jointly, "Executives").
- 1.2. The main objectives of this Policy are: (i) to attract, reward, maintain, and encourage Executives to conduct their business in a sustainable manner, observing the appropriate risk limits; (ii) to provide compensation based on criteria that differentiate performance, and also allow for the recognition and appreciation of individual performance; and (iii) to ensure the maintenance of standards compatible with the responsibilities of each position, as well as competitive when compared to the job market, establishing guidelines for setting any compensation and benefits granted to Executives.

2. COMPENSATION

- 2.1. General conditions: The Company's Executives may be compensated as follows:

2.1.1. Fixed Compensation

- 2.1.1.1. Fixed monthly compensation: it aims to recognize and reflect the value of time and dedication of our members, based on market parameters, aiming to remunerate the individual contribution to the performance and growth of our business. Under this Policy, Executives may be eligible for a fixed compensation, which uses salary surveys on companies of the same size as the Company, especially those in fields of similar activity.
- 2.1.1.2. Benefits: they aim to complement compensation with social assistance benefits in order to provide more security to our Executives and allow focus on the performance of their duties.

2.1.2. Variable Compensation

- 2.1.2.1. Profit sharing program: it is a compensation, according to resolution of the Board of Directors, which aims to reward the achievement and surpassing of the goals previously established by the Company, in line with the performance, sustainability, and growth strategy of our business in each financial year.

- 2.2. The global compensation of the Executives will observe, in any case, the limits established by the Company's general shareholders' meeting, pursuant to the corporate law.
- 2.3. The maximum global amount to be paid to the members of the Board of Directors and the Statutory Board as compensation will be determined by the general shareholders' meeting, in compliance with the limits imposed by article 152 of Law No. 6,404, of December 15, 1976, as amended.

3. DESCRIPTION OF COMPENSATION AND BENEFITS BY GROUP

3.1. Statutory Board

- 3.1.1. The statutory officers of the Company will receive a fixed monthly compensation, defined according to the



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individual negotiation with each one of the statutory officers, guided, among other factors, by salary surveys referring to companies of the same size of the Company, mainly those in fields of similar activity, subject to the provisions of this Policy.

3.1.2. The Company's statutory officers may also be eligible for the following benefits: (i) health plan, in accordance with the Company's policy; (ii) meal vouchers; (iii) possibility of using the Company's car to carry out their activities; and (iv) use of the Company's cell phone.

3.2. **Executive Officers**

3.2.1. Like the statutory officers, the Company's executive officers will receive a monthly compensation, defined according to the individual negotiation with each one of these members, guided, among other factors, by salary surveys referring to companies of the same size of the Company, mainly those in fields of similar activity, subject to the provisions of this Policy.

3.2.2. The Company's executive officers may also be eligible for the following benefits: (i) health plan, in accordance with the Company's policy; (ii) meal vouchers; (iii) possibility of using the Company's car to carry out their activities; and (iv) use of the Company's cell phone.

3.3. **Directors**

3.3.1. The Company's Directors will receive monthly compensation, based on the dedication of time and the duties they are responsible for.

3.3.2. The Directors will receive a fixed monthly compensation.

3.3.3. The Company may reimburse expenses spent by the Directors, with transportation, accommodation, meals and/or others, but only related to attendance at the Board of Directors' meetings, and which collaborate in providing assistance to the Company's practices, upon receipt of proof of those expenses by the Director.

3.4. **Committee Members**

3.4.1. The members of the Audit Committee and any other committees of the Company are eligible for a fixed monthly compensation.

3.4.2. Audit Committee members who are members of the Board of Directors will not be entitled to receive additional compensation.

4. **APPLICATION**

4.1. This Policy applies to all processes, rules and procedures related to the fixed and variable compensation, as well as the benefits of Executives.

5. **GENERAL PROVISIONS**

5.1. The Board of Directors will evaluate the adequacy of this Policy annually, in order to verify the adherence of this Policy to the responsibilities of each Executive, as well as to the workload of the position, to the business developed by the Company, and to its economic and financial situation in the financial year in question.

6. **POLICY TERM**



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6.1. This Policy enters into force on the date of its approval and can only be modified by resolution of the Company's Board of Directors. It can be consulted at www.ambipar.com/ri.

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