

	Document Title	Code:
		Card Ref:

**AERIS INDÚSTRIA E COMÉRCIO DE EQUIPAMENTOS
PARA GERAÇÃO DE ENERGIA S.A.**

Corporate Taxpayer's Register (CNPJ) No.: 12.528.708/0001-07
NIRE: 23.300.030.125

REMUNERATION POLICY

1. OBJECTIVE

1.1 This Remuneration Policy ("Policy") seek to define the general strategy of remuneration, including, in a broad way, any value, of salary nature or not, provided in this document and attributed to the members of the executive board and not, Board of Directors, Assistance Committees to the Board of Directors ("Committee") and Audit Committee of Aeris Indústria e Comércio de Equipamentos para Geração de Energia S.A. ("Corporation"), considering market parameters, functions and responsibilities of each professional and the following main objectives of the Company:

1.2 The main objectives of this Policy are:

- (i) seek professionals who have qualification, competence and profile that meet the business characteristics and necessities of the Corporation;
- (ii) motivate the professionals of the Corporation upon providing remuneration compatible with the one provided by the market;
- (iii) align the interests of the professionals of the Company with the strategic objectives of the Company, focused on retaining professionals and creation of value in the long term;
- (iv) promote attractive and meritocratic remuneration practices, according to the performance of professionals and accomplishment of individual and Company's targets; and
- (v) encourage the accomplishment of corporate objectives of the Corporation.

2. REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

2.1 The remuneration of members of the Board of Directors of the Company is fixed and monthly. The members of the Board of Directors will not be entitled to receive variable remuneration for exercise of the position.

Revised by:	Date of Approval:
Approved by:	Revision No.

	<h2>Document Title</h2>	Code:
		Card Ref:

2.1.1. The members of the Board of Directors are also entitled to the reimbursement for expenses with accommodations and travels required to the performance of their functions.

22 Fixed Remuneration. The fixed remuneration of members of the Board of Directors of the Corporation is made up by 12 (twelve) installments a year, without any connection to the participation of members in meetings of the body, paid on a monthly basis as director's remuneration.

2.2.1. The objective of the fixed remuneration is (i) providing direct compensation to the members of the Board of Directors for provided services, aligned with the remuneration carried out in the Company segment and (ii) depict the attributions, responsibilities and demand of time inherent to the position.

2.2.2. The amount of the monthly fixed remuneration of each member of the Board of Directors can vary according to their responsibilities, time devoted to their tasks, competences and professional reputation and value of their services in the market.

2.2.3. The revision of fixed remuneration of the members of the Board of Directors is defined on a yearly basis, based on market researches.

23 Benefits. The members of the Board of Directors will not be entitled to receive benefits for exercise of the position.

24 Participation in Committees. The members of the Board of Directors that are also members of the committees of the Corporation will be entitled to receive the additional remuneration to participate in committees.

3 REMUNERATION OF MEMBERS OF COMMITTEES.

3.1 Fixed Remuneration. The remuneration of members of the Committees of the Corporation is fixed and monthly. The members of the Board of Directors will not be entitled to receive variable remuneration for exercise of the position.

3.1.1 The objective of the fixed remuneration is providing direct compensation to the members of Committees for provided services and reflect the demand of time, responsibilities and complexity inherent to the position.

3.1.2 The remuneration of members of Committees who are not members of the Board of Directors or executive board will be defined by the Board of Directors in the meeting that elect them and respective internal regiment of the Committee, as applicable.

3.1.3 The members of the Committees are also entitled to the reimbursement for expenses with accommodations and travels required to the performance of their functions.

Revised by:	Date of Approval:
Approved by:	Revision No.

	<h1>Document Title</h1>	Code:
		Card Ref:

3.1.4 The remuneration of members of the Committees who are also members of the Board of Directors and/or executive board will observe the provision in Clauses 2.4 and 4.4, as applicable.

4 REMUNERATION OF THE EXECUTIVE BOARD

4.1 The remuneration of the executive board of the Corporation is made up as follows:
 (i) monthly fixed remuneration, as officer’s remuneration; (ii) variable remuneration and (iii) benefits.

4.1.1 The statutory officers of the Corporation are also entitled to the reimbursement for expenses with accommodations and travels required to the performance of their functions.

4.2 Fixed Remuneration. The fixed remuneration of the executive board is made up of 12 (twelve) installments a year.

4.2.1 The objective of the fixed remuneration is providing direct compensation for provided services and recognize and reflect the individual performance, demand of time, responsibilities, experience, education and knowledge of the officer, aligned with the market practices.

4.2.2 The amount of the monthly fixed remuneration of each statutory officer can vary according to their responsibilities, time devoted to their tasks, competences and professional reputation and value of their services in the market.

4.2.3 The revision of fixed remuneration of the statutory officers is defined on a yearly basis, based on market researches.

4.3 Variable Remuneration. The statutory officers of the Company are entitled to receive variable remuneration through payment of bonuses and they can be electable to the receipt of remuneration based on shares, as well as extraordinary incentives.

4.3.1 Bonus. The payment of bonuses have as objective to compensate the statutory officers for the accomplishment of individual targets and targets of the Corporation, defined based on meritocracy criteria and/or indicators previously determined by the Board of Directors.

4.3.2 Remuneration Based on Shares. The statutory officers of the Company can be entitled to receive incentives based on shares, provided that they are considered electable and indicated as beneficiaries within remuneration plans based on shares.

4.3.3 Extraordinary Incentives. The Board of Directors can approve extraordinary incentives to the statutory officers for extraordinary performance of carried out activities.

Revised by:	Date of Approval:
Approved by:	Revision No.

	<h1>Document Title</h1>	Code:
		Card Ref:

Benefits. The statutory officers will be entitled to receive benefits for exercise of the position.

4.4 Participation in Committees. The statutory officers that are also members of the Committees of the Corporation will not be entitled to receive additional remuneration for participation in committees.

5 REMUNERATION OF NON-STATUTORY OFFICERS

5.1 The remuneration of the non-statutory officers of the Corporation is made up as follows:
 (i) monthly fixed remuneration, as officer’s remuneration; (ii) variable remuneration and (iii) benefits.

5.1.1 The non-statutory officers of the Corporation are also entitled to the reimbursement for expenses with accommodations and travels required to the performance of their functions.

5.2 Fixed Remuneration. The fixed remuneration of non-statutory officers is made up by 12 (twelve) salaries a year, Christmas Bonus and addition of 1/3 (one third) of the value of monthly salary related to the vacation of the period according to the Consolidation of Labor Laws (“CLT”).

5.2.1 The objective of the fixed remuneration is providing direct compensation for provided services and recognize and reflect the individual performance, demand of time, responsibilities, experience, education and knowledge of the officer, aligned with the market practices.

5.2.2 The revision of fixed remuneration of the statutory officers is defined on a yearly basis, based on market researches.

5.3 Variable Remuneration. The non-statutory officers of the Company are entitled to receive variable remuneration through payment of bonuses and participation in the profits and results and they can be electable to the receipt of remuneration based on shares, as well as extraordinary incentives.

5.3.1 Bonus. The payment of bonuses have as objective to compensate the non-statutory officers for the accomplishment of individual targets and targets of the Corporation, defined based on meritocracy criteria and/or indicators previously determined by the Board of Directors.

5.3.2 Participation Program in the Profits and Results. The participation program in the profits and results (“PLR”) consist in payment to non-statutory officers of the participation in the profits and results of the Corporation, according to the programs defined by the Board of Directors and approved according to the applicable legislation.

5.3.2.1 The PLR is designed to reward the non-statutory officers for the accomplishment and/or surpassing financial and operational targets, defined in the programs set out by the Board of Directors and approved according to the applicable legislation.

Revised by:	Date of Approval:
Approved by:	Revision No.

	<h2>Document Title</h2>	Code:
		Card Ref:

5.3.3 Remuneration Based on Shares. The non-statutory officers of the Company can be entitled to receive incentives based on shares, provided that they are considered electable and indicated as beneficiaries within remuneration plans based on shares.

5.3.4 Extraordinary Incentives. The Board of Directors can approve extraordinary remuneration and/or incentives to the non-statutory officers for extraordinary performance of carried out activities.

5.4 Benefits. The non-statutory officers will be entitled to receive benefits for exercise of the position.

6 REMUNERATION OF MEMBERS OF THE AUDIT COMMITTEE

6.1 The members of the Audit Committee of the Corporation, when held, are entitled to monthly fixed remuneration made up for 12 (twelve) installments a year, which must observe the provisions in article 162, Paragraph 3 da Law No. 6,404, of December 15th 1976, as amended (“Corporation Law”), according to which the monthly remuneration of members of the Audit Committee must be equivalent to, at least, 10% (ten percent) of the monthly average remuneration that is attributed to each statutory officer of the Company, not computed benefits, representation values and participation in profits.

6.2 The members of the Audit Committee will not be entitled to receive benefits or variable remuneration for exercise of the position.

6.3 Deputy Members. The deputy members of the Audit Committee will receive remuneration as they are punctually contacted to the substitution of effective members in meetings.

7 DUTIES

7.1 General Meeting. Without prejudice of other attributions defined in law and applicable standards and in Articles of Incorporation of the Corporation, the General Meeting of the Corporation must:

- (i) determine the annual global remuneration of members of the Board of Directors and Executive Board, as well as the Audit Committee, when held, according to articles 152 and 162, paragraph three of the Corporation Law; and
- (ii) approve and amend the remuneration plans based on shares.

7.2 Board of Directors. Without prejudice of other attributions defined in law and applicable standards and in Articles of Incorporation and policies and practices of the Corporation approved by the Board of Directors, the Board of Directors of the Corporation must:

Revised by:	Date of Approval:
Approved by:	Revision No.

	Document Title	Code:
		Card Ref:

- (i) decide about the distribution of annual global remuneration approved by the General Meeting of the Corporation between members of Board of Directors and statutory officers of the Corporation and sharing between fixed installment and variable installment;
- (ii) decide about the creation of programs to grant options of purchase of shares, restricted shares or other remuneration based on shares of the Corporation, according to plan approved by the General Meeting, defining its conditions and beneficiaries;
- (iii) decide about granting, within the authorized capital limit, and according to the plan approved by the General Meeting, shares or option of purchase of shares to administrators or employees or natural persons who provide services to the Corporation or company under their control, defining its conditions and beneficiaries.

8 GENERAL PROVISIONS

8.1 This Policy can be amended, whenever required, upon decision of the majority of members of the Board of Directors present in the meeting that decide about the subject.

8.2 In case of conflict between the provisions of this Policy and the Articles of Incorporation of the Corporation, it will prevail the provisions of the Articles of Incorporation and, in case of conflict between the provisions of this Policy and the legislation in effect, it will prevail the provision in the legislation in effect.

8.3 If any provision of this Policy is considered invalid, illegal or ineffective, such provision will be limited, as much as possible, so that the validity, legality and effectiveness of the remaining provisions of this Policy are not affected or harmed.

8.4 This Policy is in effect at the date of its approval by the Board of Directors and it will be disclosed in the way set out in the applicable legislation and regulation.

Approved in Meeting of the Board of Directors of Aeris Indústria e Comércio de Equipamentos para Geração de Energia S.A., held in August 18th 2020.

Presiding Officers:

ALEXANDRE FUNARI NEGRÃO

Chairman

LUIZ HENRIQUE DEL CISTIA

THONON

Secretary

Revised by:	Date of Approval:
Approved by:	Revision No.

	Document Title	Code:
		Card Ref:

Revised by:	Date of Approval:
Approved by:	Revision No.