

VOLUNTEERING POLICY

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1 VOLUNTEERING POLICY¹

This document sets out BM&FBOVESPA's Volunteering Policy, which governs the participation of employees, trainees, contractors and family members in voluntary activities offered by the "In Action" Program (Em Ação).

2 MANAGEMENT

Instituto BM&FBOVESPA in partnership with Human Resources and "Em Ação" Working Group.

3 OBJECTIVES

- Establish guidelines for participation in corporate volunteering activities
- Develop and foster volunteering
- Strengthen internal governance of volunteering
- Recognize and valorize volunteers
- Engage the company's top management

4 PARTICIPANTS

This Policy applies to all employees, trainees, contractors and family members.

5 BENEFICIARIES

- Social projects of Instituto BM&FBOVESPA
- Social organizations of BVSA and partners of Instituto BM&FBOVESPA
- Social institutes recommended by volunteers (after evaluation)

¹ This is a free translation provided solely for the convenience of English-speaking readers and is not legally binding. Any questions arising from the text should be clarified by consulting the original in Portuguese. In the event of any discrepancy, the original in Portuguese shall prevail.

- Communities adjacent to BM&FBOVESPA

6 TIMES FOR VOLUNTARY SERVICE

Corporate volunteering must be done in the volunteer's own time: in lunch breaks, after hours or at weekends.

Time off may be allowed for planning meetings during normal office hours, provided this does not impair the performance of normal duties and is approved in advance by the volunteer's immediate superior.

7 PREMISES AND GUIDELINES

Volunteers act on their own individual behalf, not institutionally, and may not speak publicly on behalf of BM&FBOVESPA.

Compliance with Law 9608 (Lei do Voluntariado), which among other provisions states that corporate and independent voluntary actions do not create an employment relationship or any obligations under labor, social security or similar legislation.

Signature of the Volunteer Agreement.

Compliance with the guidelines established in BM&FBOVESPA's Sustainability Policy and Code of Conduct.

Support for individuals, communities and causes without interest in receiving material or financial benefits, and regardless of religious beliefs or party-political preferences.

Respect for employees, trainees, contractors, family members and people from the community involved in voluntary activities, without discrimination of any kind.

8 CONTROL INFORMATION

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