



**INTERNAL RULES OF THE PERSONNEL AND
ORGANIZATION COMMITTEE OF BRASKEM S.A.**

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1. Objectives

The Personnel and Organization Committee ("**CPO**" or "**Committee**") of Braskem S.A. ("**Braskem**" or "**Company**") is a permanent body to support Braskem's Board of Directors ("**Board**" or "**CA**") with respect to the matters described in item 2 of these Internal Regulations ("**Regulations**").

2. Duties

The CPO shall:

- i. Follow up and assess effective compliance with the matters indicated from guidelines set out in the policies pertaining to personnel, namely:
 - compensation; and
 - Health, Safety, Environment, Quality and Productivity. ("**SSMAQ&P**")
- ii. Assess, prior to CA's analysis, the proposals of Braskem's Business Leader ("**LN-Braskem**") to update policies listed on item "i" above;
- iii. Contribute to the drafting and follow up effective compliance regarding rules dealing with the appointment of CA members, of its Support Committees and statutory management;
- iv. To appraise, prior to CA's analysis, the LN-Braskem's proposal regarding the statutory management's composition, as well as its possible alternates;

- v. Contribute to the planning and follow up on strategic projects related to personnel, including, without limitation, Braskem's diversity program and young partners' identification program;
- vi. Assure the existence and follow-up of strategic personnel indexes, including the indexes of the LN-Braskem's Action Program ("**PA**") regarding SSMAQ&P;
- vii. Assess, prior to CA's analysis, the annual global compensation proposal for the administrators, to be submitted to approval of the general meeting of shareholders, as well as to assess and recommend to the CA the individualization proposal for such compensation;
- viii. Assess, prior to CA's analysis, market references regarding the parameters and criteria presented by the Company's management for board members' compensation and to submit a proposal for CA's approval;
- ix. Assess, prior to CA's analysis, proposals submitted by the LN-Braskem regarding participation of the members in the Company's results, as well as any proposals to change parameters and criteria;
- x. Assess, prior to CA's analysis, proposals submitted by the LN-Braskem in relation to long-term incentive plans, as well as to support the CA (i) in the definition of plan criteria and metrics, and detailing of indexes to set forth the compensation and definition of eligible persons within the scope of their respective programs; and (ii) in the annual performance assessment for each program;
- xi. Assess change proposals and follow up the private pension program adopted by the Company in relation to adherence to the policies in force, as well as to analyze the definitions for program implementation in controlled companies;
- xii. Contribute with the CA in the annual performance assessment of the LN-Braskem based on the targets defined in his or her PA and approved by the CA, and to analyze the results of the annual performance assessment held by the LN-

Braskem of members directly bound thereto, which results shall be submitted to the CA;

- xiii. Propose to the P-CA the criteria for annual assessment of the CA and its Support Committees, and of the CA Secretariat; for such, the CPO may rely on the support of expert external consultancy to set forth the scope, methodology to be implemented and performance of the assessment process;
- xiv. Support the CA in assessing the reasons for qualification under the independence criteria of candidates to members of the CA, as established in the Company's own policy, upon the convening of the Meeting that shall elect them and, in the years subsequent to their election, whether or not the board members declared as independent remain qualified under the Company's independence criteria, as well as inform and justify any circumstances that may compromise their independence;
- xv. Follow up on the succession plan for the LN-Braskem and members bound thereto, and also of the Head of Compliance ("**R-Compliance**");
- xvi. Follow up Braskem's leadership development program, as well as to propose an annual LN-Braskem presentation, directly to the CA, about said program;
- xvii. Follow up and recommend actions safeguarding Braskem's corporate culture and promoting alignment with the Company's values and to discuss the results of internal engagement surveys and to analyze the proposition and implementation of action plans related to the matter;
- xviii. To appraise, in the first meeting after the election on the Board of Directors' members at the Annual General Meeting, the schedule of the annual meetings for the current and next years; and
- xix. To approve, in the last meeting of each fiscal year, the basic schedule of the annual meetings for the next fiscal year, as proposed by its coordinator,

encompassing the activities incumbent on the CPO and others which may be necessary to comply with the work requests set forth by the CA.

3. CPO's Operation

3.1. Composition and Term of Office

The CPO shall comprise at least three (3) and at the most five (5) members chosen by the Board itself, appointed by the Chairman ("**P-CA**") from among the effective and alternate CA members, one of whom shall be appointed as the Committee coordinator.

The term of office of the CPO members shall coincide with their term of office on the Board. If a CPO member permanently ceases to hold his or her position as director prior to the end of his or her respective term of office, the P-CA shall timely appoint a substitute, subject to the CA's approval. The CPO member position may not be delegated.

3.2. Coordination

The CPO coordinator shall have the following duties:

- i. To propose to the CPO, whenever necessary, changes to the approved basic schedule and annual schedule, considering the recommendations of the other CPO members;
- ii. To ratify the CPO annual meetings schedule, before the CA's Executive Secretary ("**S-CA**") submits it to the members of the Committee;
- iii. To call and conduct the CPO meetings;
- iv. To set forth the need for extraordinary meetings, proposing dates for holding them and their respective agendas, in observance of the right of the other members to request that such meetings be called;

- v. To assure that the invitation and agenda for the meetings be submitted to the Committee's members, by means of the S-CA, along with any support material required, within the term set forth in these Rules;
- vi. To invite, whenever necessary, external advisors, members of the administration and Braskem members to attend the meetings. The invitation shall be made with the S-CA's support;
- vii. To submit to the CA the analyses, opinions and reports drafted within the CPO scope which must be submitted to the CA;
- viii. To propose to the administration the hiring of external consultancy in order to, in certain situations, aid the Committee's tasks. The hiring process shall comply with Braskem's guidance documents on the matter;
- ix. To assure that the draft minutes of the meetings be sent to the Committee members for analysis within three (3) business days after the meeting;
- x. To comply and ensure compliance with the rules set forth in these Rules;
and
- xi. To submit to the CA any proposals of updates to these Rules.

3.3. Meetings

The CPO develops its activities mainly by means of work meetings, and, for such, it holds meetings, on an ordinary basis, at least five (5) times per year, pursuant to the annual schedule approved in the first meeting of each fiscal year, and, on an extraordinary basis, whenever the CPO coordinator or any of its members deems necessary, in alignment with the CPO coordinator, or whenever the circumstances so require.

The CPO annual meetings to analyze the matters for the CA resolution shall be held at least seven (7) days prior to the dates scheduled for Braskem's Board of



Directors Meetings ("**RCA**" or "**RCAs**"), unless the majority of its members agree on a shorter term, however, always prior to the RCAs.

The calls, agendas, as well as support materials for the meetings, shall be provided to the Committee members by the S-CA, at least seven (7) consecutive days prior to the date of the meeting, unless the majority of its members agree on a shorter term, however, not shorter than forty-eight (48) hours; in such cases, a duly documented agenda must be provided.

The CPO meetings shall be held, preferably, at Braskem's head office, and may be held remotely, by conference call, video-conference or any other means of communication that allows the identification of the Committee member and simultaneous communication with all the other people attending the meeting. In case of remote meetings, each CPO member shall be individually and solely liable for taking all measures required to assure the strict confidentiality thereof, and access to any information dealt with in the meeting by persons not authorized by the CPO coordinator is strictly prohibited. The means of communication to be used by a board member shall be that informed by the Company's Information Security Area. In case it is not possible to use the mean informed as above mentioned, the board member shall inform in advance the S-CA the mean of communication to be used, so that the Information Security Area may validate it.

Preferably, all CPO members shall take part in all meetings, whether in person or through conference call, video-conference or by any other mean of communication. The minimum quorum to convene a meeting shall be more than half of its members. Any Committee member unable to attend a meeting shall prior inform the CPO coordinator and appoint, if applicable, which member shall represent him or her.

The CPO's recommendations must be registered in minutes drafted by its S-CA and, after being ratified by the Committee members, made available in Braskem's governance Internet website. The minutes must be filed by Braskem's corporate governance area, at the Company's headquarters.

Any CPO meeting may, at the coordinator's discretion, be confidential in nature, wholly or in part, if it features any matter which might so require.

3.4. Miscellaneous

The S-CA is responsible for providing support to the CPO, according to the duties set forth in the CA's Internal Rules.

The communications between CPO members and other assistants, whenever it occurs, must be made under a confidentiality regime.