

UNICASA INDÚSTRIA DE MÓVEIS S.A.

Company Registry (NIRE): 43300044513-RS

Corporate Taxpayer ID (CNPJ/MF): 90.441.460/0001-48

**MINUTES OF THE 77TH MEETING OF THE BOARD OF DIRECTORS
HELD ON NOVEMBER 13, 2023**

- 1. DATE, TIME AND PLACE:** Held on March 14, 2024, at 1:30 p.m., at the registered office of **UNICASA INDÚSTRIA DE MÓVEIS S.A.** (“Company”) located at Rodovia Federal BR-470, S/N, km 212,930, bairro São Vendelino, CEP 95707-540, in the city of Bento Gonçalves, state of Rio Grande do Sul.
- 2. CALL NOTICE AND ATTENDANCE:** Call notice was sent pursuant to article 18 of the Bylaws of the Company. The following members of the Board of Directors participated via conference call, as permitted by article 20 of the Bylaws of the Company: Gelson Luis Rostirolla, Alexandre Grendene Bartelle, Gustavo Dall Onder, Renata Vendruscolo Zietolie, Giuliano Silvio Dedini Zorigniotti and Rodrigo Silva Marvão.
- 3. PRESIDING BOARD:** Gelson Luis Rostirolla – **Chairman**; Gustavo Dall Onder – **Secretary**.
- 4. AGENDA:**
 - a) To examine and discuss the Company’s performance in the 4th quarter of 2023 and the fiscal year ended December 31, 2023, the respective Financial Statements, Management Report and the Unqualified Report of Independent Auditors;
 - b) To deliberate on the proposal from the Board of Executive Officers for the allocation of net income from the fiscal year ended December 31, 2023;
 - c) To deliberate on the payment of Variable Compensation to the Board of Executive Officers of the Company for the fiscal year 2023;
 - d) To deliberate on the election of the members of the Executive Board of the Company for the next term of 3 (three) years.
 - e) To deliberate on the Audit Committee report and on the Ethics Committee Report, from the fiscal year ended December 31, 2023;
- 5. RESOLUTIONS:** The Directors present, after examining, discussing and voting on the matters on the Agenda, by unanimous vote and without restrictions, decided on the following:
 - a) To approve, subject to approval of the Annual Shareholders Meeting, the Company’s performance and financial statements for the 4th quarter of 2023 and the fiscal year ended December 31, 2023, as well as the Management Report and Unqualified Report of the Independent Auditors.

b) To approve, subject to approval of the Annual Shareholders Meeting, the allocation of net income from the fiscal year ended December 31, 2023, as proposed by the Board of Executive Officers, in the amount of fifteen million one hundred and sixty-six thousand six hundred and eighty-nine reais and five centavos (R\$ 15,166,689.05), as follows:

- (i) Seven hundred and fifty-eight thousand three hundred and thirty-four reais and forty-five centavos (R\$ 758,334.45) will be allocated to legal reserve, pursuant to article 34, item "a" of the Company's Bylaws;
- (ii) Three million six hundred and two thousand eighty-nine reais (R\$ 3,602,089.00) will be distributed as mandatory dividends, pursuant to article 34, clause C of the Bylaws of the Company;
- (iii) thirteen million two hundred and seventy-six thousand seven hundred and fifty reais and fifty-three centavos three centavos (R\$ 9,674,661,53) will be distributed as dividends pursuant to Art. 34, item "g") of the Company's Bylaws and as amended "Corporate Law."

In view of the above resolutions, the total proposed for distribution of dividends (ii + iii) is thirteen million two hundred and seventy-six thousand seven hundred and fifty reais and fifty-three centavos (R\$ 13,276,750.53), corresponding to R\$ 0.2009000000 per share issued by the Company, which will be paid as follows:

- i. Interest on equity charged to mandatory dividends, totaling thirteen million two hundred and seventy-six thousand seven hundred and fifty reais and fifty-three centavos (R\$ 13,276,750.53), corresponding to R\$ 0.2009000000 per share, already declared, pursuant to the Board of Directors' meeting held on December 01, 2023. Income tax will be withheld at source in accordance with current laws. All common shareholders of record on December 06, 2023, will be entitled to interest on equity, and shares will be traded ex-interest on equity starting from December 07, 2023.
 - ii. The payment will be made on May 30, 2024, without any interest or inflation adjustment.
- (iv) One million one hundred and thirty-one thousand six hundred and four reais and seven centavos (R\$1,131,604.07) will be allocated to the profit reserve, to carry out investments to modernize and expand the Company's industrial park in accordance with article 34, paragraph "e" of the Company's Bylaws and based on the Capital Budget prepared and approved by the Board of Directors, in accordance with Article 196 of the "Corporate Law".
- c) To approve, with abstention by **Gustavo Dall Oeder** due to conflict of interest, based on the Overall Compensation of the Board of Executive Officers approved at the shareholders meeting held on

April 28, 2023, the payment of Variable Compensation for the Board Officers of the Company for fiscal year 2023 in the global amount of R\$ 568.537,92 (five hundred and sixty-eight thousand five hundred and thirty-five reais and ninety-two centavos) to be allocated individually to the Board of Directors according to the Company's internal policy.

- d) To approve, with the abstention of Mr. Gustavo Dall Onder, approved the **reelection** of the current executive officers of the Company for a fresh term of three (3) years to end at the Annual Shareholders Meeting that will examine the accounting and financial statements for the fiscal year to end on December 31, 2026. The executive officers hereby reelected, and the respective designations, are:
- (i) **GUSTAVO DALL ONDER**, Brazilian, married under the universal community property regime, major, production engineer, bearer of identity card (RG) no. 9057492358 issued by SJS-RS, inscribed in the individual taxpayers register (CPF/MF) under no. 022.216.650-90, resident and domiciled at Rua Prefeito Schneider, n° 846, apto. 501, bairro Vicentina, Farroupilha/RS, CEP 95172-054, reelected to the position of **Chief Executive Officer**, of the Company.
 - (ii) **ALEXANDRE NARVAES FIGUEIRA**, Brazilian, single, major, born on August 30, 1981, business administrator, bearer of identity card (RG) no. 1075529221 issued by SSP/RS, inscribed in the individual taxpayers register (CPF/MF) under no. 000.458.250-09, resident and domiciled at Av. Dom Cláudio José Gonçalves Ponce de Leão, n° 165, Ap. 609, Bairro Vila Ipiranga, Porto Alegre/RS, CEP 91370-170, reelected to the position of **Commercial Officer** of the Company.
 - (iii) **LUCIANO ANDRÉ MERIGO**, Brazilian, married under the universal community property regime, mechanical engineer, bearer of identity card (RG) no. 8051364886 issued by SSP/RS, inscribed in the individual taxpayers register (CPF/MF) under no. 696.354.200-72, resident and domiciled at Rua das Flores, n° 350, Bairro Tamandaré, Garibaldi/RS, CEP 95720-000, reelected to the position of **Manufacturing Officer** of the Company.
 - (iv) **GUILHERME POSSEBON DE OLIVEIRA**, Brazilian, married in partial community of property, born on 9/28/1985, business administrator, holder of identity card (RG) no. 50782899559 issued by SSP/RS, inscribed in the Individual Taxpayers Register (CPF/MF) under no. 004.000.300-04, resident and domiciled at Street Antônio Michelin, n° 105, Ap. 501, Bairro Santa Rita, Bento Gonçalves/RS, CEP 95700-652, reelected to the position of **Financial and Investor Relations Officer** of the Company.

The position of Vice President will remain vacant to be filled in the future, pursuant to article 27, sole paragraph of the Bylaws of the Company.

The executive officers hereby reelected, **Gustavo Dall Onder, Alexandre Narvaes Figueira, Luciano André Merigo and Guilherme Possebon de Oliveira**, take office on this date by signing the

instrument of investiture drawn up in the relevant records and declare that: (i) they are not impeded by special law or convicted for criminal bankruptcy, malfeasance, bribery, graft, embezzlement, crimes against public welfare, full faith and credit or ownership, or criminal sentence that prevent them, even if temporarily, from holding public office, as established in paragraph 1, article 147 of “Corporate Law”; (ii) they are not sentenced to suspension or temporary impediment by the Securities and Exchange Commission of Brazil (CVM), that makes them ineligible to hold management positions in publicly held companies, in accordance with paragraph 2, article 147 of “Corporate Law”; (iii) they meet the requirement of unblemished reputation established by paragraph 3, article 147 of “Corporate Law”; and (iv) they do not hold any office in a company that may be considered a competitor of the Company, and do not have, or represent interests conflicting with those of the Company, pursuant to items I and II, paragraph 3, article 147 of “Corporate Law”.

- e) The directors hereby record, as provided for in clause 2 of the Audit Committee Regulations, that they received from the Audit Committee a detailed summary of their activities in the Company, as well as: evaluation of the financial statements for the current fourth quarter and the approval of the Corporate Risk Matrix of Unicasa Indústria de Moveis S.A, for the 2024 fiscal year. They also received a detailed summary of the activities of the Ethics Committee.

6. CLOSURE: There being no further business on the agenda, the Meeting was brought to a close and these minutes were drawn up, read, found in order and signed by all those present. (s.d.) Presiding Board: Gelson Luis Rostirolla – Chairman. Gustavo Dall Onder – Secretary. Directors: Gelson Luis Rostirolla, Alexandre Grendene Bartelle, Gustavo Dall Onder, Renata Vendruscolo Zietolie, Giuliano Silvio Dedini Zorgniotti and Rodrigo Silva Marvão.

7. DECLARATION: As Chairman and Secretary of the 77th Board of Directors Meeting, we hereby declare that this is a true copy of the minutes drawn up in the respective records.

Bento Gonçalves, Rio Grande do Sul, March 14, 2024.

Gelson Luis Rostirolla
Chairman

Gustavo Dall Onder
Secretary