

LAURA HIRATA

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SUMMARY OF PROFESSIONAL EXPERIENCE

- More than 10 years working as general counsel of publicly held companies, such as Zenvia (Nasdaq), Alper (B3), Netshoes (NYSE) and Camil Alimentos (B3).
- 10 years working with capital markets in top tier law firms in São Paulo (Cescon) and New York (Simpson Thacher).
- Leading role in more than 15 equity offerings (IPO and Follow-on), 10 debt offerings and 20 M&As (sell side and buy side).
- Active involvement in corporate law and governance, and regulatory issues related to the CVM and the SEC.
- Responsible for conducting successful negotiations settling strategic disputes.
- Active participation in ESG, diversity and LGPD matters.
- Extensive experience in contracts, litigation, and advice in civil, labor, family and succession laws, as well as intellectual property, environmental, criminal, antitrust, real state and regulatory issues in general.

EDUCATION

Faculdade de Direito da Universidade de São Paulo, SP, Brazil

LL.B., December 2003

Bar Admission – Brazilian Bar Association – São Paulo District, January 2004

New York University – Accounting and Financial Statement Analysis, March 2009

Harvard Law School – Corporate Counsel Program: Leadership and Strategy in a Changing World, October 2017

Instituto Vertus – Private Mediator, September 2025

Yale University - Introduction to Negotiation: A Strategic Playbook for Becoming a Principled and Persuasive Negotiator, March 2026

PROFESSIONAL EXPERIENCE

Zenvia Inc. (Nasdaq: Zenv)

Publicly held company listed in Nasdaq, a communication platform (CPaaS and SaaS) that empowers companies to create experiences for their customers, with subsidiaries in USA, Argentina and Mexico, and almost 1500 employees.

General Counsel, August 2021 – September 2022.

Led M&A (*buy side*) transactions, negotiating deal structures and related agreements, as well as integration and renegotiation of closed M&As. Responsible for ongoing corporate law matters, participating in the board of directors, officers and audit committee meetings and member of the ethics committee. Drafted, revised and negotiated contracts in general. Set company's general and strategic matters related to litigation and consulting on corporate, civil, labor and tax laws. Advised antitrust issues, as well as regulatory matters involving the Brazilian National Telecommunications Agency (Anatel). Drafted and revitalized policies including FCPA, OFAC, Data Protection, Code of Ethics, Whistleblower Procedures and Diversity Policy. Advised investors relations area in relation to SEC and Nasdaq matters, including Forms 6k, 20F, S8, 10b5-1 program and requisites of the composition of the board of directors. Set up ESG framework. Advised "work from anywhere" labor structure (in Brazil and other countries), as well as incentive plans. Strong interaction with the controlling shareholders. Report directly to CEO.

Alper Consultoria e Corretora de Seguros S.A. (B3: Aper3)

Publicly held company, one of the biggest and most diversified insurance brokerage companies, over R\$1.5 billion in administered prize, and more than 500 employees.

Chief Legal and Compliance Officer, October 2019 – June 2021.

Led M&A (*buy side*) transactions, negotiating deal structures and related agreements, responsible for post-closing and integration of acquired companies. Responsible for ongoing corporate law matters, presiding shareholders' meetings and participating in the board of directors' and officers' meetings and member of the ethics and other committees. Strategic participation in situations related to the diffuse control of the Company, including the change of relevant shareholders prior the annual meeting. Acting in private subscriptions of capital increase. Drafted, revised and negotiated contracts in general. Setting of company's general and strategic matters related to litigation and consulting on corporate law, civil law, labor law, insurance, criminal procedure, antitrust, as well as regulatory issues involving the ANS (National Health Agency) and Susep (Superintendence of Private Insurance) and arbitration, including the leading case of annulment of arbitration decision. Interface with shareholders and auditors. Drafted and revitalized the Company's policies including Data Protection. Strong interaction with the investor relations department. Report directly to CEO and CFO.

Netshoes (NYSE: Nets)

Publicly held company listed in the NYSE, leading sports and lifestyle online retailer in Brazil under Netshoes and Zattini brands, counting with more than 2,000 employees, annual gross revenue of over R\$2.0 billion.

General Counsel, May 2019 – July 2019

Actively participated in the Company's sale process to Magazine Luiza, including taking all necessary measures related to all the Centauro's offers during the process. Responsible for ongoing corporate law matters in connection with the sale, including shareholders and board of directors' meetings, as well as for fulfilling all the conditions precedent to the closing, such as obtaining the necessary waivers, terminating the stock options, negotiating D&O, among others. Also responsible for general legal matters related to litigation and consulting on civil law (contracts, consumer issues and lawsuits), labor law (HR support, collective bargaining agreements, negotiation of agreements with public prosecutors, stock options), tax law, antitrust, intellectual property matters, data protection issues and others. Report directly to CEO.

Camil Alimentos S.A. (B3: Caml3)

Multinational publicly held company leading in packaged rice, beans, sugar and canned fish markets under Camil, União, Da Barra, Coqueiro, Pescador, Saman, Tucapel and Costeño brands. In 2018, Camil had more than 5,000 employees, annual gross revenue of over R\$4 billion and production plants in Brazil, Uruguay, Chile and Peru.

General Counsel, June 2010 – September 2018

Led company's general and strategic matters related to litigation and consulting on civil law (contracts, consumer issues and lawsuits), labor law (strikes, collective bargaining agreements, crisis management, workplace accidents, negotiation of agreements with public prosecutors), environmental, criminal procedure, antitrust, real estate, advertising, sales promotions and intellectual property matters, as well as regulatory issues involving the Brazilian health regulatory agency (Anvisa) and the ministry of agriculture, livestock and supply (MAPA). Drafted, revised and negotiated contracts in general (service, purchase of raw material, supply, among others). Actively participated in financial transactions, leading the negotiation of financing agreements and issuances of debentures and agribusiness receivables certificates (CRA), advising regarding deal structure, including package of guarantees, events of default, covenants, financial ratios and negative pledge. Coordinated activities of affiliates in Chile, Peru, Uruguay and Argentina. Oversaw the company's IPO, negotiating agreements, coordinating the diligence process (including the data room), auditor discussions and

implementing corporate governance practices of the *Novo Mercado* listing segment. Led M&A transactions, negotiating deal structures and related agreements (MOU, SPA and others), responsible for post-closing and integration of acquired companies. Participation in the sale of 31.75% of the company's capital stock to a private equity fund (Gávea) and the sale of Gávea's interest to Warburg Pincus. Responsible for ongoing corporate law matters, including shareholders, board of directors, executive officers and fiscal council meetings. Interface with shareholders, financial institutions and auditors. Supported ethics and compliance initiatives and conducted internal investigations. Reported directly to CEO and CFO.

Cescon, Barrieu, Flesch & Barreto Advogados

One of the leading law firms in Brazil focused on corporate law, M&A, private equity, credit and debt transactions, capital markets and project finance.

Senior Associate, Banking and Capital Markets, October 2001 – April 2008 and September 2009 – May 2010

Advised banks and companies in capital market transactions, including public offerings and private placements of securities in Brazilian and international markets, including shares, units, GDRs, debentures, notes, bonds and commercial paper. Counseled companies in registering as publicly held companies before the Brazilian Securities and Exchange Commission (CVM) and listing with the São Paulo Stock Exchange. Drafted, negotiated and revised related documents (including offering memoranda, reference forms, contracts, publications to the market). Participated in M&A transactions, including waiver negotiations with creditors. Coordinated due diligence in connection with capital markets and M&A transactions.

Simpson Thacher & Bartlett LLP – New York, NY

One of the world's most respected law firms with primary expertise in corporate law, M&A, credit and debt transactions, capital markets, private funds, real estate and litigation.

International Associate, Banking and Capital Markets, June 2008 – April 2009

Advised in capital market transactions, including equity and debt issuances of Brazilian companies. Coordinated due diligence. Drafted, negotiated and revised related documents (including offering memoranda, placement facilitation agreements and indentures).

Wald Associados Advogados

One of the main law firms in Brazil in litigation and arbitration.

Intern, Civil Litigation, October 2000 – June 2001

Supported lawyers in preparing documents to be presented in court, closely monitored lawsuits and researched binding and persuasive precedents.

LANGUAGES

Portuguese – Native

English – Fluent

Spanish – Intermediate

German – Basic abilities

PUBLICATIONS

[30% Child support: a math that just doesn't work](#) – Estadão – aug/25

[Care Economy: What is unpaid care worth](#) – website Mariana Kotcho aug/25

[Affective contracts: from the protection of freedom to the maxim of equity](#)– Nexo – aug/25

[The mistaken normalization of violence among siblings](#) – Nexo Jornal – apr/24

[The regulation of paternity leave and a chance for equity](#) – Nexo Jornal – jan/24

[Practical and controversial aspects of arbitration](#) – Revista Capital Aberto – dec/23

MAIN TRANSACTIONS:

Public Equity Offerings

WEG S.A., EDP – Energias do Brasil S.A., Companhia de Saneamento de Minas Gerais – Copasa MG, Datasul S.A., Eletropaulo Metropolitana Eletricidade de São Paulo S.A., CMS Energy Brasil S.A., Companhia Providência Indústria e Comércio, General Shopping Brasil S.A., Banco Industrial do Brasil S.A., Paranapanema S.A., Imcopa – Importação, Exportação e Indústria de Óleos S.A., Hypermarcas S.A., Renova Energia S.A., Empresa de Invest em Energias Renováveis S.A., Cetip S.A. - Balcão Organizado de Ativos e Derivativos, Even Construtora e Incorporadora S.A., Camil Alimentos S.A. (first attempt in 2011) and Camil Alimentos S.A. (2017).

Registration as Publicly Held Company

EDP – Energias do Brasil S.A., Safra Leasing Arrendamento Mercantil S.A., EDP – Energias do Brasil S.A., Cosan S.A. Indústria e Comércio, Datasul S.A., Klabin Segall S.A., Atmosfera Gestão e Higienização de Têxteis S.A., Companhia Providência Indústria e Comércio, Camil Alimentos S.A. (first attempt in 2011) and Camil Alimentos S.A. (2017).

Shelf Registrations

Companhia Energética de Minas Gerais – Cemig (the first shelf registration in Brazil), Usinas Siderúrgicas de Minas Gerais S.A. – USIMINAS and Eletropaulo Metropolitana Eletricidade de São Paulo S.A.

Debentures

Companhia de Recuperação Secundária, Petróleo Brasileiro S.A. – Petrobrás, Klabin S.A., Companhia Força e Luz Cataguazes Leopoldina – CFLCL, Companhia Energética de Minas Gerais – Cemig, Camargo Corrêa Cimentos S.A., Cemig Distribuição S.A., Cemig Geração e Transmissão S.A., Tecnisa S.A., Camil S.A. and Docelar Alimentos e Bebidas S.A.

Agribusiness Receivables Certificates (CRA)

Three issuances of CRAs by Eco Securitizadora de Direitos Creditórios do Agronegócio S.A. (backed by debentures issued by Camil Alimentos S.A.).

Private Capital Increase

Alper Consultoria e Corretora de Seguros S.A.

M&A

Banco Zogbi, Usinas Moema, Agroindustrial BB Mendes do Maranhão Ltda, Femepe Indústria e Comércio de Pescados S.A., Companhia de Alimentos de América S.A.C. (in Peru), Canadá Participações Ltda. (Coqueiro), GIF Codajas Participações S.A. (Gávea), Inversiones Ormus S.A.C. (in Peru), Carreteiro Alimentos Ltda. (in Chapter 11 proceedings), Docelar Alimentos e Bebidas S.A., Molino Arroceros La Loma S.A. (Argentina), Romero Trading S.A. (Peru), Warburg Pincus, La Loma Alimentos, Sociedad Anónima (Argentina), sale of Netshoes to Magazine Luiza, Ecoverde Corretora de Seguros S.A., Transbroker Consultoria e Corretagem de Seguros Ltda., Vertex Administradora e Corretora de Seguros S.A., Next Marka Corretora de Seguros Ltda., Ferf – Consultoria em Benefícios e Corretagem de Seguros e Riscos Ltda., Sensedata Tecnologia Ltda. and Movidesk S.A.