

**FLEURY S.A.**  
**Publicly Held Company**  
**Company Taxpayer's ID (CNPJ) 60.840.055/0001-31**  
**Company Registry (NIRE) 35.300.197.534**

**NOTICE TO SHAREHOLDERS**

**RE-RATIFICATION - INTEREST ON CAPITAL PAYMENT**

Fleury S.A (“**Grupo Fleury**” or “**Company**”) informs that the Board of Directors, as proposed by Management, on a meeting held on December 30<sup>th</sup>, 2020, approved the payment of Interest on Capital (“IOC”) to shareholders, and as of today, it approved the re-ratification of the Board of Directors' Meeting held on December 30<sup>th</sup>, 2020 to adjust the gross amount to be paid per share to R\$ 0.23472379522.

Thereby, the following conditions are in effect:

This IOC payment will be charged net of withholding income tax to the mandatory dividend for the fiscal year of 2020.

The payment conditions are as follows:

- Total amount of IOC to be distributed will be R\$ 74,469,903.79 (seventy-four million, four hundred and sixty-nine thousand, nine hundred and three Brazilian reais and seventy-nine centavos), corresponding to the gross amount of R\$ 0.23472379522 per share.
- This distribution will be based on the shareholding position of January 6<sup>th</sup>, 2021.
- Shares will be traded “ex” IOC as of January 7<sup>th</sup>, 2021 (inclusive).
- The payment to shareholders will occur on March 5<sup>th</sup>, 2021.
- The total amount of IOC is subject to withholding income tax at the rate of 15%, except for those that are proven exempt or immune, or shareholders domiciled in countries or jurisdictions for which the legislation establishes different rates.
- The payments related to the shares deposited with B3 (B3 S.A. – Brasil, Bolsa e Balcão) will be credited in accordance with B3 procedures, which is responsible to transfer the value to the corresponding shareholders through its Custodian Agents.
- For the other shareholders, the payment will be made in accordance with their registration with Banco Bradesco S.A., which is the Custodian and Stock Transfer Agent for the Company's shares. For shareholders receiving through Bradesco S.A whose records are outdated, should proceed to any branch of Banco Bradesco S.A. to update their registration records.

São Paulo, January 12<sup>th</sup>, 2020.

**FERNANDO AUGUSTO RODRIGUES LEÃO FILHO**  
Chief Financial and Investor Relations Officer