

“ASSOCIAÇÃO PROJETO HUB SANTA MARTA”

Minutes of the Ordinary General Meeting of the **ASSOCIAÇÃO PROJETO HUB SANTA MARTA** held at 6:30 p.m. on June 5, 2025, at the first call, in person, at Rua São Clemente, 295, Botafogo, Rio de Janeiro-RJ, CEP 22.260-007, and by videoconference. The meeting began at 6:35 p.m., with all the directors of the Hub Project in attendance, as well as partners.

Ms. **ANNE CATHERINE DENISE HUBERT W DE BROUWER** was elected to chair the meeting and Ms. **RAQUEL GUERRA E SILVA** was elected to serve as secretary.

Ms. **ANNE CATHERINE DENISE HUBERT W DE BROUWER**, chair, opened the meeting and read the following agenda:

- Mission and Context 2024 (challenges and opportunities)
- Annual activity report
- Discussion and approval of the 2024 financial report
- Outlook for 2025
- Election of substitutes for the Board of Directors and the Fiscal Council
- Closing with questions and general discussion

The context for 2024 indicates the following three axes: i) consolidation of the new Hub Project program, ii) new management and impact measurement platform, and iii) consulting with FGV executive students.

Coordinator Roberta presented the 2025 activity report, highlighting the completion of six modules, the first being “Entrepreneurial Mindset,” the second “Business Strategy,” the third “Finance and Profitability,” the fourth “Commercial and Sales,” the fifth “Marketing,” and the sixth “Business Management.” She pointed out that the possibility of having group workshops generated more bonds between participants, in addition to the possibility of online mentoring through the Top2You platform.

In addition, the Project carried out other activities in 2024, such as:

- i) a dinner for female entrepreneurs offered by *scuola.rio*, which honored the mentees and gave them the opportunity to take a break and care for themselves.
- ii) a craft fair for PH entrepreneurs, which provided networking opportunities
- iii) Pizzahub on MEI open to all, which encourages those who have not yet started

a business and even supports entrepreneurs in their activities.

- iv) two training sessions for mentees and two training sessions for mentors, to take care of both parties.
- v) June festival for the community with support for entrepreneurs and the organization of the festival, with daily assistance from their tent at the festival.
- vi) Rio Innovation Week: partnership with Impact Hub Rio 10 passports.
- vii) Workshop on mental health, which is essential for entrepreneurs who face challenges beyond our reality.
- viii) Graduation party with more than 110 people at Casa Firjan, with great enthusiasm and happiness for this achievement of such an important stage in their lives.

Coordinator Laís pointed out that, in 2024, more than 37 entrepreneurs were impacted by the Project's activities. Of these, 10 alumni returned to the program, 26 participated in at least two classes, and 12 completed the entire track.

In total, more than 50 hours of workshops and lectures were held, totaling 120 days of computer loans. Forty-five hours were also dedicated to psychological counseling and 20 hours to individual mentoring through the Top2You platform.

Participant Profile (2024):

Communities of origin:

- 66.7% from the Santa Marta Community
- 12.8% from the Tabajaras Community
- 10% from other communities
- 2.6% from the São Carlos neighborhood
- 2.6% from Morro Azul

Age group:

- 38.5% between 31 and 40 years old
- 38.5% between 20 and 30 years old
- 23.1% between 41 and 50 years old

Gender:

- 87.2% women
- 12.8% men

Treasurer Steve presented the financial report, which can be accessed in more detail in a separate document. It should be noted that although revenue has decreased, costs have fallen by 26%. Expenses fell due to the change in methodology of the Hub Project, from individual mentoring to group mentoring. Therefore, there is a positive balance of revenue.

In addition, Steve thanked Jane and Alex Cacouris for all their efforts, as well as the essential participation of the fiscal advisors, the work of accountant Antônio A. Lombardi, and the arrival of Marcos Vinicius as Fiscal Advisor.

President Anne Catherine brought new perspectives for 2025 for the consolidation of the new program implemented through content consolidation and internal management. She indicated the need to seek partnerships with new companies and recurring monthly private donations. As an example, she pointed out that the projector used by the Hub Project is the result of a private donation. There are still challenges in integrating faith into the Project for implementation in 2025. Of particular note is the integration of two new Ambassadors in the Tabajaras Community and the Babilônia Community. Finally, one of the challenges is how to engage participants until the end of the project cycle, thinking of ways to gamify and reward service, so that they remain engaged and learn about the businesses of their own class.

Coordinator Roberta indicated that changing the day from Wednesday to Monday has already yielded positive results, as new male participants have joined the Project, bringing the total number of men to four. In addition to the participation of women entrepreneurs in the beauty industry, considering that Mondays are the days when they do not work and are available.

Director Raquel Guerra e Silva, who completed her three-year term from 2022 to 2025, had her resignation approved at this meeting, ending her activities at the helm of the board at the end of her term on this date.

The Chair of the meeting proposed the election of the members of the Association's Board of Directors and Fiscal Council, which was unanimously accepted by the Directors.

Fiscal Councilor Carlos Daniel will no longer serve as a councilor and will join the Board of Directors in place of Director Raquel Guerra. Marcos Vinicius will join as the new Fiscal Council, replacing Carlos Daniel.

The **ELECTION OF REPLACEMENTS FOR THE BOARD OF DIRECTORS AND THE FISCAL COUNCIL FOR THE 2025/2028 TERM** was put to a vote.

The following Director and Fiscal Councilor were elected by absolute majority, by acclamation:

Board of Directors:

CARLOS DANIEL DE CAMPOS, Brazilian, married, accountant, [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Fiscal Council:

MARCOS VINICIOS BELMIRO PROENÇA, Brazilian, married, lawyer, [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

All re-elected members were sworn in at this meeting, taking office in the positions to which they were appointed.

All members elected to the Board of Directors and Fiscal Council declare under penalty of law that they are not prevented from exercising the administration of the entity due to criminal conviction, signing these minutes together with the chair and secretary of the meeting, who are responsible for conducting the proceedings and faithfully transcribing what occurred at the meeting.

Having exhausted the agenda for the day, the Chairwoman closed the meeting at 7:29 p.m.

The minutes are signed by me, the secretary of the meeting, and by the chairwoman.

Chairwoman of the meeting: -----

(signs and notarizes signature)

Secretary of the meeting: -----

(signs and notarizes signature)

ELECTED BOARD OF DIRECTORS:

Director: -----

(signs and notarizes signature)

FISCAL COUNCIL:

Member: -----

(signature only)

“ASSOCIAÇÃO PROJETO HUB SANTA MARTA”

Lista de assinaturas dos membros presentes na reunião do dia 05/06/2025:

1. ANNE CATHERINE DENISE HUBERT W DE BROUWER
2. JANE ELIZABETH MARY DE CONCEICAO SILVA CACOURIS
3. MOIRA HELEN MCLAUCHAN
4. STEPHEN CHARLES RIMMER
5. RAQUEL GUERRA E SILVA
6. EVA STRANDBERG
7. MARCOS VINICIOS BELMIRO PROENÇA
8. CARLOS DANIEL DE CAMPOS
9. ROBERTA ROSA
10. LAIS PEREIRA FRANCISCO
11. CARLOS WESLEY DOMINGUES DA SILVA
12. JONNY GUMBLE
13. DANIEL EDUARDO
14. ALEXANDER XENOPHON CACOURIS
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