

Sustainability Policy

Version 11/2025

SUMMARY

1. OBJECTIVE.....	2
2. SCOPE	2
3. REFERENCES	2
4. DEFINITIONS.....	2
5. GENERAL GUIDELINES AND COMMITMENTS	2
5.1 GOVERNANCE DIMENSION	3
5.1.1 BOARD OF ADMINISTRATION	3
5.1.2 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE COMMITTEE – “ESG COMMITTEE”	4
5.1.3 EXECUTIVE BOARD.....	4
5.1.4 SUSTAINABILITY DIRECTORATE	5
5.1.5 SUSTAINABILITY MANAGEMENT	5
5.1.6 PEOPLE AND CORPORATE COMMUNICATIONS MANAGEMENT	5
5.1.7 SLC INSTITUTE	6
5.1.8 ALL OPERATIONAL AND ADMINISTRATIVE AREAS	6
5.2 ENVIRONMENTAL DIMENSION.....	6
5.2.1 BIODIVERSITY AND FORESTS	7
5.2.2 CLIMATE CHANGE.....	7
5.2.3 WATER RESOURCES	7
5.2.4 WASTE AND RESIDUES	7
5.2.5 ENERGY	8
5.3 SOCIAL DIMENSION.....	8
5.3.1 HUMAN RIGHTS AND FAIR LABOR RELATIONS	8
5.3.2 OCCUPATIONAL HEALTH, SAFETY, AND WELL-BEING	8
5.3.3 NEIGHBORING COMMUNITIES	9
5.3.4 RESPONSIBLE LAND MANAGEMENT	9
6. ROLES AND RESPONSIBILITIES.....	10
7. SANCTIONS.....	10
8. RECORDS.....	10

1. OBJECTIVE

Establish the guidelines and commitments related to the environmental, social, and governance dimensions, which underpin the Company's sustainability strategy and Big Dream: "to positively impact future generations, being a world leader in efficiency in the agricultural business and respect for the planet."

2. SCOPE

This Policy applies to all operations of SLC Agrícola, its subsidiaries and affiliated companies, as well as all those acting on behalf of the Company.

3. REFERENCES

The Sustainability Policy is aligned with and complementary to the requirements of the Company's Policies and Codes listed below:

- **CEC01** - Code of Ethics and Conduct;
- **CEC02** - Code of Ethics and Conduct for Third Parties;
- **POL.SGI** - Integrated Management System (SGI) Policy;
- **PLCO.001** - Compliance Policy;
- **POL.027** - Livestock Policy: purchase, management, and sale of cattle;
- **POL.050** - Zero Deforestation Policy;
- **POL.060** - Risk Management Policy;
- **POL.063** - Diversity and Inclusion Policy.

4. DEFINITIONS

- **Stakeholders:** We define as stakeholders those on whom we have a significant impact and influence, such as direct and indirect employees, customers, suppliers, shareholders, authorities, and local communities, among others. We expect from them the adoption of similar commitments and conduct, in order to promote sustainable development throughout the value chain;
- **Integrated Report:** The integrated report is a concise communication document that explains how the organization's strategy, governance, performance, and prospects within the context of its external environment, lead to the creation of value in the short, medium, and long term.

5. GENERAL GUIDELINES AND COMMITMENTS

The following are the general guidelines and commitments related to the environmental, social, and governance dimensions of SLC Agrícola S.A.:

- Comply with legislation, regulatory obligations, and applicable national or international standards, as well as other relevant legal requirements, while respecting legally designated protected areas and considering the interests of stakeholders;
- Communicate to stakeholders, especially those who perform any type of activity involving SLC Agrícola, the need to comply with internal rules, standards, and policies related to Sustainability, including, but not limited to, quality, social responsibility, environment, and occupational health & safety;
- Raise awareness, engage, respect the interests of, consult, and inform stakeholders of their participation, when necessary, in topics related to Sustainability;
- Promote collaboration with stakeholders in the pursuit of innovation in products and processes, as well as improvements focused on sustainability across the value chain;
- Continuously seek sustainable development, in alignment with the Sustainable Development Goals (SDGs), which are directly related to the company's business strategy;
- Communicate, through the Integrated Report, Management Report, the CVM Reference Form, and Quarterly Earnings Reports, details and updates on governance, strategies, risk management, goals, and metrics related to the company's sustainability practices, as well as how the organization creates value over time.

5.1 GOVERNANCE DIMENSION

SLC Agrícola is committed to the effective implementation of its Sustainability Policy and the continuous improvement of its ESG performance. This commitment is reflected in the governance structure, which ensures the systematic monitoring of established guidelines.

The decision-making process and the responsibilities of the governance bodies for sustainability topics are structured as follows:

5.1.1 BOARD OF ADMINISTRATION¹

Within the scope of the Sustainability Policy, the Board of Administration¹ is responsible for:

- Conducting the strategic management of Environmental, Social, and Governance (ESG) issues, with the support of the Company's ESG Committee;
- Defining business strategies, considering the impacts of the company's activities on society and the environment, pursuing the company's longevity and long-term value creation;
- Periodically assessing the company's exposure to risks and the effectiveness of its risk management systems, internal controls, and integrity/compliance system, and approving a risk management policy compatible with its business strategies;
- Rever anualmente o sistema de governança corporativa, visando a aprimorá-lo.

The full responsibilities of the Board of Directors are set forth in its Internal Regulations, which are available for consultation on the Company's Investor Relations website.

¹ In the context of SLC Agrícola (and other Brazilian companies), a 'Board of Administration' (in Portuguese "Conselho de Administração") is the equivalent of a board of directors.

5.1.2 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE COMMITTEE – “ESG COMMITTEE”

Within the scope of the Sustainability Policy, the ESG Committee is responsible for:

- Advising the Board of Directors and the Company's Management on all aspects related to Environmental, Social, and Governance (ESG) issues, by identifying, addressing, and handling matters related to ESG topics or that may have a relevant impact on the business, long-term results, stakeholder relations, and the Company's image;
- Formulating recommendations and monitoring the implementation of policies, strategies, investments, and actions related to the Company's ESG management;
- Periodically evaluating the Company's performance on matters related to the sustainability of its business, as well as recommending policies, strategies, and actions in ESG plans, stakeholder relations, among others;
- Evaluating and formulating recommendations regarding the Company's communication and relationship strategy with its various internal and external audiences.

The full responsibilities of the ESG Committee are set forth in its Internal Regulations, available for consultation on the Company's Investor Relations website.

5.1.3 EXECUTIVE BOARD

Within the scope of the Sustainability Policy, the Board is responsible for:

- Executing and ensuring the execution of the resolutions of the General Meetings and the Board of Directors (“Board of Administration”);
- Establishing goals and objectives for the Company;
- Directing and guiding the preparation of the Company's annual budget, capital budget, and business plan.

The full responsibilities of the Executive Board are set forth in its Internal Regulations, which are available for consultation on the Company's Investor Relations website.

It should be noted that the Executive Board, under the leadership of the CEO, is responsible for defining, monitoring, and executing the Company's ESG strategy, including the Occupational Health and Safety strategy. This responsibility includes the approval of targets, the oversight of occupational risk management, and the integration of these guidelines into strategic business decisions. Furthermore, it encompasses the periodic evaluation of performance and indicators, ensuring the allocation of the necessary resources and the implementation of preventive and corrective actions to maintain alignment with the established corporate strategy.

5.1.4 SUSTAINABILITY DIRECTORATE

Within the scope of the Sustainability Policy, the Sustainability Director is responsible for:

- Approving the Company's Sustainability Policy;
- Supporting the deployment of the guidelines and the monitoring of the implementation of the Company's sustainability strategy, including Occupational Health and Safety matters;
- Monitoring indicators related to material sustainability topics.

5.1.5 SUSTAINABILITY MANAGEMENT

Within the scope of the Sustainability Policy, the Sustainability Management is responsible for:

- Ensuring the alignment between SLC Agrícola's strategy and the activities of the Sustainability area, which also includes the health and safety strategy;
- Deploying the Company's Strategic Plan defined for SLC Agrícola into actions and plans, to ensure that the Sustainability goals are executed;
- Disseminating of Policies, Procedures, Practices, and Operational Instructions, ensuring their compliance, as well as preparing new documented routines when necessary;
- Monitoring and periodically reporting on ESG indicators;
- Managing the topics related above.

5.1.6 PEOPLE AND CORPORATE COMMUNICATIONS MANAGEMENT

Within the scope of the Sustainability Policy, the People and Corporate Communications Management is responsible for:

- Being responsible for the Company's Social Responsibility area;
- Promoting volunteer opportunities with communities, social inclusion programs, and socio-environmental actions, as well as conducting actions alongside the SLC Institute;
- Developing social responsibility projects and programs in accordance with the company's existing guidelines and guidance; these efforts may be jointly conducted and coordinated with the SLC Institute;
- Formulating and running programs that seek to promote the continuous improvement of employee well-being, through actions and activities that encourage healthy habits and mental health care, access to culture, employee appreciation, and social cooperation experiences.

5.1.7 SLC INSTITUTE

Within the scope of the Sustainability Policy, the SLC Institute is responsible for:

- Managing the private social investments made by the SLC Group and promoting the development of people, charitable organizations, and communities, preferably using education to generate opportunities and foster transformation, while maintaining continuous dialogue with charitable institutions and local communities;
- Supporting the mapping of organizations and programs eligible to receive tax-incentive resources, as well as monitoring projects carried out under this approach;
- Acting alongside the SLC Agrícola Social Responsibility team in the management of the Company's own resources allocated to social investments, which are transferred directly to the beneficiaries.

5.1.8 ALL OPERATIONAL AND ADMINISTRATIVE AREAS

- Complying with the guidelines and requirements defined in this Policy in their daily activities;
- Supporting the collection of information and indicators necessary for monitoring ESG goals;
- Identifying and communicating any risks, opportunities, or non-conformities related to the company's sustainability practices.

5.2 ENVIRONMENTAL DIMENSION

In the environmental dimension, we consider the guidelines and commitments related to the environment, biodiversity and forests, climate change, waste management, and natural resource management. Our guidelines reflect our commitment to protecting and preserving the environment, as well as to the conscious and responsible use of resources.

In this context, these are the general guidelines and rules for conducting business:

- Monitor the Company's environmental performance through resource consumption indicators such as water, energy, waste generation, and Greenhouse Gas (GHG) emissions and removals, among others.
- Establish targets that enable sustainable management in the short, medium, and long term, reflecting the Company's commitment to the responsible management of natural resources, including the reduction of their consumption;
- Ensure the continuous improvement of our environmental performance, with a focus on environmental protection and a preventive approach concerning environmental impacts;
- Promote environmental awareness among different stakeholders, especially employees, through education and communication programs.

5.2.1 BIODIVERSITY AND FORESTS

- Promote the conservation of biodiversity in its different natural ecosystems, through the development of practices that ensure an increase in ecosystem balance, encouraging research and partnerships with stakeholders focused on preserving and enriching areas with native vegetation and/or soil health;
- Commit to restoring natural habitats and maintaining biodiversity in degraded areas when natural recovery proves difficult.
- Engage in initiatives aimed at landscapes and in the implementation of nature-based solutions that support the restoration and long-term protection of natural ecosystems
- Promote the rational use of land, maintaining the integrity of natural systems and eliminating the conversion of native vegetation for the development of agricultural and livestock activities, including both owned and leased areas currently existing in the Company's portfolio, as well as in future business opportunities, aligned with the current business model.

5.2.2 CLIMATE CHANGE

- Actively pursue initiatives to reduce greenhouse gas emissions and enhance carbon removal and storage efforts, ensuring alignment with scientific evidence and internationally recognized standards;
- Proactively understand, monitor, prevent and mitigate the adverse impacts of climate change across our operations.

5.2.3 WATER RESOURCES

- Responsibly manage water resources, including sanitation across production units, to prevent and minimize the adverse impacts of our operations and ensure the availability of water — in the quality and quantity required for human consumption and operational needs — while maintaining availability for neighboring communities.
- Prevent, minimize, control, or eliminate pollution by reducing the environmental impacts arising from liquid effluent generation.
- Identify and monitor water-related risks across our operational areas, alongside stakeholder monitoring and engagement, by implementing the necessary actions for conservation, mitigation, and adaptation.
- Prioritize expanding operations in areas with low water stress and rainfed agricultural systems.

5.2.4 WASTE AND RESIDUES

- Promote waste circularity by developing the Circular Economy Program throughout all operating units, with the goal of converting organic waste into biofertilizers, thereby eliminating landfill disposal, and maximizing waste reduction, reuse, and recycling.
- Ensure the proper disposal of waste not covered in the previous topic, prioritizing reverse logistics and/or co-processing, and therefore preventing any form of pollution.

5.2.5 ENERGY

- Uphold energy efficiency as a technical, economic, and environmental principle in our operational decisions;
- Reduce the energy intensity of operations, through equipment modernization, adoption of digital technologies, and good agronomic practices;
- Assess alternative and cleaner energy sources, promoting the transition to solutions with a lower environmental impact and, whenever possible, from renewable sources;
- Monitor and manage energy consumption using performance indicators.

5.3 SOCIAL DIMENSION

In the social dimension, we consider the guidelines and commitments related to human rights and fair labor relations, occupational health, safety, and well-being, and neighboring community relations. In this context, these are general guidelines and rules for conducting business:

5.3.1 HUMAN RIGHTS AND FAIR LABOR RELATIONS

- Identify, prevent, and monitor actual or potential impacts on human rights arising from the Company's operations or from entities with which it engages, including those in the Company's value chain;
- Respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights and other national and international commitments and guidance relevant to SLC Agrícola's operations and value chain, especially with regard to Indigenous Peoples, Traditional Communities and Quilombola communities.
- Promote respect for the rights, cultures, customs, heritage, and livelihoods of Indigenous Peoples and Traditional Communities;
- Respect human rights equally for all people, regardless of their origin, religion, culture, color, race, gender, sexual orientation, social class, age, marital status, trade union affiliation, political opinion, disability of any nature, or any other individual characteristic;
- Recognize and respect the right of employees to freely associate with unions, political parties, religious organizations, and professional associations.

5.3.2 OCCUPATIONAL HEALTH, SAFETY, AND WELL-BEING

- Promote the physical, mental, and social well-being of direct and indirect employees through continuous improvement of working conditions, health, and safety, being committed to consulting and promoting their active participation in risk prevention and mitigation, as well as in the personal and professional development of each individual;
- Promote the continuous improvement of employee well-being, through actions and activities that encourage healthy habits and mental health care, boost access to culture, recognize and value employees, and strengthen social cooperation;

- Eliminate hazards and reduce occupational risks.
- Comply with international standards of conduct and with the principles of the United Nations' International Labour Organization (ILO);
- Adopt practices consistent with international Occupational Health and Safety management standards, such as ISO 45001, fostering a culture of accident prevention and the continuous improvement of workers' health and well-being.

5.3.3 NEIGHBORING COMMUNITIES

- Proactively engage with surrounding communities to identify current or potential impacts of our operations, seeking to ensure that our ventures become opportunities for sustainable development. This includes preventing and addressing negative externalities and establishing partnerships with local organizations and stakeholders;
- Provide suitable engagement mechanisms and channels for dialogue, ensuring that community concerns are responded to and managed appropriately;
- Conduct Free, Prior, and Informed Consent (FPIC) with traditional communities, including Indigenous Peoples, when applicable;
- Identify operational units located near Indigenous lands, recognizing Indigenous Peoples' land rights and the intangible value these natural resources hold for them.
- Practice social responsibility focused on the communities where we operate, through private social investments and tax-incentivized projects, aligned with the Company's and the SLC Institute's strategic approach, contributing to the reduction of social inequality, supporting educational initiatives, preserving and valuing local culture, and enhancing community engagement and leadership.

5.3.4 RESPONSIBLE LAND MANAGEMENT

SLC Agrícola conducts a structured socio-environmental evaluation before acquiring or leasing new areas for agricultural production, considering, in an integrated manner, the following legal, environmental, and social aspects:

- Legal, environmental, and social aspects, including verification of land tenure compliance, historical land use, and any conflicts or overlaps with areas belonging to local communities, Indigenous Peoples, or traditional territories;
- Technical analyses, including vegetation cover mapping, identification of sensitive areas (APPs – Permanent Preservation Areas, Legal Reserves, lands with legal or environmental restrictions), and adherence to internal criteria for non-conversion of native vegetation, in accordance with the Company's Zero Deforestation Policy;

Environmental licensing requirements: All acquisitions or leases of new agricultural areas consider applicable environmental legislation, as well as the need for relevant licenses and authorizations issued by the competent environmental authorities.

6. ROLES AND RESPONSIBILITIES

- Roles and responsibilities are detailed in the "Governance Dimension" section of this Policy.
- This Policy shall be reviewed and updated at least every five (5) years, or sooner at the Company's discretion or as required by specific needs.

7. SANCTIONS

Failure to comply with the rules set out in this Policy will constitute non-compliance with the Company's internal rules and procedures and may result in disciplinary measures in accordance with the Investigations and Disciplinary Measures Policy.

SLC Agrícola encourages and supports the reporting of any practices that may violate its internal guidelines and rules, including this Policy, the Integrity Program, or applicable national and foreign laws. The Company also guarantees anonymity, confidentiality, and non-retaliation for whistleblowers.

Reports must be submitted via the Whistleblower Channel (lit. Channel of Denounces – in Portuguese: “Canal de Denúncias”), which can be accessed by phone, website, or mobile app:

- Phone: +55 0800 648 6306
- Website: <https://www.contatoseguro.com.br/pt/slcagricola/>
- Mobile app: *Contato Seguro* (literally “Safe Contact” in Portuguese)

8. RECORDS

N/A