

Diversity and Inclusion Policy

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1. Premise:

We trust in an inclusive culture as the basis for building a team to achieve Our Big Dream of positively impacting future generations, being a world leader in efficiency in the agricultural business and respect for the planet.

Promoting diversity and the inclusion of all types of professionals in our company has always been a priority, driven mainly by actions to curb discrimination of any kind. Therefore, we encourage an attitude of respect and appreciation of differences, not permissive of situations of discrimination against groups underrepresented by their gender, sexual orientation, ethnic/racial origin, nationality, gender identity and expression, disability, age group, religion, socioeconomic status, belief, among others.

With the evolution of the issue on the corporate agenda, we are moving forward in the evaluation and development of initiatives to give even more focus to the diversity and inclusion agenda in our people management strategy, as available in our Materiality Matrix of our Integrated Report.

2. Goal

To guide the diversity and inclusion guidelines and criteria for people management processes in the SLC Agrícola group companies, at all hierarchical levels, through the implementation and management of the Semear Program, fostering training on the content and representativeness of diverse social groups (people with disabilities, gender, race/ethnicity, generations) on the company's board, promoting an increasingly inclusive work environment aligned with the strategy and values of the business.

3. Scope

This Policy should be used by all areas of SLC Agrícola, its subsidiaries and controlled companies.

4. References

- POL.024 - Social Responsibility Policy

5. Definitions

ESG: This stands for environmental, social and governance, and corresponds to an organization's environmental, social and governance practices. The term was coined in 2004 in a publication by the Global Compact in partnership with the World Bank, called Who Cares Wins.

6. Global Compact

SLC Agrícola, as a signatory of the United Nations Global Compact since 2015, reiterates its commitment to applying the ten principles of the Compact, which reinforces the appreciation of and respect for human rights, rejects all forms of discrimination, and is committed to promoting and valuing diversity, inclusion and equal treatment at all levels and processes of the company.

7. ESG Committee

Diversity and Inclusion is one of the ten material themes of SLC Agrícola's ESG strategy, and is managed through the Social pillar.

Faced with the challenge of being a protagonist in ESG, characterized as an Advisory Committee, the ESG Committee was created to advise and instruct the Board of Directors on all aspects related to environmental, social and governance issues, formulating recommendations and with the aim of monitoring the implementation of policies, strategies, investments and actions related to the company's ESG management.

8. Diversity and Inclusion: Semear Program

8.1 Goal:

To promote diversity and inclusion in order to ensure representativeness, valuing differences and strengthening the ESG strategy for achieving the Dream Big.

8.2 Spheres of Diversity:

- People with disabilities;
- Women+;
- Race and Ethnicity;
- LGBTQIAP+;
- 50+;

8.3 Actions:

- Leadership training for practicing diversity and inclusion through employability;
- Training of team facilitators;
- Promotion of diverse groups;
- Participation in working groups that promote inclusion and representativeness practices;
- Internal and external communication campaigns;

9. Rules

- Participation in training provided by the Semear Program must be validated by the immediate supervisor.
- Campaigns linked to the Semear Program will be communicated via Internal Communication.

10. Prohibitions

Not applicable.

11. Responsibilities

Social Responsibility

Promote Diversity and Inclusion through the Semear Program in conjunction with the entire SLC Agrícola ecosystem.

12. Records

Not applicable.