

Diversity and Inclusion Policy

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1. General Principle:

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

Promoting diversity and inclusion of all types of professionals in our company has always been a priority, driven mainly by actions to curb any type of discrimination. Therefore, we encourage an attitude of respect and appreciation of differences, not allowing situations of discrimination against underrepresented groups due to 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 topic on the corporate agenda, we are advancing 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. Objective

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

3. Scope

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

4. References

- **POL.024** – Política de Responsabilidade Social (a.k.a Social Responsibility Policy)

5. Definitions

ESG: It is an acronym that 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 Global Compact publication in partnership with the World Bank, called Who Cares Wins.

6. Global Pact

SLC Agrícola, as a signatory to the United Nations Global Compact since 2015, reiterates its commitment to the application of the ten principles of the Pact, which reinforces the appreciation and respect for human rights, rejects all forms of discrimination, and is committed to promoting and value 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, being 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 provide advice and instruction to the Board of Directors in all aspects related to environmental, social and governance issues, formulating recommendations and with the objective to monitor the implementation of policies, strategies, investments and actions that relate to the company's ESG management.

8. Diversity and Inclusion: Semear Program

8.1 Objective:

Promote diversity and inclusion, to ensure representation, valuing differences and strengthening the ESG strategy to achieve the Big Dream.

8.2 Spheres of Diversity:

- Disabled people;
- Women+;
- Race and Ethnicity;
- LGBTQIAP+;
- 50+;

8.3 Actions:

- Training leaders to practice diversity and inclusion through employability;
- Training of team facilitators;
- Promotion of diverse groups;
- Participation in work groups that promote inclusion and representation practices;
- Internal and external communication campaigns;

9. Rules

- Participation in training provided by the Semear Program must be validated by the immediate superior.
- 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.Registers

Not applicable