

SLC Agrícola S.A.

CNPJ/MF No. 89.096.457/0001-

55 NIRE 43.300.047.521

REMUNERATION OF THE MANAGEMENT POLICY

1. Objective

1.1. This compensation of the management Policy ("Policy") aims to establish the rules, guidelines and methods to be observed to determine the compensation of the **SLC Agrícola S.A.** ("Company") management.

1.2. This policy aims to:

(a) align compensation of the management with interests of the shareholder's in having a Company with sustainable profitability;

(b) maximize sustainable performance;

(c) attract and retain the best talent; and

(d) implement a clear and transparent remuneration project.

2. Scope

2.1. This Policy applies to the Officers, members of the Board of Directors and members of the Committees of the Company's Board of Directors. The members of the Fiscal Council, if and when opened, will have their compensation determined by the General Shareholders Meeting, in accordance with applicable law.

3. Governance

3.1. The Company's Board of Directors, duly guided by the Human Resources Department, is responsible for the preparation, implementation and review of this Policy.

3.2. The Human Resources Department will periodically assess this Policy in relation to market practices to identify significant discrepancies with similar companies and propose to the Board of Directors the necessary adjustments and revisions of this Policy.

4. Compensation Structure for Officers

4.1. The overall annual compensation of the management and members of the Committee will be determined by the General Shareholders Meeting. It will be up to the Board of Directors to define the individual compensation, benefits and other incentives of the Officers.

4.2. The compensation structure for Officers may be composed as follows: (i) fixed annual compensation, (ii) variable compensation (including share remuneration) and other compensation that the Board of Directors may establish, at its discretion.

4.2.1. Annual Fixed Compensation

4.2.1.1. The annual fixed compensation is the main and fundamental element of the compensation of the Officers and should be based especially on the position and responsibilities performed in the Company, as well as on individual experience.

4.2.1.2. Salary reviews can be made as part of the assessment process carried out annually, taking into account, among other things, total compensation of the Officers, the balance of fixed and variable remuneration and internal and market compensation.

4.2.2. Variable Compensation

4.2.2.1. Variable compensation is a discretionary element of compensation, which allows the Company to offer additional compensation to the Officers for their performance and behavior, reflecting, at the same time, the profitability and financial situation of the Company. In this regard, the Officers may be entitled to receive bonuses, among other forms of variable compensation, which will be determined by the Board of Directors.

4.2.2.2. The total variable compensation must be based mainly by the Company's financial capacity and strategy. The methodology for determining variable compensation must be reviewed annually to ensure alignment with the Company's strategy and with regulatory requirements, especially with respect to the following criteria: (i) the Company's performance; and (ii) the individual performance parameters.

4.2.2.3. Variable compensation may consist of (i) medium and short-term compensation (in particular, in the form of performance bonuses), as determined by the Board of Directors; and/or (ii) long-term compensation, in the form of stock option plans, stock bonuses or long-term incentive plans, modalities that must be established by the Board of Directors.

4.2.2.4. Occasionally, the Company may implement stock remuneration plans, in the form of stock option plans, stock bonus, restricted stock plan or any other stock instrument, applicable to the Officers, to strengthen the commitment to corporate strategies and recognize the efforts of each Officer, whose acquisition of rights will be subject to the fulfillment of individual performance goals.

5. Members of the Board of Directors and members of the Board of Directors Committees Compensation

5.1. The General Shareholders Meeting will establish the annual overall compensation of the administrators and members of the Committees of the Board of Directors. It will be up to the Board of Directors, at its discretion, to establish the individual compensation and benefits, if any, of the members of the Board of Directors and the members of the Committees of the Board of Directors.

5.2. The compensation structure of the Board of Directors and the Committees of the Board of Directors may be composed of fixed annual compensation and any other compensation that the Board of Directors may establish, at its discretion.

6. General Provisions

Absence of interference in the Work Relationship or Permanence in the Position

6.1. None of the provisions contained in this Policy will be construed as creating rights for the Officers, members of the Board of Directors, members of the Committees of the Board of Directors or other employees of the Company, or as granting the right to remain as an employee, Officer, member of the Board of Directors or member of the Committee, or to interfere in any way with the Company's right to terminate the relationship with any person at any time, under the conditions provided for by law and in the employment contract.

6.2. In addition, this Policy will not confer upon any Officer, member of the Board of Directors or member of a Committee of the Board of Directors the right to remain in office until the expiration of his/her term of office, or to interfere with the Company's right to remove him/her or to assure him/her the right to be re-elected to office.

Modifications

6.3. The Company also reserves the right, at any time, to revise, modify, amend or revoke this Policy, especially in the event of any essential or relevant change to the laws or regulations applicable to the Company.

Omitted Cases

6.4. The Board of Directors will regulate the omitted cases of this Policy.

Effectiveness

6.5. This Policy has been approved by the Board of Directors and will become effective as of the date hereof.

Porto Alegre, March 13, 2019.