

Sustainability Policy

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1. Goal

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 affiliates, and all 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:

- Zero Deforestation Policy
- Integrated Management System (SGI) Policy
- Risk Management Policy
- Diversity and Inclusion Policy
- Livestock policy: purchase, management, and sale of cattle
- Compliance Policy
- Code of Ethics and Conduct
- Code of Ethics and Conduct for Third Parties

4. Definitions

Stakeholders: We define key stakeholders as those on whom we have significant impact and influence, such as direct and indirect employees, customers, suppliers, shareholders, authorities and local communities, among others. And we expect them to adopt similar commitments and conducts to promote sustainable development throughout the value chain.

Integrated Reporting: Integrated Reporting is a concise account of how the organization's strategy, governance, performance, and prospects, within the context of its external environment, contribute to value creation in the short, medium, and long term.

5. General Guidelines and Commitments

Comply with national laws, standards, legal requirements and other applicable requirements (and international ones, when applicable), respect legally designated protected areas, as well as consider the interests of our stakeholders.

Communicate to stakeholders, especially those who perform any type of activity involving SLC Agrícola, the need to comply with internal norms, standards and policies related to sustainability, including, but not limited to quality, social responsibility, environment, occupational health, and safety.

Raise awareness, engage, respect the interests, consult, and inform the participation of stakeholders, when necessary, in topics related to Sustainability.

Promote collaboration with stakeholders in the search for innovation for products and processes, and for improvements aimed at sustainability for the value chain.

Continuously seek sustainable development, aligned with the Sustainable Development Goals (SDGs) linked to the company's business strategy.

Communicate through the Integrated Report, Management Report, Reference and Registration Form and Quarterly Earnings Disclosure Reports, details and updates of governance, strategies, risk management, goals and metrics related to the company's sustainability, and how the organization generates value over time.

5.1. Governance Dimension

The Governance of Sustainability topics is structured as follows:

5.1.1. Board of Directors:

- Conduct the strategic management of Environmental, Social and Governance (ESG) issues, with the advice of the Company's ESG Committee;
- Define business strategies, considering the impacts of the company's activities on society and the environment, aiming at the company's continuity and long-term value creation;
- Periodically assess the company's exposure to risks and the effectiveness of risk management systems, internal controls and the integrity/compliance system and approve a risk management policy compatible with business strategies;
- Annually review the corporate governance system, aiming to improve it.

The duties of the Board of Directors, in full, are outlined in its Charter, which is available for consultation on the Company's Investor Relations website.

5.1.2. Environmental, Social and Governance Committee – "ESG Committee":

- Advise the Company's Board of Directors and Management on all aspects of Environmental, Social and Governance (ESG) issues by identifying and addressing matters that may significantly impact the business, long-term results, stakeholder relationships, and the Company's image;
- Formulate recommendations and monitor the implementation of policies, strategies, investments, and actions related to the Company's ESG management;
Periodically evaluate the Company's performance in matters related to the sustainability of its business, as well as recommend policies, strategies and actions in ESG plans, relationships with stakeholders, among others;
- Evaluate and formulate recommendations regarding the Company's communication strategy and relationship with its various stakeholders (internal and external).

The duties of the ESG Committee in full are outlined in its Regulations, which are available for consultation on the Company's Investor Relations website.

5.1.3. Executive Board:

- Executing and enforcing the resolutions of the General Meetings and the Board of Directors;
- Establish goals and objectives for the Company;
- Directing and guiding the preparation of the annual budget, the capital budget, and the Company's business.

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

5.1.4.Sustainability Management:

- Ensure alignment between SLC Agrícola's strategy and the performance of the Sustainability area;
- Break down the Strategic Planning defined for SLC Agrícola into actions and plans, to ensure that the Sustainability goals are executed;
- Act in the dissemination of Policies, Procedures, Practices, Operational Instructions, ensuring their compliance, as well as preparing new documented routines when necessary;
- Periodically monitor and report ESG indicators;
- Manage the topics listed herein.

5.1.5.People Management and Corporate Communication Management

- Oversee the Social Responsibility area;
- Promote volunteer opportunities with communities, social inclusion programs and socio-environmental actions, as well as conducting actions with the SLC Institute;
- To act in the preparation of social responsibility projects and programs following the guidelines and guidelines existing in the company, which can be done in conjunction with the SLC Institute;
- Develop programs that promote the continuous improvement of employee well-being, through actions and activities that encourage healthy habits and encourage mental health care, access to culture, employee appreciation and social cooperation experiences.

5.1.6.SLC Institute:

- To manage the private social investment made by the SLC Group and to act in the development of people, charitable entities, and communities, preferably using education as a means to generate opportunities and possibilities for transformation, maintaining continuous dialogue with charitable institutions and with the communities;
- Support the mapping of organizations and programs that may receive resources of tax incentives, as well as monitoring projects;
- Work with SLC Agrícola's Social Responsibility team in the management of the company's resources directed to social investments, which are sent directly to the beneficiaries.

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 water resource management. Our guidelines reflect our commitment to the protection and preservation of the environment, as well as to the conscious use of resources. In this context, the following are general guidelines and rules for conducting business:

5.2.1.General Guidelines

- Monitor the company's environmental performance through indicators of resource consumption, such as water and energy, among others, and monitor waste generation, emission and removal of Greenhouse Gases (GHG);
- Establish goals that allow for short, medium and long-term sustainable management that reflect the Company's commitment to the responsible management of natural resources, including the reduction of their consumption;
- To contemplate the continuous improvement of our environmental performance, with the protection of the environment and with a preventive approach to environmental impacts;
- Promote environmental awareness of different stakeholders, especially employees, through education and communication programs.

5.2.2. Biodiversity and Forests

- Promote the conservation of biodiversity in its different natural ecosystems, through the development of practices that ensure the increase of ecosystem balance, encouraging research and partnerships with stakeholders focused on preservation and enrichment of areas with native vegetation and/or soil health;
- Develop actions to engage in landscape initiatives and implement Nature-Based Solutions that support landscape restoration and the long-term protection of natural ecosystems;
- Rational use of the soil, maintaining the integrity of natural systems and eliminating conversions of native vegetation for the development of agricultural and livestock activities, including owned and leased areas, currently existing in the Company's portfolio and in future businesses, in line with the current business model.

5.2.3. Climate Change

- Actively seek actions to reduce greenhouse gas emissions, and increase actions for the removal of these gases and carbon storage, ensuring alignment with science and recognized parameters;
- Proactively understand, monitor, prevent, and mitigate the adverse impacts of climate change on our operations.

5.2.4. Water Resources

- Practice responsible management of water resources, including sanitation in production units, preventing and minimizing the adverse impacts of our operations to ensure the availability of water in the quality and quantity necessary for human supply and operations, and maintain availability for communities in the vicinity;
- Prevent, minimize, control, or eliminate pollution by reducing environmental impacts related to the generation of liquid effluents;
- Identify and monitor water risks where we operate, in addition to monitoring and stakeholder engagement, implementing actions necessary for conservation, mitigation and adaptation;
- Prioritize the expansion of operations in areas of low water stress and rainfed agriculture.

5.2.5. Waste

- Enhance the circularity of waste by seeking to develop the Circular Economy program in all its operating units, aiming to transform organic waste into biofertilizers and eliminate the sending of waste to landfill, maximizing the reduction of waste generation, reuse and recycling;
- Correctly dispose of waste not contemplated in the previous topic, prioritizing reverse logistics and/or co-processing, preventing any form of pollution.

5.3. Social dimension

We consider as a social dimension the guidelines and commitments related to human rights and fair labor relations, occupational health, safety and well-being, and relationship with communities. In this context, the following 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 the guarantee of human rights, resulting from its activities or those with whom it relates;
- Respect and promote human rights following the UN Guiding Principles for Business in Human Rights and other national and international commitments that provide guidelines on the subject,

pertinent to SLC Agrícola's operations and value chain, especially with Indigenous Peoples, Traditional Communities and Quilombolas;

- 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 status, age, marital status, union ideology, political views, disability of any nature, or any other individual characteristics.

5.3.2. Occupational health, safety and well-being

- To promote the physical, mental and social well-being of direct and indirect employees, through the continuous improvement of working conditions, health and safety, with the commitment to consult and promote their active participation in the search for risk prevention and mitigation, and 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 encourage mental health care, access to culture, employee appreciation and social cooperation experiences;
- Eliminate hazards and reduce occupational risks;
- To comply with international behavior standards and principles of the United Nations International Labor Organization.

5.3.3. Neighboring communities

- Interact proactively to identify the current or potential impacts of their businesses, contributing to their ventures being opportunities for sustainable development, aiming at the prevention and solution of externalities, the establishment of partnerships with local organizations and stakeholders;
- Provide appropriate means of engagement and channels of dialogue, ensuring that community notes are appropriately addressed and managed;
- Conduct thorough and informed prior consultation with traditional communities, free of charge, including Indigenous peoples, when applicable;
- Identify the units with proximity to Indigenous lands, recognizing the right to use the land, as well as the intangible value that these natural resources represent for Indigenous peoples;
- Practice social responsibility by focusing on the communities where we operate; this involves private social investment and incentivized projects aligned with the Company's and the SLC Institute's operating strategy, contributing to the reduction of social inequality, supporting and developing actions that strengthen education, preserving and valuing culture, and stimulating community involvement and protagonism.

6. Roles and Responsibilities

Described in Governance Dimension.

7. Sanctions

Failure to comply with the rules contained in this policy will result in non-compliance with the company's internal rules and procedures, and the employee may suffer disciplinary measures in compliance with the provisions of the Investigations and Disciplinary Measures Policy.

SLC Agrícola supports and encourages people to report any practices that may represent a violation of internal guidelines and rules, this Policy, the Integrity Program, or that are in disagreement with applicable national and foreign legislation. The Company guarantees anonymity, confidentiality and non-retaliation to the

whistleblower. Records must be made in the Whistleblowing Channel, which can be accessed by phone, website or app.

- Phone: 0800 648 6306
- Website: <https://www.contatoseguro.com.br/pt/slcagricola/>
- Through the Safe Contact application.