

Management Compensation Policy

Version 03/2026

SUMMARY

1.	OBJECTIVE.....	2
2.	SCOPE.....	2
3.	GUIDELINES AND RULES	2
4.	COMPENSATION OF DIRECTORS	2
4.1	ANNUAL FIXED REMUNERATION.....	2
4.2	VARIABLE COMPENSATION	3
4.2.1	SHORT-TERM DIRECT VARIABLE REMUNERATION	3
4.2.2	LONG-TERM DIRECT VARIABLE REMUNERATION	4
5.	COMPENSATION OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE COMMITTEES OF THE BOARD OF DIRECTORS	4
6.	PERFORMANCE EVALUATION MECHANISMS.....	4
6.1	BOARD MEMBERS AND COMMITTEE MEMBERS	4
6.2	STATUTORY BOARD OF DIRECTORS	4
7.	FINAL PROVISIONS.....	5
7.1	ABSENCE OF INTERFERENCE IN THE EMPLOYMENT RELATIONSHIP OR PERMANENCE IN THE POSITION.....	5
7.2	MODIFICATIONS.....	5
7.3	OMITTED CASES.....	5
7.4	VALIDITY	5

1. OBJECTIVE

The purpose of this Management Compensation Policy is to establish the rules, guidelines and methods to be observed to determine the compensation and performance evaluation mechanisms of SLC Agrícola S.A.'s managers, aiming to:

- Align such compensation with the interest of shareholders in having a Company with sustainable profitability;
- Maximize sustainable performance;
- Attract and retain top talent; and
- Put in place a clear and transparent remuneration project.

2. SCOPE

This Policy applies to the Statutory 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 installed, will have their compensation determined by the General Shareholders' Meeting, in accordance with the applicable law.

3. GUIDELINES AND RULES

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

The Human Resources Area will periodically evaluate, at its discretion, this Policy in relation to market practices, in order to identify information that provides subsidies for the maintenance of competitive compensation practices in comparison with similar companies, and to propose to the Board of Directors the necessary adjustments and revisions.

4. COMPENSATION OF DIRECTORS

The annual compensation of managers and Committee members 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 Executive Officers.

The compensation structure of the Executive Officers will be determined by the General Shareholders' Meeting and may be composed as follows: (4.1) fixed annual compensation and; (4.2) variable compensation, including stock compensation. If the Board of Directors deems it necessary, it may establish, at its discretion, other formats.

4.1 ANNUAL FIXED REMUNERATION

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

This component provides for the payment of 13 (thirteen) fixed installments. The portion equivalent to the FGTS on the pro-labore will be collected voluntarily, as a practice of executive retention. The company believes that this fixed portion and the FGTS encourage the commitment of the Executive Officers in their areas of responsibility, following the guidelines of the Board of Directors.

The fixed and direct remuneration is readjusted annually according to the local collective agreement, considering the period from May to April of each year.

Salary reviews may be made as part of the evaluation process carried out annually, taking into account, among others, the total compensation of the Executive Officers, the balance of fixed and variable compensation, and internal and market compensation.

4.2 VARIABLE COMPENSATION

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

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

Variable compensation may be composed of (i) 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 restricted stock plans, stock options, stock bonuses or other long-term incentive plans, which modalities must be established by the Board of Directors.

4.2.1 SHORT-TERM DIRECT VARIABLE REMUNERATION

The short-term direct variable compensation is paid according to the performance of the Executive Officers, through the achievement of goals, with 70% of the goals being corporate and 30% individual. The targets are set at the beginning of the agricultural year and validated by the Board of Directors. They are considered important factors that corroborate the sustainable development of the company. Among the indicators are environmental, social and governance (ESG) practices, net income, production costs, productivity of agricultural commodities implemented in each agricultural year, product quality, planted area, EBITDA, management system and schedule of new projects, among others.

This is a recognition of the effort expended for the agricultural commodities sector, which present very significant variations in results over time. Variable remuneration is earned and paid after the presentation of the independent auditors' report on the Annual Financial Statements and after its approval by the Board of Directors.

The target for the number of salaries to be received for achieving the goals is defined as follows for the current fiscal period:

Administrators	Target Short-Term Compensation
Chief Executive Officer	14 salaries
Other Directors	10 salaries

4.2.2 LONG-TERM DIRECT VARIABLE REMUNERATION

Long-term compensation is based on the granting of stock options and the granting of restricted shares, which aims to value and retain the Executive Officers, as well as to align their interests with the interests of shareholders. The remuneration of its beneficiaries is based on the company's performance and its market value.

The restricted stock and stock option plans, which are managed by a specific Committee subordinated to the Board of Directors, establish the creation of annual programs, in which the terms, conditions and quantities of each annual grant are defined.

5. COMPENSATION OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE COMMITTEES OF THE BOARD OF DIRECTORS

The annual compensation of managers and members of the Committees of the Board of Directors follows the direct guidance of the Company's Board of Directors, based on the best practices of publicly traded companies in Brazil, with an annual review of the total monthly compensation. This policy provides for the payment of 12 (twelve) fixed monthly installments, with annual update, according to the local collective agreement.

The members of the Committees, recognized by the Board of Directors, receive an additional 25% in their compensation.

6. PERFORMANCE EVALUATION MECHANISMS

6.1 BOARD MEMBERS AND COMMITTEE MEMBERS

SLC Agrícola has a structured mechanism for evaluating the board of directors, committees and executive board, each of its members being individually considered.

The evaluation is made at least once during the mandate, in the form of an individual diagnosis, with the choices of competencies and behavioral skills to be evaluated, providing the member of the board or committee with reflection on the fulfillment of their duties. The process is conducted by external consulting, in which each leader answers a self-perception questionnaire in relation to those competencies and skills defined by the Company, evaluating their adherence.

The results are consolidated and presented to the group, in addition to being used to generate engagement and direct the individual strategy aimed at the Company. Through the evaluation process, there is the promotion of reflection, feedback and collective learning of the members, making it possible to identify which competencies can be further developed to improve collective performance. In addition, it increases the transparency and *compliance* of the board of directors and committees in relation to the best corporate governance practices required by the market.

6.2 STATUTORY BOARD OF DIRECTORS

The Company's Chief Executive Officer is evaluated annually by the Chairman of the Board of Directors. Subsequently, the Executive Officers are evaluated by the Chief Executive Officer, following the Calibration Committee methodology that uses the *nine box* tool to support performance and succession discussions. The *nine-box* matrix comprises two evaluation axes: Performance axis (x),

composed of corporate goals and climate survey (GPTW) and potential axis (y), consisting of competency assessment, job access requirements and external *assessment*. After cross-referencing this information, the directors are positioned in the quadrants of the *nine box* according to the results of the axes and this material is sent to the Chief Executive Officer for discussion of the results with the Board of Directors. This process is carried out every two years, but the evaluation of competence, climate survey and management of corporate goals are annual practices, according to the Succession Policy.

7. FINAL PROVISIONS

7.1 ABSENCE OF INTERFERENCE IN THE EMPLOYMENT RELATIONSHIP OR PERMANENCE IN THE POSITION

Nothing contained in this Policy shall 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, Director, 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.

In addition, this Policy shall not confer on any Director, member of the Board of Directors or member of a Committee of the Board of Directors the right to remain in his position until his term of office expires, or to interfere with the Company's right to remove him or to ensure that he has the right to be re-elected to the office.

7.2 MODIFICATIONS

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

7.3 OMITTED CASES

The Board of Directors will regulate possible cases omitted from this Policy.

7.4 VALIDITY

This Policy enters into force on the date of its approval and may only be modified by resolution of the Company's Board of Directors.

The text of this Policy, approved on March 13, 2019, was revised and consolidated at the Board of Directors' meeting held on March 11, 2026, and will come into force with the new wording as of this date.

Porto Alegre, March 11, 2026.