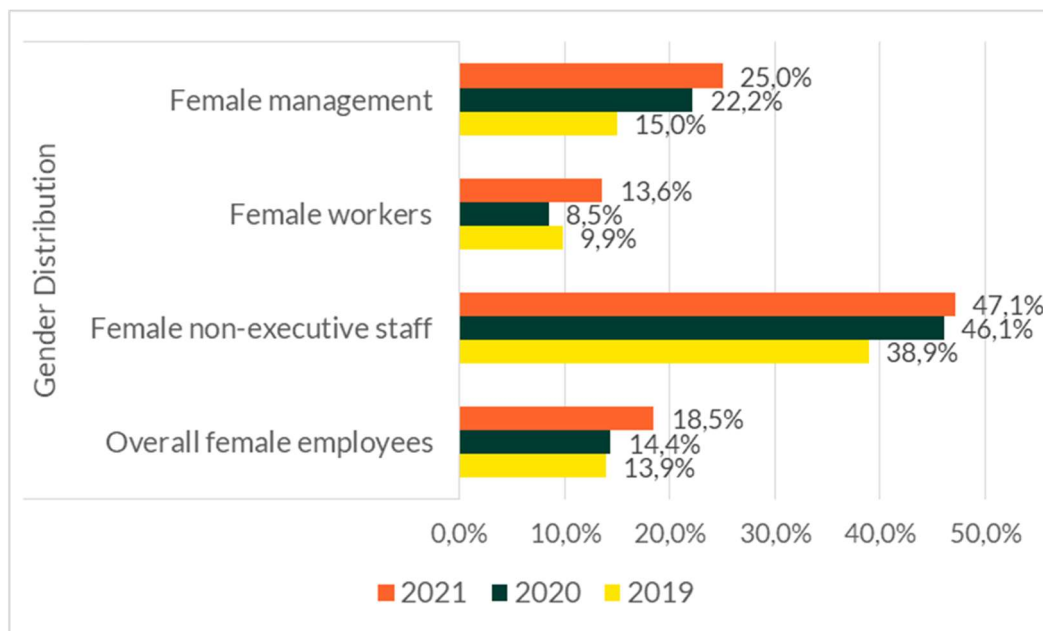


## Gender Equity, Diversity

(UPDATED IN SEP/2022)

We believe that gender diversity is essential to increasing our potential talent pool and ensuring Agropalma has access to a broad skill set. Therefore, we are making our efforts to increase women participation in our company, including the decision-making positions.

Our staff and mid-manager functions are significantly more balanced, with women comprising almost half of support function roles. At senior level, we have increased female representation and women now make up 25% of our management team. We were delighted to welcome a woman to our Board of Directors in 2020 and our first female mills manager in 2021.



We adhere strictly to Brazilian labor law and align ourselves to International Labor Organization (ILO) core labor standards and the POIG Charter. We also follow the principles of the NGO-led Fair and Free Labor in Palm Oil Production.

All Agropalma employees are paid equally for the same work, regardless of gender. Therefore, the ratio between women and man wages, for the same functions and considering the same time of employment, for all our operation and job categories is 1. We are developing a robust culture to protect and respect female employees. We have established a generous paid maternity leave allowance of 180 days—60 days more than mandated by Brazilian law.