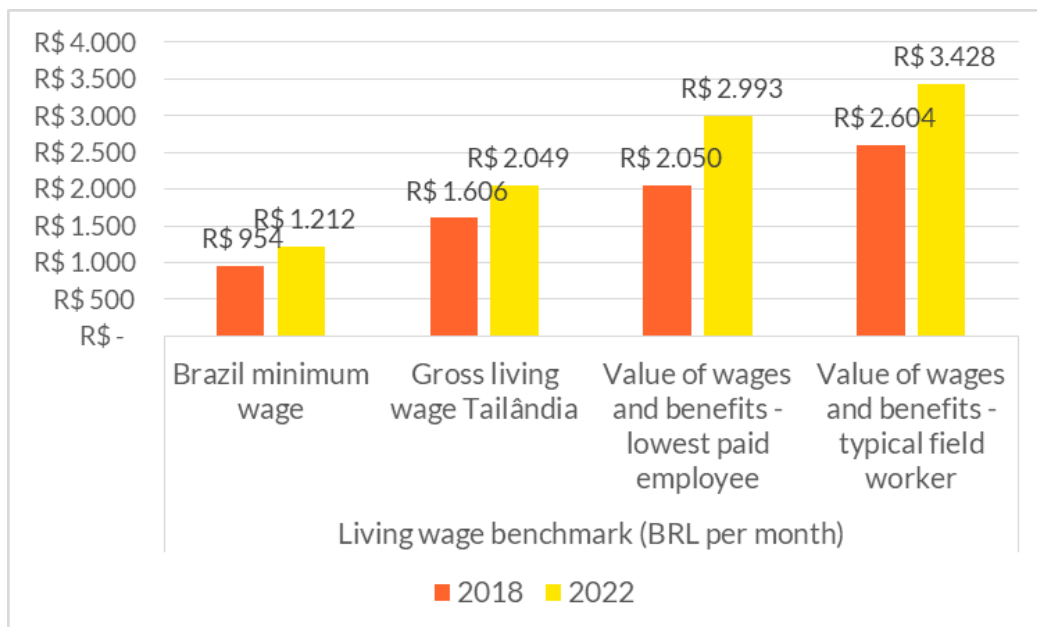


## GENDER EQUITY AND DIVERSITY

(UPDATED IN SEP 2022)

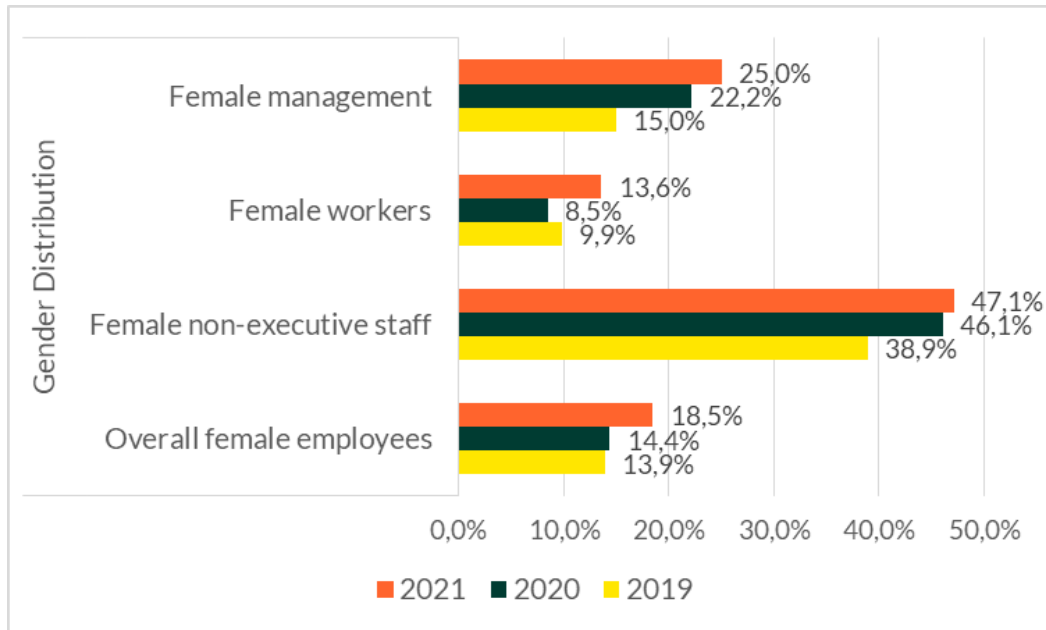
### People and Gender Diversity

All Agropalma employees are paid equally for the same work, regardless of gender. 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.



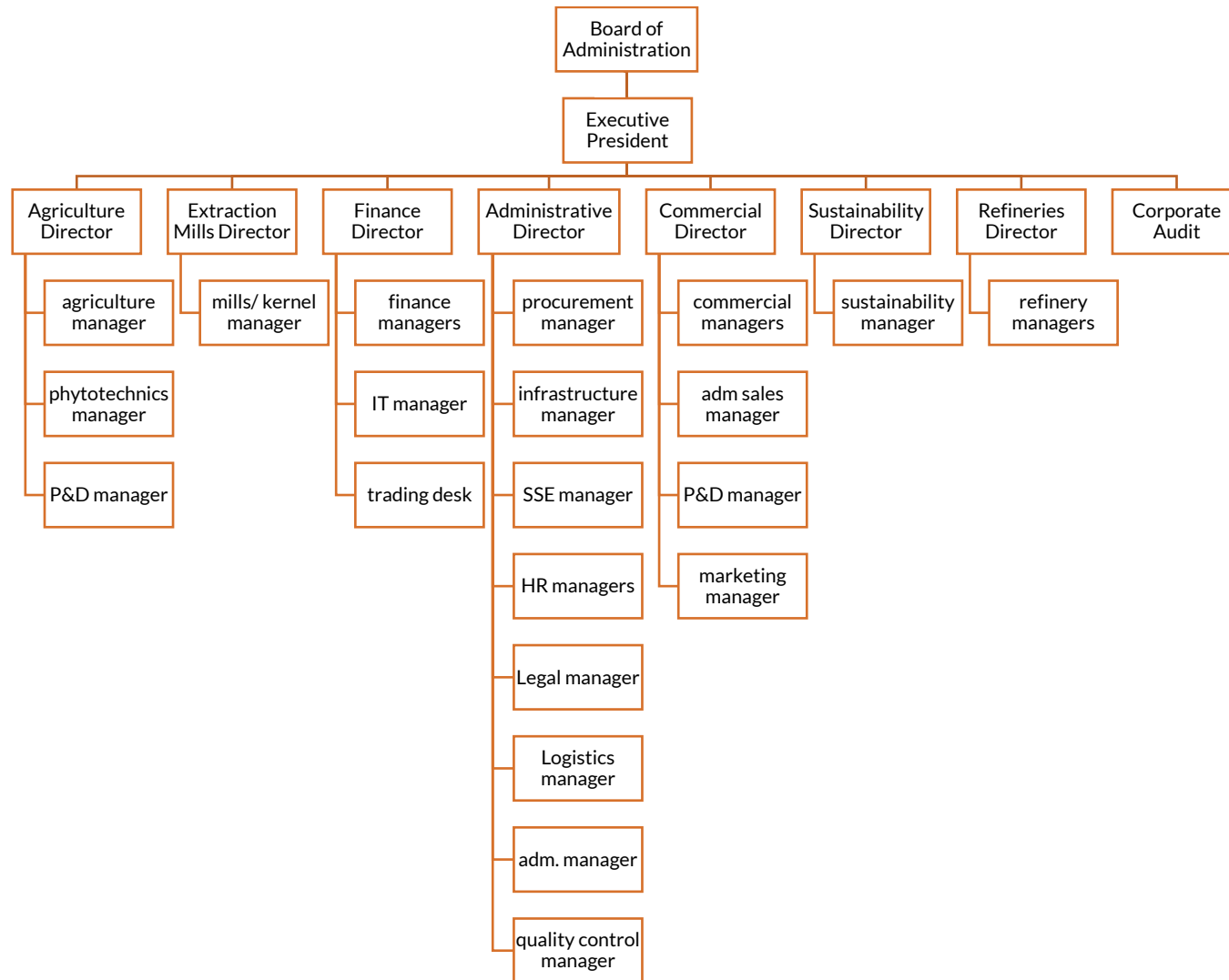
We believe that gender diversity is essential to increasing our potential talent pool and ensuring Agropalma has access to a broad skill set.

Our staff and mid-manager functions are significantly more diverse, 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 mill manager in 2021.



Our Group business strategy and development objectives are led by an experienced board that meets bimonthly. The board comprises an executive president and seven non-independent directors. All operational sites have a team of senior managers who oversee operations and share several corporate support functions such as finance, IT and group human resources.

Focusing on continuous improvement, the sustainability team has been increasingly important for strategic decision-making and, since 2020, we have, in addition to the sustainability director, a female manager with high-level responsibilities.



- summary of Agropalma chart

