



fama
re.capital
investing for change

Diversity, Equity & Inclusion Policy

Diversity, Equity & Inclusion Policy

1. Objective

The Diversity, Equity & Inclusion Policy of fama re.capital Ltda (“fama” or “Manager”) aims to establish clear and effective guidelines that promote respect for differences, the valuing of individuality, the creation of an inclusive environment where all people feel respected, heard and empowered to participate, and the promotion of equitable conditions for development and access.

fama recognizes that diversity, equity and inclusion are fundamental pillars of its organizational vision, contributing directly to building a sustainable, innovative and ethical business. These values are intrinsically connected to fama’s strategy and guide its actions to promote inclusion and equity in all dimensions.

fama recognizes that diversity, equity and inclusion are essential values for driving innovation, creativity and sustainable growth. This Policy seeks to eliminate any form of discrimination and guarantee equal opportunities in all stages and processes of people management, strengthening an organizational culture based on ethics, respect and inclusion.

It is important to highlight:

- i. B Corp Certification: we are one of only 74 asset managers in the world to obtain the certification and part of a global community of companies that use the power of business for good, this achievement reinforces our mission to promote responsible investments and generate a positive impact on society and the environment, aligning our operations with socioenvironmental and governance principles and redefining success in the business world.
- ii. Anti-racism commitment: we adopt an explicit stance to combat racism in all its forms, implementing prevention, incentive and training actions for all employees. This includes
 - a. Training and Education: ongoing awareness and education programs on unconscious bias, structural racism and inclusive practices in the corporate environment.
 - b. Prevention Policies: development of internal guidelines to prevent any manifestation of racial discrimination, with safe and effective reporting mechanisms.
 - c. Incentive Initiatives: creation of affirmative actions to ensure the inclusion and development of black talent in strategic positions.
 - d. Monitoring and Evaluation: establishment of specific targets and periodic reports on the progress of anti-racism practices, guaranteeing transparency and accountability.

The Manager's general principles in this area are:

- Reject any form of discrimination based on race, age, gender, marital status, nationality, beliefs or any other physical, social or cultural condition, considering diversity as an essential value for enriching points of view and promoting innovation.

- Consolidate a culture of respect for people and behavior that is open to diversity in all interactions with stakeholders.
- To guarantee, on the one hand, the right to effective equality of opportunity and treatment for all employees, allowing them, without exception, to develop personally and professionally and give their best. On the other hand, to avoid any kind of discrimination at work in the areas of access to employment, promotion, professional classification, training, remuneration, reconciliation of professional, family and personal life, and other working conditions.

2. fama's commitments

To implement this Policy, fama undertakes to:

- i. Promote the principle of equal opportunities, establishing measures and actions that guarantee fair and equitable treatment for all professionals, eliminating direct or indirect discrimination in processes such as recruitment, promotion, performance evaluation, training and remuneration;
- ii. Develop specific gender equity actions, ensuring that all professionals have the same conditions to grow and develop;
- iii. Create integration plans for specific groups, especially people with disabilities, promoting inclusion and accessibility in all spheres of the organization;
- iv. Fostering cultural knowledge and global inclusion, promoting learning about different cultures and practices in the countries where the company operates;
- v. Encouraging intergenerational collaboration, valuing the contributions of professionals from different age groups and backgrounds;
- vi. Ensure that the entire organization is committed to diversity, equity and inclusion, promoting respectful relationships between employees, clients, suppliers and other stakeholders;
- vii. Establish targets and metrics to monitor and evaluate progress in diversity, equity and inclusion, promoting greater accountability and transparency in the actions taken;
- viii. Implement regular training for employees, covering topics such as unconscious bias, inclusion and equity, to promote a more inclusive organizational culture;
- ix. Strengthen strategic partnerships with institutions such as “Pacto pela Promoção da Equidade Racial”, leveraging collaboration to advance Manager's DEI commitments;
- x. Disseminate and raise awareness of this Policy, ensuring all employees are aware of its principles and commitments;
- xi. Promote a safe and respectful workplace by explicitly addressing gender-based violence and harassment (GBVH), recognizing it as a critical barrier to equity and inclusion. This includes awareness-building, preventive measures, clear reporting procedures, and support for affected individuals. These actions will be integrated into training programs and ethical conduct guidelines.

3. Application

The rules set out in this Policy are mandatory for all those directly¹ or indirectly² involved in fama's activities and do not exempt compliance with other applicable legal and regulatory obligations. In the event of conflict, legislation, regulation and self-regulation shall prevail over this Policy.

Application covers all the organization's internal processes, including:

- Recruitment and selection;
- Professional development and career plans;
- Training and capacity building;
- Performance evaluation and recognition;
- Remuneration and benefits;
- Reconciling professional, personal and family life;
- Relationships with clients, suppliers and external partners.

fama is committed to applying and monitoring these principles so that they serve as an example of respect for diversity and equal opportunities and implements the necessary actions to ensure compliance. It also encourages all employees to observe these principles and to ensure that everyone is treated with respect and dignity. In this regard, fama undertakes to disseminate this Policy widely and transparently, ensuring that it is understood by all.

fama uses the Whistleblowing Channel and ethical consultations to incorporate complaints related to the principles and performance standards mentioned in this Policy.

In addition to direct contact with the Compliance & Risk Director, questions and suggestions can be sent to compliance@famarecapital.com.

It is the employee's duty to report any violation of the Code of Ethics or any internal Policies and legal or regulatory standards. The Compliance area will guarantee the anonymity of the whistleblower in good faith to avoid retaliation.

¹Partners, directors, administrators, employees and interns.

² Service providers such as consultants, auditors, and others who work on the premises of fama or provide services to the company. In some cases, they may represent fama before third parties.