



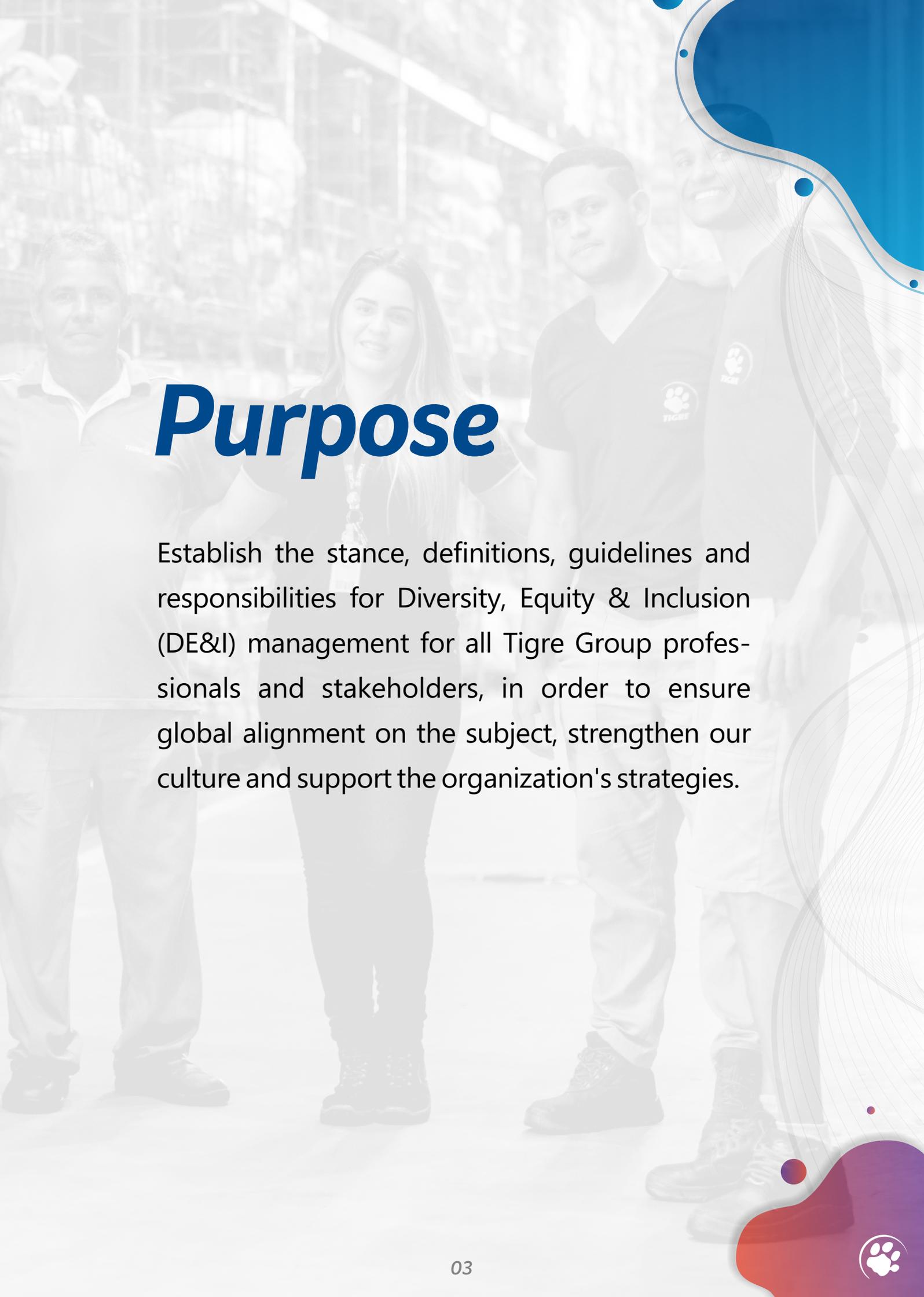
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# DIVERSITY, EQUITY AND INCLUSION POLICY

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# Purpose

Establish the stance, definitions, guidelines and responsibilities for Diversity, Equity & Inclusion (DE&I) management for all Tigre Group professionals and stakeholders, in order to ensure global alignment on the subject, strengthen our culture and support the organization's strategies.





# Definitions



## **AFFIRMATIVE ACTION:**

Set of actions focused on combating and reducing historical, persistent inequalities that affect certain groups in society.



## **ACCESSIBILITY:**

Requirements for the safe and autonomous use of spaces, furniture, equipment, buildings, transportation, information, and communication, including systems and technologies, by people with disabilities or reduced mobility.



## **HARASSMENT:**

Series of unacceptable behaviors, threats, or practices, whether a single occurrence or repeated multiple times, which aim at, result in or may result in physical, psychological, sexual, or economic harm to those affected.



## **DISCRIMINATION:**

Any distinction, exclusion or preference based on reasons of race, color, sex, religion, political opinion, national or social origin which has the effect of nullifying or altering equality of opportunity and treatment in employment and occupation.





## **DIVERSITY:**

Set of characteristics present in humanity that make us unique in interpersonal and social relationships. It is the set of differences and similarities that are present in these relationships.



## **EQUITY:**

Posibilidad de corregir las desigualdades generadas por prácticas persistentes de discriminación por medio de la gestión, de las relaciones y de medidas concretas.



## **INCLUSION:**

Effective practice of ensuring that people have equal opportunities to access employment in a respectful environment that considers their characteristics, differences and similarities, and the situations of inequality present in society.



## **PREJUDICE:**

Preconceived judgments and generalizations based on stereotypes about certain people that affect the quality of relationships and push them away, harming the victims of these stereotypes.



## **FAIR TREATMENT:**

Offering equal opportunities and expanding the sense of belonging for all people in the organization, through inclusive environments that value respect and diversity as a possibility of correcting inequalities present in society.



# DE&I governance system

## Board of Directors

- Monitor long-term DE&I guidelines.

## People, Compensation and ESG Committee

- Recommend for approval by the Board of Directors, decisions related to adherence to specific Pacts and/or Programs on the topic;
- Define quantitative goals and/or deadlines to increase diversity in Senior Management positions;
- Define criteria for the variable compensation of executives with targets related to the participation of these groups in leadership positions.

## DE&I Committee

- Advise the People, Compensation and ESG Committee regarding DE&I;
- Propose guidelines and goals for the DE&I Program;
- Ensure strategic alignment of actions with the objectives of the DE&I Program.

## DE&I Management Center

- Engage leaders and professionals from different areas to develop the DE&I Program;
- Ensure execution of the DE&I Program Action Plan.

## DE&I Squad

- Conduct activities proposed in the DE&I Program Action Plan;
- Support and/or coordinate activities related to DE&I inside and outside Tigre.

OTHER ACTORS INVOLVED IN THE SYSTEM:

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### Personnel, Internal Communication and Sustainability Area

- Lead the topic, be the internal focal point and represent the company externally;
  - Support all Governance bodies related to the DE&I Program;
  - Elaborate policies and develop projects related to the topic;
  - Support processes related to the DE&I Program;
  - Coordinate actions and guidelines among other Tigre areas.
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### Leaders and other professionals *(including interns and apprentices)*

- Contribute to compliance with the guidelines established in this Policy.
  - Promote the dissemination of a diverse and inclusive work environment and culture for all people.
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# Diversity, Equity and Inclusion Guidelines

## TIGRE GROUP'S STANCE/MANIFEST

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*"We value diversity and want to better manage the plurality of people with whom we have relationships everywhere in the world where we operate or where our brand and products are present.*

*We are committed to respecting human rights, to a diverse demographic, to the promotion of equity and respectful, inclusive, safe, and healthy environments for all people, free from discrimination and harassment.*

*We believe that promoting diversity, equity, and inclusion means consistency with our values, with an innovative organization, with a better understanding of our audiences and to obtain better results aligned with our purpose.*

*We do this with simplicity, practicing what we say, learning, having dialogues, listening, and promoting collaboration to move forward together, taking care of each other to be a responsible company in a more sustainable world."*



## DIVERSITY, EQUITY AND INCLUSION PRINCIPLES

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### WHAT WE EXPECT FROM OUR PROFESSIONALS:

- #1** Respect all people in any circumstances and in all relationships with Tigre's different internal and/or external audiences;
- #2** Encourage diversity at Tigre through the composition of teams, promoting inclusion and an environment free of any form of discrimination or harassment;
- #3** Participate in actions related to the topic in favor of a more diverse and inclusive culture and environment;
- #4** Encourage the conduction of dialogues and discussions that promote plurality, diversity, and respect between people;
- #5** Denounce any and all types of non-compliance with the principles established in this Policy or Tigre's Code of Ethics and Business Conduct.





**TIGRE  
COMMITTS TO:**

- #1** Ensure compliance with all legal obligations, regulations and Tigre's Code of Ethics and Business Conduct;
- #2** Promote a diverse, equitable, and inclusive work environment, which values and recognizes differences as an aggregating factor in the generation of shared value;
- #3** Provide safe and healthy working conditions, infrastructure and means of accessibility, so that all people are included;
- #4** Provide training to our professionals so that they understand and incorporate the stance of non-discrimination and the promotion of diversity and inclusion in daily relationships;
- #5** Ensure equal opportunity and fair treatment in the processes of recruitment, development, and promotion of professionals;
- #6** Establish and implement a structured Program to promote an inclusive organizational culture;
- #7** Encourage leadership to take affirmative action to promote diversity in the composition of teams, considering segments of the population with low representation.
- #8** Periodically and transparently communicate progress related to DE&I topics as well as provide channels to receive feedback from all stakeholders, using the information in the continuous improvement of our activities;
- #9** Support organizations and actions that value and promote diversity;
- #10** Ensure that all organizations and actions supported by Tigre consider diversity as a value, promote respect, and reduce inequalities;
- #11** Support and encourage voluntary initiatives and actions in favor of diversity in partnership with the Carlos Roberto Hansen Institute (ICRH) and/or other organizations, whenever possible.

# DIVERSITY, EQUITY AND INCLUSION PROGRAM

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In order to ensure compliance with the guidelines established in this Policy and developing the topic at Tigre Group, the Diversity, Equity and Inclusion Program was established. The Program is monitored periodically by the DE&I Committee and its purpose is to:



Define action plans, objectives, and goals related to the topic aligned with Tigre's strategy;



Promote and support initiatives that support advancement of the topic inside and outside Tigre;



Support the creation, evolution, and monitoring of Tigre's diversity indicators;



Establish Tigre's stance regarding the DE&I topic;



Support the continuous improvement of Tigre's processes, policies, and internal rules regarding DE&I topics;



Promote Tigre's campaigns and internal and external communication from a DE&I perspective.





For more information or suggestions about this Policy, please contact us by email: **[sustentabilidade@tigre.com](mailto:sustentabilidade@tigre.com)**

*Last updated: December 2023.*

*Additional documents:*

*Code of Ethics and Business Conduct and Sustainability Policy.*

*This publication contains bibliographies: ABNT NBR ISO 26000 Guidelines on Social Responsibility and International Labor Organization (ILO).*