Matueté Justice and Equity Policy

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Approval	Matueté Executive Board
Responsible area	People and Culture, with validation by the Integrity and Compliance Committee
Effective date	From the date of publication

1. Purpose and regulatory framework

This Justice, Equity, Diversity and Inclusion (JEDI) Policy aims to reinforce Matueté's commitment to promoting an ethical, respectful, safe and inclusive working environment, in which all people are treated with dignity, equal opportunities and appreciation of their individuality.

Matueté seeks to promote fair and inclusive opportunities for historically under-represented groups, including women, Black people, Indigenous people, people with disabilities, LGBTQIAPN+ people, people over 50, refugees and other groups facing barriers to access and professional development. We believe that diverse teams contribute to innovation, to building more human relationships and to the sustainable strengthening of the business.

This is a thematic policy and complements the **Matueté Integrity and Compliance Programme**, which constitutes the parent standard for conduct and investigation. For all procedures relating to conduct, the whistleblowing channel, the composition and functioning of the Committee, deadlines, protection against retaliation and the application of sanctions, this Policy refers to the Programme. This Policy covers what is specific to it: affirmative commitments, targets, indicators and engagement with the value chain. In the event of any discrepancy on matters of conduct or investigation, the Programme prevails.

2. Scope

This Policy applies to all persons covered by the definition of **Collaborators** in the **Integrity and Compliance Programme** — board members, directors, service providers, employees, collaborators, temporary staff, suppliers, students and interns — in the three companies listed therein: Matueté Expedições e Aventuras Ltda., VWD Brasil Viagens e Turismo Ltda. and Ocaporanga Serviços Imobiliários Ltda.

It applies regardless of hierarchical level or type of contract and guides Matueté's relationship with partners, suppliers and service providers throughout its entire value chain.

3. Commitment to Justice and Equity

Matueté bases its people management practices on the principles of justice, equity and respect for human rights, ensuring that all decisions relating to recruitment, hiring, development, remuneration, promotion and termination are conducted ethically and impartially, based on technical and behavioural criteria.

Pay equity. Matueté complies with Law No. 14,611/2023, which provides for equal pay between women and men for work of equal value. We reinforce our commitment to pay equality, ensuring compatible and equitable remuneration for people performing equivalent roles, regardless of gender, race, religion, sexual orientation, age, disability or any other individual characteristic.

Justice and communities. Our commitment to justice is not limited to the internal environment. In the destinations in which it operates, especially in environmentally and culturally sensitive territories, Matueté undertakes to respect the rights of local communities and Indigenous peoples, observing the free, prior and informed consent of affected communities, under the terms of ILO Convention No. 169 (Decree No. 10,088/2019), and to promote local hiring and the economic participation of communities in the tourism chain.

4. Diversity, Female Representation and Targets

Diversity is part of Matueté's culture, as we believe that getting to know the world begins with valuing the different perspectives that exist within it. In hiring and selection, we publish, in all vacancies, a statement of commitment to diversity and equity, and we screen candidates without exclusion on the grounds of age group, race, gender, sexual orientation, nationality or physical or intellectual disability.

Affirmative attraction. Beyond non-exclusionary screening — which is a passive stance —, from January 2027 Matueté will adopt active attraction measures through partnerships with employability organisations for Black people and refugees; affirmative vacancies for specific positions; diverse interview panels; and structured competency-based assessment criteria.

We recognise the challenges we still face in including under-represented groups, such as Black people, Indigenous people, people over 50, people with disabilities and refugees.

5. Measurement and Monitoring of Diversity

Matueté conducts an annual, voluntary internal diversity census and monitors a set of JEDI indicators with a baseline, targets and deadlines, covering, as a minimum: representation by hierarchical level; pay ratio by job category; turnover and promotion by diversity group; sense of belonging index segmented by group;

and reports made through the whistleblowing channel, with the respective corrective actions. These indicators will be included in the **JEDI Indicator Matrix**, from 2027.

Legal basis for data processing. The census collects sensitive personal data (race, sexual orientation, disability) and is processed on the basis of the data subject's specific and highlighted consent, under the terms of Article 11, I, of Law No. 13,709/2018 (LGPD – Brazilian General Data Protection Law). Participation is optional, by means of a separate consent form, with a specified purpose, a defined retention period, restricted access to the raw database and recording in the company's processing operations.

Statistical protection. Breakdowns with fewer than 5 respondents are neither published nor circulated internally, in order to prevent the re-identification of individuals.

6. Open Channel, Communication, Transparency and Listening

Matueté prioritises democratic communication that is open to dialogue. It maintains committees of volunteer employees on the themes of communication, internal events and social initiatives, with the autonomy to suggest, support, carry out and approve initiatives. Workplace climate surveys and the anonymous census allow suggestions and evaluations to be collected, which are analysed by the People and Culture area.

Matueté holds an annual presentation of results to all employees, showing revenue, costs, GOP and profit, as well as active projects and future projections.

In this same presentation, from 2027, Matueté will publish the JEDI indicators, progress against targets and the anonymised consolidated data from the whistleblowing channel — number of reports by category, average investigation time and corrective actions —, integrating social accountability with the economic accountability already in practice.

7. Safe Environment, Whistleblowing Channel and Non-Retaliation

Matueté does not tolerate any form of discrimination, harassment, prejudice, violence, intimidation or violation of human rights.

Channel and investigation. The receipt, investigation, deadlines, protection against retaliation and communication of outcomes fully follow the Integrity and Compliance Programme and are conducted by

the Integrity and Compliance Committee. Reports may be anonymous and are handled with confidentiality and impartiality.

Conflict of interest. When a report involves a member of the Executive Board, the Committee, the Board or the partners, the rule of recusal and investigation by an independent third party provided for in the Programme applies, in order to preserve the impartiality of the process.

8. Value Chain and Suppliers

The JEDI commitment extends to the value chain. Making use of the contractual enforceability mechanism already provided for in the Integrity and Compliance Programme — mandatory acceptance of the terms through reference in contracts, with the consequence of termination of business and future debarment in the event of refusal —, Matueté incorporates into its contracts with suppliers and partners clauses on non-discrimination, decent work, prohibition of child and forced labour and equitable remuneration.

These clauses apply to inns, hotels, guides, ground handlers and transport providers, with sample-based verification of critical suppliers. The detailed guidelines are set out in the Supplier Code of Conduct, a supporting document to this Policy.

9. Responsibilities and Final Provisions

It is the responsibility of all employees, leaders, partners and suppliers to act in accordance with the principles established in this Policy. More than a document, this is a commitment to the way we choose to exist, work and make an impact on the world.

This Policy comes into force on the date of its publication and will be reviewed at least annually by the People and Culture area, with validation by the Integrity and Compliance Committee and approval by the Executive Board, and whenever there is a relevant change in legislation.

Related standards: Matueté Integrity and Compliance Programme (parent standard); Supplier Code of Conduct; Internal Rules of the Integrity and Compliance Committee.

Approval: