
Corticeira Amorim

Diversity Policy

(Approved at the meeting of the Board of Directors of Corticeira Amorim, S.G.P.S., S.A. on 23 February 2022)

This **Diversity Policy** ("Policy") is intended to ensure compliance with the obligations arising from Decree Law 89/2017 of 28 July and Law 62/2017 of 1 August regarding diversity, the balanced representation of men and women in the Company's management and supervisory bodies and gender equality and the recommendations on good sustainable corporate governance practices, and the adoption of appropriate and inclusive people management principles.

Corticeira Amorim SGPS, S.A. ("Corticeira Amorim") respects and believes in the potential of differences between people, including in particular those relating to gender and sexual orientation, ethnicity, religion, creed, territory of origin, nationality, place of birth, culture, language, ancestry, age, marital status, family, economic or health situation, political, ideological or social orientation, personal style, academic qualifications, competences and skills.

Corticeira Amorim believes that the diversity criteria which seek to combine and integrate the specific and different attributes of each person in the Company are in fact a catalyst for innovation and a driver for attracting talent. It also believes they make a decisive contribution to enriching the organisation and promoting working environments that are more flexible, creative and generate high performance.

The diversity of the characteristics of the members of the management and supervisory bodies and employees, particularly their age, gender, geographical origin, skills, will allow Corticeira Amorim to obtain different perspectives on issues, as well as greater independence of opinions and to achieve more solid decision making. This will enable the operational structures to enrich and improve knowledge, experience and the organisational culture.

COMMITMENTS

Corticeira Amorim undertakes to make its best efforts to promote diversity in its management and supervisory bodies and among its employees, in accordance with the following fundamental criteria:

Gender: the integration into the teams of members of different genders brings together and ensures dialogue encompassing different styles of approach, reflection and action, promoting creativity and innovation;

AMORIM

Corticeira Amorim, SGPS, S.A.

Edifício Amorim I

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Sociedade Aberta

Capital Social: € 133 000 000,00

Pessoa Coletiva e Matrícula: PT500077797

C.R.C. de Santa Maria da Feira – Portugal

[instagram: amorimcork](https://www.instagram.com/amorimcork)

Age: the combination of members of different ages/generations allows us to combine the experience of some with the irreverent perspectives of others, younger persons, promoting debate, innovation and bolder, more solid and sustainable decisions;

Geographical origin: the diversity of geographical and cultural origin favours the sharing of experiences, knowledge and perspectives of the challenges, particularly international ones, and a better understanding and positioning of the organisation in the various markets;

Skills: different academic backgrounds and professional experiences tend to develop different skills and styles of action, and that, together with diverse experiences, contribute to better and more information and help achieve better decisions and action.

Inclusion: adopt measures that enable the integration of people with disabilities or special needs, promoting the adaptation of the respective jobs, whenever necessary.

Corticeira Amorim undertakes to:

- a) Ensure compliance with national and local legislation, as applicable, regarding the diversity of its Employees and to act to raise the awareness of its shareholders to the advantages of ensuring diversity in the management and supervisory bodies they have to elect;
- b) Define and implement an annual plan for gender equality, fostering and monitoring the achievement of the objectives set forth therein and the respective targets;
- c) Adopt procedures, namely those integrated in the Equality Plan and in the scope of the policy of appointments or recruitment of human resources, as the case may be, in order to seek to ensure diversity, a balanced representation of men and women and gender equality, and to prevent discrimination and differential treatment on the basis of gender, ethnicity, sexual orientation, creed, marital status, disability or special need, cultural orientation, politics or opinions of another nature, social origin and birthplace;
- d) Include the progress made on these issues in its Annual Report and/or Sustainability Report, as well as include any targets that may be set within its scope and the respective degree of compliance;
- e) Report to the Commission for Citizenship and Gender Equality, within 10 days, any change in the composition of its management and supervisory bodies;
- f) Promote integrity, rigour, individual responsibility and teamwork, encouraging diversity;
- g) Promote correctness, urbanity, and professional pride in relations with customers and suppliers, as well as respect for their rights, sensitivities, and diversity;
- h) Monitor the compliance of the measures implemented with this Policy and its alignment with the best corporate governance standards in force at any time, analysing this policy and, if applicable, reviewing it on a three-yearly basis.

REVIEW AND DISSEMINATION

This Policy was approved by the Board of Directors of Corticeira Amorim on 23 February 2022 and will be subject to review by the Board of Directors whenever it deems appropriate.

DISSEMINATION

This Policy is published on Corticeira Amorim's website.