

## COMMITMENT APEXBRASIL

### GENDER EQUITY

The search for equal opportunities and respect for all people, regardless of gender, race, age, sexual orientation, religious belief, origin or social position, or any other condition or sociocultural aspect, is one of our commitments in the management and business of ApexBrasil. Valuing diversity and promoting non-discrimination is expressed in the Agency's Code of Ethics and Compliance Program and guides us in achieving a more just, supportive, and sustainable society.

Among these human rights precepts, today we want to reinforce ApexBrasil's commitment to gender equity in its workforce and the execution of its institutional mission to promote greater participation of women in the governance of the Agency, as well as in the global economic structure, encouraging and supporting more women to act in international business.

We believe that the presence of more women in exporting, internationalizing, and attracting foreign investment is fundamental to the development of a sustainable global economy. In addition to this commitment being a means of institutionally recognizing the relevance of the theme for the Agency, it is also an opportunity to remember the decisive role that the economist, former minister, and former president of ApexBrasil, Dr. Dorothea Werneck had in the management of the Agency. In her work at the Ministry of Industry and Commerce, between 1995 and 1996, she assisted in the design of an export promotion agency focused on the small entrepreneur, marked by dynamism, and focus on results, and here we are today honoring her legacy.

Therefore, considering that:

- ApexBrasil's commitment to gender equity within its organizational structure, especially regarding the equal participation of women in leadership positions in the Agency, and we believe that this proposal for inclusion and diversity should also extend to the Agency's finalist actions;
- The importance of incorporating the gender perspective in the promotion of exports, internationalization, and the attraction of foreign investments and, consequently, promoting inclusive and sustainable global economic development, in order to distribute its benefits among all, offering equal opportunities to men and women in the labor market and in international business;
- Goal 5 of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda, which seeks to achieve gender equality and the empowerment of all women and girls;

- The Joint Declaration on Trade and Economic Empowerment of Women, on the occasion of the Ministerial Conference of the World Trade Organization (WTO) in Buenos Aires in December 2017, whose objective is to achieve the elimination of barriers to women's economic empowerment and increase the participation of women in international trade;
- ApexBrasil's ability to influence and impact its work team, its customers, partners, and suppliers, encouraging responsible social and business conduct, in order to promote a fairer and more diverse international work and business environment;

ApexBrasil undertakes to:

1. Adopt, maintain, and effectively implement laws, regulations, policies, and good practices on gender equity in its management and the execution of its institutional mission;
2. Disseminate gender equality policies and practices with its work team, customers, partners, and suppliers, and develop its capacities in this area, to achieve equal rights, treatment, and opportunities between men and women and eliminate all forms of discrimination and violence against women;
3. Promote better access of women to international business opportunities in the actions carried out or supported by the Agency, helping to overcome technical and discriminatory obstacles through the Women in International Business project, which will be launched within 90 days from the present date;
4. Carry out cooperative activities with public and private institutions, national and international, to improve the capacities and conditions of women, including workers, executives, businesswomen, and entrepreneurs, to fully access and benefit from the opportunities created for their employees in the Agency and for their clients and partnerships in the global market; and
5. Communicate broadly, voluntarily, clearly, and transparently the implementation of these commitments on its institutional website or in specific follow-up reports.

Brasilia, March 13, 2023.

**Jorge Ney Viana Macedo Neves**  
President

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