

Caixa Seguridade Participações S.A. Environmental and Climate Social Responsibility Policy

12/23/2022

1 MANAGEMENT UNIT

National Management Human Resources and Strategy

2 TARGET AUDIENCE

All Statutory Members, Managers and Employees and Collaborators of Caixa Seguridade Participações S.A.

All Nominees by Caixa Seguridade Participações S.A. in companies where it has a stake

3 REGULATION AND DOCUMENTATION USED

Law No. 13,303, of 06/30/2016

Decree No. 8.945, of 12/27/2016

SUSEP Circular No. 666, of 06/27/2022

Minutes of the Board of Directors of Caixa Seguridade Participações S.A. No. 163, of 11/08/2022

4 GOAL

Guiding the activities of Caixa Seguridade Participações S.A. (Caixa Seguridade or the Company) in the incorporation of Social, Environmental and Climate Responsibility in the strategy, management, business, products, services, processes, operations, activities and in the relationship with Stakeholders, in order to promote Sustainability and Sustainable Development.

5 DEFINITIONS

- Administrator(s) – Member(s) of the Board of Directors Executive Board.
- Senior Management - refers to the Caixa Seguridade's Board of Directors and Executive Board.
- Collaborators - These are Caixa Seguridade's service providers, suppliers, partners, interns and apprentices.
- Employee - worker with a work contract and valid employment relationship with CAIXA and who works at Caixa Seguridade units.

Caixa Seguridade Participações S.A. Environmental and Climate Social Responsibility Policy

12/23/2022

- ESG: It stands for Environmental, Social and Governance. In Portuguese it is translated as ESG, to refer to factors of an environmental, social and Corporate Governance nature in the context of business management.
- Manager - Employees occupying managerial function and Directors.
- Greenhouse Gases (GHG): gaseous substances that absorb part of the infrared radiation, emitted mainly by the Earth's surface, and make it difficult for it to escape into space. This prevents too much heat being lost to space, keeping Earth warm.
- Corporate Governance - a system through which organizations are directed, monitored and encouraged, involving practices and relationships between owners, board of directors, executive officers and control bodies. Good Corporate Governance practices convert principles into objective recommendations, aligning interests with the purpose of preserving and optimizing the organization's value, facilitating its access to capital and contributing to its longevity (Brazilian Institute of Corporate Governance - IBGC).
- Nominees - are those nominated by Caixa Seguridade to the positions of director, board of directors, fiscal council member and committee member in the Subsidiaries. Refers to the person considered to assume positions of Administrator, Fiscal Councilor and members of Committees in the Affiliates.
- Statutory Members - are members of the Senior Management, the Fiscal Council and the Audit Committee of Caixa Seguridade and its Subsidiaries and other existing or future statutory bodies.
- Social Nature – Respect, protection, promotion of fundamental rights and guarantees of common interest.
- Environmental Nature – Preservation and repair of the environment, including its recovery, when possible.
- Climate Nature – The Company's positive contribution to the transition to a low-carbon economy, in which the emission of Greenhouse Gases is reduced or compensated and the natural mechanisms for capturing these gases are preserved; and reducing the impacts caused.
- Stakeholders – Individual or group that may affect the Company, through their opinions or actions, or that may be affected by the Company. Example: Senior Management, internal public, suppliers, consumers, community, government, shareholders, among others.
- Subsidiaries - Subsidiary and/or Private Partnership companies in which Caixa Seguridade has direct or indirect interest as a shareholder, partner or quotaholder.

Caixa Seguridade Participações S.A. Environmental and Climate Social Responsibility Policy

12/23/2022

- PRSAC – Social, Environmental and Climate Responsibility Policy.
- Natural resources - are elements of nature, renewable or not, used by civilization in the search for their survival and comfort. Examples: water, petroleum-based fuels, among others.
- Environmental and Climate Social Responsibility or RSAC – It is the Company's way of managing and conducting business, incorporating socio-environmental considerations in its decision-making processes, as well as accountability for the impacts of its decisions and activities on society and the environment. This implies transparent and ethical behavior that contributes to sustainable development, complies with applicable laws and is consistent with international standards of behavior. Additionally, RSAC must be integrated throughout the Company, be practiced in its relationships and take into account the interests of Stakeholders (Source: adapted from ISO 26000 – 2011).
- Environmental Risks – Possibility of losses for the Company caused by events associated with the degradation of the environment, including the excessive use of Natural Resources.
- Weather Risks – Possibility of losses related to changes in weather patterns.
- Social Risks – Possibility of losses occurring to the Company caused by events associated with the violation of fundamental rights and guarantees or harmful acts to the common interest.
- Sustainability – Principle by which it seeks to ensure the satisfaction of present needs and prosperity, balancing social, economic, environmental and climate aspects without compromising the ability of future generations to meet their own needs.

6 PRINCIPLES

- Respect people.
- Promote opportunities to reduce social inequalities
- Respect the environment.
- Contribute to the transition to a low-carbon economy.

7 GUIDELINES

Caixa Seguridade Participações S.A. Environmental and Climate Social Responsibility Policy

12/23/2022

- 7.1 Treat all Stakeholders with equity, fairness, respect, courtesy and dignity.
- 7.2 Reject any and all violations of human rights and fundamental guarantees and acts harmful to the common interest.
- 7.3 Exercise active listening and combat all forms of prejudice, practices of discriminatory acts and constraints.
- 7.4 Recognize diversity as a catalyst for creative strength and value creation.
- 7.5 Promote accessibility to environments, products and services.
- 7.6 Provide conditions for work to be a source of well-being, growth and development.
- 7.7 Support the development of Social, Environmental and Climate skills in Statutory Members and Employees.
- 7.8 Foster the practice of volunteering.
- 7.9 Foster and support entrepreneurship, with security and protection products for the future.
- 7.10 Promote financial education, persistently and continuously, encouraging the conscious use of insurance products and services.
- 7.11 Support the development of products, services and investment in innovation in security, considering aspects of a Social, Environmental and Climate Nature.
- 7.12 Integrate aspects of a Social, Environmental and Climate Nature into the formulation, implementation and monitoring of strategic planning.
- 7.13 Engaging Stakeholders and Affiliates to adopt good Social, Environmental and Climate practices.
- 7.14 Consider the relevance of the identified risks, as well as the impacts on the Company's business in the management strategy of Social Risks, Environmental Risks and Climate Risks.
- 7.15 Communicate aspects of a Social, Environmental and Climate Nature in a transparent, continuous, effective, timely, clear, true, accurate and timely manner

Caixa Seguridade Participações S.A. Environmental and Climate Social Responsibility Policy

12/23/2022

- 7.16 Adopt criteria of a Social, Environmental and Climate Nature in the processes of purchasing and contracting goods and services.

8 APPROVAL

The Policy is reviewed every three (3) years by the Governance and Risk Board and was approved by the Board of Directors at a meeting on 09/05/2016 and updated at the meeting on 11/08/2022.