

PEOPLE MANAGEMENT AND REMUNERATION POLICY OF CAIXA SEGURIDADE PARTICIPAÇÕES S.A.

01/02/2023

1 RESPONSIBLE AREA

National Management Human Resources and Strategy.

2 COVERAGE

Employees, Management, Audit Committee members and members of Caixa Seguridade Statutory Committees.

3 REGULATION

Minutes of the Board of Directors No. 166, of December 22, 2022

Minutes of the Board of Directors No. 051, of February 6, 2018

Bylaws of Caixa Seguridade Participações S.A.

Ordinance DEST/SE/MP No. 27, of December 12, 2012

Law 13.303, of June 30, 2016

Law 13,467, of July 13, 2017

Decree 8945, of December 28, 2016.

4 GOAL

Establish principles and guidelines that guide People Management, the remuneration of Managers, Audit Committee Members, Committee members and Company Employees, in order to achieve organizational and individual objectives.

5 CONCEPTS

- **Administrator(s)** – member(s) of Senior Management;
- **Senior Management** - refers to the Caixa Seguridade's Board of Directors and Executive Board.
- **Caixa Seguridade or Company** - Caixa Seguridade Participações S.A.
- **Organizational Climate** – Set of measurable properties of the work environment perceived, directly or indirectly, by individuals who live

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and work in this environment and which influences the motivation and behavior of these people.

- **Collaborators** - These are Caixa Seguridade's service providers, suppliers, partners, interns and apprentices.
- **Statutory Committees** - independent, consultative and permanent body that advises the Board of Directors.
- **DIRIF** – Finance and Investor Relations Department
- **DIRIG** - Governance and Risk Board
- **Director** – These are the Executive Directors and the CEO.
- **Corporate Education** – Consists of a systematic process of training and Professional Development that aims to institutionalize a culture of continuous learning, providing the acquisition of new skills linked to business strategies.
- **Employee** - worker with a work contract and valid employment relationship with Caixa Econômica Federal - CAIXA and who works at Caixa Seguridade units.
- **GERES** - National Management of Human Resources and Strategy
- **People Management** – It is the association of defined skills and methods, policies, techniques and practices, with the objective of managing internal behaviors and enhancing the Company's human capital.
- **Manager** – Every Employee who occupies a managerial position and the Directors.
- **Effectiveness Indicator** - It is the indicator that measures the difference between the current situation and the desired one. Measures the achievement of the policy objective.
- **Subsidiaries** - are the companies in which Caixa Seguridade has direct or indirect interest as a shareholder, partner or quotaholder.
- **PLR** – Profit Sharing.
- **Workstation** – Space occupied by each Employee in the Company, consisting of a set of attributions and contexts with different degrees of responsibility, complexity and nature.
- **RGD** – Global Compensation of Managers, Board of Directors, Fiscal Council and members of Statutory Committees.
- **SEST** - Secretariat for Coordination and Governance of State-owned Companies.
- **SUTCO** - National Superintendence of Taxes, Controllershship and Accounting.

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6 PRINCIPLES

6.1 WORK AS A SOURCE OF WELL-BEING

Organizational environment that favors job satisfaction, seen as a source of pleasure, well-being, growth and freedom, anchored in respect and recognition.

6.2 DIVERSITY AS A CREATIVE FORCE

Organizational integration presupposes the enhancement of differences as a creative force and absolute respect for human beings, in all their diversity, contributing to the construction of a rich, stimulating and representative organizational environment of the human face, free of prejudice and discriminatory practices of any kind of nature.

6.3 MANAGEMENT BY SKILLS AND MERITS

People Management practices are guided by the convergence between organizational and personal skills and the recognition and appreciation of professional merit.

6.4 ACTIVE LISTENING

The exercise of active listening enables the participation of Employees and Collaborators in the decision-making process, as it understands that participatory management strengthens engagement and innovation.

6.5 SHARED PRACTICE

People Management is a practice shared by everyone in the Company: Employees, Managers and Administrators.

6.6 ETHICS AND INTEGRATED CONDUCT

All organizational activity is guided by ethics and honest conduct in business and relationships, in all its dimensions.

6.7 STRATEGIC PEOPLE MANAGEMENT

The People Management strategy articulates the addressing of People Management actions to support the culture, organizational and business strategy.

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7 GUIDELINES

7.1 LEADERSHIP

The Senior Management and the Company's Managers are committed to the Personnel Management and Compensation Policy and seek consistency between speech and practice, with zeal and rigor in its application in the organizational routine.

7.2 COMMUNICATION

Communication is oriented towards the integration of different areas and segments of the Company.

Communication is agile and supported by adequate instruments.

The Company's actions and decisions are communicated in a timely, clear and transparent manner.

7.3 ORGANIZATIONAL CLIMATE

The Organizational Climate is guided by leadership credibility, impartiality, respect and a healthy and constructive relationship with work and colleagues.

The Company encourages the social integration of teams, a key factor in maintaining an Organizational Climate based on trust and mutual engagement.

The constant recognition of individual and team contributions, on all work fronts, contributes to the creation of a stimulating and productive work environment.

The Company encourages the celebration of results to raise levels of satisfaction and stimulate the constant improvement of work.

The Company values special dates and moments as a way to re-signify the work experience and the qualification of internal relationships.

The Company periodically consults Employees on the Organizational Climate as a way of guiding management towards the constant improvement of work environments.

The Company reviews People Management standards and practices based on the results of Organizational Climate surveys, with a view to correcting the course.

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The maintenance and constant improvement of the Organizational Climate is the co-responsibility of Senior Management, Managers and technical staff.

7.4 HEALTH AND PHYSICAL AND SOCIAL WELL-BEING

The Company supports the inspection and maintenance of work environments compatible with the legislation on health and safety at work.

The Company maintains physical work environments favorable to the maintenance of health and well-being, with ergonomics and favoring interactions for a harmonious and productive coexistence.

The Company encourages the adoption of a healthy lifestyle and the promotion of the integral well-being of its Employees.

The Company supports internal actions to encourage health and quality of life.

The Company recommends reconciling personal and professional life, which is a practice of organizational reciprocity and should be encouraged and made possible.

The Company encourages respect for the working hours defined for each Work Post and defines mechanisms to avoid extrapolation.

The Company seeks to modernize its equipment, in line with market innovations, in order to enable innovation and constant improvement of working conditions.

7.5 PROFESSIONAL PERFORMANCE

The Workstations are constituted and managed in order to allow high performance performance, based on challenge and innovation.

Professional performance is guided by clear and transparent work agreements and defined competences based on the organizational strategy, which is revised whenever necessary.

Performance management at the Company includes evaluation, assisted monitoring and application of consequences, with constant feedback by Directors, Managers and Employees

Performance assessment tools are integrated to ensure process efficiency.

The performance assessment takes place at least once a year to analyze individual and team progress and its impact on the Company's results.

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7.6 CAREER DEVELOPMENT

Career development is guided by the skills and merit of Employees.

The Company seeks to align plans for suitable positions and functions according to the organizational strategy.

Career development presupposes the assumption of increasingly complex challenges, being the result of an individual decision and supported by the Company.

The Company supports career management by investing in training, expanded education and assisted guidance.

Succession is the natural path to professional advancement at the Company, which invests in the development of its Employees to assume key positions in the future.

7.7 CORPORATIVE EDUCATION

Corporate Education is oriented towards developing the skills required for success in business.

Corporate Education includes investment in training, as a short-term strategy, and expanded training, as a medium and long-term strategy linked to career management.

The Company offers educational solutions that are flexible to the personal and professional needs and to the learning individuality of each Employee.

Corporate Education includes the development of Employee skills to act as representatives of the Company in its Affiliates.

Measuring the effectiveness of Corporate Education reaches its impact on business results.

7.8 REMUNERATION AND BENEFITS FOR EMPLOYEES

Compensation policies and benefit packages are aligned with the practices adopted by the parent company Caixa and best market practices, such as a strategy for attracting and retaining people.

The benefit packages are defined to meet the objectives of individuals and the Company.

Compensation includes a fixed and variable portion according to attributions, performance and results achieved.

The bonus is one of the consequences of performance management with a view to encouraging the overcoming of results.

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7.9 REMUNERATION OF ADMINISTRATORS, FISCAL DIRECTORS AND MEMBERS OF CAIXA SEGURIDADE'S STATUTORY COMMITTEES

The remuneration instrument for Caixa Seguridade's Directors, Audit Committee members and Statutory Committee members is capable of attracting and retaining qualified executives for the exercise of the position, in order to recognize them through a meritocratic remuneration program and encourage them to execute the company's strategy in the short, medium and long term, with a focus on creating sustainable value and in line with the interests of shareholders and the Company's values.

The RGD will be approved annually by the Company's General Meeting in accordance with the guidelines of the regulatory body (SEST), the parent company CAIXA and current legislation, taking into account the attributions and responsibilities inherent to the exercise of the position and market practices, as well as the guidelines of the Company's risk management, internal controls and Compliance policies.

The members of the Board of Directors and Audit Committee will receive a fixed monthly remuneration in order to remunerate them for the services rendered to the Company compatible with their attributions and responsibilities under the terms of the applicable legislation.

The members of the Statutory Committees may receive remuneration in accordance with the applicable legislation.

The Company will have a variable remuneration instrument applied to managers, provided that it is approved by the competent bodies, and part of this remuneration will be directly linked to the performance of each manager in order to promote the implementation of the corporate strategy, the achievement and overcoming of results and the sustainability of the business.

The payment of the Variable Compensation to the directors is part in cash and the other in deferred installments, as approved by the competent authorities, and is conditioned to the previous distribution of dividends and PLR to the Company's employees.

7.10 TEAM FORMATION

The sizing and recruitment of personnel are based on the Company's business strategy and seek to establish an adequate staff with the desired profile.

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Personnel recruitment can be internal, within the conglomerate, or external, in accordance with applicable legislation.

Appropriate selection models are implemented to verify the required competency profiles.

The Company ensures clarity and transparency in access to positions and functions.

Succession and career development of employees are key elements of the selection models, with direct access possibilities for successors to positions and functions.

The selection models contemplate the provision of employees, when applicable, according to the business strategy and applicable legislation.

7.11 ETHICS AND INTEGRATED CONDUCT

Ethical values and standards of conduct are clearly communicated to all Managers, Employees, Collaborators and partners.

The Company implements periodic training with a view to high ethical behavior and respect for rules of conduct.

A whistleblowing channel is made available, with secrecy and protection assured to whistleblowers, in order to avoid any type of reprisals.

The Company acts in the resolution of controversies, in order to promote the appeasement of conflicts arising from labor relations, especially the perception of injustice.

7.12 PERSONNEL DISMISSAL

Dismissal of personnel is managed in order to ensure the preservation of knowledge and skills in the Company.

Reflection activities on retirement as a new life cycle are offered to Employees to support the decision to leave the Company.

Relocation within the Company is assisted, with support and guidance.

8 EFFECTIVENESS INDICATORS

The Effectiveness Indicators of this Policy are:

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Organizational Climate Increase in the general arithmetic average of the Organizational Climate Survey, with improvement targets defined in the Company's strategic planning.

Execution of the Individual Development Plan: Total actions completed divided by total actions planned for the period.

Performance Evaluation Average result of the performance evaluation, obtained through performance by objectives, unit performance and style evaluation (competences), each period.

9 RESPONSIBILITIES

9.1 BOARD OF DIRECTORS

Discuss, approve and monitor the People Management Policy and remuneration of Managers, Audit Committee members, members of Statutory Committees and employees.

9.2 PEOPLE, ELIGIBILITY, SUCCESSION AND REMUNERATION COMMITTEE

Assist the Board of Directors in evaluating proposals relating to personnel policy and in their follow-up.

9.3 EXECUTIVE BOARD

Approve norms related to the topics of this policy.

Decide on the personnel budget.

9.4 DIRIG/GERES

Propose updates to this Policy, whenever necessary.

Develop, propose and maintain solutions for the implementation of the principles and guidelines of this Policy.

Coordinate internal communication related to People Management and internal marketing.

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Support Managers in People Management actions.

9.5 DIRIF/SUTCO

Develop and maintain mechanisms for evaluating the performance of units, an essential requirement for identifying the performance of people and teams.

9.6 ADMINISTRATORS, MANAGERS AND EMPLOYEES

Ensure compliance with this policy and resulting rules.

10 APPROVAL

The Personnel Management and Compensation Policy is reviewed whenever necessary by the Governance and Risks Board and was approved by the Board of Directors at a meeting on 02/06/2018 and updated to reflect the decisions of the collegiate itself.