

DIVERSITY, EQUITY AND INCLUSION POLICY OF SURA ASSET MANAGEMENT

Purpose:

The purpose of this policy is to establish the guidelines and directives to ensure practices and an environment of diversity, equity, inclusion, and non-discrimination within SURA Asset Management and its subsidiaries, in alignment with our organizational culture.

We firmly believe that diversity, equity, and inclusion foster empathy, contribute to a better work environment, strengthen employee engagement, help attract and retain talent, build long-term relationships of trust between the company and its stakeholders, promote innovation, and enable us to perform successfully in a constantly evolving society.

This policy is inspired by our corporate principles of equity, transparency, respect, and responsibility.

Scope:

This policy applies to all operations of SURA Asset Management and its subsidiaries, as well as to all company interactions with employees, outsourced service providers, shareholders, members of Boards of Directors or Management Councils, clients, suppliers, communities of influence, and, in general, all company stakeholders.

Definitions:

Diversity: We understand diversity as the range of unique characteristics that distinguish every individual, both visible and invisible.

When we speak of diversity, we value the attributes of employees, clients, and other stakeholders related to their identity, culture, beliefs, ways of thinking, cognitive abilities, geographic location, age, gender, race, sexual orientation, family structure, among others.

Equity: Equity is one of our Corporate Principles. We understand it as fair and balanced treatment toward all people, regardless of their conditions or characteristics.

Inclusion: We understand inclusion as the set of internal and external practices aimed at eliminating barriers and ensuring that all individuals can fully participate in the organization and in society, have equal access to opportunities, feel valued and respected, and have the conditions to develop comprehensively, while respecting their individuality and fostering a sense of belonging.

Our Commitment:

- We respect and value the individual differences that make people unique. These include, but are not limited to, gender, age, race, ethnicity, nationality, education, sexual orientation, cognitive or physical abilities, religion, beliefs, ways of

thinking, appearance, values, language, marital status, family structure, functional experience, work role, socioeconomic characteristics, and demographics.

- We explicitly reject any form of discrimination, mistreatment, or violence for any reason. We understand discrimination as any act, policy, or verbal, non-verbal, or written expression that implies unfair, inequitable, or degrading treatment toward a person or group of people.
- We treat everyone with equal respect and dignity, ensuring an environment that upholds their physical and moral integrity. We do not tolerate any form of intimidation, degrading treatment, harassment, abuse, isolation, or any other behavior that goes against the fundamental principles of human rights, diversity, equity, and inclusion.
- We do not use any kind of language—oral, written, gestural, or visual—that is sexist, prejudiced, discriminatory, biased, or disparaging in our internal and external communications, whether formal or informal. We promote the use of inclusive and neutral language.
- We foster an environment of harmony, respect, and positive coexistence, where individual differences are understood, accepted, and valued, and where reasonable accommodations can be made to meet specific individual needs.
- We ensure equitable opportunities for development for all employees and applicable stakeholders, conducting evaluations strictly based on professional skills, competencies, and abilities.
- We encourage the formation of diverse work teams and the equitable distribution of responsibilities.
- Our talent attraction, selection, hiring, retention, and development processes, as well as our evaluation, promotion, and compensation practices, are strictly based on professional criteria related to skills, competencies, and performance. We establish the necessary measures and actions to achieve real equality of treatment and equity of opportunities among all employees.
- The selection and succession process for members of our Board of Directors is based solely on the personal and professional skills and competencies of its members and is therefore consistent with this Corporate Policy.
- At SURA Asset Management, we recognize the importance of promoting balance in meeting the needs of our talent. We promote flexible and equitable measures and solutions that enable the reconciliation of different aspects of life (work, personal, and family), providing security and peace of mind for optimal performance.
- We manage infrastructure modifications or reasonable accommodations, according to available resources, when required to remove access barriers or physical environment limitations.
- We raise awareness and train our teams, creating spaces for dialogue and reflection to ensure the effective implementation of diversity and inclusion

concepts and compliance with this policy.

- We maintain a rigorous process to identify key gaps in diversity and inclusion and implement action plans based on defined priorities.

Governance Framework:

SURA Asset Management's operations will establish a Diversity and Inclusion Committee. This Committee must include representation from various areas of the company, including Human Management and Sustainability. Its main role is to ensure compliance with this policy, define action plans to close existing gaps, coordinate with all areas involved in the respective plans, and generally promote initiatives across the company that guarantee diversity and inclusion.

Reporting Mechanisms

In the event of experiencing or witnessing a breach of this policy, any employee or individual (for stakeholders other than employees) may report the incident to the Human Management area, the Diversity and Inclusion Committee, or through the Ethics Line.

No one will suffer retaliation for filing a complaint or report, and the confidentiality of the person submitting the claim or report will be maintained.