

at: Ma
y: Boa
nsible:

Regulations of the Sustainability and Corporate Governance Committee SURA Asset Management

The Sustainability and Corporate Governance Committee, hereinafter referred to as the Committee, is a management support body carried out by the Board of Directors, to which responsibilities are attributed aimed at promoting the adoption, monitoring, improvement of practices and the management of sustainable development and corporate governance of the Company.

The purpose of the Committee is to promote the adoption of policies, procedures, and other standards aimed at good governance and sustainable development, so that the Company continues to adequately carry out its corporate purpose and fully achieve its objectives within the statutory and legal framework that governs its activity.

The Sustainability and Corporate Governance Committee does not replace the responsibility of the Board of Directors and the Administration in the supervision and implementation of good corporate governance and sustainability practices. In this sense, its responsibility will be limited to supporting the governing body in decision-making.

CHAPTER ONE

PURPOSE, SCOPE OF APPLICATION, TYPES OF MEETINGS, SCHEDULE, INVITATIONS TO THE MEETINGS AND QUORUM

ARTICLE 1.- Purpose:

The purpose of these Regulations is to determine the principles of action of the Sustainability and Corporate Governance Committee of Sura Asset Management, the basic rules of its organization and operation, and the rules of conduct of its members.

ARTICLE 2.- Scope of application:

These Regulations are of general and mandatory application of all the members of Sura Asset Management's Sustainability and Corporate Governance Committee, as well as the Company's Management in its interactions with the Committee.

ARTICLE 3.- Types of meetings, venue and schedule:

The Committee will meet in ordinary manner at least three (3) times a year or more when circumstances so require.

The Committee will meet at the registered office or in any of the countries in which the Company's administration is exercised, wherever activities are carried out in the development of its corporate purpose, at affiliated or subsidiary companies or at the place, date and time determined by the Committee.

In addition to in person meetings, the Committee may hold virtual meetings or make decisions through virtual means that allow simultaneous or successive interaction of members, in accordance with the current regulations.

The Committee will be convened through the Secretary of the Board of Directors, at the request of two (2) of its members, the Company's Administration or the Company's Board of Directors.

At the end of each year, the Board of Directors will determine the dates of the ordinary meetings of the Committee to be held during the following year.

ARTICLE 4.- How will the meetings be convened:

The invitation to the meetings, both ordinary and extraordinary, will be made via communication sent by the Secretary of the Board of Directors to each of the members not less than five (5) calendar days prior to the date of the meeting; such communication may be sent by any suitable means, such as fax or e-mail.

ARTICLE 5.- Content of the invitation to the meetings:

The invitation to the meetings of the Committee must contain at least the general information, place, date, time, as well as the agenda that the Committee will deal with on each occasion.

ARTICLE 6.- Deliberative and decision-making quorum:

For both ordinary and extraordinary meetings, there will be a quorum to deliberate with most of its members present. Decisions will be taken by a simple majority of those present. In the event of a tie, the matter shall be submitted to the Board for consideration.

CHAPTER TWO RESPONSIBILITIES OF THE COMMITTEE

ARTICLE 7. – Responsibilities of the Committee:

The responsibilities of the Committee are classified into three groups, as follows:

a) Responsibilities in relation to the Board of Directors:

1. Supervise and evaluate the management of the Board of Directors and its committees.
2. Identify and manage the existence of conflicts of interest of the members of the Board of Directors and prevent the improper use of privileged information.
3. Monitor attendance and participation at Board meetings by Directors.
4. Review and manage the annual Board of Directors self-evaluation process and the fulfillment of its functions, ensuring that the improvements or recommendations resulting from the evaluations made to the Board itself as a team and to each of its members, are incorporated in a timely manner.
5. Oversee the actions related to the members of the Board of Directors' conduct that may be contrary to the provisions of the Articles of Association, the Regulations of the Board of Directors and other internal regulations, in which case, the Board shall be informed when the Committee deems necessary.
6. Oversee periodically the negotiations carried out by the members of the Board of Directors with shares issued by the Company.
7. Supervise compliance with the requirements and procedures applicable to the nomination and election process of the members of the Company's Board of Directors.
8. Coordinate the onboarding process of the new members of the Board of Directors and enable training and updating on issues related to the competencies of the Board of

Directors.

9. Assess the composition of the Board of Directors and the remuneration of its members, preparing recommendations and proposals in this regard to be presented by the Board of Directors to the Company's Shareholders' Meeting.
10. Evaluate the proposals submitted by the shareholders regarding candidates to the Company's Board of Directors, determining whether they fit the established profile and meet the selection and independence criteria established in the general policy for the appointment, remuneration and succession of the members of the Board of Directors of SURA Asset Management S.A. and in the Company's Code of Good Corporate Governance.
11. Comply with the functions that, in terms of succession of the members of the Board of Directors, are established in the general policy for the appointment, remuneration and succession of the members of the Board of Directors of SURA Asset Management S.A.

b) Responsibilities in relation to the Administration:

Constitute an Ethics Committee when the reported fact involves the President, Vice Presidents or Auditor of the Company.

c) Responsibilities in relation to the Good Governance of the Company:

1. Monitor the Company's performance in terms of Corporate Governance, in accordance with the following methodology:
 - a. Be informed about:
 - i. Relevant information events that have been disclosed to the market by the Company or its parent company, in relation to matters related to the Company and its affiliates and subsidiaries.
 - ii. Situations on any conflicts of interest on behalf of the Directors regarding the Company.
 - iii. Regulatory developments in the field of Corporate Governance.
 - b. The Committee will review and approve the Annual Corporate Governance Report that is presented each year at the General Shareholders' Meeting, prior to its incorporation into the Company's Management Report.
2. Identify and manage any conflicts of interest of the Company's shareholders and investors and thus prevent the improper use of privileged information they may use.
3. Supervise the operation of the company's website and other mechanisms for disseminating information.

4. Ensure that shareholders and the market in general have access to the Company's information, that may need to be disclosed, in a complete, truthful and timely manner.
5. Monitor compliance with the Code of Good Corporate Governance and propose reforms, adjustments, and modifications to its text.
6. Attend within ten (10) calendar days following the shareholders and Investors' claims that consider the Company does not apply the adopted Corporate Governance policies.
7. Study the proposals for amendments to the Code of Good Corporate Governance that are related to the good governance of the company and submit them for the consideration of the Board of Directors for modifications, updates and repeals of the provisions related to Corporate Governance.
8. Review that the Company's Corporate Governance practices, its business and its administrative conduct and behavior are in accordance with the provisions of the Code of Good Corporate Governance and other applicable external and internal rules and regulations.

d) Responsibilities in relation to Sustainability:

1. Support the management carried out by the Board of Directors and provide guidelines to the Administration related to the sustainability of the Company.
2. Guide the Administration in the adoption, follow-up and improvement of environmental, economic and social practices.
3. Ensure that sustainability and corporate social responsibility are part of the long-term strategy of the Company and the Business Group.
4. Review the Company's social investment and sustainability commitments and policies periodically, considering the responsibilities assumed towards its stakeholders and the strategy to be followed by observing trends and best practices.
5. Ensure compliance with the commitments, policies and other internal rules defined by the Company, in terms of sustainability and responsible social investment.
6. Present to the Board of Directors in the Annual Corporate Governance Report, a chapter on Sustainability.

CHAPTER THREE **COMPOSITION AND THE RULES OF MEETINGS**

ARTICLE 8.- Composition:

The Committee will be made up of at least three (3) independent or patrimonial members of

the Board of Directors, or their alternates, of which at least one (1) shall be independent. The President of the Company and the Vice Presidents of Legal and Compliance and Human Talent will attend as guests. The Secretary General of the Company shall act as Secretary. They have voice but not vote at the meetings of the Committee.

The members will be elected by the Board of Directors and shall serve a period of two years and their remuneration shall be determined based on the provisions of the General Policy for the Appointment, Remuneration and Succession of the members of the Board of Directors of the Company.

The Chair of the Committee will be elected from the members of the Committee.

For the election of the members of the Committee, the Board of Directors will take into consideration the profiles, knowledge and professional experience of the members in relation to the subject matter of the Committee.

ARTICLE 9.- Attendance to the meetings:

All its members will be invited to all meetings of the Committee, including the President and the Vice Presidents of Legal and Compliance and Human Talent of the Company, to maintain the level and continuity in the information and analysis of the matters that this Committee is responsible for deciding. The President and Vice-Presidents of the Company's Legal and Compliance and Human Talent will have voice but no vote.

In addition, the individuals whose attendance is considered necessary and appropriate for the development of the meeting may attend as guests.

ARTICLE 10.- Agenda of the meeting:

The agenda of the meeting will be organized by the Secretary of the Committee, in accordance with the instructions of the members of the Committee, considering the requests of the Company's Administration. In all cases, the members of the Committee must be sent the supporting material and information available with respect to each topic to be worked on at the respective meeting.

The members of the Committee may request that other matters be included in the agenda, submitting it to the Secretary of the Committee for inclusion in the next meeting or its scheduling for a subsequent meeting, always informing the members with the required detail of the decision made.

The agenda must always include an item assigned to issues of the President of Sura Asset Management, so that together with the Vice President of Legal and Compliance or the Vice President of Human Talent can present a report on activities related to the management of Corporate Governance in the Company, sustainable development, or refers to those last-minute issues that must be addressed within the scope of the Committee's competence.

The agenda may be modified, even after the members of the Committee have been invited, if in the opinion of the Chair of the Committee, the importance of the topics so requires.

In any case, and by agreement of the Committee itself, new topics may be included even during the development of the respective meetings.

ARTICLE 11.- Agenda of the meeting:

The agenda of the meeting must include at least the following matters:

1. Approval of the agenda.
2. Approval of the previous minutes.
3. Committee members' issues.
4. President of the Company's issues.
5. Topics for approval by the Committee.
6. Informative topics.

ARTICLE 12.- Minutes:

The Secretary shall produce minutes of each meeting, in which the decisions of the Committee will be recorded. The minutes will be identified with consecutive numbering and will be deposited in the book or archive keeping said documents for the appropriate purposes. The minutes will be signed by the attending members, the President of the Company and the Secretary.

The minutes will be available to the members of the Board of Directors, who may request a copy from the Secretary of the Committee. The minutes will subject to the same demands and requirements as those applicable to the minutes of the Board of Directors.

The documents known to the Committee that are the basis of its decisions shall form an integral part of the minutes and shall be considered as annexes thereto.

CHAPTER FOUR **THE CHAIRPERSON AND SECRETARY OF THE COMMITTEE**

ARTICLE 13.- Chair of the Committee:

The Committee shall elect a Chairperson from among its members, who will have the function of chairing and directing the ordinary and extraordinary meetings of the Committee. Will be elected for a period of two (2) years and has the responsibility of moderating the discussions of the Committee.

ARTICLE 14.- Secretary of the Committee:

The Secretary General of the Company will act as Secretary of the Committee. Who will be responsible for supporting the President of the Committee and must ensure its proper functioning, taking special care in providing the members with the necessary advice and information. The Secretary will also be responsible preserving the documentation, will properly reflect in the minutes the development of the sessions and will attest to the decisions of this support body.

CHAPTER FIVE

QUALITY, RESPONSIBILITIES, INABILITIES, PRINCIPLES OF ACTION AND SANCTIONS OF THE MEMBERS OF THE COMMITTEE

ARTICLE 15.- Quality, responsibilities, inabilities and incompatibilities:

The members of the Committee shall not have any employment relationship with the Company. Their responsibilities, as well as inabilities and incompatibilities, will be governed by the rules applicable in the matter.

ARTICLE 16.- Principles of action of the Members of the Committee:

To maintain the greatest objectivity, independence and knowledge regarding decision-making, the members of the Committee must be governed, individually and as a collegiate body, by the following principles:

1. They may not act in the interests of any shareholder or groups of shareholders.
2. They must perform their duties in good faith, independently, with due diligence and care, always ensuring that their decisions are in the best interests of the Company and its shareholders.
3. They will treat all shareholders in their decisions in an equitable and fair manner.
4. They will promote, as far as their functions are concerned, compliant with the law, the Articles of Association, the Code of Good Governance, the Code of Conduct and other regulations of the Company.
5. They will exercise their post in an objective, impartial and autonomous manner when establishing general guidelines.
6. They will know the financial and operational condition of the Company and the most important segments of its businesses. Information on such matters shall be received at the meetings of the Board and shall be channeled through the Secretariat of the Company.
7. They will attend and actively participate in the meetings of the Committee, knowing and

reviewing in advance the study and analysis material for the meetings, which will be provided by the management of the Company in an appropriate and timely manner.

8. They will avoid any situation of real or potential conflict between their duties to the Company and their personal interests. Inform the Board of Directors in due time of any situation that may involve a conflict of interest with the Company or their subordinates and, in general, they will try to abstain from attending, intervening or voting in the deliberations on the matter that generates a conflict for them.
9. In matters not of public knowledge, they shall maintain the Committee's deliberations secret and, in general, shall refrain from disclosing information to which they have had access in the course of their duties.
10. The actions they carry out before the Company will seek the general interest of the Company and will not obey private interests.
11. As a collegiate body, they will limit themselves to establishing general guidelines, proposals or initiatives on administrative matters within the competence of the Company's administration.

ARTICLE 17.- Access to information:

For the full performance of its functions, the Company shall guarantee to the Committee, within the scope of its competence, access to the Company's necessary information, except in the case of confidential information in accordance with the Law and the Bylaws.

ARTICLE 18.- Loss of membership status:

Failure to attend, without justified reason, three (3) sessions of the Committee, in an annual period, may be cause for loss of the status of member of the Board of Directors and, consequently, of the Committee, at the proposal of the President of the Board.

If the applicable regulations provide for a more restrictive provision in this regard, such provision shall apply.

CHAPTER SIX OTHER PROVISIONS

ARTICLE 19. – Support from Senior Management:

The Committee may request, at any time, the support, as required or on a permanent basis, of members of the Administration with experience in the matters within its competence.

In such a case, the Company shall provide the relevant technical and human resources to meet the Committee's request.

ARTICLE 20.- Hiring of external advisors:

The Committee may request the Board of Directors to hire external advisors, when it deems it necessary to fulfill its functions.

The request for the hiring of external advisors must be in writing, indicating at least the following:

1. Reasons justifying the hiring for the full performance of the functions entrusted to the Committee.
2. Presentation of several candidates together with their respective economic demands. Candidates nominated as potential candidates must be qualified professionals, recognized as such in accordance with the Law and must meet the requirements set forth by the Company's recruitment rules.
3. Declaration of no conflict of interest with potential candidates.

ARTICLE 21.- Communication of the Committee's decisions:

The Chair of the Committee or, in his absence, a member of the committee must present to the Board at its next meeting the decisions adopted by this body for consideration by the Board of Directors and, where appropriate, adopted by the Board.

ARTICLE 21.- Strategic decisions:

The Committee may recommend to the Board of Directors of the Company that a decision emanating from the Committee be considered "strategic" and, depending on the instructions by the Board of Directors, measures will be available to publish them. The "strategic" character may be temporary or permanent.

ARTICLE 22.- Interpretation and priority:

The applicable legislation, the Code of Good Governance and the Bylaws shall prevail over these Regulations in the event of any gap, inconsistency or conflict.