

POLICY

#SYSTEM

*Social,
Environmental and
Climate
Responsibility Policy
(Sustainability Policy)*

Area: Sustainability Management

*Subject: Social, Environmental and
Climate Responsibility - Sustainability*

Scope: System





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1. Purpose

Establish governance for sustainability, principles and guidelines of a social, environmental and climate nature, applicable to all levels and Entities at Sicredi, in order to steer decision-making in conducting business, in establishing financial and non-financial solutions, activities, processes and in the relationship with our stakeholders.



2. Definitions



Social Nature: it is based on respecting, protecting and promoting the fundamental rights and guarantees of employees, associates and other interested parties, with a focus on the social development of communities.



Environmental Nature: it is based on preserving and repairing the environment, including its recovery, whenever possible.



Climatic Nature: it is any and all positive contributions to issues related to the climate crisis.



Economic Nature: offer financial and non-financial solutions with local impact in a genuine, prosperous and sustainable way.



Interested Parties: our employees, associates, suppliers, service providers, partners, communities where we operate, regulatory and class institutions, multilateral organizations, as well as other interested parties identified by the System Entities.



Sustainability¹ at Sicredi: it means managing the business with a focus on expanding the positive economic, social, environmental and climate impact, reducing adverse impacts and generating value for our associates, employees, communities and other stakeholders.

¹ For the purposes of CMN Resolution 4,945/2021, we consider the dimensions of responsibilities of a social, environmental and climate nature as sustainability.



3. Guidelines

3.1. Policy Guidelines

3.1.1. Act with social, environmental and climate responsibility, based on our values, guidelines and strategic goals, compliance with the laws and regulations that rule the matter, in addition to the covenants and commitments undertaken voluntarily, as described below:

- a) Principles of the United Nations (UN) Global Compact;
- b) The UN 2030 Agenda, which establishes the Sustainable Development Goals – SDGs;

3.1.2. Establish our business, financial and non-financial solutions, activities and processes guided by the Sustainability Strategy, which is composed of three drivers (Relationship and Cooperativism, Local Development and Responsible Solutions), which help us put our mission into practice and, together with the focal themes, allow us to direct efforts towards priority sustainability themes and the achievement of our purpose;

3.1.3. Reinforce the essence of cooperativism in business, showing a real interest in the prosperity of members and promoting positive changes through local and sustainable development;

3.1.4. Introduce the precautionary principle when making decisions, seeking solutions that bring mutual benefits and minimize negative impacts on business, Sicredi's reputation and stakeholders;

3.1.5. Drive our actions with transparency, promoting dialogue with all interested parties through appropriate channels and reporting applicable decisions and activities, aiming to strengthen bonds of trust and reciprocity;

3.1.6. Respect and protect human rights, by promoting inclusion, diversity and equity in our relationships, as well as by rejecting conduct that may constitute moral and sexual harassment, discrimination, people's privacy, violation of rights of any nature and degrading work (child, forced or similar to slavery);

3.1.7. Seek, through our operations, to generate positive changes in economic, social, environmental and climate terms in the lives of our associates and communities in which we operate, contributing to the construction of a more prosperous society;

3.1.8. Act in compliance with the regulatory environment;



3.1.9. Promote intercooperation, relations with competitors and other interested parties based on ethics, integrity and respect, trying to contribute to the strengthening of credit cooperatives and an integral financial system that fosters best sustainability practices;

3.1.10. Consider the social, environmental and climate impacts of our financial and non-financial solutions, activities, processes and in the relationship with our stakeholders, trying to reduce adverse impacts and enhance positive impacts;

3.1.11. Manage economic, social, environmental and climate opportunities and challenges, taking into account guidelines aligned with good national and international sustainability practices, governance practices, applicable regulations and internal strategies;

3.1.12. Operate in an eco-efficient manner, trying to minimize adverse impacts on the environment, through the adoption of best practices for sustainable construction, management of carbon emissions and correct management of solid waste;

3.1.13. Seek business opportunities and the development of products that take aspects of a social, environmental and/or climate nature into consideration, aligned with our internal guidelines and current regulations that contribute to the transition to a low-carbon economy;

3.1.14. Support our associates in reducing their adverse environmental and social impacts, through financial and non-financial solutions with sustainability attributes;

3.1.15. Adopt measures to mitigate risks and enhance opportunities and innovations that promote the sustainable use of resources, conservation and protection of Brazilian biodiversity;

3.1.16. Stimulate local development in the communities where we operate, through social investment in areas that are fundamental for positive social transformation, such as education, culture, health, sports, leisure, the environment, among others;

3.1.17. Promote financial well-being, through inclusion and financial education, in order to develop conscious citizens and financial behaviors that lead to a more sustainable financial life;

3.1.18. Establish practices and processes for continuous improvement of data privacy, accessibility, social inclusion, respect for human rights, ensuring diversity and equity in opportunities and participation within Sicredi, as well as access to inclusive products and services for our employees, associates, suppliers, partners and other interested parties;



3.1.19. Engage our value chain to adopt best practices in social, environmental and climate responsibility;

3.1.20. Train and engage our employees and other stakeholders on sustainability-related topics, as applicable;

3.1.21. Boost the expansion and evolution of educational, social, cultural and environmental programs and initiatives to increase the positive impact on communities;

3.1.22. Strengthen the cooperative governance model, the participation of members in the Cooperative's decisions and the maintenance of the cooperative nature of our System.

Important

To support the implementation of the Social, Environmental and Climate Sustainability Policy, we have a set of **Sustainability Guidelines** for the business, which are systemic, internal and organized by themes, and which aim to lead Sicredi towards best practices, in the face of the main challenges related to sustainability, available on the internal regulations page.

3.2. Governance

3.2.1 Sustainability is a cross-cutting theme managed by the Executive Board of Sustainability, Administration and Finance and implemented under the responsibility of all Entities that are part of Sicredi.

3.2.2. The governance structure for social, environmental and climate responsibility is proportionate to our size and business model, the nature of our operations, the complexity of our financial and non-financial solutions, activities, processes and aligned with the dimension and relevance of our exposure to social, environmental and climate risks.

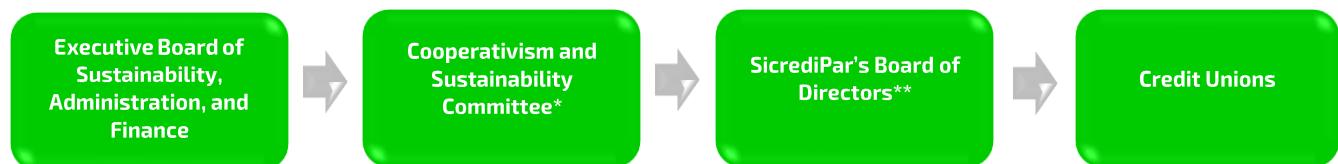
3.3. Governance for Sustainability

3.3.1. It is made up of two structures with different responsibilities, one structure for decision-making and the other to ensure the implementation of the theme.



I. Decision-making structure:

Responsible for the Systemic decision-making process regarding the Sustainability Policy and Sustainability Strategy:

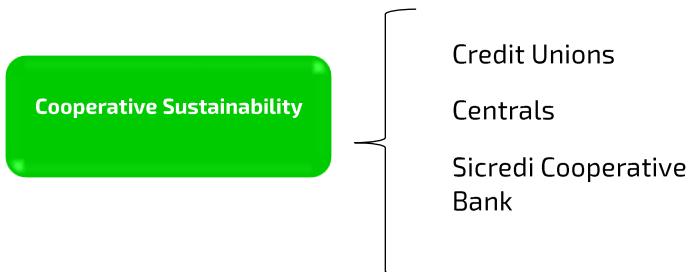


*Cooperativism and Sustainability Committee – Advisory Committee to SicrediPar's Board of Directors, in compliance with CMN Resolution 4,945, dated September 15, 2021.

**Board of Directors of Sicredi Participações S/A – SicrediPar.

II. Implementation structure:

Responsible for guaranteeing the implementation of the Sustainability Policy and the execution of the Sustainability Strategy throughout the System.



- The regional and local Sustainability Committees advise the Boards of Directors on aspects related to sustainability in their respective Entities, recommending local or regional initiatives for the establishment of this Policy and the Sustainability Strategy, evaluating and monitoring indicators and the effectiveness of the actions implemented, in compliance with CMN Resolution 4,945, dated September 15, 2021.

- Banco Cooperativo Sicredi S.A., which is part of the System, has a Sustainability Committee to advise the Bank's Board of Directors, in compliance with CMN Resolution 4,945, dated September 15, 2021.



Important



Sicredi's Sustainable Development Reference is the internal tool for monitoring and evaluating the implementation of the Sustainability Strategy and the sustainability performance of each entity in the System, and should be used as a minimum guideline for the Sustainability Committees.

3.4. Definition and review of Materiality

3.4.1. The material themes that make up the Sustainability Strategy are periodically reviewed, with the aim of managing economic, social, environmental, climate and governance opportunities and challenges, aligned with the expectations and needs of our stakeholders, regulations, market developments and the demands of our business.

3.5. Connection of guidelines: Cooperativism and Sustainability Committee and Risk Committee

3.5.1. Periodically, the committees responsible for social, environmental and climate responsibility and risk guidelines meet to align convergent guidelines, seeking to facilitate the exchange of information, with the aim of advising SicrediPar's Board of Directors.



4. Responsibilities

4.1. It is incumbent upon SicrediPar's Board of Directors:

- a) Deliberate on this Policy, Sustainability Strategy and other issues related to sustainability at a systemic level;
- b) Ensure the application of this Policy, through compliance with the principles and guidelines in decision-making;
- c) Ensure the compatibility and integration of this Policy with other systemic policies;
- d) Promote the systemic dissemination of the Policy and actions with a view to their effectiveness.

**4.2. It is incumbent upon the Cooperativism and Sustainability Committee:**

- a) Advise SicrediPar's Board on this Policy, the Sustainability Strategy and other issues related to sustainability at a systemic level, with a view to its effectiveness.

4.3. It is incumbent upon the Boards and Administration of the Entities of the System:

- a) Ensure the application of this Policy, through compliance with the principles and guidelines in decision-making;
- b) Ensure the compatibility and integration of this Policy with other local or regional policies;
- c) Promote the local or regional dissemination of the Policy and actions with a view to their effectiveness.

4.4. It is incumbent upon the Executive Director of Sustainability, Administration and Finance:

- a) Ensure the effective implementation of this Policy and actions aimed at its effectiveness, within the scope of their activities;
- b) Monitor performance and implemented actions, directing improvements whenever necessary;
- c) Advise SicrediPar's Board of Directors within the scope of this Policy;
- d) Ensure the correct disclosure of this Policy and other relevant information;
- e) Represent the Entity with the Central Bank for issues related to this Policy, within the scope of their activities.

4.5. It is incumbent upon the assigned Director of the Cooperative or Cooperative Central:

- a) Ensure the effective local or regional implementation of this Policy and actions aimed at its effectiveness;
- b) Monitor local or regional performance and implemented actions, directing improvement whenever necessary;
- c) Advise the Entity's Board of Directors within the scope of this Policy;
- d) Ensure the correct disclosure of this Policy and other relevant information;
- e) Represent the Entity before the Central Bank for matters related to this Policy.

4.6. It is incumbent upon the Executive Board of Cooperatives, Cooperative Centrals and Sicredi Cooperative Bank:

- a) Conduct their activities in accordance with this Policy and in line with the actions implemented with a view towards their effectiveness.

**4.7. It is incumbent upon the Sustainability, Administration and Finance Department:**

- a) Recommend systemic sustainability strategies and guidelines to the Cooperativism and Sustainability Committee;
- b) Ensure this Policy, its implementation and the Sustainability Strategy at a systemic level;
- c) Promote the systemic dissemination of the Policy and actions with a view to their effectiveness.

Important

The Social, Environmental and Climate Responsibility Policy (Sustainability Policy) is a public document and is available on Sicredi internal and external communication channels.

 It may be reviewed at any time in the event of internal demands and/or legal updates, considering a maximum term (of validity) of 3 years, and the documentation relating to the establishment of the Policy and the implementation of actions with a view towards its effectiveness must be kept at the disposal of the Central Bank of Brazil, for five years.

Issues related to the management of social, environmental and climate risks are presented in the Social, Environmental and Climate Risk Management Policy.

**5. Regulatory Basis**

CMN Resolution No. 4,945, dated 9/15/2021

SARB Normative Instruction No. 014/2014

CMN Resolution No. 4,943, dated 9/15/2021



6. Validity and Approval History

DATE	DESCRIPTION	APPROVED BY
7/30/2020	1st version – document creation	Board of Directors on 7/30/2020 in Minutes No. 150.
5/18/2022	2nd version – review and update of the document	Board of Directors on 5/18/2022 in Vote 004/2022
12/18/2024	3rd version – review and update of the document	Board of Directors on 12/18/2024 in Minutes No. 242, Vote 41/2024.

In case of doubts related to the content of this Policy, contact Sicredi's Sustainability Department by email: sustentabilidade@sicredi.com.br.