

SURA ASSET MANAGEMENT DIVERSITY, EQUITY, AND INCLUSION POLICY

Purpose:

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

We firmly believe that diversity, equity, and inclusion foster empathy, contribute to creating a better work environment, strengthen employee commitment, allow us to attract and retain talent, consolidate trust-based long-term relationships between the company and its stakeholders, promote innovation, and enable us to perform successfully in a society that is constantly changing.

This policy is structured 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 and to all interactions of the company with employees, outsourced service personnel, shareholders, clients, suppliers, communities of influence, and in general all stakeholders of the company.

Definitions:

Diversity: We understand diversity as the variety of particular characteristics that distinguish all individuals and make them unique, which are manifested in both visible and invisible ways. When we talk about diversity, we assimilate as valuable the attributes of employees, clients, and other stakeholders that have to do with their identity, culture, beliefs, thinking styles, cognitive abilities, geographic location, age, gender, race, sexual orientation, family structure, among others.

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

Inclusion: We understand inclusion as the set of internal and external practices that seek to eliminate barriers and promote the full participation of all individuals in the organization and society, giving them equal access to opportunities, feeling valued and respected, and having the conditions that allow them to develop integrally, respecting their individuality and promoting at the same time a sense of belonging.

Our Commitment:

- **Embrace Differences:** We embrace and value 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, thinking styles, appearance, values, language, marital status, family structure characteristics, functional experience, job role, socio-economic characteristics, demographics, and others.
- **Zero Tolerance for Discrimination:** We explicitly reject all forms of discrimination, mistreatment, or violence for any reason. We understand discrimination as any act, policy, or verbal, non-verbal, or written expression that implies inequitable, unfair, or degrading treatment towards a person or a group of people.
- **Respectful Workplace:** We treat all people with equal respect and dignity, guaranteeing an environment that respects their physical and moral integrity. We do not tolerate any form of intimidation, degrading treatment, harassment, abuse, isolation, or other conduct that goes against the fundamental principles of human rights, diversity, equity, and inclusion.
- **Inclusive Language:** We do not use any type of language (oral, written, gestural, or visual) that is sexist, prejudiced, discriminatory, biased, or disqualifying in our internal and external communications, formal and informal, and we promote the use of inclusive and neutral language.
- **Harmonious Environment:** We promote an environment of harmony, respect, and good coexistence where individual differences are understood, accepted, and valued, and where adaptations that may be required to meet the specific needs of individuals are allowed.
- **Equal Opportunities:** We provide equity in opportunities and development for all employees and other stakeholders (where applicable), conducting evaluations based strictly on skills, competencies, and professional abilities.
- **Diverse Teams:** We promote the formation of diverse work teams and the equitable assignment of responsibilities.
- **Fair Talent Management:** Our processes of attraction, selection, hiring, retention, and talent development, as well as our evaluation, promotion, and compensation processes, are based on strictly professional considerations linked to the competencies, skills, and performance of employees. We establish the necessary

measures and actions to achieve real equal treatment and equity of opportunities among all employees.

- **Board Diversity:** The selection and succession process for members of our Board of Directors is based strictly on the capacities, personal and professional skills of its members and is therefore harmonious with this Corporate Policy.
- **Work-Life Balance:** At SURA Asset Management, we recognize the importance of promoting balance in meeting the needs of human talent, promoting flexible, equitable measures and solutions that allow for the reconciliation of the different dimensions of life (work, personal, and family), granting them security and tranquility for the best performance of their functions.
- **Accessibility:** We manage infrastructure modifications or make reasonable accommodations, in accordance with available resources, in case they are required to eliminate barriers of access or limitations in the physical environment.
- **Awareness and Training:** We sensitize and train our teams, generate spaces for conversation and reflection for the effective implementation of the concepts of diversity and inclusion and compliance with the provisions of this policy.
- **Gap Analysis and Action Plans:** We have a rigorous process to identify the main gaps in terms of diversity and inclusion and implement action plans based on defined priorities.

Governance Structure:

SURA Asset Management's operations will form a Diversity and Inclusion Committee. This Committee must include representation from various areas of the company, including human resources and sustainability. Its main function will be to oversee compliance with this policy, define action plans to close gaps, coordinate with all areas involved in the corresponding action plans, and generally promote initiatives throughout the company aimed at ensuring diversity and inclusion.

Complaint Mechanisms:

In case of suffering or witnessing a breach of this policy, any employee or person (for stakeholders other than employees) may file a complaint with the Human Resources area, the Diversity and Inclusion Committee, or through the Ethics Line. No one will suffer reprisals for filing a complaint or denunciation, and the confidentiality of the person who files the complaint or denunciation will be maintained.