	<b>SUSTAINABILITY POLICY</b>		PAGE
			<b>1 OF 8</b>
	DOCUMENT	DEPARTAMENT	NUMBER
	<b>POL</b>	<b>IRD</b>	<b>001</b>
	APPROVAL DATE	TYPE OF INFORMATION	VERSION
	<b>01/15/2024</b>	<b>PUBLIC</b>	<b>02</b>

**SUMMARY**

**1. OBJECTIVE .....2**

**2. SCOPE.....2**

**3. ACRONYMS .....2**

**4. DEFINITIONS.....3**

**5. POLICY GUIDELINES .....4**

**5.1. Sustainability Guidelines .....4**

**5.1.1. Social Dimension .....4**

**5.1.2. Environmental Dimension .....5**

**5.1.3. Economic Dimension .....6**

**6. REFERENCES (In Brazilian Portuguese).....7**

**7. GENERAL TERMS.....7**

**8. VIOLATIONS AND APPLICABLE SANCTIONS.....7**

**9. NOTIFICATION OF NONCOMPLIANCE .....7**

**10. CHANGE HISTORY .....8**


**11. VALIDITY.....8**

**12. APPROVAL.....8**

**13. REVIEW (SECTORS).....8**

**14. PREPARATION (SECTOR) .....8**

<b>PREPARED BY</b> Sustainability Sector	<b>REVIEWED BY</b> Legal Sector Compliance Sector Risks and Internal Controls Sector Processes and Policies Sector	<b>APPROVED BY</b> Board of Directors Executive Board IR and Strategic Affairs Directorate
---	--	--

	<b>SUSTAINABILITY POLICY</b>		PAGE
			<b>2 OF 8</b>
	DOCUMENT	DEPARTMENT	NUMBER
	<b>POL</b>	<b>IRD</b>	<b>001</b>
	APPROVAL DATE	TYPE OF INFORMATION	VERSION
<b>01/15/2024</b>	<b>PUBLIC</b>	<b>02</b>	

## 1. OBJECTIVE

Present the Brisanet Group's Sustainability Policy as a conceptual and operational reference to enhance everyday practices with notions of sustainability, transforming it into concrete actions. The structuring commitment of this is social and environmental responsibility, combined with economic development. The content of this Policy was prepared in accordance with the Sustainable Development Goals (SDGs) of the United Nations (UN) Global Agenda, which propose actions to promote development that aims to guarantee a better future, based on collective responsibility, social equality, environmental justice and the purposes, visions, and values of the Brisanet Group.

The socio-environmental management culture, responsibilities and commitments of the parties involved must be disseminated to guarantee compliance with laws, regulations and other standards established by supervisory, regulatory, and endogenous bodies. Sustainability practices must be encouraged and implemented in all planning, management, and operationalization processes, promoting reflective and transformative environmental education.


## 2. SCOPE

This Policy applies to employees, suppliers and any person, natural or legal, who have a relationship with this group, regardless of their geographic location or activity.

## 3. ACRONYMS

BoD – Board of Directors;  
 CEO - Chief Executive Officer;  
 ISC - Internal Sustainability Committee;  
 IRD - Investor Relations and Strategic Affairs Department;  
 PPM - Process and Policy Management;  
 EGM - Executive Governance Management;  
 LM - Legal Management;  
 SDG - Sustainable Development Goals;  
 UNO - United Nations Organization;  
 POL - Politics.

<b>PREPARED BY</b> Sustainability Sector	<b>REVIEWED BY</b> Legal Sector Compliance Sector Risks and Internal Controls Sector Processes and Policies Sector	<b>APPROVED BY</b> Board of Directors Executive Board IR and Strategic Affairs Directorate
---	--	--

	<b>SUSTAINABILITY POLICY</b>		PAGE
			<b>3 OF 8</b>
	DOCUMENT	DEPARTMENT	NUMBER
	<b>POL</b>	<b>IRD</b>	<b>001</b>
	APPROVAL DATE	TYPE OF INFORMATION	VERSION
<b>01/15/2024</b>	<b>PUBLIC</b>	<b>02</b>	

#### 4. DEFINITIONS

The terms and expressions listed below, when used in this Policy, in the singular or plural, will have the following meaning:

**Public Agent:** Whoever performs a public function, temporarily or permanently, with or without remuneration, by election, appointment, designation, hiring or any form of investiture or bond, mandate, position, employment or public function. Anyone who works for a service provider contracted or contracted to carry out typical Public Administration activities is equivalent to a public agent.

**Customer:** Actual or potential acquirer/user of products and/or services offered by the Brisanet Group.

**Employee:** Includes, individually or jointly, any and all employees, young apprentices, interns, directors, administrators or advisors, who act on behalf of the Brisanet Group.

**Community:** Refers to the group of people who share the same territory (geographical area) and social practices within the Brisanet Group's area of influence.


**Supplier:** Refers to the natural or legal person, public or private, national or foreign, who produces, assembles, creates, constructs, transforms, imports, exports, distributes or markets products and services.

**Investor:** Individual who applies their resources to purchase financial assets traded on the capital market, in search of profitability.

**Regulatory Bodies:** Agencies that exercise the role of supervision, regulation and control of products and services of public interest.

**Third parties:** Any person, natural or legal, who acts in the name, interest, or benefit of the Brisanet Group, provides services or provides other goods, including, without limitation, agents, consultants, dispatchers, suppliers or other service providers regardless of the existence of written contract.

<b>PREPARED BY</b> Sustainability Sector	<b>REVIEWED BY</b> Legal Sector Compliance Sector Risks and Internal Controls Sector Processes and Policies Sector	<b>APPROVED BY</b> Board of Directors Executive Board IR and Strategic Affairs Directorate
---	--	--

	<b>SUSTAINABILITY POLICY</b>		PAGE
			<b>4 OF 8</b>
	DOCUMENT	DEPARTAMENT	NUMBER
	<b>POL</b>	<b>IRD</b>	<b>001</b>
	APPROVAL DATE	TYPE OF INFORMATION	VERSION
	<b>01/15/2024</b>	<b>PUBLIC</b>	<b>02</b>

## 5. POLICY GUIDELINES

### 5.1. Sustainability Guidelines


This section aims to present the guidelines of this Policy. The three sustainability guidelines were developed and guided by the 17 SDGs and their goals, which, in general, guide sustainable practices, especially in the corporate environment.

The social guideline covers all human capital directly or indirectly linked to the actions of the Brisagnet Group, aiming to promote a work environment that encourages the creation of legitimate and healthy relationships that favor personal and collective development. The environmental guideline refers to conduct that has effects on the environment, to enhance positive impacts and mitigate negative impacts. In economic terms, the guidelines aim at the Brisagnet Group's ability to produce, distribute and offer our products in line with the previous guidelines.

#### 5.1.1. Social Dimension

- a) Respect and value social and cultural diversities and individual differences. Combat all forms of discrimination, without prejudice of social, cultural and ethnic origin or related to gender, age, religion, political opinion, sexual orientation, physical, mental and mental condition and any other illegitimate basis of discrimination;
- b) Stimulate, strengthen and expand internal practices to promote the health, physical and emotional well-being and quality of life of employees and their families;
- c) Encourage good sociability practices among employees, aiming to improve interpersonal relationships;
- d) Ensure the company's image in the eyes of the community, customers and partners;
- e) Stimulate Vocational Education with a view to training locally trained employees;
- f) Promote social actions in order to integrate the company into the community in the area of direct influence;
- g) Encourage the creation and execution of innovative projects aimed at sustainable development and cultural enhancement of the region in which the Brisagnet Group operates;
- h) Encourage the practice of volunteering;

<b>PREPARED BY</b> Sustainability Sector	<b>REVIEWED BY</b> Legal Sector Compliance Sector Risks and Internal Controls Sector Processes and Policies Sector	<b>APPROVED BY</b> Board of Directors Executive Board IR and Strategic Affairs Directorate
---	--	--


	<b>SUSTAINABILITY POLICY</b>		PAGE
			<b>5 OF 8</b>
	DOCUMENT	DEPARTMENT	NUMBER
	<b>POL</b>	<b>IRD</b>	<b>001</b>
	APPROVAL DATE	TYPE OF INFORMATION	VERSION
<b>01/15/2024</b>	<b>PUBLIC</b>	<b>02</b>	

- i) Emphasize the importance of knowing and applying the guidelines of the Brisanet Group Code of Ethics;
- j) Ensure effective communication systems for receiving and handling manifestations and complaints regarding human rights violations, taking appropriate measures in the event of a proven violation.
- k) Promote safe work practices inside and outside the company's facilities;
- l) Promote awareness campaigns for sustainability and good practices in relation to the environment.
- m) Ensure that human rights are a parameter for the conduct of its business, respecting and repairing any violations due to its activities.

#### 5.1.2. Environmental Dimension

- a) Reduce the consumption of non-returnable materials, replacing them with durable alternatives;
- b) Reduce the generation of waste in the sectors and in internal and external works;
- c) Prioritize the use of recycled and/or recyclable materials;
- d) Avoid unnecessary use of office materials;
- e) When possible, prioritize the repair and maintenance of all equipment rather than exchanging or purchasing new ones.
- f) Encourage the segregation of waste in all its types so that they are disposed of in an environmentally correct manner.
- g) Reduce electrical energy consumption, preferring the use of equipment with greater energy efficiency;
- h) Prioritize the use of renewable energy matrix;
- i) Use water resources consciously, avoiding waste;
- j) Encourage the reuse and reuse of water within the company's premises;

<b>PREPARED BY</b> Sustainability Sector	<b>REVIEWED BY</b> Legal Sector Compliance Sector Risks and Internal Controls Sector Processes and Policies Sector	<b>APPROVED BY</b> Board of Directors Executive Board IR and Strategic Affairs Directorate
---	--	--


	<b>SUSTAINABILITY POLICY</b>		PAGE
			<b>6 OF 8</b>
	DOCUMENT	DEPARTAMENT	NUMBER
	<b>POL</b>	<b>IRD</b>	<b>001</b>
	APPROVAL DATE	TYPE OF INFORMATION	VERSION
	<b>01/15/2024</b>	<b>PUBLIC</b>	<b>02</b>

- k) Monitor and calculate greenhouse gas emissions indicators to propose compensation and reduction actions;
- l) Reduce greenhouse gas emissions by carrying out periodic maintenance of the fleet and encouraging the practice of sustainable driving with continuous training and assessments;
- m) Promote Environmental Education actions among employees and customers, with a view to seeking social transformation;
- n) Prioritize the use of digital media over printed materials;
- o) Disclose internally and externally the environmental, social, governance and economic performance results and indicators achieved during each year in the sustainability report.

### 5.1.3. Economic Dimension

- a) Create, implement and propagate actions guided by the Sustainable Development Goals as a continuous practice;
- b) Relationship with suppliers committed to the correct application of labor, environmental, anti-corruption and human rights legislation;
- c) Prioritize suppliers who are concerned about the impacts of their activities, which minimize or mitigate these, in order to guarantee the sustainability of their practices, products or services;
- d) Prioritize products and services produced and/or provided locally by micro and small companies in the company's areas of operation;
- e) Prioritize the purchase of recyclable and/or recycled materials;
- f) Guide employees to carry out purchases and contracts efficiently, fairly and ethically, in an economical manner and for the benefit of the institution and its objectives (Code of Ethics);
- g) Respect the assets of companies in the telecommunications sector, in order to guarantee free competition;
- h) Conduct donations and sponsorships in accordance with the Code of Ethics and other internal regulations that deal with the subject;
- i) Prioritization of hiring local labor, offering equal qualifications and gender-equal opportunities.

<b>PREPARED BY</b> Sustainability Sector	<b>REVIEWED BY</b> Legal Sector Compliance Sector Risks and Internal Controls Sector Processes and Policies Sector	<b>APPROVED BY</b> Board of Directors Executive Board IR and Strategic Affairs Directorate
---	--	--

	<b>SUSTAINABILITY POLICY</b>		PAGE
			<b>7 OF 8</b>
	DOCUMENT	DEPARTAMENT	NUMBER
	<b>POL</b>	<b>IRD</b>	<b>001</b>
	APPROVAL DATE	TYPE OF INFORMATION	VERSION
<b>01/15/2024</b>	<b>PUBLIC</b>	<b>02</b>	

## 6. REFERENCES (In Brazilian Portuguese)

[AA 1000 – Responsabilidade Corporativa na Contabilidade, Auditoria e Relato Social e Ético](#)  
[Código de Ética do Grupo Brisanet](#)  
[ISO 26.000 - Responsabilidade Social](#)  
[NR 31 - Segurança e Saúde no Trabalho na Agricultura, Pecuária, Silvicultura, Exploração Florestal e Aquicultura](#)  
[NBR 16001 - Responsabilidade Social](#)  
[Objetivos de Desenvolvimento Sustentável](#)  
[SA 8000 - Sistema de Gestão da Responsabilidade Social](#)

## 7. GENERAL TERMS

If any doubts arise regarding the procedures covered in this Policy, it is the Employee's responsibility to seek guidance from the Compliance Department before taking any decision that could compromise compliance with this Policy or the Brisanet Group's Code of Ethics.

## 8. VIOLATIONS AND APPLICABLE SANCTIONS

Violation of any term or condition of this Policy subjects the violator to corrective measures provided for in internal rules, as established in the Consequences Policy, and applicable legislation, including the possibility of unpaid suspension of employment and even termination of the employment contract, or the contract for the supply of goods or provision of services if third party, without prejudice to any applicable measure(s) in the administrative and/or civil sphere(s) and/ or criminal.

## 9. NOTIFICATION OF NONCOMPLIANCE


Any non-compliance with the rule(s) or guideline(s) of this Policy must be brought to the attention of the Brisanet Group Ethics Committee so that the necessary measures can be taken to investigate it:

Website: [www.brisanet.com.br/canaldeetica](http://www.brisanet.com.br/canaldeetica);

Telephone: 0800 517 1051.

Communication must also be carried out in cases of approach, directly or indirectly, to participate in an act of bribery, corruption or where there is suspicion of the existence of an act of corruption and/or bribery.

<b>PREPARED BY</b> Sustainability Sector	<b>REVIEWED BY</b> Legal Sector Compliance Sector Risks and Internal Controls Sector Processes and Policies Sector	<b>APPROVED BY</b> Board of Directors Executive Board IR and Strategic Affairs Directorate
---	--	--

	<b>SUSTAINABILITY POLICY</b>		PAGE
			<b>8 OF 8</b>
	DOCUMENT	DEPARTMENT	NUMBER
	<b>POL</b>	<b>IRD</b>	<b>001</b>
	APPROVAL DATE	TYPE OF INFORMATION	VERSION
<b>01/15/2024</b>	<b>PUBLIC</b>	<b>02</b>	

## 10. CHANGE HISTORY

Version	Date	Change history
1	Dec/2021	- Publication of the policy.
2	Feb/2024	- Standardization to the new visual model; - Spelling correction; - Change in code from POL.CI.001 to POL.DRI.001, due to a change in Management.

## 11. VALIDITY

This Policy comes into force from the date of its publication and must be updated whenever necessary, in accordance with the provisions of NOR.GPP.001 - Document Preparation and Update Standard.

## 12. APPROVAL

EXECUTIVE BOARD

BOARD OF DIRECTORS

INVESTOR RELATIONS AND STRATEGIC AFFAIRS DIRECTORATE

## 13. REVIEW (SECTORS)

LEGAL SECTOR

INTERNAL RISKS AND CONTROLS SECTOR

COMPLIANCE SECTOR

PROCESS AND POLICY SECTOR

## 14. PREPARATION (SECTOR)

INVESTOR RELATIONS AND STRATEGIC AFFAIRS DIRECTORATE

<b>PREPARED BY</b> Sustainability Sector	<b>REVIEWED BY</b> Legal Sector Compliance Sector Risks and Internal Controls Sector Processes and Policies Sector	<b>APPROVED BY</b> Board of Directors Executive Board IR and Strategic Affairs Directorate
---	--	--