

SUSTAINABILITY POLICY

BRISANET SERVIÇOS DE TELECOMUNICAÇÕES S.A.
Corporate Taxpayers ID (CNPJ/MF) nº 04.601.397/0001-28
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1. PURPOSE

To present the Brisanet Group's Sustainability Policy as a conceptual and operational reference, to improve daily practices with notions of sustainability, transforming them into concrete actions. Its structuring commitment is social and environmental responsibility, combined with economic development. The content of this Policy was drawn up in line with the Sustainable Development Goals (SDGs) of the United Nations (UN) Global Agenda, which propose actions to promote development to guarantee a better future, based on collective responsibility, social equality, environmental justice and the purposes, visions and values of the Brisanet Group.

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

2. SCOPE

This Policy applies to employees, suppliers and any natural or legal persons who have dealings with this group, regardless of their geographical location or activity.

3. ACRONYMS

CA - Board of Directors;
CEO - Chief Executive Officer;
CIS - Internal Sustainability Committee;
DRI - Investor Relations and Strategic Affairs Department;
GPP - Process and Policy Management;
GVC - Executive Governance Management;
JUR - Legal Management;
SDG - Sustainable Development Goals;
UN - United Nations Organization;
POL - Policy.

4. DEFINITIONS

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

Public Official: Anyone who holds public office, on a temporary or permanent basis, with or without remuneration, by election, appointment, designation, contract or any form of investiture or bond, mandate, position, employment or public office. A civil servant is also anyone who works for a company that provides services under a contract or agreement to carry out a typical public administration activity.

Customers: Actual or potential buyer/user of products and/or services offered by the Brisanet Group.

Employees: Includes, individually or jointly, all employees, young apprentices, trainees, directors, managers or advisors who act on behalf of the Brisagnet Group.

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

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

Investor: An individual who invests resources in the purchase of financial assets traded on the capital market, in search of a return.

Regulatory Bodies: Agencies that supervise, regulate and control products and services of public interest.

Third Parties: Any person, natural or legal, who acts on behalf of, in the interest of or for the benefit of Brisagnet Group, provides services or supplies other goods, including, without limitation, agents, consultants, brokers, suppliers, or other service providers, regardless of the existence of a written contract.

5. GUIDELINES

Sustainability Guidelines

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

The social guideline includes all human capital directly or indirectly linked to the Brisagnet Group's actions, with the aim of promoting a working environment that encourages the creation of legitimate and healthy relationships that favor personal and collective development. The environmental guideline refers to conduct that influences the environment, so as to enhance positive impacts and mitigate negative ones. In economic terms, the guidelines are aimed at the Brisagnet Group's ability to produce, distribute and offer our products in line with the previous guidelines.

Social dimension

a) Respect and value social and cultural diversity and individual differences. Combat all forms of discrimination, without prejudice based on social, cultural and ethnic origin or gender, age, religion, political opinion, sexual orientation, physical, mental and psychological condition or any other illegitimate basis for discrimination;

b) Encourage, strengthen and expand internal practices to promote health, physical and emotional well-being and quality of life of employees and their families;

- c) Encourage good sociability practices among employees, with the aim of improving interpersonal relations;
- d) Looking after the company's image in the eyes of the community, clients and partners;
- e) Encouraging vocational education in order to train qualified employees at local level;
- f) Promoting social actions with the aim of integrating the company into the community in its area of direct influence;
- g) Encouraging the creation and implementation of innovative projects aimed at sustainable development and cultural appreciation of the region where the Brisagnet Group operates;
- h) Encourage the practice of volunteering;
- i) Emphasize the importance of knowing and applying the guidelines of the Brisagnet Group Code of Ethics;
- j) Ensure effective communication systems to receive and deal with manifestations and complaints regarding human rights violations, taking appropriate measures in the event of proven violations;
- k) Promote safe working practices inside and outside the company's premises;
- l) Promote awareness campaigns on sustainability and good environmental practices;
- m) Ensure that human rights are a parameter for conducting its business, respecting and remedying any violations arising from its activities.

Environmental Dimension

- a) Reduce 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 supplies;
- e) When possible, prioritize the repair and maintenance of all equipment over the replacement or purchase of new equipment;
- f) Encourage the segregation of waste in all its types so that it is disposed of in an environmentally correct manner;
- g) Reduce electricity consumption, preferring to use more energy-efficient equipment;

- h) Prioritize the use of renewable energy sources;
- i) Use water resources conscientiously, avoiding waste;
- j) Encourage the reuse and recycling of water on company premises;
- k) Monitor and calculate greenhouse gas emission indicators in order to propose compensation and reduction actions;
- l) Reduce greenhouse gas emissions by carrying out regular fleet maintenance and encouraging sustainable driving practices through training and ongoing assessments;
- m) Promote Environmental Education actions with 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 results and indicators of environmental, social, governance and economic performance achieved each year in the sustainability report.

Economic Dimension

- a) Create, implement and disseminate actions guided by the Sustainable Development Goals as an ongoing practice;
- b) Negotiate with suppliers who are 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, who minimize or mitigate them in order to guarantee the sustainability of their practices, products or services;
- d) Prioritize products and services produced and/or supplied 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 make purchases and contracts efficiently, fairly and ethically, economically 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) Make donations and sponsorships in accordance with the Code of Ethics and other internal rules on the subject;
- i) Give priority to hiring local labor, offering qualifications and equal opportunities between the sexes.

6. REFERENCES (Only 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](#)

[NBR16001- Responsabilidade Social](#)

[Objetivos de Desenvolvimento Sustentável](#)

[SA8000 - Sistema de Gestão da Responsabilidade Social](#)

7. GENERAL PROVISIONS

Should any doubts arise about the procedures dealt with in this Policy, it is the responsibility of the Employee to seek advice from the Compliance Department before making any decision that could compromise compliance with this Policy or the Brisanet Group Code of Ethics.

8. VIOLATIONS AND APPLICABLE SANCTIONS

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

9. REPORTING NON-COMPLIANCE

Any breach of 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: <https://www.brisanet.com.br/eticaecompliance>

Telephone: 0800 517 1051

Communication must also be made in cases of direct or indirect approach to participating in an act of bribery, corruption or when there is suspicion of the existence of an act of corruption and/or bribery.

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This is a free translation of Internal Regulation of the Board of Directors of Brisanet Serviços de Telecomunicações S.A.