



# SUSTAINABILITY POLICY

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# ***Purpose***

Establish Tigre Group's guidelines and commitment to sustainable development, considering the balance among Economic, Environmental, Social, and Governance aspects, in order to promote greater resilience to the business. In addition to generating shared value among our stakeholders, aligned with the company's growth strategies.



# Definitions



## VALUE CHAIN:

Complete sequence of activities or parties that provide or receive value in the form of products or services.



## SUSTAINABLE DEVELOPMENT:

When the demands of the current generation are met without compromising the ability to meet the needs of future generations.



## CIRCULAR ECONOMY:

Concept that associates economic development with better use of natural resources. This occurs through new business models and optimization of manufacturing processes with less dependence on virgin raw materials, prioritizing more durable, recyclable, and renewable inputs.



## ESG:

Acronym that stands for Environmental, Social and Governance.



## STAKEHOLDER:

Individual or group that has an interest in any decisions or activities of an organization.



## SOCIAL RESPONSIBILITY:

Ethical and transparent behavior that contributes to sustainable development, including the health and well-being of society. In this case, the organization is responsible for the impact of its decisions and activities on the community as a whole and the environment.



# Corporate Governance

Tigre's governance structure includes the Shareholders' Meeting, supported by the Family Council. The Board of Directors (BoD) is advised by four Statutory Committees, which are permanent auxiliary and support bodies, without deliberative powers, with consultative and informative functions.

The members of the Board of Directors are elected by the Shareholders' Meeting, and the members of the statutory committees are chosen by the Board of Directors. The BoD has a two-year term, the Committees have a one-year term, and in both cases, re-election is permitted. For the appointment and selection of members of the BoD and Committees, the independence criteria set out in the Stock Market Exchange *B3 Novo Mercado* Regulations are adopted.

There is joint work between the Committees and senior management to understand the materiality of sustainable development issues that concern the business, which are addressed by the Committees and recommended for discussion by the Board of Directors.





# ***Authorities and Responsibilities***

This Sustainability Policy is aligned with the Tigre Way of Being through the Code of Ethics and Business Conduct - a document that presents, in a clear and transparent way, the standard of behavior and conduct expected from all professionals and the audiences with which we interact.


It is the responsibility of the Personnel, Internal Communication and Sustainability Department to manage, monitor and execute this Policy. Furthermore, it is necessary to communicate the company's ESG performance, keeping the Executive and People, Compensation and ESG Committees duly involved and informed.

The principles and guidelines expressed herein must be followed by all areas of Tigre Group. We also encourage our partners in the chain to adopt measures aimed at generating shared value in favor of sustainable development.







## Board of Directors

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- Approve the Strategic Sustainability Plan;
  - Approve the Annual Sustainability Report and decisions related to adherence to specific Pacts and/or Programs on the subject;
  - Define criteria/indicators related to the Company's socio-environmental performance;
  - Discuss the Company's externalities and the respective treatments.

## People, Compensation and ESG Committee

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- Advise the Board of Directors on Sustainability issues;
  - Ensure alignment of ESG initiatives and priorities with Tigre's Strategic Plan;
  - Follow long-term Sustainability guidelines.

## Personnel, Internal Communication and Sustainability Area

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- Lead the sustainability agenda at Tigre Group;
  - Define and monitor guidelines, indicators, and targets related to the subject;
  - Support other Tigre Governance bodies in developing sustainability initiatives;
  - Create policies and develop projects related to the subject;
  - Promote programs and actions among other Tigre areas;
  - Represent Tigre Group in external forums related to the subject.
  - Monitor and track the implementation and results of ESG actions.

## Other Tigre Group areas

- Ensure the execution of activities aligned with the sustainable development principles described in this Policy;
- Support the development of the ESG agenda at Tigre;
- Contribute to process improvement ensuring the sustainability of the business.



# GUIDELINES

## *Sustainability*

We understand our role in society and the importance of actions that promote sustainable development. Therefore, we wish to generate value for our stakeholders, seeking to:

- **Amplify our positive socio-environmental impacts and reduce negative ones;**
- **Ensure balance between ESG practices and the economic-financial results of the business;**
- **Promote best corporate governance practices;**
- **Align our progress with the UN Sustainable Development Goals (SDGs).**







## SUSTAINABILITY PRINCIPLES

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For Tigre Group, sustainability cannot be separated from business. This is a strategic element that involves the way of producing and using resources consciously, developing partnerships and relating to people inside and outside the organization. Therefore, we are guided by the following principles:

### #be

BE eco-efficient in socio-environmental practices, reducing and mitigating negative impacts on operations and the value chain.

### #foster

FOSTER valuable relationships and meet growing stakeholder expectations for a sustainability culture.

### #offer

OFFER innovative solutions that improve people's living conditions and the place where they live.





## ENVIRONMENT

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We always seek to map and control the environmental impacts of our operations, aligning the best industry practices that contribute to operational efficiency. We believe in growth and value creation through efficient and responsible management. Thus, we commit to:

- Act in accordance with the standards and legislation applicable to our activities, considering the principles of sustainable development;
- Consciously manage and use resources considering, whenever possible, the concepts of reduction, reuse, and recycling;
- Ensure control of significant aspects and impacts of the organization in order to prevent environmental pollution;
- Contribute to reducing greenhouse gas emissions from our operations;
- Promote the reduced consumption of virgin and/or non-renewable raw materials through solutions aligned with the concepts of circular economy and reverse logistics.



## SOCIAL RESPONSIBILITY AND HUMAN RIGHTS

Tigre Group is a company made up of people with the determination to overcome obstacles, who want to grow as professionals and citizens. Plurality strengthens teams and diversity leverages results. We believe in caring and respect as the foundation for our relationships, committing to:



Support and encourage awareness and compliance with the Code of Ethics and Business Conduct by all Tigre professionals;



Encourage and support the development of our professionals by ensuring alignment between the ESG agenda, the necessary skills, and the business strategy;



Provide proper working conditions to guarantee the health and integrity of our professionals, respecting the principles and basic universal rights established by the International Labor Organization (ILO);







Respect human rights, in accordance with the UN Guiding Principles on Business and Human Rights;



Combat and prevent any practices of forced or compulsory labor or in conditions similar to slavery, as well as activities related to the exploitation of children and/or adolescents in its value chain;



Combat any and all acts of harassment or discrimination;



Promote a diverse, equitable, and inclusive work environment, where differences are valued and recognized as an aggregating factor in the generation of shared value, as described in the Diversity, Equity and Inclusion Policy;



Encourage and support initiatives towards universal access to water and basic sanitation;



Encourage and support initiatives that generate positive social impact, mainly aimed at Tigre professionals, the communities where we are located or where we have an influence due to our operations;



Support the participation of our professionals as volunteers in social projects.



## INNOVATION

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We consider innovation a catalyst to create solutions and products, focusing on the satisfaction and delight of customers. At the same time, we respect the environment and contribute to a more sustainable future.



Therefore, Tigre Group is committed to:

- Encourage a culture of innovation among our professionals so that they can propose solutions to current and future socio-environmental challenges;
- Promote the development of solutions that offer benefits to customers, consumers, or society as a whole, whether social and/or environmental;
- Encourage research and development of materials that reduce the impact on the environment and favor the use of sustainable raw materials.



## RELATIONSHIP WITH THE VALUE CHAIN

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Ethical, upstanding, and transparent management builds a trustworthy relationship with our suppliers, customers, consumers, investors, shareholders, and other stakeholders. In addition to all the guidelines established in our Code of Ethics and Business Conduct, we will seek to:

- Maintain periodic and transparent communications, as well as providing channels to receive feedback from all stakeholders, using the information to continuously improve our activities;
- Engage the value chain in the search for increasingly sustainable sources, products, and services;
- Promote partnerships with our stakeholders to develop practices that promote innovation, continuous improvement, and reduction of socio-environmental impacts;
- Contribute to the promotion, improvement, and/or development of public policies for the benefit of the common good.



For more information or suggestions about this Policy, please contact us by email: **[sustentabilidade@tigre.com](mailto:sustentabilidade@tigre.com)**

Any type of non-compliance with the principles established in this Policy or Tigre's Code of Ethics and Business Conduct can also be reported through our Reporting Channel:  
<https://www.contatoseguro.com.br/tigre>





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*Additional documents:*

*Code of Ethics and Business Conduct, Quality and Socio-Environmental Responsibility Policy, Occupational Health and Safety Management Policy, General Supply Conditions Policy and Diversity, Equity and Inclusion Policy.*

*This publication contains bibliographies: ABNT NBR ISO 26000 Guidelines on Social Responsibility, Sustainable Development Goals (SDGs), International Labor Organization (ILO) and UN Guiding Principles on Business and Human Rights.*

