

The background of the entire page is a collage of images with a pinkish-red tint. It includes a globe on the left, a group of stylized human figures holding hands in the center, and a document with a checklist on the bottom right. The document is titled "40th State" and lists several items with checkboxes.

SOCIAL RESPONSIBILITY POLICY

- 40th State
- Environmental Stewardship ☒
 - Consumer Protection ☒
 - Human Rights ☒
 - Diversity ☒
 - Sustainability ☒
 - Labor Relations ☒
 - Investing ☒

CONTENT

- 1.** Applicability
- 2.** Objective
- 3.** Concepts
- 4.** References
- 5.** Principles
- 6.** Guidelines and Responsibilities
 - 6.1** General guidelines
 - 6.2** Human rights
 - 6.3** Gender, race and diversity
 - 6.4** Private social investment
 - 6.5** Volunteering

SOCIAL RESPONSIBILITY POLICY

1. Applicability

This Policy applies to Karina.

2 – Objective

Guide Karina's strategic and operational actions by the principles of social responsibility, continuously promoting the generation of value for the company and the audiences with which it relates.

3 - Concepts

Communities – those with which the company interacts and/or lives according to its business portfolio or developed projects aimed at improving the quality of life of the population.

Sustainable development - promoting development aimed at meeting the needs of the present generation without affecting the demands of future generations.

Ethics – set of principles and references that regulate the moral conduct of individuals, groups, institutions, organizations, communities, societies, peoples and nations.

Corporate governance – system by which organizations are direct

ed, monitored and encouraged. Good corporate governance practices convert the principles of Transparency, Equity, Accountability and Corporate Responsibility into objective recommendations, aligning interests with the purpose of predicting and optimizing the value of the organization.

Private social investment – voluntary allocation (not mandatory, not imposed by law) of private resources for social, environmental and cultural actions and projects of public interest.

Audience with which it Relates, Interested Audience or Stakeholder – any organization or individual that may be affected by the company's activities and whose actions may affect the company's ability to implement its strategies and achieve its objectives.

Social responsibility – conducting business and activities in a manner committed to sustainable development, participating and promoting ethical and transparent dialogue with its stakeholders, considering their social, cultural, economic, political and environmental needs and contexts.

Volunteering – initiative of social responsibility of companies, aiming to encourage, organize, support and recognize voluntary actions of citizen participation of their professionals and other public relations, for the benefit of society.

4 - References

This policy is based on guiding documents that include, but are not limited to:

- Sustainable Development Goals – SDGs;
- United Nations Global Compact;
- UN Guiding Principles on Business and Human Rights;
- Treaties and conventions of the International Labor Organization – ILO, such as ILO Convention 169 on indigenous and tribal peoples in independent countries.

5 - Principles

- Conduct business ethically, properly, transparently and in compliance with legal and regulatory frameworks, adopting anti-corruption practices, encouraging the reporting of any form or attempt of act that violates Karina's compliance regulations;
- Respect human rights

throughout Karina's operation, not tolerating any type of discrimination or violation of these rights;

- Build a reputation for excellence in corporate citizenship, recognizing the impacts of actions and the power to contribute to sustainable development;
- Ensure permanent dialogue with communities, respecting their values and interests, with a view to improving the quality of life in its social, educational, economic, cultural and environmental aspects.

6 - Guidelines and Responsibilities

6.1 General guidelines

Karina must:

Act in line with the company's Strategic Planning and ESG and public standards and policies, as well as international and national acts to which the country and the company is a signatory;

Act in accordance with good corporate governance practices and with the legislation of the territory in which it operates;

Respect human rights and promote them in Karina's actions, decisions and practices, as well as

adopt permanent mechanisms to identify, prevent, monitor, supervise and mitigate current or potential impacts on human rights resulting from its activities or those with whom it relates;

Use ethical and integral criteria and mechanisms, ensuring permanent dialogue with their publics of interest in relationship and social responsibility actions.

6.2 Human rights

Karina must:

Respect and value social and cultural diversity and individual differences, and combat all forms of discrimination, treating all people equally and without prejudice of social, cultural and ethnic origin or related to gender, age, religion, political opinion, sexual orientation, physical, psychological and mental condition and any other illegitimate basis of discrimination; Ensure that human rights are a parameter for the conduct of their business, respecting and repairing any violations due to their activities; Protect decent work, ensuring freedom of association and

compliance with the rules governing collective bargaining, as well as the promotion of health and safety at work, accessibility and equal opportunities; Monitor in all Karina's activities and in its chain of values any forms of violence, sexual exploitation of children and adolescents, child labor, degrading or analogous to slavery, as well as moral and sexual harassment in all instances and any type of discrimination, intimidation and embarrassment;

Ensure effective communication systems for receiving and handling manifestations and complaints related to human rights violations, taking the appropriate measures in the event of a proven violation;

Disseminate respect for human rights throughout Karina's supply chain, incorporating the principles and guidelines of this policy into the clauses of contracts and partnerships signed.

6.3 Gender, race and diversity

Karina must:

Value and respect diversity in all Karina's relationships, promoting gender

and race equality, diversity, inclusion of people with disabilities and respect for sexual orientation and gender identity;

Act in accordance with national and international public policies related to gender, race and diversity issues;

Implement mechanisms to combat practices of inequality, discrimination and harassment related to gender, race and diversity;

To provide equal conditions of access, remuneration, development, internal promotion, career advancement and job retention;

Contemplate aspects of gender, race and diversity in Karina's advertising and internal and external institutional advertisements, publicly recognizing and disseminating its commitment to gender and race equity and valuing diversity.

6.4 Private social investment

Karina must:

Select, for investment purposes, actions, projects and programs that contribute to the improvement of social, educational, economic and

environmental conditions related to their enterprises and activities;

Adopt integrity management procedures in social investments, ensuring the prevention of conflicts of interest and prohibition of acts of corruption and fraud;

Contribute to local development, promoting initiatives in the areas of education, job and income generation, health, environment, sports, culture, guarantee of the rights of children and adolescents and other actions aimed at promoting citizenship;

Monitor and evaluate the costs and results of the investments made.

6.5 Volunteering

Karina must:

Support and encourage the exercise of citizenship among employees, so that they can be agents of change, including in the communities directly and indirectly impacted by Karina's work.