



Deep Seed Solutions

Beyond Technology

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1. INTRODUCTION

We live in a world where doing our job in the best way is no longer enough, and adopt a position on the current problems of humanity has become a matter of survival for all companies, regardless of the size or industry, and a form to return proportionally to the society the value created by the business.

In this context, understanding how an organization interacts with its business environment, how it generates value for its stakeholders, and how it returns value to society has become indispensable.

The importance of integrating ESG philosophy into management and business has gained greater visibility and, ESG has become a powerful strategy to reinforce environmental protection initiatives, reduction of social inequalities, and best management practices. Therefore, the organizations seeking business success must recognize the importance of ESG as a priority and adopt structured short, medium, and long-term actions. Especially those organizations envisioning strengthening organizational culture and building a better society.

Deep Seed Solutions is seriously committed to collaborating to solve the current humanity problems and establishes, through this ESG+T Policy, the philosophy to mitigate **E**nvironmental impacts, promote **S**ocial inclusion and diversity, ensure corporate **G**overnance and promote actions to mitigate the impact of new **T**echnologies on the labor market.

Deep Seed Solutions truly believes that this philosophy is also a way to connect its business with the idea of a better society for the next generations.

2. OBJECTIVE

The purpose of this document is to declare Deep Seed Solutions' philosophy related to the ESG+T Program, to support specific initiatives and projects for each of the four pillars – **E**nvironment, **S**ocial, Corporate **G**overnance, and **T**echnological Sustainability.

3. ESG+T PILLARS

Deep Seed Solutions has established four pillars for the ESG+T Program as the foundations for the upcoming initiatives and projects that will be cascaded and carried out in the short, medium, and long terms:

- Mitigate environmental impacts.
- Promote social inclusion and diversity.
- Ensure corporate governance.
- Mitigate the impact of new technologies on the labor market.

4. COMMITTEE

To elaborate this Policy and supervise its practical application, Deep Seed Solutions established an Executive Committee compound of four employees. This committee has a fundamental importance in elaborating the Policy, based on a philosophy that reflects Deep Seed Solutions' position on the ESG+T issues. The members of the Executive Committee are:

- Wendell Santos, Business Analyst, based in Rio de Janeiro, Brazil.
- Priscilla Machado, Engineering Project Coordinator, based in Rio de Janeiro, Brazil.
- Rafael Castro, Researcher, based in Rio de Janeiro, Brazil.
- Marcia Corredera, Administrative Coordinator, based in Rio de Janeiro, Brazil.

5. ESG+T PHILOSOPHY

5.1 Environmental

Global environmental issues such as climate change and the depletion of natural resources affect the whole society and might restrict the growth of every business worldwide, reinforcing the urgency of investing in objective actions to mitigate such impacts, especially in the oil and gas industry.

As a global business organization, Deep Seed Solutions is engaged in collaborating to mitigate environmental impacts with an emphasis on climate change. Deep Seed Solutions takes the responsibility to mitigate them through short, medium, and long-term structured actions focused on environmental subjects such as low carbon economy, energy transition, and the appropriate use of natural resources, ensuring its serious commitment to sustainable growth aligned with the best sustainability practices. The initiatives are the following:

- ✓ Carbon Footprint feature developed in FLOCO Expert System;
- ✓ Development of projects focused on the low carbon economy;
- ✓ Development of projects focused on the energy transition;
- ✓ Support office policies aimed to avoid wasting natural resources;
- ✓ Raise awareness about wasting natural resources.

5.2 Social

The social aspect is essential to develop relationships with stakeholders guided by respecting people's diversity, promoting equity and, inclusion.

Deep Seed Solutions takes the responsibility to promote social inclusion and diversity through actions and social engagement. The initiatives are the following:

- ✓ Support office policies aimed to promote diversity, inclusion, and equal opportunities;
- ✓ Anti-Discrimination and Anti-Harassment Policy;
- ✓ Engagement with the local community;
- ✓ ESG Guidelines for Vendors Procurement.

5.3 Governance

Governance plays a fundamental role in the ESG+T Policy because its best practices are indispensable to construct a transparent and sustainable business model.

Deep Seed Solutions ensures corporate governance and transparency through a set of practices, including policies and a robust control structure. The initiatives are the following:

- ✓ Board Committee;
- ✓ Code of Ethics and Integrity Program;
- ✓ Strong Finance Governance Guidelines;
- ✓ Risk Management Best Practices;
- ✓ ESG+T Executive Committee.

5.4 Technological Sustainability

Digitalization, automation, and artificial intelligence may impact the labor market and might extinguish some positions. This digital transformation will require new abilities and knowledge.

In this context, there are several discussions about the inclusion of a new element to complement the concept of Sustainability. Technological Sustainability is a brand new theme based on the assumption that the development and application of new technologies directly impact the business environment of an organization, as well as the economic, social, and environmental aspects of society, which makes the discussion of this subject fundamental for the sustainable development of new businesses and digital technologies.

Deep Seed Solutions takes responsibility to promote actions to mitigate the impact caused by disruptive technologies through the following initiatives focused on developing people for the new labor market:

- ✓ Social Engagement with organizations in the Third Sector;
- ✓ Social Engagement with Educational Institutions;
- ✓ Development of Professional Qualification Programs in STEM (Science, Technology, Engineering e Mathematics);
- ✓ Training & Education Campaigns with the Local Community.