

INTELIGO BANK

Human Rights Policy

OCTOBER 2025

Human Rights Policy

Code: CUMP-POL-016

Policy Overview

Objective

To establish guidelines to respect and promote human rights in line with international standards.

Scope

This policy applies to all directors, managers, employees, and the practices of suppliers, clients and other stakeholder must be consistent with those provided for in this policy.

Documents related to External Standards

Laws of the Bahamas

The Constitution of the Free State of The Bahamas, Chapter III Protection of Fundamental Rights and Freedoms of the Individual

Laws of the Republic of Panama

Law 15 of 1977, whereby the American Convention on Human Rights is approved.

International Principles

- United Nations Global Compact on areas of human rights (Principles 1 and 2)
- Labor Practices (Principles 3, 4, 5 and 6)
- International Bill of Human Rights
- Declaration of the International Labor Organization (ILO)

Corporate Documents Intercorp Financial Services

- Code of Ethics
- Human Rights Policy

Other Related Policies and Processes

Manual:

- Code of Ethics and Conduct

This document will be used as a tool for the execution of each audit.

Persons Responsible

Employees / Directors: Comply with the guidelines set forth in this policy to promote human rights.

Definitions

Human Rights: Universal rights inherent to every human being regardless of nationality, age, gender, ethnic origin, color, religion, language or any other condition.

Policy Administration

The International Division Manager is responsible for reviewing, updating and, if required, amending this policy, with the authorization of the Board of Directors.

Penalties

Failure to comply with this policy will result in penalties and disciplinary measures to employees, directors and third parties in accordance with the Code of Ethics and Conduct. The Ethics and Conduct Committee will evaluate and determine the transgressions to this policy and will apply penalties in coordination with the Human Development and Management Manager.

The penalties applicable and/or imposed for non-compliance with this document do not exempt from administrative, civil and criminal liabilities set out in applicable laws.

General

At the Bank we aim to empower all employees to achieve financial well-being. The basic principles of human rights are aligned with our values and the standards set forth in our Code of Ethics and Conduct policies.

Any employee, third party or stakeholder who is aware of or has suspicions of non-compliance or behavior contrary to this policy is obliged to report it through the Ethical Whistleblowing Channel established by the Bank <https://canaleticointeligo.lineaseticas.com>

Guidelines

Principles and Commitments

The Bank is committed to respecting and promoting human rights in accordance with applicable international principles and legislation, and undertakes the following commitments:

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Human Rights:

- Support and respect the protection of universally recognized fundamental human rights.
- Ensure that it is not complicit in human rights abuses.

Labor Practices:

- Recognize freedom of association and the right to collective bargaining.
- Promote the elimination of forced labor, human trafficking, coercion or any other form of exploitation.
- Reject child labor.
- Support the abolition of discrimination practices in employment based on gender, race, age, religion, origin, disability, marital status, sexual orientation or social status and promote equity to serve vulnerable groups (women, LGBTQ+ community and seniors, among others).
- Promote equitable pay through the continuous review of internal compensation and performance evaluation processes, with the aim of identifying and eliminating potential biases.
- Ensure fair compensation, which includes the commitment to adequately remunerate annual leave periods and promote practices that reduce excessive working hours, thus fostering a balance between productivity and well-being.

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