



VAMOS LOCAÇÃO DE CAMINHÕES, MAQUINAS E EQUIPAMENTOS S.A.

Sustainability Policy

This policy represents the commitment of VAMOS S.A to consolidate Sustainability in its culture, business decisions and strategies, and daily practices, serving as a reference for its operations.

This document is in accordance with the Company's values:

- **Devotion to serving:** We serve our customers with a focus on understanding to meet their needs, ensuring the continuous relationship.
- **People:** Our great differential, which allows us to achieve our goals.
- **Simplicity:** An uncomplicated way of being and acting.
- **Owner's attitude:** Responsibility and commitment focused on results. Acts in depth and has the vision of the whole, with costs discipline and is always willing to improve.
- **Sustainability:** Environmentally friendly, socially just and economically viable attitudes.
- **Profit:** Growth and sustainable business development.

1. Objectives

The objectives of this documents are:

- 1.1 To define the social and environmental principles and guidelines that will guide VAMOS's actions
- 1.2 To be a reference for any and all decisions of the Company that may affect Society and/or its business;
- 1.3 To guide the formulation of strategies, objectives and goals of the Company's integrated management system;

1.4 To define guidelines in order to reduce or mitigate negative social and environmental impacts, as well as contribute to the intensification and dissemination of positive impacts on Society;

1.5 To instruct employees, third parties, independent contractors, suppliers, clients and Community, among other stakeholders, ensuring the alignment of the Company's business decisions and actions with the Principles of The Global Compact and the Sustainable Development Goals (SDGs) of the United Nations;

1.6 To promote and encourage research projects, technological development, entrepreneurship and innovation, focusing on anticipating the needs of customers and Society in general, in order to continuously obtain the best market solutions for products and services related to its business and customers.

2. Scope

VAMOS's Sustainability Policy applies to all employees of the Company and its subsidiaries, as well as to the maximum of its various stakeholders, including subcontractors who provide services to the company, who must also comply with the provisions of this Policy, in order to promote of principles with subcontractors and suppliers through the Code of Conduct, guiding and respecting the principles of sustainability throughout the value chain and communities of interest to the Group.

3. Audience

This document must reach all the Company's employees, clients, suppliers, shareholders, financial agents, surrounding communities, manufacturers, implementers, investors, assemblers, accredited workshops and subcontracted service providers.

4. Principles

Management Practices

4.1.1 To maintain a management strategy for Sustainability in order to improve performance with short-, medium- and long-term projects.

4.1.2 To manage the business in an integrated manner, covering social, environmental, financial and governance aspects in its objectives, goals and performance assessments;

4.1.3 To assess possible risks, opportunities and value to be generated by its social and environmental actions, taking into consideration the entire production chain in order to maximize the positive impact of its operations;

4.1.4 To improve and change its social and environmental practices when necessary, periodically reviewing and updating them; and

4.1.5 To promote the continuous improvement of its social and environmental performance, and processes in the provision of services and solutions, through the monitoring of specific indicators in order to always prevent process deviations.

4.2 Corporate Governance

4.2.1 To encourage the participation and engagement of stakeholders in the Company's governance, strengthening the existing communication channels;

4.2.2 To periodically consult its main stakeholders, raising issues that need to be addressed, updating the mapping of relevant issues and seeking better measures to address them;

4.2.3 To align the conscious and sustainable practices with the business objectives, serving as a reference for decision-making;

4.2.4 To engage all the levels of the organization in a policy for valuing individuals and respecting diversity;

4.2.5 To guarantee ethical and non-corruptible relationships;

4.2.6 To publish the Company's results in a transparent manner through annual reports, following the best market practices; and

4.2.7 To enable the structured dissemination of the content of this document to all stakeholders.

4.3 Environmental impacts

4.3.1 To seek to quantify and assess the impact of its actions on the environment and throughout its chain, having mapped the scope of its operations;

4.3.2 To promote eco-efficiency in all the processes, seeking to reduce consumption and increase efficiency and productivity, as well as promote innovative and sustainable services and solutions whenever possible;

4.3.3 To efficiently use energy and natural resources, avoiding waste, and prioritize the use of new technologies, less aggressive to the environment;

4.3.4 To develop policies and plans for managing greenhouse gas emissions (GHG) with the aim to reduce, mitigate and offset emissions and potential climate risks;

4.3.5 To ensure the management of the hazards and impacts of its activities in order to implement and improve controls to avoid risks to people;

4.3.6 To avoid negative impacts on the environment directly or indirectly resulting from the provision of services;

4.3.7 To assume responsibility to educate and encourage its stakeholders to behave in an environmentally responsible manner, leading the industry through good practices;

4.3.8 To promote life-cycle analysis studies of its services in order to prepare the Company for short- medium- and long- term environmental challenges; and

4.3.9 To ensure the sustainable use of Ecosystemic Services and the protection of biodiversity

4.3.10 To ensure the availability of training on the company's platforms on environmental impacts.

4.4 Social impacts

4.4.1 To promote the quality of life of the population who have direct or indirect contact with the Company through a socially responsible conduct, seeking to align the community's expectations and demands with its business and the promotion of innovative and sustainable services and solutions;

4.4.2 To invest in initiatives that seek to mitigate the impacts and risks of the Company's operations in the communities Where it operates, as well as initiatives that promote innovative and sustainable services and solutions;

4.4.3 To identify, through consultation and diagnosis, the main demands of its stakeholders to guide its actions in the communities;

4.4.4 To invest in the education of its employees, seeking to develop skilled, ethical, responsible employees who are engaged in Sustainability;and

4.4.5 To promote the social and economic development of the region Where the Company is inserted through social inclusion initiatives, seeking to create shared value.

4.5 Service Excellence

4.5.1 To invariably strive to protect the health and safety of all its employees and contractors trough the systematic identification of hazards and risk assessment and control;

4.5.2 To adopt appropriate practices and policies in line with the labor and human rights principles set out in the UN Global Compact;

4.5.3 To ensure the selection of companies and suppliers that are in line with the social, environmental and governance guidelines required by the Company;

4.3.4 To act in compliance with the current legislation and regulations related to the Company's operations;

4.3.5 To have an environment that favors and values people passionate about serving and enchanting customers; and

4.3.6 To seek the economic-financial balance trough a systemic look, ensuring business competititveness.

5. Policy Management

The Company's Sustainability strategy and positioning are defined by the Board of Directors, with the support and under the instruction of the Sustainability Committee.

The Board of Directors is responsible for monitoring the executive of this Policy and assessing the Company's governance, social and environmental performance, and the Committee is responsible for keeping the Board of Directors duly involved and informed to perform this duty.

The Company's Sustainability Committee is responsible for reviewing this policy Every two Years in order to ensure that it is Always in line with the business objectives, submitting it for approval by the Board of Directors. The Sustainability Committee is an advisory body directly linked to the Board of Directors of VAMOS S.A., subject to the legislation and the regulations applicable to the Charter that governs its operations.

The purpose of the Committee is to advise the Board of Directors on complying with its legal duties and promoting innovation concerning the business sustainability of the Company and its subsidiaries. The Committee reports to the Board of Directors and operates independently from the Company's Executive Board.

The Committee is composed of at least three members, and at most five members who are elected and may be removed by the Board of Directors, selected among sitting members of the Board of Directors , executive officers and Other executives of the Company, and external professionals of the communication and social and environmental management areas with renowned knowledge of the activities in the scope of the Committee. The group shall ordinarily meet every two months or extraordinarily at the call of the Chair of the Board of Directors.

6. VAMOS's Priority Topics:

This Sustainability Policy covers in its content the aspects addressed in 7 material topics, listed as fundamental and strategic for the continuity of the business.

The priority themes for the Company's Sustainability are:

- Ethics, compliance, and good practices by corporate governance
- Climate strategy and environmental management
- Employee appreciation and respect for diversity
- People's health and safety.
- Financial-economical growth,innovation, and range of services.
- Brazilian fleet development
- Impact on communities and the value chain.

7. Terminology

It is of utmost importance that certain terms used in this document be correctly understood. Thus, these terms must be interpreted as follows:

Environment: Everything that surrounds human beings in their habitat, influencing or guaranteeing their lifestyle. In more technical terms, we can deduce that it is a set of conditions, laws, influences and interactions of a physical, Chemical and biological nature, which enables, shelters and governs life in all its forms.

Social and Environmental Responsibility: A set of practices, actions and initiatives that effectively embody the principle of social and environmental function in governments, companies or NGOs through the adoption, implementation and management of social and environmental activities for the benefit of the Community, improving people's quality of life and the development of human beings, through preventive, educational, cultural, artistic, sports and assistance initiatives, acting in defense of human rights, fair labor relations and the environment, as well as Fighting corruption and bribery, among others.

Sustainable Development: Strategy for the development of economic activity, in line with social issues and demands and the conscious use of the available environmental resources. It seeks to meet present needs without compromising the ability of future generations to meet their own needs.

Stakeholders: All those directly or indirectly involved in the projects, activities, businesses and operations of an enterprise (shareholders, financiers, customers, suppliers, employees, consultants, communities, government, trade associations and non-governmental organizations, among others).

Natural Capital: the valuing and sustainable use of natural resources are the bases of Natural Capital. Human knowledge should be used to enable the efficient use of matter and energy, avoiding waste. Changes in the consumption and production pattern deserve attention to avoid the shortage of natural capital in the future.

Priority Topics: Fundamental strategic issues for the full and successful functioning of something. In this specific case, They are fundamental strategic issues related to the operation of the Company's business.

Global Compact: The Global Compact is an initiative developed by former UN Secretary-General Kofi Annan in order to mobilize the international business Community to adopt, in its business

practices, fundamental and internationally accepted values in the areas of human rights, labor relations, environment and fight Against corruption reflected in ten principles.

Sustainable Development Goals (SDGs): A global agenda adopted during the United Nations Summit on Sustainable Development in September 2015, composed of 17 goals and 169 targets to be achieved by 2030.