

	VAMOS LOCAÇÃO DE CAMINHÕES, MÁQUINAS E EQUIPAMENTOS S.A.
	Social Investment Policy

VAMOS seeks to consolidate its social investment strategy to increasingly generate a positive impact on society through initiatives that have synergy with its operations and the actual development needs of each location in which its companies operate.

Within this context, the Company established its Social Investment Policy aligned with its Vision, Mission, and Values, based on the Corporate Sustainability and Compliance Policies and under the principles of the Global Compact and United Nations Sustainable Development Goals, as well as the values internationally agreed by Brazil.

The Company's private social investment initiatives are financed with the funds defined in its annual budget, which is managed with transparency and in compliance with the pre-established criteria of the holding company's Sustainability Policy. These initiatives are assessed by the Corporate Sustainability Department and sent for analysis and opinion to the Sustainability Committee. Its objectives and results are measured through indicators and targets and the results are annually published in the Company's Annual Report to all its stakeholders.

1. PURPOSE

This Policy has the objective of consolidating the guidelines for VAMOS's social investments to ensure the engagement of its stakeholders, the consolidation of its role with society by measuring its positive impacts on the communities where its businesses are located, and its active participation in the local development of the regions where it operates.

2. GUIDELINES

VAMOS invests in initiatives that are not only in synergy with the identity of

its business, but that also make relevant contributions to improve the main social and environmental issues, especially in the communities where it operates, ensuring a recurring link between the local, regional or national agendas.

The assumption is that these initiatives contribute to the local development of the municipalities where we operate, fostering the development of these communities and supporting the relationship between the local network and the key players. The learning generated through such initiatives also supports the creation and improvement of public policies whenever possible. VAMOS's Sustainability team is responsible for identifying and consulting the surrounding communities to identify their true desires and actual needs while, at the same time, strengthening the community's organization and the creation of social support networks.

VAMOS takes into consideration the Social Vulnerability Index (SVI) criteria, to be carried out in localities in which it operates nationwide when there is significant change or expansion of the locations in which they are present. Such analysis will be presented and validated by the Executive Board and the Sustainability Committee to define at least three priority territories for its operation, aiming at the implementation of initiatives that contribute to local development and impact the quality of life of the community, based on safety, development and valuing of people, respect to diversity, and promotion of human rights.

In addition to these aspects, we aim at fostering the implementation of subsidized projects in these localities, impacting the community, and contributing to the strategic use of the Company's tax relief resources.

Finally, we expect to be closer to the surrounding community, always acting with ethics and in line with the Company's strategy, based on its code of conduct, its Sustainability and Social Investment policies, and any other normative or policy that it is in line with our action plan in such localities.

- Creation of a social and environmental risk matrix for each priority municipality;
- Creation of a structured and regular channel to communicate with the community (ex. community forums).
- Understand emerging social demands and identify possibilities for intervention;
- Define a social action strategy aligned with the Company's guidelines, as well

as with the Sustainability and Social Investment Policies;

- Get familiar with the projects developed by local companies and institutions and analyze possible partnerships;
- Strengthen the relationship with the local community;
- Increase VAMOS's role in the commitment to social causes and the promotion of rights.

3. ACTION FOCUS

VAMOS's Social Investment initiatives are focused on the following areas:

3.1 Zero Hunger and Sustainable Agriculture.

For VAMOS, working with sustainable agriculture is a value. We are aware of the limitations existing in certain economic sectors and the difficulties faced by certain minority groups to enter the job market, including women, Black people, young people, the elderly, and people with disabilities. In this sense, we know there is a huge number of innovative tools and initiatives that can be used to generate employment and income opportunities for these audiences in the short, medium, and long term. Investing in entrepreneurship and sustainable agriculture is VAMOS's way to contribute directly to the development of the local communities, promoting respect for diversity and for people's rights to develop themselves by becoming increasingly productive, finding their purpose in life, and fulfilling their dreams. Our ambition is to support economic, social, and environmental integration in metropolitan areas and among urban, peri-urban, rural, and twin-city areas, considering territories of traditional peoples and communities through cooperation among local governments, reinforcing national, regional, and local development planning.

3.2 Education.

- Education for professional qualification: projects that provide professional training to improve and develop skills that meet demands and insert individuals into the job market related to the Company's sector. Projects must prioritize socially vulnerable groups that live in the municipalities where any of VAMOS's companies are located. In the absence of beneficiaries under these conditions, other groups may be evaluated, always aiming at the training and professional qualification of the surrounding communities.
- Complementary education: projects that complement formal education,

carried out in partnership with specialized entities and/or public schools, to be held after school hours, through cultural, sports, and environmental education activities that permeate the citizenship and sustainability concepts. These projects are targeted at children and teenagers from public schools, aged 5 to 17 years old.

- Environmental Education: Concerns related to Greenhouse Gas Emissions, Solid Waste Management, and the Conscious Use of Water and Energy Consumption are a priority in our strategic and investment discussions. This scenario prioritizes projects that aim at raising awareness of the surrounding communities on the need for environmental conservation and, above all, initiatives that allow changes in the community's habits that effectively represent the protection of natural resources and ensure sustainability for future generations.

3.3 Decent work and economic growth.

Projects that support the Renewal of the National Fleet by encouraging the acquisition of newer and more efficient fleets ensure that the transportation and logistics chain of which the company is part, fosters, through the business, decent work and economic growth. However, it is well known that some groups have a lower possibility for development, such as independent cargo agents (independent professionals), which directly impacts this group to getting decent work and compensation, exposing them to work conditions that go beyond human rights, such as exhausting workload. Furthermore, we ensure continuous fleet renewal boosted by the turnover of assets in our sales activities. Thus, we help the logistics sector to have an emissions profile compatible with environmental challenges.

VAMOS supports projects and/or initiatives that aim at the Renewal of the National Fleet, raising awareness of the human rights of independent truck drivers, and initiatives to increase their income and economic development, including the engagement of public authorities for this category, which currently represents a significant portion of Brazilian road cargo transport.

4. CRITERIA

Our Social Investment efforts will primarily serve projects and programs that meet the following criteria:

- 4.1 Can be adapted to the guidelines, objectives, and focus of VAMOS's Social Investment;
- 4.2 Social relevance: The project must have a social diagnosis that justifies its execution and must have a level and scope of importance that meets the social inclusion needs and priorities of the community;
- 4.3 Feasibility: The project must have a technical team and be operationally and institutionally feasible to meet its proposed objective, in addition to having financial resources of its own or from supporting partners;
- 4.4 Continuity potential: The project must have partnerships with other sectors/companies or develop alternatives aimed at its maintenance and continuity;
- 4.5 Interaction with public policies: The project must meet a local, regional or national agenda;
 - 4.5.1 Interaction with government agencies and entities to align agendas should be done publicly, in formal and scheduled meetings, with the participation of other members of the social support network whenever possible, preferably the leading agents of the surrounding communities, aimed at granting complete transparency to the processes. The same applies to projects that receive partial support from government agencies or entities.
 - 4.5.2 Interaction with government agencies or entities must be governed by Brazilian laws and regulations, in particular normative acts aimed at fighting against corruption, as well as other acts that harm national or international public administration, under the Compliance Policy.
- 4.6 Assessment of the processes and results: The project must present indicators that can be monitored and assessed to confirm its process and results;
- 4.7 Communication: The project must provide a communication plan validated by the Sustainability Department, approved by VAMOS's Corporate Communication and Marketing department, and must follow the guidelines defined in VAMOS's Brand Manual.
- 4.8 Opportunities for volunteer engagement: The project should offer, when applicable, opportunities for those interested in getting directly involved in the planned actions.
- 4.9 The project must comply with VAMOS's Sustainability and Compliance

Policies.

5. SCOPE

This Policy applies to all VAMOS companies, its affiliates, and stakeholders, including its value chain.

6 COMMITMENTS

6.1 VAMOS undertakes to respectfully maintain its relationship with local communities.

6.2 The Company undertakes to maintain actions related to Social Investment.

6.3 The Company undertakes to correlate its social investment activities with public policies and/or collective agendas for sustainable development.

6.4 The Company undertakes to make social investments using funds from tax incentives.

7 MONITORING AND ASSESSMENT

The Company's social and environmental programs, projects, and actions shall be monitored by its Sustainability Department through performance indicators and assessment tools monitored by VAMOS's Sustainability Committee.

In addition, compliance with the guidelines and criteria defined in this Policy shall be constantly monitored and any violation of the content herein, or to other policies established by the Company, particularly the Compliance Policy, shall result in the immediate paralysis of the project/action until it has been submitted to the Sustainability Committee and, as necessary, to the Audit Committee, which will resolve on its continuity/completion.

The results will be presented to the Sustainability Committee and annually shared with other stakeholders through the Integrated Annual Report. Based on the results, new goals and priorities will be defined.

8 APPROVAL, FREQUENCY, AND ANALYSIS

This policy was submitted for analysis by VAMOS' Sustainability Committee and approved by the Board of Directors. It will be reviewed when there is a significant change in the Company's business or priorities in the locations where it

operates, mainly regarding the SVI, which must be annually reviewed by the Sustainability Committee.

9 GLOSSARY

Community: Refers to a group of people with the same common values and behaviors, who show solidarity and unity arising from affective, customary, and traditional relationships, who may suffer positive and/or negative influences from the relationships between their members, other communities, and society.

A community is a place for collective identity, while Society consists of individual personalities. In a community, individuals are united despite any of the elements that may separate them. In a society, individuals are separated despite any of the elements that unite them.

(Source: Conselho Paranaense de Cidadania Empresarial – www.fiepr.org.br/fiepr/cpce)

Sustainable Development: Refers to a development action that meets the needs of current generations without compromising the ability of future generations to meet their own needs.

(Source: Relatório Brundland - Nosso Futuro Comum)