

	<p align="center"><b>VAMOS LOCAÇÃO DE CAMINHÕES, MÁQUINAS E EQUIPAMENTOS S.A.</b></p>
	<p align="center"><b>Occupational Health, Safety, and Environment (OHSE)</b></p>

## **Introduction**

With a leading position in the Brazilian truck, machinery, and equipment rental sector, Grupo VAMOS's business model is aimed at the renewal of the national fleet and operates in the heavy vehicle segment, which comprises three segments: Vamos Locação, Vamos Concessionárias, and Vamos Seminovo (used vehicles) that offer solutions to renew and modernize the fleet and services provided to customers in the dealer network, with truck and bus stores (Volksvagem/Man); agricultural machinery and equipment dealers (Valtra and Fendt); used vehicle stores; and yellow line machinery (Komatsu).

This Policy represents the commitment of VAMOS to consolidate Health, Safety, and the Environment (HSE) in its culture, business decisions and strategies, and daily practices serving as a reference for its operations, together with the Sustainability Policy.

This document is aligned with the Company's values:

### **Customer**

Understand to serve, ensuring lasting relationships.

### **People**

Committed to work, people make all the difference in our business.

### **Simplicity**

In the way of being and doing things.

### **Quality**

Ensure fast delivery according to specification, deadline, and value.

## **Profit**

Key to sustainable development.

### **1. Objectives**

The objectives of this document are:

To define the social and environmental principles and guidelines that will guide the actions of VAMOS;

To be a reference for any decisions of the Company that may affect its entire value chain;

To guide the formulation of strategies, objectives, and goals of the Company's integrated management system;

To define guidelines to reduce or mitigate negative impacts on health, safety, and the environment, as well as contribute to the intensification and dissemination of positive impacts on society;

To instruct employees, third parties, suppliers, customers, and communities, among other stakeholders, ensuring the alignment of the Company's business decisions and actions.

### **2. Scope**

This Policy applies to VAMOS and its subsidiaries. Each business will be responsible for executing and monitoring projects, goals, and specific indicators.

Its principles also guide the relationships with all the Company's stakeholders, including its value chain (supply and customer chains).

### **3. Audience**

This document should reach all the Company's employees and other stakeholders.

### **4. Principles**

#### **1) Health and safety**

- a) Senior management is responsible for the prevention of accidents, occupational diseases, and preservation of the environment, while each area manager and other hierarchical levels are directly responsible for the health and safety of those who work with them and should use all possible and feasible technical and administrative resources in the company to prevent and reduce accidents, incidents, and consequently losses.
- b) Identify the areas where the company can improve its health protection performance and the continuous development of occupational medicine activities.
- c) Protect employees and third parties working at factories, storage, stores, shops, and offices, as well as visitors, from existing risks.
- d) Provide employees with safe and healthy workplaces by complying with laws and internal and external regulations related to occupational medicine and safety.
- e) Structure a work environment and provide appropriate equipment to welcome all genders or people with disabilities. It includes uniforms, PPEs, bathrooms, and dressing rooms of adequate size, always complying with local safety regulations, according to ISO 45001.

## **2) Environment**

- a) Safeguard and protect the environment by managing the generation of waste, emissions into the air, or water pollution, as well as respecting other environmental factors.
- b) Reduce waste and the generation of waste in the production units.
- c) Conduct our business and activities with environmental responsibility contributing to sustainable development, committing to the rational use of natural resources in our operations, together with the prevention and mitigation of environmental impacts arising from the activities and products, and the continuous improvement of environmental quality in the regions where we operate.
- d) Show our commitment to the environment through the management of environmental risks related to our activities, guided by ISO 14001.

## **3) People Management**

- a) Promote the dissemination and strengthening of a safety culture, raise awareness of risks, and promote responsible behavior by employees through lectures and training,
- b) Training and educational initiatives must be permanent and all services developed in the company's facilities must be performed by duly qualified and skilled people. All employees are involved and participate, with the support of the area managers, in the prevention of accidents, occupational diseases, and environmental damage;
- c) Consider work adequate only when it is performed in compliance with health, safety, and environmental procedures;
- d) Ensure to all workers the right to question the performance of a task when the working conditions do not comply with the Health, Safety, and Environment Policy (HSE). Accordingly, all those involved, in addition to following the rules established for each activity, must take such responsibility;
- e) Consider Health, Safety, and Environment (HSE) matters in the relationship with all stakeholders, including in processes involving the transportation of people.
- f) Reaffirm our commitment to comply with the legislation, regulations, standards, and the commitments to which the company is a signatory, transparently and accurately providing information.

## **5. Policy Implementation**

The Health, Safety, and Environment (HSE) Policy will be broadly disclosed among suppliers, customers, investors, and stakeholders of VAMOS and its subsidiaries in the communication channels with each audience.

## **6. Whistleblowing and/or consultation channels**

The Company provides a Whistleblowing Channel through which employees, directors, board members, and other stakeholders can report any irregularity or act contrary to the laws or internal regulations. The Channel is governed by the principles of confidentiality, respect, and fundamentals, fully respecting the rights and guarantees within the process, both in the analysis and substantiation of information

received as well as in resolutions and, in this case, adoption of corrective measures when appropriate.

VAMOS strongly disapproves any form of retaliation against whistleblowers who have registered a report in good faith and with responsibility, even if the report proves to be unfounded, as established in the Codes of Conduct and substantiated by this policy.

## **7. Monitoring**

VAMOS will share the best practices of our operating units on rights based on reporting mechanisms to establish effective correction channels for local stakeholders regarding this Policy and may engage independent third parties to monitor compliance with this Policy by the Company.

We will publicly disclose our performance in these processes in our Annual Report or another publication available on our communication channels offered to the stakeholders of VAMOS and/or its subsidiaries.

## **8. Review**

This Policy is submitted for analysis and recommendations by the Sustainability Committee and submitted for review and approval by the Board of Directors. The Policy is supported by the Code of Conduct, which instructs, trains, and provides information to the entire Company. This corporate policy will be reviewed in case of organizational, legal, or business changes to maintain its applicability, sufficiency, and effectiveness for the broad defense of the principles of Health, Safety, and the Environment of the stakeholders of VAMOS and its subsidiaries.

## **9. Glossary**

**ISO 14001** - International standard that helps identify and manage environmental risks related to the internal processes of the activity developed by the organization.

**ISO 9001** - A quality management system created for companies to improve their performance.

**Environmental Impacts** - Changes to the environment caused by human activities that may be positive or negative, permanent or temporary.

**HSE** - Health, safety, and the environment, a set of laws and regulations to protect employees, the company, society, and the planet by encouraging the adoption of measures that can reduce the overall rate of damage caused by the operation of a company.

**Sustainability** - The balance between supplying human needs and preserving natural resources, not compromising the next generations, and preserving the environment.

**Occupational diseases** - Diseases directly related to the activity performed by employees or the working conditions to which they are subject.

**Occupational risks** - Risks to which employees are exposed during their work routine.

**PPEs** – Personal protective equipment, such as hard hats, earplugs, safety vests, and gloves.

**Emissions** - Release of pollutant gases into the atmosphere.