

Declaration of Human Rights

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Motiva reaffirms its unwavering commitment to the promotion and defense of Human Rights, and guides all its activities by the 3 I's culture - Integrity, Integration and Impact, with a focus on creating sustainable value. Inspired by the guidelines in our Code of Ethical Conduct, we have established this Declaration as a milestone in our corporate culture and in our relations with all stakeholders.

VAG III

Acting with Humanity and Social Responsibility:
Developing actions that encourage empathy, solidarity and sustainable development, contributing to the well-being of our employees, partners and communities.



Priority Human Rights in our Company

The definition of priority Human Rights for Motiva was made respecting the relationship between Human Rights and our values of Integrity, Integration and Impact. Considering the knowledge about the possible impacts of our business on Human Rights, the potential risks already mapped are the following:

- Harassment
- Diversity and Inclusion
- Gender Equity
- Privacy and Integrity
- Forced labor or conditions analogous to slavery
- Child Labor
- Human Trafficking
- Health and Safety at Work
- Mental health and inadequate working conditions

We are in the process of continuously mapping the Human Rights risks that may be impacted by our activities and the above list may be updated.

Involvement and Monitoring Mechanisms

To make our commitments a reality, Motiva implements a set of mechanisms, which include:

Network Engagement and Active Participation: encourages the participation of all stakeholders – employees, suppliers, partners and communities – in identifying and mitigating risks, through volunteering, discussion forums and impact assessments.

Reporting and Ombudsman Channels: provides secure and confidential means for anyone to report possible human rights violations, without fear of retaliation and anonymously if desired.

Human Rights Due Diligence process: carries out continuous assessments of the impacts of our activities and our value chain, integrating this data into our strategic and operational decisions.

Training and Awareness Programs: trains our employees and partners through periodic training, ensuring that everyone is aware of and committed to the principles of this Declaration.

Governance

Motiva's human rights declaration is approved by our Board of Directors and signed by our CEO. The Audit and Compliance Committee will receive periodic reports on the subject.

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