

What we stand for - commitment to Human Rights	03
The Declaration and its Scope	04
Priority Human Rights in our Company	05
Involvement and Monitoring Mechanisms	06
Governance	07



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.

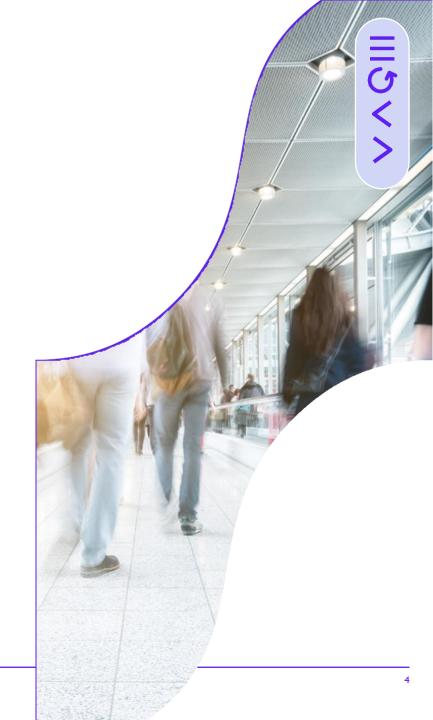
What we stand for – commitment to Human Rights

Respect to Human Rights: At Motiva we are committed to respecting human rights, as defined in the International Bill of Human Rights and the Declarations of the International Labor Organization (ILO).

Adherence to International Guidelines: We follow the voluntary guidelines of the Organization for Economic Cooperation and Development (OECD), which guide responsible practices, including respect for Human Rights, decent work, environmental protection and the fight against corruption.

Sustainability: Since 2011, we have joined the UN Global Compact and are committed to its Sustainable Development Goals. In 2023, we received an A- grade in Climate Change from the Carbon Disclosure Project (CDP).

Diversity and Inclusion: Since 2020, we have had an area dedicated to Diversity and Inclusion, carrying out censuses, publishing booklets and strengthening the agenda with training and mentoring. We take care to create a positive working environment where everyone is free to express themselves, following our principles of unconditional respect and ethics. We expanded the "Belonging Program - Inclusion and Respect for Being" with the aim of creating a safe space for discussions and the exchange of experiences, as well as the collaborative construction of solutions for the six affinity groups: Cultures and Regionalities, Gender Equity, Generations, LGBTQIAPN+, People with Disabilities and Races and Ethnicities.



The Declaration and its Scope

This Statement covers all members of Motiva's value chain: managers, employees, service providers, suppliers, customers, public authorities and the communities with which we interact. We commit ourselves to:

Unconditionally Respect and Promote Human Rights: ensure that they are observed in all our operations, in accordance with international standards and the guidelines of our Code of Conduct and Ethics.

Prevent Violations and Promote Good Practices: Implement rigorous measures to prevent human rights violations, adopting controls and continuous monitoring mechanisms to identify, prevent and remedy risks.

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.

io Selvagem 1943
ro de Vida 1978
prendizagem ou vro dos Prazeres 1969
clarice lispector

te 1974

A Hora da Estrela 1977

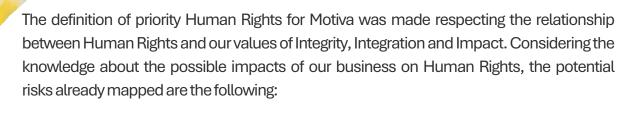
Laços de Família 1960

/// motiva

Um Sopro de Vida 1978



Priority Human Rights in our Company



- 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

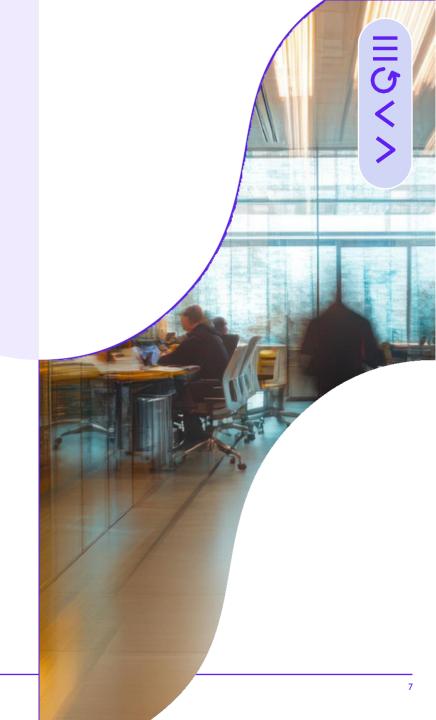
To make our commitments a reality, Motiva implements a set of mechanisms, which include:

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.

Prepared by: Júlia Monturil Martins and Marília Zulini

Approved by: Board of Directors

Consensus reached by: Pedro Sutter, Raquel Cardoso and Roberto Penna

Area: Compliance

Approval date: 05/28/2025

Revision: 00



