

ESG POLICY



1. Objective

Montreal's ESG policy aims to promote sustainable, responsible and ethical practices by incorporating principles that consider environmental and social impact and transparency in corporate governance.

To this end, the current policy establishes guidelines that will guide Montreal in making strategic decisions and implementing initiatives aimed at social responsibility and sustainable development, generating value for the company and its stakeholders.

2. Scope

This Policy is applicable to all employees, at all hierarchical levels, and must also be followed by all partners, suppliers, service providers and any natural or legal person who has a relationship with Montreal.

3. References

The ESG Policy is based on the following references:

- Sustainable Development Goals - SDGs;
- Collective Bargaining Agreements and the Universal Declaration of Human Rights;
- Code of Ethics and Conduct;
- Diversity and Inclusion Policy;
- United Nations Development Program - UNDP;
- United Nations Global Compact.

4. Concepts

- ESG: Acronym that stands for Environmental, Social and Governance criteria used to evaluate and measure a company's ethical and sustainable performance.

- **SDG:** Acronym that stands for "Sustainable Development Goals". These are 17 global goals set by the United Nations (UN) to address global challenges by the year 2030. These goals aim to promote sustainable, equitable and environmentally conscious development worldwide.
- **STAKEHOLDERS:** Represent all stakeholders who may be affected by Montreal's actions and decisions, including: employees, suppliers, service providers, customers and the local community.

5. Guidelines

5.1 – Environmental Aspects

Actively contribute to the prevention of the environment, carrying out actions to preserve natural resources and measures against pollution, ensuring compliance with applicable legal requirements and committing to improvement through good practices to mitigate the impacts of our actions on environmental quality. We have therefore adopted the following commitments:

- Inspire and educate employees and third parties about environmental prevention;
- Save energy;
- Reduce water waste;
- Controlling the disposal of waste in water;
- Reducing the emission of pollutants into the environment;
- Respect legislation and other environmental preservation requirements applicable to the business.

5.2 – Social Aspects

Promoting equality and well-being through initiatives and programs that promote diversity and social inclusion, managing human capital with strategies for attracting and retaining talent, and ensuring access to health, safety, corporate education, innovation, social assistance and the defense of human rights, thus contributing to the development of a fairer and more equitable society. To this end, we have adopted the following objectives:

- Promote practices to build environments favorable to diversity and inclusion;
- Support initiatives that strengthen the social care network (assistance projects, donations);
- Strengthen responsible relationship dynamics that value labor and human rights issues;

- Promote actions aimed at mental health and well-being, fostering engagement and a sense of belonging;
- Developing and qualifying employees through practices to encourage training (qualifying them);
- Promoting and encouraging the corporate volunteer group, supporting participation in practical actions, meaningful experiences and raising awareness among those involved.

5.3 – Governance aspects

Montreal is committed to corporate governance and its best practices, trusting that the inherent tools are capable of providing greater business integrity.

Our mission is to ensure the successful application of governance principles, promoting constant improvement and fostering an ethical culture in our corporate environment, through the following practices:

- **Efficient Management:** Promoting actions focused on maximizing long-term shareholder value and avoiding conflicts of interest;
- **Ethics and Social Responsibility:** Promoting an ethical and socially responsible business environment, where the company complies with all applicable laws and regulations;
- **Risk Management:** Developing actions to identify, assess and mitigate risks;
- **Stakeholder Relations:** Fostering positive relationships with customers, suppliers, employees and other stakeholders, recognizing the importance of these relationships for the longevity of our business;
- **Regulatory compliance:** Complying with laws and regulations applicable to the business.

6. Principles

- **Transparency:** We are committed to keeping our financial information clear and accurate;
- **Fairness:** We will ensure that all stakeholders are treated fairly and equally, regardless of their status, shareholding or involvement with the company;
- **Accountability:** We are committed to accountability actions that promote trust among stakeholders and provide an environment that contributes to better decision-making by senior management;
- **Corporate Responsibility:** We are committed to moral and ethical responsibility in our business relationships;

7. General Definitions

This Policy is established by Montreal's senior management and is valid from the date of approval. Its distribution is unrestricted and widely available for consultation in all the organization's communication channels, both for internal and external audiences. The policy undergoes critical reviews at regular intervals (at least once a year) or when significant changes occur, to ensure its suitability, continued relevance and effectiveness.

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