



DECLARATION OF COMMITMENT TO SUSTAINABILITY - SUPPLIERS -

At Banco Montepio Group, we are committed to providing long-term value, acting responsibly towards society and the planet, and contributing to the prosperity of the economy and communities in partnership with our relevant stakeholders. This objective extends beyond the products and services we provide, into the supply chain, through an ethical and quality commitment that considers the contribution to sustainable development and the regeneration of natural ecosystems, as well as the dignity of the human person, in line with our Code of Conduct and sustainability commitments.

The Declaration of Commitment to Sustainability for Banco Montepio Group Suppliers establishes standards and behaviour that we expect to be respected by the companies or entities in our supply chain.

This Declaration includes environmental, social and governance (ESG) references that companies consider working on and implementing following the national and European regulatory framework for sustainability.

Complementarily, in the scope of the commitments assumed, among which we highlight:

- The United Nations Universal Declaration of Human Rights,
- The European Convention on Human Rights,
- The Fundamental Rights at Work of the International Labour Organization (ILO),
- The United Nations Global Compact (UN Global Compact),
- The United Nations Agenda 2030 and Sustainable Development Goals (SDGs),
- Women's Empowerment Principles (WEPS),

the Banco Montepio Group also provides the Manual of Good Practices for Suppliers, with principles of action valued in contracting services and managing the partnership, which aims to contribute to social, environmental, and economic benefits in the communities where we operate.

In this sense, the Banco Montepio Group's supplier company, signatory of this Declaration, undertakes to make efforts to respect and apply the "comply or explain " principle to the practices attached to this Declaration, which are aligned with our Subcontracting Policy and contribute to an ethical and prudent, prosperous, and sustainable corporate governance exercise.



Commitment

The present Declaration registers the commitment of the Banco Montepio Group's Supplier Company, the undersigned, to cooperate in the provision of information that allows the assessment of compliance with the practices attached hereto, either by answering questionnaires, sharing its statement - licences, certifications, authorisations, accreditations, technical reports, insurance, occupational health evaluation programme, among others - or published, or through visits to premises where contracted activities are carried out.

Identification of the signatory company _____

Identification of the CEO or similar _____

_____, _____ from _____

(Signature following the company's form of obligation)



GOOD PRACTICES

Legal compliance and ethical performance

1. To ensure the application of the principles derived from the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Fundamental Rights at Work.
2. If justified, respect the laws and standards regulating national and international activity, promoting corporate alignment with the 10 Principles of the United Nations Global Compact and the 17 Sustainable Development Goals (SDGs) of Agenda 2030.
3. Ensure Ethical operating practices, not tolerating direct or indirect participation in corruption, fraud, money laundering, bribery, and extortion.
4. To respect and or protect intellectual property rights, as well as the privacy of personal information.
5. Adopt good market practices, namely respecting competition, protecting intellectual property, and managing and making data available.

Human Rights

6. To fight any harassment, discrimination, coercion, abuse, violence, or exploitation in the exercise of its activities and its sphere of influence, ensuring full respect for human dignity, gender equality, diversity and inclusion.

Labour rights

7. Ensure compliance with labour rights arising from applicable national legislation and reject all forced and child labour forms.
8. Promote inclusion, diversity and equal opportunities between genders and ensure a work environment free from discrimination, moral and sexual harassment, and any threats, harassment, and aggression.
9. Ensure fair and equal pay and regular training for workers and promote conciliation between professional, family, and personal life. (Law no. 60/2018, of 21 August)
10. Ensure the employment of disabled people with a degree of disability equal to or greater than 60%. (Law no. 4/2019, 10 January)

Prevention, Health, and Safety

11. Promote a corporate culture of management and prevention, including environmental and social risks, to avoid accidents and occupational diseases, encouraging behaviours that promote physical and psychological well-being and safety of



workers, including the provision of adequate means of protection and training. (Law no. 102/2009, of 10 September)

Environment

12. Promote the recognition of environmental impacts and the reduction of adverse effects on the community, environment, and natural resources within the scope of own and contracted operations.
13. Promote the definition of objectives, adopting environmentally responsible practices and using innovative and clean technologies to adapt to and mitigate climate challenges.
14. Promote the continuous improvement of processes, products, and services in alignment with circular economy principles - reducing the consumption of natural resources, greenhouse gas emissions (GHG), waste and waste generation, and valuing the local economy.
15. Ensure licenses are current and ensure operational requirements and necessary reporting.

Corporate Governance

16. Ensure regular and accurate reporting of economic, financial, environmental, social and corporate governance performance, promoting engagement with relevant stakeholders.