

Sustainability Report 2023 SUMMARY VERSION

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com a nossa energia Sustainability Report 2023 Summary version

About Us

Our sustainable

strateav

Energy to move Brazil

Corporate

Our people

Innovatior

Climate

change

VIBR/

Introduction

This is the summarized version of the Sustainability Report of Vibra Energia S.A.

The document highlights the main initiatives carried out by the company in the period from January 1 to December 31, 2023, in addition to reporting relevant information for the 1st quarter of 2024.

The full report can be accessed here

The brands

BR Aviation, Petrobras Premmia, Petrobras Grid, Petrobras Podium, Petrobras Verana and Petrobras, mentioned in this report, are owned by Petróleo Brasileiro S.A. and licensed to Vibra Energia S.A.

Questions, criticism and/or suggestions

about the content presented can be sent to the consumer service area through the following communication channels:

4090 1337 (capitals)

0800 770 1337 (other regions)

Electronic form: vibraenergia.com.br/contato

Message from Management



"

The year was marked by advances that, in addition to immediate results, laid the foundations for maintaining Vibra's growth, competitiveness and role in the energy market in the coming years.

SÉRGIO RIAL

Chairman of the Board of Directors

"

Our purpose is to move Brazil with its best energy. Vibra has a unique team, infrastructure, products and capillarity to serve our customers throughout Brazil. I am pleased to report that we achieved excellent results in 2023. However, this does not mean that we can remain complacent. I continue to be motivated in 2024, with the certainty that we still have plenty to do. Bring on another vibrant and energetic cycle! "

ERNESTO PERES POUSADA JUNIOR





"



Who we are

Our people

Innovation

Brazil moves with Vibra

Stakeholder

engagement

Climate

change

Environmental

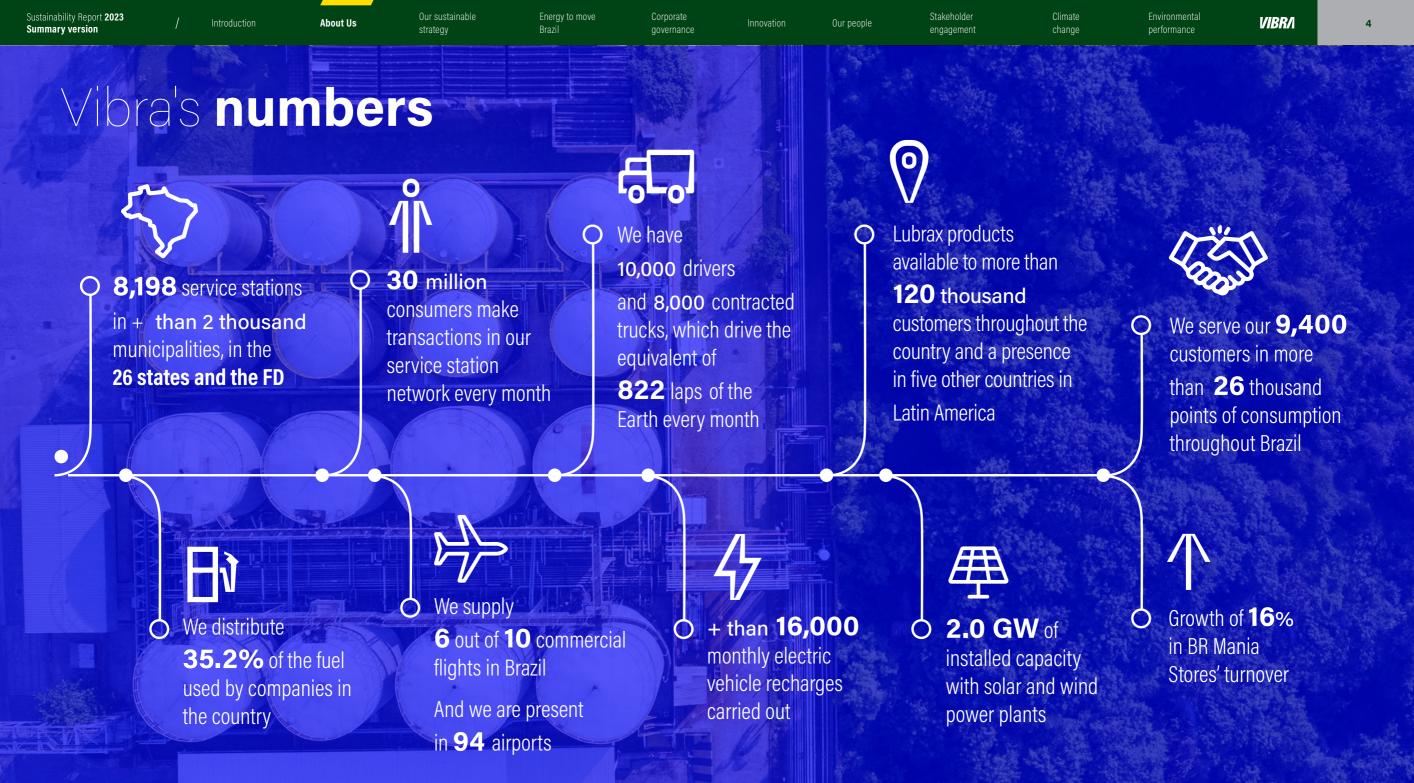
performance

We are Vibra Energia S.A., a publicly traded company, one of the largest energy companies in Brazil, leader in the fuel distribution market and owner of the most remembered lubricant brand: Lubrax. We are honored to have been present in the daily lives of Brazilians for 52 years, contributing to the national GDP, generating jobs and driving the country's economy.

Headquartered in Rio de Janeiro, we are strategically present in the five Brazilian regions with 101 operational units. To support our international transactions, such as import and export, we maintain Vibra Trading BV, with offices in the Netherlands and the United States.

Vibra exists to move Brazil with its best energy. We will continue to work to achieve this corporate purpose in the coming years. The trust of our customers and our position as an industry leader are qualities we have cultivated over time and will continue to be part of our core identity.

VIBRA



Sustainability Report 2023 Summary version	/	Introduction	About Us	Our sustainable strategy	Energy to move Brazil	Corporate governance	Innovation	Our people	Stakeholder engagement	Climate change	Environmental performance	VIBR/I	5

Sectoral awards and recognition



100 OPEN STARTUPS 2023 Number 1 in the Retail and Distribution sector in open innovation practices with startups in Brazil



ÉPOCA NEGÓCIOS 360° Winner in the Wholesale sector in the Época Negócios 360° yearbook



MELHORES & MAIORES 2023 Best company in the history of the Petroleum and Chemicals sector, according to Exame Magazine

MT HINOVative Workplaces Brasil 2023



BRAZIL 2023 We are among the 20 most innovative companies in the country

MIT INNOVATIVE WORKPLACES

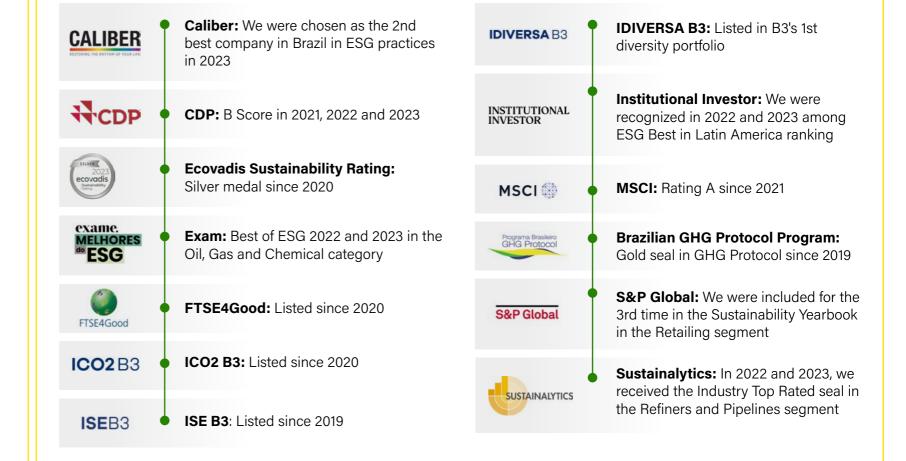
BEST CORPORATIONS RANKING FOR STARTUPS We were sixth among 20 corporations



VALOR INNOVATION 2023 Top 4 of the Valor Innovation Award

ESG recognition

We are included in the main market indices and ratings and have obtained positive results in recent years that demonstrate our commitment to governance and socio-environmental management.



Energy to move Brazil

Our sustainable

strategy

Corporate governance Innovation Our people

Climate

VIBR/1

Our **sustainable** strategy

Introduction

Our material topics

Vibra's commitment to an integrated and sustainable vision in strategic decisionmaking gained greater traction in 2023 with the establishment of the Vice Presidency of Renewable Energy and ESG. This new

position oversees Strategy, M&E, New Energies and ESG. The restructuring reinforces our desire to create a resilient Vibra, which focuses on the customer and expands its product offering.



ENERGY TRANSITION AND RENEWABLE ENERGY	EMPLOYEEATTRACTION, DEVELOPMENT AND RETENTION OF EMPLOYEE
ETHICS, INTEGRITY AND COMPLIANCE	MANAGEMENT OF ENVIRONMENTAL LIABILITIES
COMBATING CLIMATE CHANGE	SUPPLY CHAIN MANAGEMENT
MARKET TRANSPARENCY AND PRODUCT PRICES	DIVERSITY, INCLUSION AND EQUALITY
SAFETY, HEALTH AND WELL-BEING	DEVELOPMENT OF LOCAL AND TRADITIONAL COMMUNITIES
INNOVATION AND TECHNOLOGY	RELATIONS AND COMMUNICATION WITH PRIORITY STAKEHOLDERS
PRODUCT QUALITY AND SAFETY	PRIVACY AND DATA SECURITY

In pursuit of **ESG excellence**

Understanding the importance of focusing on initiatives to centralize efforts and achieve better results, we have established seven priority topics, guided by four UN Sustainable Development Goals and approved by senior management, to be addressed over the next few years. 7

Priority topics

	SDG	ESG priorities	Ambition/Targets							
C	13 ALAD CONTRA MERAL CARRAN	Decarbonization of our operations Scope 1 and 2	Reduce 67% of GHG emissions by 2026 Neutralize GHG emissions as of 2025							
-		Customers decarbonization Scope 3	Neutralize GHG emissions by 2050 Migrate customers to cleaner energies (LNG, biomethane, free market, among others) in 2024							
	16 ministration	Social cause Combating the sexual exploitation of children and adolescents	Combating sexual exploitation of children and adolescents by engaging society and partners, protecting children and adolescents, and including families							
S		Diversity and inclusion Women and blacks in leadership	30% of women in senior leadership positions by 2025 20% of black people in leadership positions by 2025							
	8 ITABALING GCRATT CONDUCTOR CONDUCTOR	Occupational safety Safer workplace environment	Zero SIFs (serious injuries or fatalities) Alert Limit of 0.71 of the LTFR (accident lost time frequency rate)							
		Ethics and integrity Combating irregular practices in the sector	Development of an action plan, together with the legal area, for the entire service station network							
•	16 PAT ANTEAN BETTURNES BARRAGE		100% transparency on reporting channels and compliance and governance structure by 2025							
U		Corporate governance	100% of the high-risk value chain trained in integrity by 2027							
		Best practices in transparency and accountability	100% transparency of interactions with public administration by 2030							
			100% integrity in senior management remuneration by 2030							

Our sustainable

strateav

Energy to move Brazil Corporate

Our people

VIBR/

Energy to move Brazil

Vibra as the main choice

Our ambition is to be a reference company in energy solutions by 2030, making us the absolute preference for meeting the energy needs of companies and people. To achieve this goal, we put the customer at the center of our decisions and have expanded the offer of products and services as we work to become one of the largest energy platforms in Brazil.

We are leaders in the distribution of fuels and offer the solutions essential today for the economy to continue to function. We want to be protagonists in Brazil's energy transition.

We offer a distinctive range of products and services, representing brands renowned for their quality and reliability. We have expanded our portfolio of energy solutions based on renewable sources, acquiring stakes and sealing strategic partnerships. The objective is to reduce our carbon footprint and also contribute to the decarbonization of our customers.

We operate in various segments: distribution of fuels and lubricants, licensing for reseller stations, aviation, distribution of chemicals, automotive lubrication franchises and convenience stores, commercialization of ethanol, electricity and biomethane, electromobility and distribution of advanced biofuels.



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Climate

change

Environmental

performance

When we talk about being protagonists in the energy transition, we are speaking to the need to grow in renewable energies. This is also a tool for us to move closer to our customers, helping them in the transition process.

CLARISSA SADOCK Vice President of Renewable Energy and ESG

Sustainability Report 2023 / Introduction About Us Our sustainable Summary version / Introduction About Us strategy	Energy to move Brazil	Corporate governance	Innovation	Our people	Stakeholder engagement	Climate change	Environmental performance	VIBR/I	9
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Highlights of our **business segments**

FUEL DISTRIBUTION

- We are leaders in the national fuel distribution market
- 4.6 million m³ of fuels distributed every month
- We carried out the 1st fuel delivery operation for the Petrobras Gas Station network with an electric-powered tank truck: 3.2 tCO2e avoided monthly
- We launched the country's 1st carbon neutral gasoline
- We offer two premium products in the nautical segment: Petrobras Verana Diesel and Lubrax Nautica Diesel

SERVICE STATION NETWORK

- We are the fuel distributor with the largest network of service stations in the country
- 8,198 gas stations, with the licensed Petrobras brand, distributed in 2,320 cities
- 150 gas stations in the Siga Bem Network
- 30 million individual consumers make transactions in our service station network every month
- 44.6% market share of premium products; growth of 2.7 p.p. compared to 2022

CONVENIENCE

- Vem Conveniência is now 100% controlled by Vibra
- BR Mania is the 11th largest franchise in Brazil
- 1,323 BR Mania stores at Petrobras Gas Stations
- More than 60 million consumers
- + 550 products and 25 private label items offered
- R\$ 1.6 billion in revenue; 16% higher compared to 2022

AVIATION

- More than 2,500 active customers in the segment
- Of every 10 commercial flights that take off in the country, 6 are supplied by Vibra

CHEMICALS AND PETROCHEMICALS

- Wide portfolio of solutions for segments such as oil and gas, fine chemistry, agribusiness, paints, adhesives, household cleaning and rubber
- Customized product development for each customer and application location
- Largest supplier of chemicals to the Oil and Natural Gas Exploration and Production (E&P) segment in Brazil

ENERGY SOLUTIONS

LUBRICANTS

- We launched the Lubrax UniTractor 10W-30, a highperformance lubricant developed for tractors and heavy agricultural equipment
- Launch of Lubrax Supera Premium, a line of lubricants specially developed for use in hybrid vehicles
- We offer more than 160 product families, consisting of over 600 items for automotive, industrial, marine and rail applications

AUTOMOTIVE LUBRICATION CENTER

- 1,698 Lubrax+ Franchise stores, present in 21% of Petrobras gas station network
- Lubrax+ sixth largest franchise in Brazil, according to the 2023 ranking of the Brazilian Franchising Association (ABF)
- Hiring Lubrax+ Consultants, improving support in the day-to-day of the franchise
- Operating in the ethanol segment through Evolua Ethanol, a joint venture with Copersucar S.A.
- Operating in the electric energy segment through Comerc. In 2023, we launched the Carbon Credit Operations to expand our decarbonization platform
- Electromobility: 15 ultra-fast and fast charging points at Petrobras Service Stations; +1000 charging points at the partner EZVolt base and three 100% electric service stations
- Natural gas, biogas and biomethane: inauguration of the first plant in Jambeiro (SP) of ZEG Biogás, a company in which we hold a 50% stake, and a partnership with Inpasa to study the feasibility of producing and selling green methanol from ethanol by-products



Corporate Governance

Stakeholder

engagement

Our people

Climate

change

Environmental

performance

Our governance

The year 2023 was marked by the arrival of a new president at Vibra in February, and the transition took place transparently, proving the solidity and consistency of our procedures. The new CEO introduced changes to the company's management structure, in line with the strategic plan projected for the coming years. Our corporate governance structure is comprised of the Shareholders' Meeting, the Fiscal Council, the Board of Directors and the Executive Board. The Board of Directors is evaluated by the Financial Committee, Statutory Audit Committee and Governance, People and Compensation Committee.

VIBR/1

Our sustainable strateav

Energy to move

Brazil

Corporate

governance

Innovation

Stakeholder enaaaement

Climate

change

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VIBR/

Acting ethically and with **integrity**

The way we conduct our businesses and related administrative processes is guided by transparency and respect for ethical principles. We have monitoring, overseeing and accountability mechanisms in place; they assure our many stakeholders greater clarity and security regarding our actions and results.



To reinforce our commitment to integrity, we offer five mandatory courses through our Integrity Trail, available on the corporate e-learning platform.

" The value of integrity to the company is non-negotiable. We have made significant progress in combating irregular practices in our sector and we still have a long way to go. "

HENRY DANIEL HADID Vice President of Legal, Compliance and

Institutional Relations

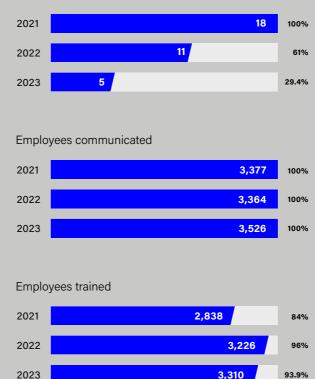
COMMUNICATION AND TRAINING IN ANTI-CORRUPTION POLICIES AND PROCEDURES

Our people

Governance members communicated



Governance members trained



Ethics channel

Registry of complaints 24 hours a day, seven days a week

by electronic address www.vibraenergia.com.br/canaldeetica

by telephone 0800 882 0402

through the Contato Seguro App (which can be downloaded in IOS and Android versions).

In 2023, we prepared and internally disseminated a **booklet on How to** Combat Violence at Work, seeking to improve and promote an increasingly safe, ethical and integral work environment.

How to Combat Violence at Work booklet

About Us

Our sustainable

strateav

Energy to move Brazil

Corporate

governance

Innovation

Our people

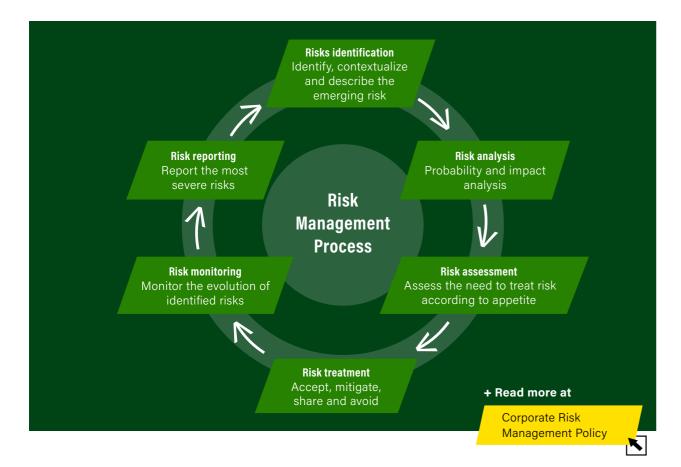
12

VIBRA

Risk management

To ensure the continued success of our businesses, we maintain a constant attention to potential risks, uncertainties and issues that could cause adverse effects in our daily operations or even Vibra's long-term viability.

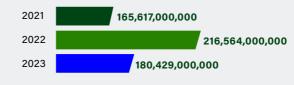
The management process entails the identification, analysis, treatment and monitoring of the primary risks, which are classified into five categories: ESG, Business, Compliance, Financial, and Digital. The process can be synthesized in the following scheme:



Economic and financial ormance



DIRECT ECONOMIC VALUE **GENERATED (REVENUE) (R\$)**



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Climate

change

Vibra achieved record results for its shareholders in 2023, despite facing numerous external challenges. The good performance was the result, especially, of the focus on management and improvement of the operating result with several growth levers. "

AUGUSTO RIBEIRO JÚNIOR Vice President of Finance, Purchasing and IR

Net profit of

Adjusted EBITDA of

RS 8.85 B.



record in our history with growth of* 73%

* compared to 2022

Innovation

Introduction

About Us

Sustainability Report 2023

Summary version

Driven by evolution

Vibra is gaining recognition as a pioneer in innovation, and has received numerous accolades in this subject. Vibra Co.lab, the company's innovation hub, has facilitated connections with various players in the ecosystem. Furthermore, we aim to foster an innovative culture not only at the company's headquarters but also throughout the organization. To this end, the Company set up co.laborar. It seeks to generate opportunities for employees by evaluating ideas and contributing to the development and effective implementation of projects.

Vibra collab in numbers

Innovation

Our people

Corporate

dovernance



VIBRA

13

Open innovation

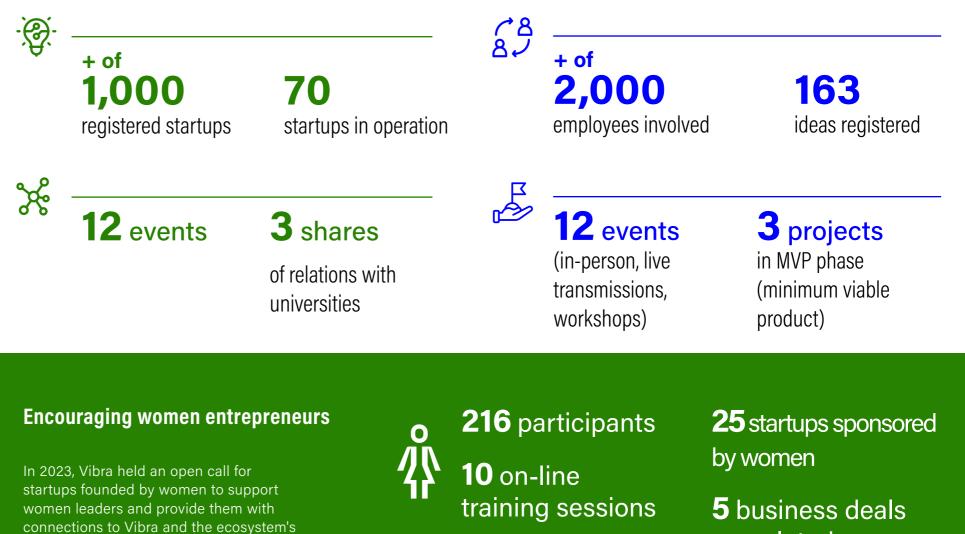
opportunities.

Energy to move

Brazil

Our sustainable

strateav



Stakeholder

ngagement

Intrapreneurship

Climate

change

Environmental

completed

Sustainability Report **2023** Summary version

Introduction

Our sustainable About Us strategy

Energy to move Brazil

Corporate Innovation dovernance

Our people

Stakeholder engagement Climate

14

VIBR/

Our people

The Vibra Wav

Great Place То Work. Certificada 2023 BRASIL

In 2023, the People and Technology Vice President's office was established through the Company's Executive Board restructuring process. Its purpose is to improve digital transformation and prioritize people.

The new area brings together two fundamental responsibilities that must be integrated on a daily basis: looking at people, ensuring training, development, and support tools; and technological evolution for business development.



3,526

"

We established our corporate Academy, Ativamente, to reinforce cultural elements and equip employees with the necessary skills to navigate the challenges of our business and the transformation we are undergoing.

ASPEN RICARDO ANDERSEN DA SILVA Vice President of People and Technology

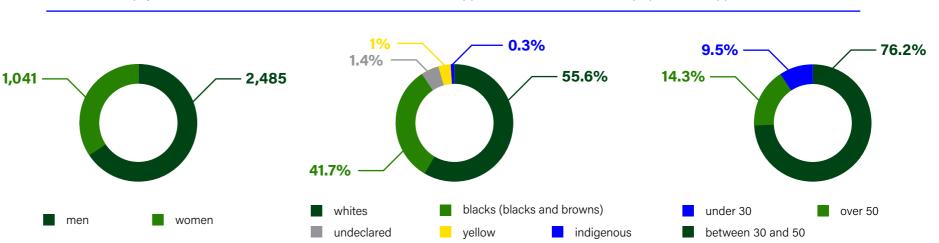
of women in senior leadership positions

28.6%

16% of black people in leadership positions



In 2023, for the first time, we conducted a diversity census and opened selection processes with affirmative vacancies for women and black people and internships for trans people. We have four affinity groups: Entre Raízes (ethnic-racial), Vibra Por El@s (gender), Orgulho+ (LGBTQIAPN+) and +Inclusão (people with disabilities), which have more than 300 members.



Sustainability Report 2023 Summary version

About Us

Energy to move Brazil

Our sustainable

strategy

Corporate governance

Innovatior

Stakeholder enaaaement Climate change

VIBRA

Environmental

performance

15

Health and safety

At Vibra, we provide safe and healthy work environments. We seek to promote wellness and quality of life for our employees. Our company is firmly guided toward prevention. We have comprehensive structured processes in place to identify and assess hazards and risks associated with the activities carried out by both our own and outsourced workers. These include safety inspections, ergonomic, chemical and physical assessments, accident and incident analysis, and emergency simulations, among others.



"

Safety is a non-negotiable value for us. While making significant progress in developing a robust safety culture as evidenced by our record indicators, which makes us a reference company in the sector, we remain committed to enhancing our management practices to ensure continuous evolution.

"

MARCELO FERNANDES BRAGANÇA Vice President of Logistics and Sourcing operations

RAR - RECORDABLE ACCIDENT RATE

17 Number

of accidents

Accident rate (per million man-hours exposed to risk)

0.68

0.69

Alert limit

risk)

(per million man-

hours exposed to

5

Number

of accidents

LTIFR - LOST TIME ACCIDENT RATE

0.35 Lost time injury rate (per million man-hours exposedto risk)

0.71 **Alert limit** (per million manhours exposed to risk)

PTL - PERCENTAGE OF TIME LOST



Our sustainable About Us

strateav

Energy to move

Brazil

Corporate

nnovatio

16

Stakeholder engagement

Product and service management

The structuring of a vice-presidency of Businesses, Products and Marketing in 2023 changed the way Vibra manages its brand. The new area combined business strategy with communication and relationships with customers and other stakeholders.



Renewable energy in sponsorship actions

Our people

VIBRA SÃO PAULO

The concert hall has been powered by renewable energy sources since June 2023.

VIBRA OPEN AIR

At Vibra Open Air, 100% of the generators were powered by Vibra's HVO10 Renewable Diesel. GHG emissions offset through the purchase of 136 carbon credits.

Environmental

MOTORSPORT SUPPORT

We sponsor the Lubrax | Podium Stock Car Team, with drivers Felipe Massa and Julio Campos. In addition, we have supplied the official Stock Car fuel since 2015, Petrobras Podium gasoline. It went carbon neutral as of September 2023.

The focus on the customer has been a guide for the creation of new products, our marketing actions, and all our initiatives to serve with passion, expand loyalty and win new customers.

VANESSA GORDILHO Vice President of Businesses, Products and Marketing

Service Station Campaign Posto, POSTO!



Launch of mascots at Petrobras service stations: Lu and Brás

Our sustainable

Brazil

Corporate

VIBRA

Customers and consumers

Vibra has the ambition to be customers' first choice in energy solutions. To this end, in 2023 we launched the Transformation Office to promote operational and procedural improvements that have a positive impact on our product and service offerings and our relationship with customers and consumers.



portfolio of 15 strategic **projects** prioritized on three fronts (sales, operations and logistics; and customers experience) **Energy for** agribusiness: specialized service and new products for the segment

We render services to our 9,400 customers at over 26,000 consumption outlets throughout Brazil



Our people

"

Climate

change

We proudly serve our B2B and Aviation customers, who are located throughout Brazil's territory and operate in a variety of sectors of the economy. We tirelessly strive to be our customers' preference! "

JULIANO PRADO Vice President of B2B Commercial

150 gas stations in the Siga Bem Network, located at strategic points on main highways

Restructuring of the customer service area for corporate clients

20 million participants in

Premmia, Vibra's relationship program for consumers

Introduction

About Us

Energy to move Brazil Corporate

Innovation

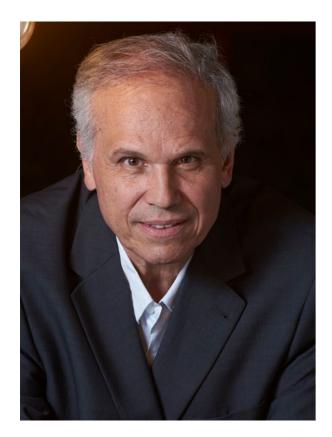
Stakeholder engagement

VIBRA

18

Resellers and service station attendants

Vibra works to generate value for retailers and believes that excellence in service at gas stations is a factor in the success of the business.



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Our sustainable

Our challenge is to expand consistently, seeking operators with a strong commitment to our value proposition, a retail-focused profile and the ability to provide excellent service to the 30 million customers who pass through our service stations each month.

FLAVIO COELHO DANTAS Vice President of Commercial, Retail and Market Intelligence



More than **70 courses** in **Capacidade Máxima**, a training platform for

Our people

station owners and service station attendants

Vem de Vibra, our

annual reseller meeting: a business fair with more than 23,000 m², 36 stands, 20 exhibitors and some 20 hours of content, including lectures and debates

20,000 active attendants on the Capacidade Máxima platform +12 thousand attendants impacted by face-to-face training

Desafio Program,

an incentive campaign that aspires to support resellers in meeting their targets and managing their teams **Bora!** launch: series of initiatives for attendants, such as training, recognition actions and advantages

Our sustainable

strateav

Climate

change

VIBRA

Suppliers

We seek to establish transparent and close relationships with our business partners. To this end, we have created guidance documents such as the Good Practices Booklet for Customers, Suppliers and Partners, a Supplier Manual and a dedicated Supplier Web site.

Start of structuring an **ESG program** for our business partners

have been assessed by the integrity due diligence process

+ Read more at

Best Practices Booklet

K

Transportation companies

We are one of the largest cargo shippers in Brazil – both in volume transported and in financial value – and every 20 seconds we make a fuel delivery somewhere in the country (airports, gas stations, industrial customers and companies). Our carriers travel more than 30 million kilometers every month to help us in the task of supplying all regions of the country. Every day, over 4,000 trucks in the service of Vibra cross Brazilian highways. More than 8,000 drivers distribute our products and are an essential part of our operations.

Launch of the Vibra River Transport Manual:

Our people

guidelines that carriers must follow to comply with applicable laws and Vibra's internal rules for safe, effective and efficient transportation Logistics Efficiency and Safety and Environmental Control Tower: integration and intelligence center

12th edition of the **DEZtaque Driver** Program, which recognizes and rewards the best drivers and fuel delivery operators who act as our partners

Every 20 seconds: our carriers make a fuel delivery in Brazil

Vibra, Facchini, Volvo and DAF Trucks Purchasing Club: facilitating the acquisition of more modern trucks and

implements with discounts

Transport safety:

Best result of the historical series in the transportation accident frequency rate for the second consecutive year: 0.02 per million km driven Us Our sustainable

Energy to move Brazil Corporate

Innovation

Stakeholder engagement

Climate

change

20

VIBRA

Society

Vibra is committed to establishing relationships of respect and transparency with the communities close to our operations.



In 2023, we supported 13 social projects that benefited children and adolescents in different regions of Brazil.

13 social projects supported

~ 4 thousand children and adolescents directly benefited

+ 7 thousand family members indirectly impacted

R\$ 2.9 million

invested in social projects

Corporate volunteering

actions: virtual mentoring for about 10 thousand students enrolled in more than 20 public schools in the State of Rio de Janeiro

Zero Sexual Exploitation: our social cause

At the end of 2023, Vibra defined the social cause on which it will focus resources and efforts in the coming years: combating the sexual exploitation of children and adolescents.

To bring these projects to fruition, we created Zero Sexual Exploitation, a program focused on three pillars:

engage society and partners;

Our people

- protect children and adolescents;
- include families in vulnerable situations.

As part of this strategy, we expanded our partnership with Childhood Brazil in a project to prevent sexual exploitation and guarantee the rights of children and adolescents. We also joined the Pará Coalition initiative that will operate in the Pará municipalities known as the "grain route" region: Itaituba, Breves, and Barcarena. It focuses on operations associated with the region's over-the-road

+ Read more at

https://www.vibraenergia.com.br/causa-social

and waterway cargo transportation.

The Company previously had worked on this topic. As part of Capacidade Máxima, our training program for service station teams, we taught more than 3,000 gas station employees a course on combating the sexual exploitation of children and adolescents in 2023. We also raised awareness for 10,000 drivers from transport companies that work for Vibra through the DEZtaque Driver Program and conducted a similar awareness campaign in over 60 Vibra units.



Sustainability Report 2023 / Introduction Summary version	About Us Our sustainable About Us strategy	Energy to move Brazil	Corporate governance	Innovation	Our people	Stakeholder engagement	Climate change	Environm performai
			E STRATEGY FO				OUR AMBITIOUS	TARGETS
Climate		Indicator Reduction F	Plan	litigation	Risk management Transition R	Plan	scope 1 and 2 reduce 67% by 2026 (base	
chang	e	Compensation P		+ daptation	Engagement		year 2019) neutralize as of 2025	

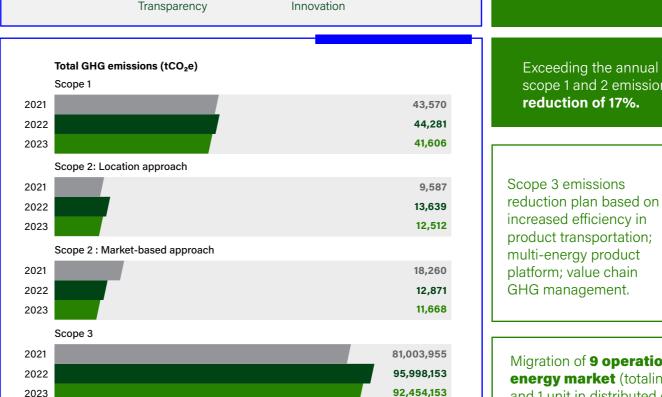
2023

Our climate strategy is guided by eight main axes of action, interrelated and transversal, maturing our process in the energy transition.

Learn more about our management of risks and opportunities related to climate change:

+ Read more at

TCFD Report (2023 Sustainability Report Attachment)



obtaining energy from GHG management. renewable sources). Migration of **9 operational facilities to the free** energy market (totaling 18 units in the free market and 1 unit in distributed generation)

Exceeding the annual target of reducing absolute scope 1 and 2 emissions by 6%, reaching a

reduction of 17%.

Environmental

erformance

SCOPE 3

30%

of EBITDA New Energies by 2030

31% of the light

with ethanol

vehicle fleet fueled

Acquisition of **22,000**

I-RECs (certificate of

neutralize as of 2050

VIBR/1

Environmental performance

Introduction

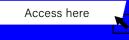
About Us

Sustainability Report **2023**

Summary version

We focus our efforts on ensuring legal compliance and increasing eco-efficiency in our operations, preventing and mitigating environmental impacts, preserving biodiversity and promoting the continuous improvement of our processes.

Learn about the Health, Safety and Environment Policy and Guidelines



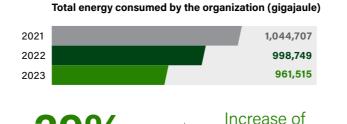
ENERGY

Energy to move

Brazil

Our sustainable

strateav



Corporate

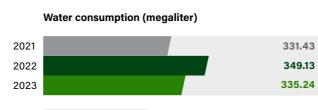
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Innovation

Our people

29% increase in renewable energy use

WATER



At least **10%** by 2024

15% reduction in total water captured in 2023 compared to 2019

3%

in energy

efficiency

SOIL AND UNDERGROUND WATER

O occurrences of leaks with an environmental impact (VAZO): best result of the historical series

WASTE AND MATERIALS

Climate

change

Stakeholder

enaaaement

Reuse of **93.7%** of hazardous waste

91,863 tons of OLUC¹ sent out for rerefining 'OLUC = used or contaminated lubricat oil

Use of **29,075 m³** of re-refined oil in our lubricating oil production **1,064 t** of plastic packaging were recycled

VIBRA

Environmental

performance

Adherence to the UN Global Compact Circular Connection Movement

14% PCR resin (post-consumer recycled) used in the plastic drums of two lubricant lines

BIODIVERSITY

Support for the Trombetas River Chelonium Program, for the preservation of a variety of species



Sustainability Report 2023 / Introduction Summary version	About Us	Our sustainable strategy	Energy to move Brazil	Corporate governance	Innovation	Our people	Stakeholder engagement	Climate change	Environmental performance	VIBRA	23
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Vibra Energia

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Support

ESG Ambassadors ESG Focal points Other Vibra employees involved in the various stages of construction of this report Integrated editorial design, materiality, GRI consulting, graphic design and layout grupo report - rpt.sustentabilidade

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