



# Sustainability Report 2023



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# Introduction

- Message from the Board of Directors
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“  
The year was marked by advances that, in addition to immediate results, laid the foundations for assuring Vibra's growth, competitiveness and pro-active role in the energy market in the coming years.”

# Message from the Board of **Directors** GRI 2-22

For Vibra, 2023 was a year of significant achievements. These accomplishments, which are already delivering immediate results, also laid the foundation for assuring the company's growth, competitiveness and leading role in the energy market in the coming years.

The second year of my tenure as Chairman of the Board has commenced with a number of significant challenges. These were particularly pronounced due to the outbreak of two wars, which had a profound impact on the global oil market. Nevertheless, Vibra managed to obtain the best results cycle since its creation. And I attribute these record performance to some factors related to the Company's management, which I list below:

- The arrival of a new president who has sought to reorganize Vibra's focus to extract the best results from the Company's traditional business activity, which is very profitable and still has great growth potential;
- The president's efforts in assembling a very strong team, recruiting market professionals with expertise to complement what already exists in the executive team. In this context, I especially highlight the arrival of a new CFO and the establishment of a Vice Presidency, to take an integrated approach on strategy, ESG, energy transition and mergers & acquisitions;
- In-depth analysis and a high level of technical detail to understand which segments still offer growth opportunities for our traditional businesses. As examples of this thorough evaluation, the Company identified regions where representativeness remained below the desired level, particularly in locations where agribusiness is strong and continues to grow. Additionally, it identified products with a potential for greater market share, such as lubricants;
- The design of the growth strategy, paving the foundations that will ensure the Company's long-term success.

“

Close attention to clients and consumers was another very important focus of the Company in 2023. The launch of the “Customers in our DNA” program marks a pivotal moment for Vibra, as it paves the way for a transformation of its services and a re-evaluation of this relationship from a different angle. ”

To support this transition period, the Vibra Board of Directors has been posing questions and reflections that can contribute to decision-making by the Company's management. The relationship of trust built between the Board and the members of the management team is, for me, a source of great pride and satisfaction.

Furthermore, I would like to acknowledge the contributions of the Board members. They have been instrumental in guiding this process and highlighting areas that require executive management's attention. Our professionals bring diverse experiences to the table, using their knowledge to help us make the best decisions for the business. We are always guided by transparency and the legal framework. We recognize our responsibility to society to act with honesty and integrity while delivering results for our shareholders.

In my view, the most significant advance made in 2023 was the focus on our people, which was fundamental to achieving good results. Our workforce is very distinctive: a highly specialized body comprising professionals with advanced technical and

educational qualifications. We recognize the value of this expertise and strive to leverage it to our advantage.

Therefore, Vibra has focused on people, on making each one of them feel respected and responsible for the Company's results. To this end, we implemented concrete actions to engage our employees and to horizontalize the Company's management structure. For example, the budget process relied on the participation of different sectors within the company, demonstrating the importance of everyone's efforts in achieving the targets.

Close attention to clients and consumers was another very important focus of the Company in 2023. The launch of the “Customers in our DNA” program marks a pivotal moment for Vibra as it paves the way for a transformation of its services and a re-evaluation of this relationship from a new point of view. Indeed, the projects that have been developed place the customer at the center of the decisions that are fundamental to our continuity.

Finally, the definition of our social cause: combating the sexual exploitation of

children and adolescents. By addressing a complex topic that is often sidestepped by the private sector, our Company demonstrates courage and a genuine willingness to contribute to and leave a positive legacy for our society.

In 2024, we will continue to be motivated, with heartfelt engagement and a challenging mindset. May we have many more years of overcoming challenges and reaping the benefits of our hard work.

**SÉRGIO RIAL**

*Chairman of the Board of Directors*

# Message from the **President** GRI 2-22

In my first year as president of Vibra, I found a very challenging business environment; but, also, a team prepared and engaged to face adverse conditions and continue to move forward, which was reflected in the excellent results achieved. We achieved a record adjusted EBITDA of R\$ 6.26 billion, excluding the result of an extraordinary tax refund, which brought in an additional income of about R\$ 2.6 billion. Thus, our totaling adjusted EBITDA was R\$ 8.85 billion, and we posted a record net income of R\$ 4.8 billion in 2023. This data demonstrates that Vibra's 3,526 employees apply their energy and expertise to drive transformation, are passionate about their work, and have a genuine commitment to doing the right thing. Our human capital is our greatest strength!

Vibra is a Brazilian corporation with the desire to serve and deliver energy security to the entire country. We operate in all states, and we have, a strong presence in the North and Northeast. These regions have seen significant investments in the past, giving us a competitive advantage. Our company has established a strong presence in the region,

with operational bases and fuel transportation capabilities across the Amazon river systems. We also offer unparalleled logistics infrastructure, enabling us to reach even the most remote locations. With more than 8 thousand service stations and 9.4 thousand B2B customers, totaling 26 thousand points of consumption, we have a significant presence and are "in every corner of Brazil." Our capillarity is a great asset. In 2023, we sought to enhance this advantage and act on fronts where we identify opportunities for improvement.

We structured our Transformation Office, called "Customers in our DNA", which prioritized projects with the potential to improve the level of service provided to clients, in addition to guaranteeing financial results. As part of this effort, we restructured the Customer Service area. For the first time in the Company's history, since it became a true corporation, we trained the entire sales team, reaching about 500 people. Our focus on the client will always be our main mission.

We restructured the Executive Board to reinforce areas that we consider strategic

for the Company's sustainability. To address these matters, we have established a Vice Presidency to oversee ESG strategy, in conjunction with renewable energy and mergers & acquisitions.

Another area we sought to strengthen through restructuring was Business Development, which was integrated with Marketing. With this new scope, the Vice Presidency hopes to establish markets for products linked to the core business, where there is still great value to be tapped. We have already achieved excellent results in lubricants and premium products, consolidating our leadership. But there is still room to grow. A similar approach has been taken in the agribusiness segment, where we have revised our strategy to offer closer service and develop specific products.

We are committed to further consolidating our portfolio through investments to provide the energy that people and companies need to drive the country forward. They are focused on ethanol, electromobility, electricity from solar and wind sources, biogas and bio-fuels such as green diesel.



We achieved an **Adjusted EBITDA of R\$ 8.85 billion** and a **record Net income of R\$ 4.8 billion**



These are actions that have prepared us for the future. In early 2024, we launched the "Manifesto 2030," our internal statement of purpose, ambition, behavior, and values. It was developed with the input of all Company employees and defines our goal "to be the reference in energy solutions for customers, creating value in a sustainable, innovative way, in an inclusive environment where people can be themselves."

Reinforcing the importance of people is not mere talk; on the contrary, they are the basis of our entire strategy. Therefore, for Vibra, safety and integrity are non-negotiable values. Our objective is to achieve zero accidents. There is no hierarchy when it comes to safety. Any employee is entitled to refuse to perform a task if they do not feel safe. Regarding ethical conduct, in addition to ongoing internal improvement, our objective is to expand our activities and influence the sector. To this end, we will collaborate with the government, regulatory agencies, and sector bodies to address irregular practices that are harmful to society as a whole.

As signatories of the United Nations Global Compact, we are publicly committed to acting based on environmental and social responsibility aspects. In environmental management, we ended the year without any leaks with an

environmental impact. This represents the best result in our historical series, and we exceeded our goal of reducing emissions from our operations.

Regarding social performance, our objective is to significantly increase diversity and inclusion in the organization. For this, we have set goals to increase the number of women and blacks in leadership positions. Furthermore, we have defined a social cause that particularly resonates with me, and that I intend to engage with on a personal level: combating the sexual exploitation of children and adolescents. This is a critical issue in Brazil and we have the opportunity to make a significant impact. We know it is not easy, but we want to leave a legacy for the country by working with partners and employees in this noble cause.

I am pleased to report that we achieved excellent results in 2023. But that does not mean we can become complacent. I remain motivated in 2024, but with the understanding that there is still much to be done. Bring on another vibrant and energetic cycle!

**ERNESTO PERES POUSADA JUNIOR**

*President*

# About this **report** GRI 2-1, 2-2, 2-3

This is the Sustainability Report of Vibra Energia S.A., a for-profit Public Limited Company, with its headquarters located in the Cidade Nova/RJ – Brazil neighborhood. The report is published annually, and this edition presents our main initiatives from January 1 to December 31, 2023, in addition to reporting relevant information about the 1st quarter of 2024.

The content of this report considers all the businesses of Vibra Energia and subsidiaries that are 100% controlled: Vibra Trading BV, Vibra Importadora e Exportadora Ltda., VEM - VBRR Conveniência S.A., and FII-FCM and FI - Vibra Venture (for accounting purposes only).

Vibra Energia only operates in Brazil, as does Vem Conveniência. However, Vibra Trading BV has an office in the Netherlands and a branch in the USA (Vibra Trading Americas).

The content complies with the Global Reporting Initiative (GRI) standards. It also reports specific indicators from the Sustainability Accounting Standards Board (SASB) and, in the annex, information from the Task Force on Climate-Related Financial Disclosures (TCFD). Vibra's Executive Board reviews and approves the final version of the report, which is also evaluated by the Board of Directors. The information contained in the report is subject to external assurance.

**GRI 2-14**

The reformulations and revisions of contents disclosed in previous years are disclosed in footnotes throughout the report and linked to **GRI 2-4**.

## 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)
- Electronically:  
[vibraenergia.com.br/contato](https://vibraenergia.com.br/contato)



# 2023 Highlights

## Economic

- **Net income of R\$ 4.8 billion:** > **2 times** growth vs 2022
- **Adjusted EBITDA of R\$ 8.85 billion:** historic record with **growth of 73%** vs. 2022
- Payment of dividends of R\$ 1.6 billion, **94% higher than** the value of 2022
- Launch of the **“Customers in our DNA”** Transformation Office with important deliveries: integrated management (S&OP), retail price centralization, growth in premium product sales and excellence in customer service
- We ended the year with **8,198 Petrobras Service Stations**
- Vem Conveniência now is **100% Vibra** and ended the year with **1,323 stores**
- Market share of **44.6%** of additive and premium fuels, with **growth of 2.7 p.p.** vs. 2022
- **Lubrax+ is the 6th largest franchise in Brazil** by ABF ranking
- **Comerc EBITDA** Proforma @ stake<sup>1</sup> record of **R\$ 654.9 MM**

<sup>1</sup>Excluding customers of other business partners



## Environmental

- **Zero occurrences of leaks** with an environmental impact (VAZO): best result of the historical series
- Surpassing the target of **reducing emissions from scopes 1 and 2 of 6%, reaching 17%**
- Adherence to the UN Global Compact **Circular Connection Movement**
- We achieved a **reuse rate of 93.7%** of the hazardous waste generated in our units
- Record delivery of **ethanol and biodiesel by cabotage**
- **1<sup>st</sup> fuel delivery operation** for the Petrobras Stations network with electric tanker truck
- **Centralized solar generation reached 1,445 MWp in operation** with the energization of the Hélio Vargas (+662 MWp) and São João do Paracatu (+267 MWp) plants
- Inauguration of the **1st ZEG Biogás plant\***
- **15 ultra-fast and fast recharging points** at Petrobras Service Stations and 1000+ recharging points at the EZVolt partner base
- Investment of **R\$ 5.75 million** in Deep ESG for decarbonization journeys
- **Launch of a carbon credit trading platform** in conjunction with Comerc

Shared results with investees companies

\* Formally, the production unit belongs to Engep Ambiental Ltda. ZEG Biogás was responsible for the design and construction, in addition to being in charge of the operation, and was also the exclusive off-taker for ten years.

# 2023 Highlights



## Social

- Launch of the **Zero Sexual Exploitation of Children and Adolescents** program and training of **+3,000 attendants and awareness of ~10,000 drivers**
- **R\$ 2.9 million** of incentivized resources invested in **social projects**
- We exceeded the target of 23% **reaching 28.6% of women in senior leadership**
- We reached the goal of **16% of black people in leadership**
- Conducting the **1<sup>st</sup> diversity census**
- Launch of a program for **startups headed up by women**
- **GPTW - Great Place to Work certification**
- Launch of the **volunteer pillar** in the Reconhece+ Program
- Frequency rate of transportation **accidents** (0.02) had the **best result in the historical series**
- Percentage of **time lost** (1.51) had the **best result in the historical series**



## Governance

- **Full corporation** with excellence in governance: committees acting in support of the Board of Directors in tune with the executive management
- Creation of the Executive Vice-Presidency of **Renewable Energy and ESG**
- Creation of the group of **24 leaders as ESG ambassadors**, in addition to **75 focal points**
- Certification of our Compliance Management System by **ISO 37301**
- Adherence to the **100% Transparency Movement of the UN Global Compact**
- More robust **risk management** with the definition of **41 KRIs** (corporate key risk indicators)
- **ESG Top targets** for diversity and decarbonization
- **19% of Vibra's total goals** related to **ESG topics**
- **163 ideas** registered in co.laborar



A large white cylindrical storage tank with a yellow metal walkway and stairs. The VIBRA logo is painted in large green letters on the side of the tank.

A second large white cylindrical storage tank, similar to the first, with the VIBRA logo painted on its side. The number '1736' is visible on the tank's surface.

# About us

- Brazil moves with Vibra
- Vibra's numbers
- Geographical coverage
- Service stations and franchises
- Strategic partnerships for renewable portfolio
- Purpose, values and ambition 2030
- Participation in sectoral entities
- Sectoral awards and recognition



# Brazil moves **with Vibra** GRI 2-6

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 in the category: Lubrax<sup>1</sup>. The only one in the segment that is present in all 26 states and the Federal District. Our company has 3,526 employees, a team renowned for its commitment, competence and extensive technical knowledge. We offer a diverse portfolio of products and services, backed by established brands recognized for quality and trust among our target audiences. 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.

From our headquarters in Rio de Janeiro (RJ), we conduct our operations throughout Brazil. Our company is strategically positioned in all five Brazilian regions with 101 operational units. We fully operate 43 bases, 14 individual areas (third-party pool operations), 30 joint warehouses with other distributors, 3 supply

house warehouses, and 11 logistics operators. To support our international transactions, such as import and export, we maintain Vibra Trading BV, with offices in the Netherlands and the United States.

We provide fuel to 9,400 business customers from different sectors, such as transportation, commerce, electro-intensive industries, chemicals and agribusiness. Together, they have more than 26 thousand consumption points and use 35.2% of all fuel consumed by companies in the country.

Vibra supplies a network of 8,198 service stations (licensed to use the Petrobras brand) that serves over 30 million final consumers each month, representing a 24.5% market share of the branded network. Our BR Mania convenience store franchise has 1,323 units at Petrobras service stations in 90 cities in 22 states.

[Access Vibra's institutional video here](#)



**One of the largest energy companies in Brazil**

Present in all **26 states and the Federal District**

**3,526** employees

**101** operating units

**8,198** service stations

**1,323** BR Mania stores

**1,698** Lubrax+ units

With the Lubrax brand, the most recalled by consumers in surveys, we are also the leading brand in the lubricants market. Our industrial complex for the production of lubricants is considered the largest in Latin America. We also have eleven lubricant depots, six lubricant logistics operators and an Arla 32 plant. We have about 1,700 units of the Lubrax+ franchise, which are lubrication centers installed in Petrobras Service Stations. Our lubricant line is sold at more than 120,000 points of sale. Through the BR Aviation licensed brand, we also are structured to supply aircraft at 94 airports, supplying six out of every ten commercial flights in Brazil.

In light of the global reality of the energy transition and the world's shift towards a scenario with less dependence on fossil fuels, we have expanded our investments in cleaner sources, including biofuels and electricity from renewable sources (solar and wind) year-by-year. Thus, we seek reference partners to gain agility and access new markets with better positioning, while continuing to strengthen our current core business.

In 2023, we experienced the first full year of operation of Evolua Ethanol, a joint venture

with Copersucar that consolidates us as the largest ethanol origination and commercialization structure in Brazil. The company already has more than 25% of the market share and sells to over 50 distributors in the country.

To contribute to the development of the biomethane market, we hold 50% of ZEG Biogás e Energia, which, in 2023, inaugurated its first plant<sup>1</sup> with a daily production capacity of 30,000 m<sup>3</sup>. We also have a partnership with EZVolt, a pioneer in electric vehicle recharging as a service and which has the country's largest network of electric charging stations.

Furthermore, Vibra owns 48.7% of Comerc, an energy trader that is one of the largest generators of energy from renewable sources in Brazil, based on solar and wind energy. In addition, it is one of the largest distributed generation platforms in Brazil. In 2023, the company inaugurated the Hélio Valgas solar plant, with a capacity of 662 MWp, totaling 1,725 MW of installed capacity @stake in centralized generation and 267 MWp in distributed generation.



<sup>1</sup> Formally, the production unit belongs to Engop Ambiental Ltda. ZEG Biogás was responsible for the design and construction, in addition to being in charge of the operation, and was also the exclusive offtaker for ten years.



We want to become one of the **largest energy platforms in Brazil.**

Through these initiatives, we want to become one of the largest energy platforms in Brazil, offering a complete portfolio of products for different requirements. We believe that this path can only be successfully pursued if business decisions take into account social, environmental and corporate governance (ESG) issues. In 2023, we promoted a review of Vibra's ESG Agenda, establishing priorities and striving for excellence in each sustainability pillar. We continue to work to meet our commitments to reduce carbon emissions in scopes I and II (direct emissions from the activity and indirect emissions from energy use by the Company) and neutralize them from 2025; and neutralize our emissions in scope III (indirect emissions from the activity) from 2050.

Innovation is also a priority for Vibra. We have made investments in expanding the technical and behavioral capabilities of our team, fostering a culture of experimentation and risk-taking. Our intrapreneurship program (co-laborar), brought the entire company together and our innovation hub has increasingly amplified the use of startups to introduce greater efficiencies into the business. This has been in addition to our investment vehicle, Vibra Ventures, which carried out two important operations in 2023: at Ezvolt and Deep ESG, both startups linked to energy transition.

**Energy is movement and when Brazil goes forward, it moves with Vibra.**

We are also a company committed to delivering results for our shareholders. In 2023, we focused our efforts on improving the Company's operating results. Despite numerous external obstacles, we posted record-breaking results, with a notable shift in our EBITDA margin. Considering a tax recovery judgment that brought in an additional result of about R\$ 2.6 billion, our adjusted EBITDA totaled R\$ 8.85 billion and we registered a record net income: R\$ 4.8 billion in the period.

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

# Vibra's numbers



**8,198** service stations in  
+ than **2 thousand**  
municipalities, in the  
**26 states and the DF**



**30 million**  
consumers make  
transactions in our  
service station  
network every month



We have  
**10,000** drivers  
and **8,000** contracted  
trucks, which drive the  
equivalent of  
**822** laps of the Earth  
every month



Lubrax products available  
to more than **120  
thousand** customers  
throughout the country  
and a presence in five  
other countries in Latin  
America



We serve our  
**9,400** customers  
in more than  
**26 thousand** points  
of consumption  
throughout Brazil



We distribute  
**35.2%** of the fuel  
used by companies in  
the country



We supply  
**6** out of **10** commercial  
flights in Brazil  
And we are present in  
**94** airports



+ **16 thousand**  
monthly electric  
vehicle recharges  
carried out



**2.0 GW** of  
installed capacity  
with solar and wind  
power plants



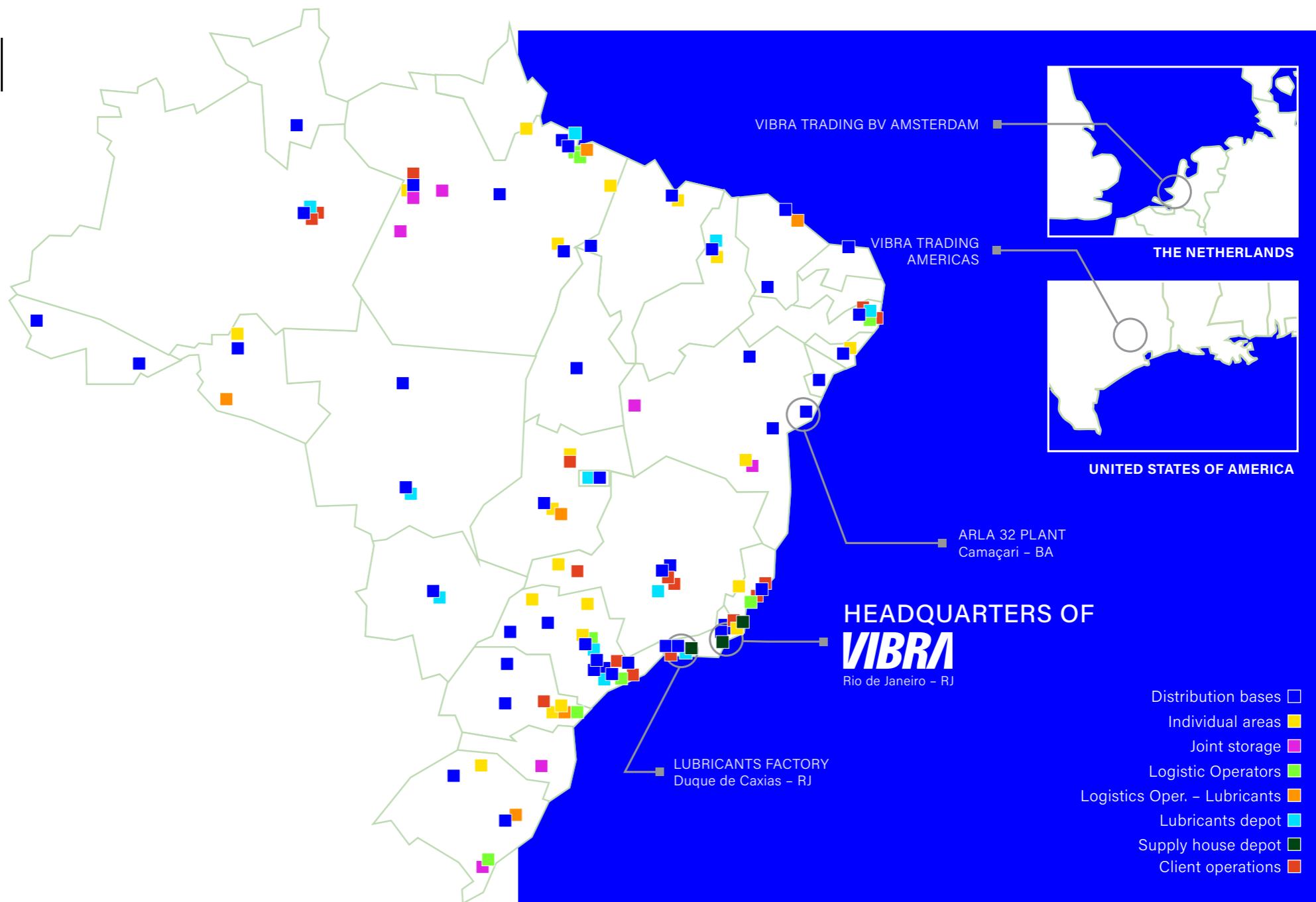
Growth of **16%** in BR  
Mania Stores' turnover

# Geographical coverage



We are present in **94** airports across the country

Our national presence is supported by strategic partners. Of the units represented on the map, the following are under Vibra management: 43 distribution bases, 1 lubricant factory, 1 Arla32 plant, 1 lubricant depot and 3 supply house depots.



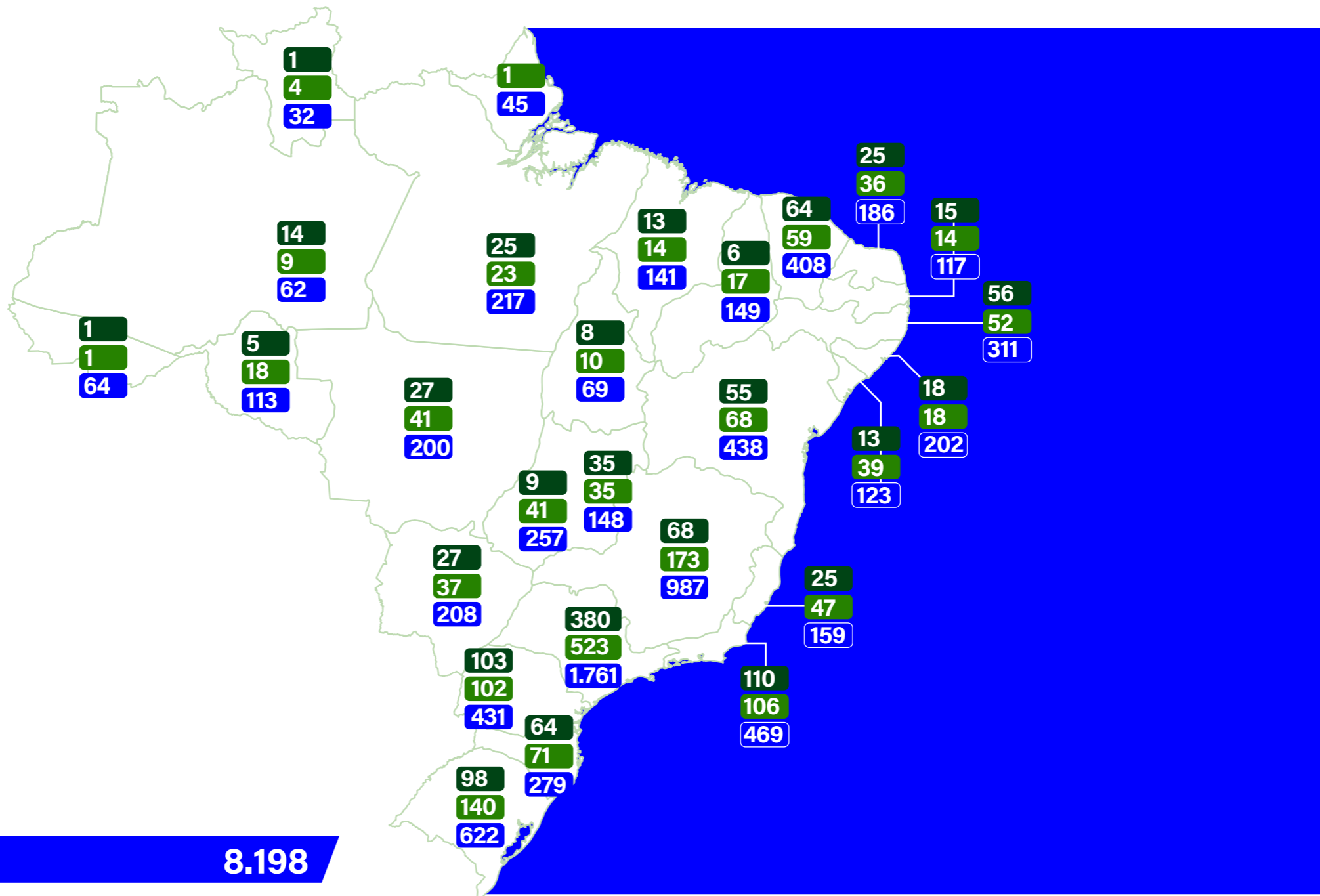


# Service stations and franchises

Total



8.198



# Strategic partnerships for renewable portfolio

Total operating units

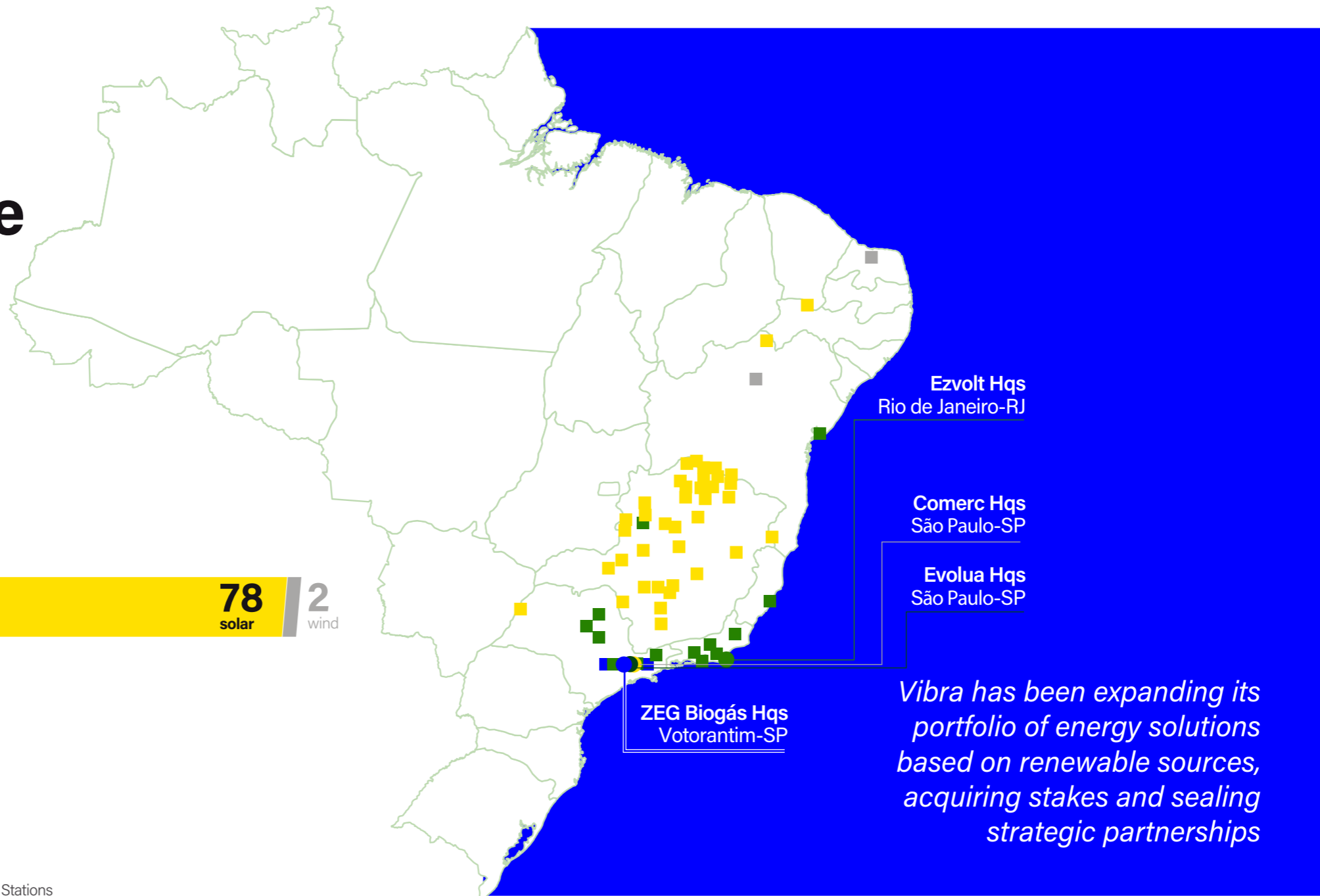
ZEG BIOGÁS 3

comerc energia 78 solar 2 wind

Evolua etanol

ezvolt CLEAN ENERGY 15

high-power electric charging stations at Petrobras Service Stations



# VIBRA

Respect for People,  
Safety and Integrity are  
non-negotiable.

## PURPOSE

Move Brazil with  
its best energy

## VALUES

- We pulsate in unison
- United by the client
- We lead with sustainability
- We simplify day-to-day actions
- We act boldly
- We take ownership in what we do

## AMBITION 2030

Our ambition for 2030 is to be the benchmark in energy solutions for customers, creating value in a sustainable, innovative manner, in an inclusive environment where people can be themselves

## STRATEGIC PILLARS

- Serving our customers with passion
- Maximize the value of our business
- Leading our customers' energy transition

## DESIRED BEHAVIOR

- Actively listen to our customers to deliver solutions with simplicity and agility
- Be protagonists and non-conformists, delivering results
- Be transparent and honest in all dealings, ensuring compliance with agreements

## Participation in industry associations GRI 2-28

We actively participate in approximately 40 representative entities focused on the advocacy of the market in which we operate, contributing to the implementation and improvement of public policies aimed at the sector and fair competition in the market (see examples in the list below).

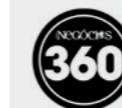
Entity	Focus of action
<b>Abiogás</b> – Brazilian Biogas Association	We contribute to the debate on the sector's regulatory, technical and commercial environment.
<b>ABRIG</b> – Brazilian Association of Institutional and Government Relations	We contribute to political decision-making for the development of the sector and improve our advocacy relationships with the agents responsible for public policies in the sector.
<b>IBP</b> - Brazilian Institute of Oil and Gas	We follow the best practices of the automotive and aviation fuels and lubricants sector, contributing to public policy discussions.
<b>ICL</b> - Legal Fuel Institute	We support the fight against the irregular fuel trade, collaborating to face unfair competition in the sector and consolidate a market with healthy competition.
<b>IJL</b> - Jogue Limpo Institute	Our participation aims to comply with the sectoral agreement determined by Law 12.305/2010, which established the National Solid Waste Policy.
<b>Sindicom</b> – National Union of Fuel and Lubricant Distribution Companies	We support actions to strengthen the position in labor union relations and to combat irregularities.
<b>IuP</b> – IBP Innovation Hub	Vibra is one of the founding members of the IBP's innovation hub to discuss and support innovations in the industry.

## 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



### MAIORES & MELHORES 2023

Best company in the history of the Petroleum and Chemicals sector, according to Exame Magazine



### MIT INNOVATIVE WORKPLACES BRAZIL 2023

We are among the 20 most innovative companies in the country



### BEST CORPORATIONS RANKING FOR STARTUPS

We were sixth among 20 corporations



### VALOR INNOVATION 2023

Top 4 of the Valor Innovation Award



# Our sustainable strategy

- ESG Governance
- Double materiality
- In pursuit of ESG excellence
- Public commitments
- ESG Recognitions

# ESG Governance

GRI 2-13, 2-17

Vibra's commitment to an integrated and sustainable vision in strategic decision-making gained greater traction in 2023: the establishment of the Vice Presidency of Renewable Energy and ESG, which oversees strategy, M&A, new energies and ESG. The restructuring reinforces our desire to create a resilient Vibra, one that focuses on the customer and expands its product offering.

Acting transversely and in partnership with other Company departments, its purpose is to evaluate growth opportunities for the business, whether from fossil or renewable fuels. This new management structure consolidated the topic within the Company and focused on the priority actions that should be the missions of the entire enterprise.

## Key objectives

- Participate in the customer journey as a whole, checking all their energy demands and always offering the most appropriate options;
- Assist in the decarbonization journey, always considering the profile of each customer;
- Generate long-term growth, thinking about the future.

This approach enables us to move beyond the traditional view of energy as a commodity and engage more closely with customers, understanding their needs and acting as a true business partner. We propose solutions, accelerate the integration and capture of synergies between Vibra and our partner companies, develop new products to meet specific demands and even evaluate company acquisitions to complement the portfolio.

## Complete structure



In 2023, a complete governance structure aimed at ensuring the incorporation of ESG (social, environmental and corporate governance) aspects into our business strategies came into force. The design also aimed to disseminate the strategy and engage employees throughout the Company to achieve common goals. The instances of this governance are:

- **Board of Directors and Executive Board:** bodies responsible for defining ESG priorities based on business strategy; engaging with internal stakeholders and disseminating this culture abroad, with business partners.
- **Strategy and ESG Management:** created in 2023, its responsibilities are to structure, define goals and monitor the development of the initiatives created to put the ESG strategy into practice;
- **ESG focal points:** there are 75 employees who support the monitoring of the action plan, commitments and goals of the ESG Agenda.
- **Integrity agents:** 32 employees who disseminate the culture of compliance and the initiatives of the Integrity Program, as well as act as focal points of the Integrity management, assisting in the identification and evaluation of risks, in the understanding of processes and in the improvement of controls.
- **ESG Ambassadors:** Twenty-four leaders from key areas (directors and managers of Innovation, Logistics, Operations, Purchasing, New Energies, People, Supply, Network Service Stations, and Marketing and Management) were selected to promote the theme within the company,

# Double materiality

GRI 3-1, 3-2

## STAGE 1 Survey of topics

To define the most relevant aspects that impact and are impacted by the company, we have a matrix of material topics that is updated every two years through the double materiality methodology. This technique considers the financial perspective (how society and the environment impact the company's financial results and value) and the impact perspective (how the company impacts society and the environment). Updated in 2022 with the support of a specialized consultancy, the matrix includes 14 material topics and was approved by the Executive Board. The work took place in three stages:

- Analysis of internal and external documents such as the GRI Sustainability Topics for the Oil and Gas Sector, SASB Sustainability Accounting Standard for Oil & Gas Refining & Marketing, MSCI ESG Industry Materiality Map, Oil & Gas Refining & Marketing and Sustainalytics Risk Rating Report 2021.
- Benchmark studies of global and sectoral trends.

**Result:** 23 mapped topics

## STEP 2 Prioritization

The mapped topics were analyzed in terms of socio-environmental impact, financial impact, and importance to stakeholders.

- **Financial impacts**  
Survey of Vibra leaders and financial market experts, through interviews and an online questionnaire.

**Result:** 10 interviews and 39 responses to the online questionnaire

- **Socio-environmental impacts** Survey carried out with external and internal experts, through interviews and online questionnaire.

**Result:** 4 interviews, 1 focus group of Vibra employees (25 participants), 10 responses to the online questionnaire

- **Stakeholders' perception of relevance**  
Survey conducted through an online questionnaire. Stakeholders consulted: own employees, transporters, individual investors, gas station/ Premmia customers – B2B customers, suppliers, resellers, franchisees, investees and communities neighboring Vibra.






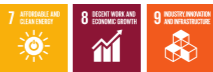

**Result:** 1,945 responses to the online consultation

## STEP 3 Analysis and preparation

- Analysis of results and preparation of the materiality matrix

**Result:** definition of the 14 material topics

- Energy transition and renewable energy
- Ethics, integrity and compliance
- Combating climate change
- Market transparency and product prices
- Safety, health, and well-being
- Innovation and technology
- Product quality and safety
- Employee attraction, development and retention
- Management of environmental liabilities
- Supply chain management
- Diversity, inclusion and equity
- Development of local and traditional communities
- Relations and communication with priority stakeholders
- Privacy and data security

ENERGY TRANSITION AND RENEWABLE ENERGY	ETHICS, INTEGRITY AND COMPLIANCE	COMBATING CLIMATE CHANGE	MARKET TRANSPARENCY AND PRODUCT PRICES	SAFETY, HEALTH AND WELL-BEING	INNOVATION AND TECHNOLOGY	PRODUCT QUALITY AND SAFETY
<p><b>GRI CONTENT AND SASB INDICATORS</b></p> <p>GRI 201 GRI 305 CG-MR-130a.1</p> 	<p><b>GRI CONTENT AND SASB INDICATORS</b></p> <p>GRI 205 GRI 206 General disclosures</p> 	<p><b>GRI CONTENT AND SASB INDICATORS</b></p> <p>GRI 302 GRI 305 EM-RM-110a.1 EM-RM-110a.2</p> 	<p><b>GRI CONTENT AND SASB INDICATORS</b></p> <p>GRI 417</p> 	<p><b>GRI CONTENT AND SASB INDICATORS</b></p> <p>GRI 403 EM-RM-320a.1 EM-RM-320a.2</p> 	<p><b>GRI CONTENT AND SASB INDICATORS</b></p> <p>GRI 201</p> 	<p><b>GRI CONTENT AND SASB INDICATORS</b></p> <p>GRI 416 EM-RM-150a.1 CG-MR-410a.1 CG-MR-410a.3</p> 
<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>
Energy transition	Ethics and integrity	Adaptation to climate risks Decarbonization of our operations	Ethics and integrity	Human rights Safety, health and well-being	Innovation and technology	Eco-efficient operations
<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>
United by the client We act boldly We lead with sustainability	United by the client We pulse together We lead with sustainability We take ownership in what we do	United by the client We lead with sustainability We take ownership in what we do	United by the client	We simplify day-to-day actions We lead with sustainability	United by the client We simplify day-to-day actions We act boldly	United by the client
<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>
<ul style="list-style-type: none"> <li>Risks of changes in customer and consumer behavior</li> <li>Risks related to legal and regulatory additions regarding the topic</li> <li>Risks related to changes in the energy matrix</li> </ul>	<ul style="list-style-type: none"> <li>Exposure to conduct incompatible with company ethics and integrity standards</li> <li>Violations of anti-corruption laws</li> </ul>	<ul style="list-style-type: none"> <li>Transition risks: changes in market dynamics and preferences, increased regulations (legal requirements and demands) and technological changes, among others.</li> <li>Physical risks: increased occurrence of extreme weather events such as floods, cyclones and large fires</li> </ul>	<ul style="list-style-type: none"> <li>Risks of anti-competitive practices and tax evasion</li> <li>Risks of market fluctuations and structuring increase in product prices</li> </ul>	<ul style="list-style-type: none"> <li>Risks related to occupational health</li> <li>Risks of accidents in operations and transport of products</li> </ul>	<ul style="list-style-type: none"> <li>Risks of obsolescence of products and services offered to the market</li> </ul>	<ul style="list-style-type: none"> <li>Risks related to the quality of the products offered</li> <li>Misuse and/or tampering of products by clients and consumers</li> </ul>
<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>
<ul style="list-style-type: none"> <li>Development and/or expansion of goods and services with low emissions</li> <li>Use of more efficient production and distribution processes</li> </ul>	<ul style="list-style-type: none"> <li>Building a more ethical and transparent environment</li> <li>Enhancement of practices in the operations sector</li> <li>Proactivity in the adoption of best practices pertaining to the topic</li> </ul>	<ul style="list-style-type: none"> <li>Products and services: Development and/or expansion of goods and services with low emissions</li> <li>Resource efficiency: Use of more efficient production and distribution processes</li> <li>Energy sources: use of lower-emission energy sources</li> <li>Markets: access to new markets (e.g. electric vehicles)</li> </ul>	<ul style="list-style-type: none"> <li>Fostering a positive culture, values and behavior to comply with antitrust laws</li> <li>Boosting market transparency</li> </ul>	<ul style="list-style-type: none"> <li>Improvements to health and safety risk prevention actions</li> <li>Use of innovation and technologies to enhance the safety of employees and operations</li> <li>Promoting a safe and healthy environment for all employees</li> </ul>	<ul style="list-style-type: none"> <li>Dissemination of culture open to innovation, aimed at internal and external audiences</li> </ul>	<ul style="list-style-type: none"> <li>Use of new technologies to improve product quality and safety</li> <li>New product development</li> </ul>
<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>
<ul style="list-style-type: none"> <li>EBITDA new energies</li> <li>Neutralization of GHG emissions (scope 3)</li> <li>Recharging electric vehicles at charging stations</li> <li>Decarbonization of customers</li> </ul>	<ul style="list-style-type: none"> <li>Excellence in governance</li> <li>Favorability of the integrity actions</li> <li>Reduction of priority risks</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of GHG emissions (scopes 1 and 2)</li> <li>Neutralization of GHG emissions (scopes 1, 2 and 3)</li> <li>EBITDA new energies</li> <li>Reduction of electric energy consumption</li> </ul>	<ul style="list-style-type: none"> <li>Favorability in legal proceedings</li> <li>Training for competitive compliance and awareness of the Guidelines of Competitive Conduct</li> </ul>	<ul style="list-style-type: none"> <li>Frequency rate of lost-time accidents</li> <li>Transportation accident frequency rate</li> <li>Catastrophic accidents</li> <li>Absenteeism rate</li> <li>Reduction of priority health and safety risks</li> </ul>	<ul style="list-style-type: none"> <li>Innovation return (\$)</li> <li>Increase of the impact and activity of Vibra co.lab</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of the rate of non-compliant samples</li> </ul>

Legenda: Target impacts senior leadership compensation



DATA PRIVACY AND SECURITY	ATTRACTION, DEVELOPMENT AND RETENTION OF EMPLOYEES	MANAGEMENT OF ENVIRONMENTAL LIABILITIES	RELATIONSHIP AND COMMUNICATION WITH PRIORITY STAKEHOLDERS	SUPPLY CHAIN MANAGEMENT	DIVERSITY, INCLUSION AND EQUITY	DEVELOPMENT OF LOCAL AND TRADITIONAL COMMUNITIES
<b>GRI CONTENT AND SASB INDICATORS</b>	<b>GRI CONTENT AND SASB INDICATORS</b>	<b>GRI CONTENT AND SASB INDICATORS</b>	<b>GRI CONTENT AND SASB INDICATORS</b>	<b>GRI CONTENT AND SASB INDICATORS</b>	<b>GRI CONTENT AND SASB INDICATORS</b>	<b>GRI CONTENT AND SASB INDICATORS</b>
GRI 418 CG-MR-230a.1 CG-MR-230a.2	GRI 401 GRI 404 CG-MR-310a.3	General disclosures EM-RM-530a.1	GRI 416 General Content	GRI 414	GRI 405 GRI 406 CG-MR-330a.1	GRI 413
<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>	<b>ESG AGENDA</b>
Ethics and integrity	Diversity and inclusion	Eco-efficient operations	Relations with priority stakeholders	Eco-efficient operations	Diversity and Inclusion	Relations with priority stakeholders
<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>	<b>VIBRA'S VALUES</b>
We take ownership in what we do	We take ownership in what we do	We lead with sustainability United by the client	United by the client	We lead with sustainability	We pulse together We lead with sustainability	We lead with sustainability
<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>	<b>RISKS</b>
<ul style="list-style-type: none"> <li>· Cyber incidents</li> <li>· Improper processing of personal data and non-compliance with the General Personal Data Protection Law</li> </ul>	<ul style="list-style-type: none"> <li>· Attraction and retention of key employees</li> <li>· Increased turnover rates</li> </ul>	<ul style="list-style-type: none"> <li>· Failure to contain spills</li> <li>· Equipment failures</li> <li>· Accidents in operations and traffic with environmental impact</li> </ul>	<ul style="list-style-type: none"> <li>· Inefficient communication and relations with priority stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>· Risks of human rights violations in the value chain</li> <li>· Interruption of the product supply</li> </ul>	<ul style="list-style-type: none"> <li>· Failure to adopt diversity, inclusion and equity best practices</li> </ul>	<ul style="list-style-type: none"> <li>· Risks of impacts on the livelihoods and socioeconomic dynamics of neighboring communities</li> </ul>
<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>
<ul style="list-style-type: none"> <li>· Increased stakeholder reliability in the information under the company's responsibility</li> <li>· Leadership and example of compliance with laws and regulations on the subject</li> <li>· Competitive advantage provided by the proper management of the processing of personal data</li> </ul>	<ul style="list-style-type: none"> <li>· Attraction, retention and development of highly qualified professionals and personal value</li> </ul>	<ul style="list-style-type: none"> <li>· Improvement of actions to manage contaminated areas</li> <li>· Partnership with customers and other partners for actions to prevent environmental liabilities</li> <li>· Improvements in actions to prevent risks of leakage and accidents during transportation</li> <li>· Use of innovation and technologies to reduce leakage risks</li> </ul>	<ul style="list-style-type: none"> <li>· Strengthening transparency and engagement with priority stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>· Extension of good socio-environmental practices to the value chain</li> <li>· Supplier training</li> <li>· More actions to boost supplier value</li> </ul>	<ul style="list-style-type: none"> <li>· Inclusion of the topic in the company's processes and decision-making</li> <li>· Contribution to the promotion of diversity, inclusion and equity within the company</li> <li>· Promoting a safe and healthy environment for all employees</li> <li>· Inclusion in the labor market and empowerment of minority groups</li> </ul>	<ul style="list-style-type: none"> <li>· Generating value for communities neighboring Vibra's operations</li> </ul>
<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>	<b>TARGETS</b>
<ul style="list-style-type: none"> <li>· Favorability of the integrity actions</li> <li>· Excellence in governance</li> <li>· Cyber security</li> </ul>	<ul style="list-style-type: none"> <li>· e-NPS</li> <li>· Retaining talent in critical leadership positions</li> <li>· Engagement in "Ativamente" Corporate University</li> </ul>	<ul style="list-style-type: none"> <li>· No catastrophic events</li> <li>· Leakage of oil derivatives under the alert limit</li> </ul>	<ul style="list-style-type: none"> <li>· Customer satisfaction (NPS)</li> <li>· Realization of investor day</li> </ul>	<ul style="list-style-type: none"> <li>· Social and environmental due diligence on critical suppliers</li> </ul>	<ul style="list-style-type: none"> <li>· Women in senior leadership positions</li> <li>· Blacks in leadership positions</li> <li>· Diversity in recruitment and selection</li> </ul>	<ul style="list-style-type: none"> <li>· Impact of the social cause</li> </ul>

Legenda: Target impacts senior leadership compensation

# In pursuit of ESG excellence

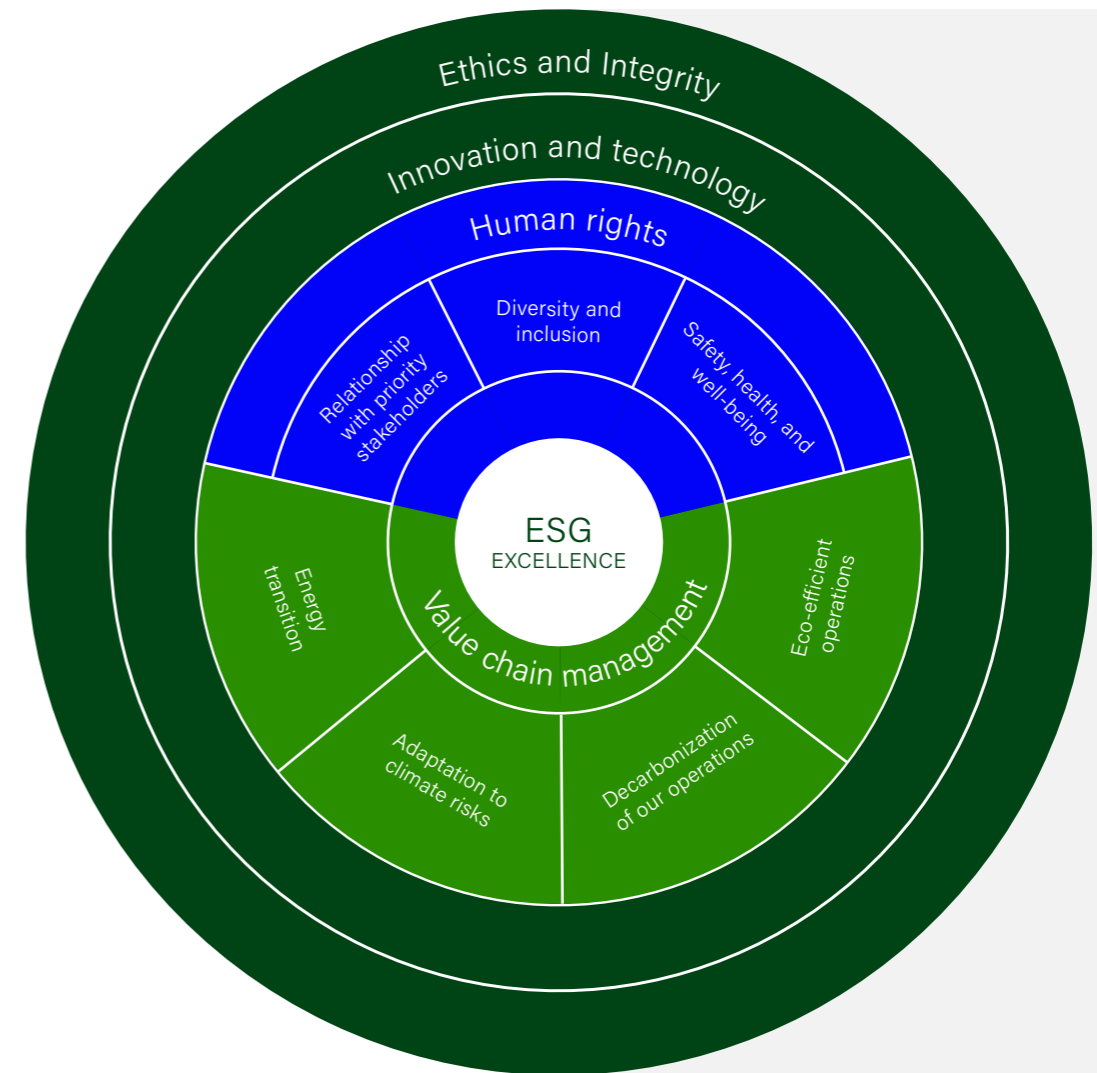
At the end of 2023, we reviewed Vibra's ESG Agenda. The review was based on the double materiality, and the analyzes carried out during meetings with Vibra's ESG Ambassadors. The Agenda aims to achieve excellence in environmental, social and corporate governance aspects.

The new design reflects the new emphasis on corporate robustness involving these themes; aimed to organize the various initiatives already carried out, establishing

We instituted  
**7 priority  
topics**  
for our ESG  
Agenda

priorities; and, mainly, sought to set up effective instruments to achieve the objectives. A significant point was the definition of our social cause, with the directive that Vibra begin to focus on combating the sexual exploitation of children and adolescents (*learn more on [page 100](#)*).

In order to achieve this goal, action plans and specific targets were created for a number of areas and linked to the variable remuneration of managers and teams, which will be effective from 2024. Understanding the importance of focusing initiatives to centralize efforts and reap better results, we have established seven priority themes, guided by four UN Sustainable Development Goals and approved by senior management, to be worked on over the next few years.



Governance

Environmental

Social

## Priority topics

E

SDG

ESG priorities

Ambition/goals



### Decarbonization of our operations

Scopes 1 and 2

Reduce 67% of GHG emissions by 2026

Neutralize GHG emissions as of 2025

### Customers decarbonization

Scope 3

Neutralize GHG emissions from 2050

Migrate customers to cleaner energies (LNG, biomethane, free market, among others) in 2024

S



### 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



### Diversity and inclusion

Women and blacks in leadership

30% of women in senior leadership positions by 2025

20% of blacks in leadership positions by 2025



### Occupational safety

Safer workplace environment

Zero SIFs (serious injuries or fatalities)

Alert Limit of 0.71 of the TFCA (accident lost time frequency rate)

G



### 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

### Corporate governance

Best practices in transparency and accountability

100% transparency on reporting channels and *compliance* and governance structure by 2025

100% of the high-risk value chain trained in integrity by 2027

100% transparency of interactions with public administration by 2030

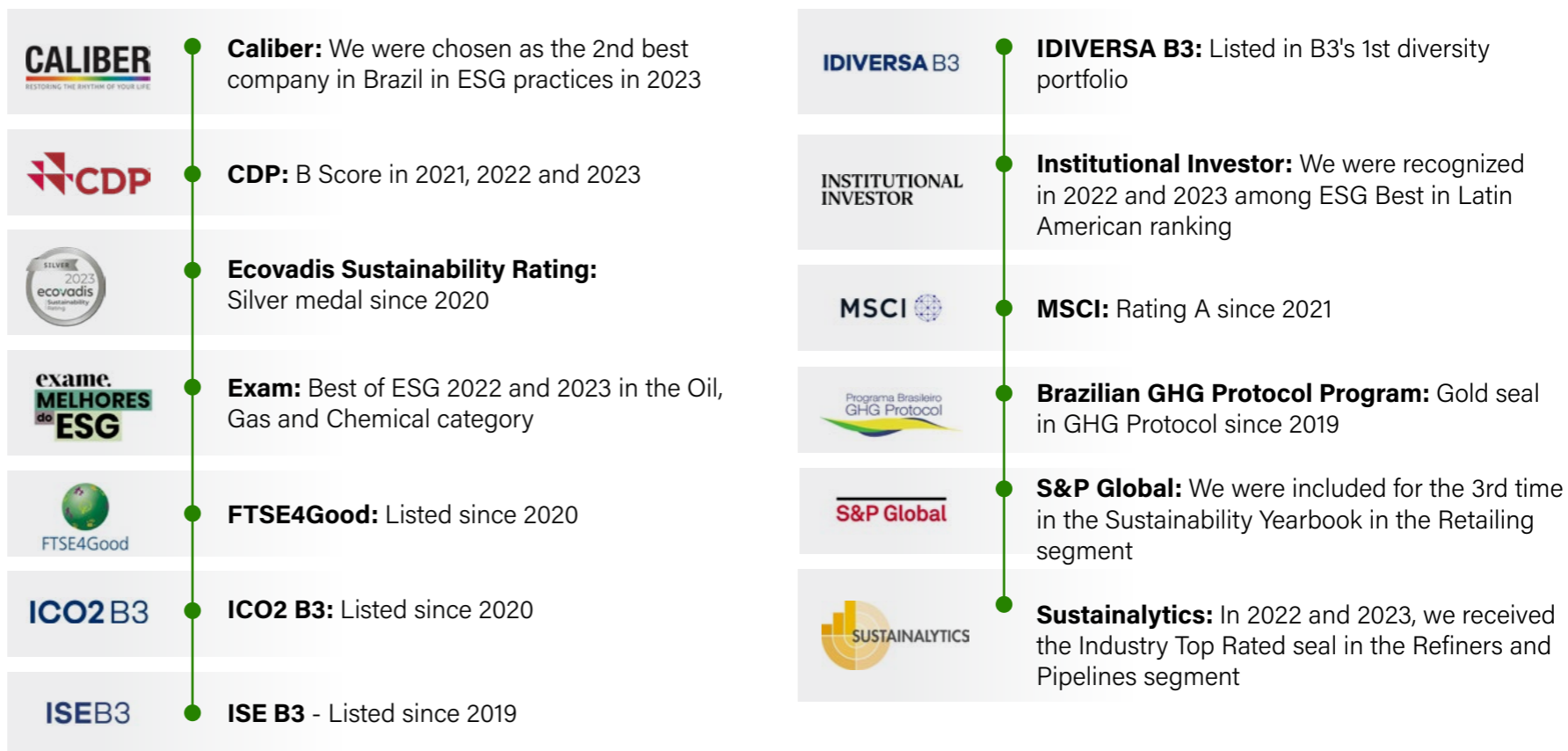
100% integrity in senior management remuneration by 2030

## Public commitments [GRI 2-23](#)

- Brazilian Business Council for Sustainable Development (CEBDS)
- Ethos Business and Social Responsibility Institute
- 100% Transparency Movement of the UN Global Compact
- Circular Connection Movement of the UN Global Compact
- Business Pact for Integrity and Against Corruption
- UN Global Compact
- Brazilian Pact for the Eradication of Slave Labor
- UN Women's Empowerment Principles (WEPs)
- Brazilian Green Logistics Program (PLVB)
- Laço Amarelo Program (National Road Safety Observatory – ONSV)
- Program (Business Pact Against the Sexual Exploitation of Children and Adolescents on Brazilian Highways)

## 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

- Vibra as the main choice
- Fuel distribution
- Service station network
- Convenience
- Chemicals and petrochemicals
- Lubricants
- Automotive lubrication center
- Aviation
- Energy solutions
  - Biofuels: ethanol and biodiesel
  - Electric energy
  - Electromobility
  - Advanced biofuels
  - Natural gas, biogas and biomethane

# Vibra as the **first choice**

Our ambition is to be a reference company in energy solutions by 2030, making us the unconditional 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 grow. We want to be protagonists in Brazil's energy transition.

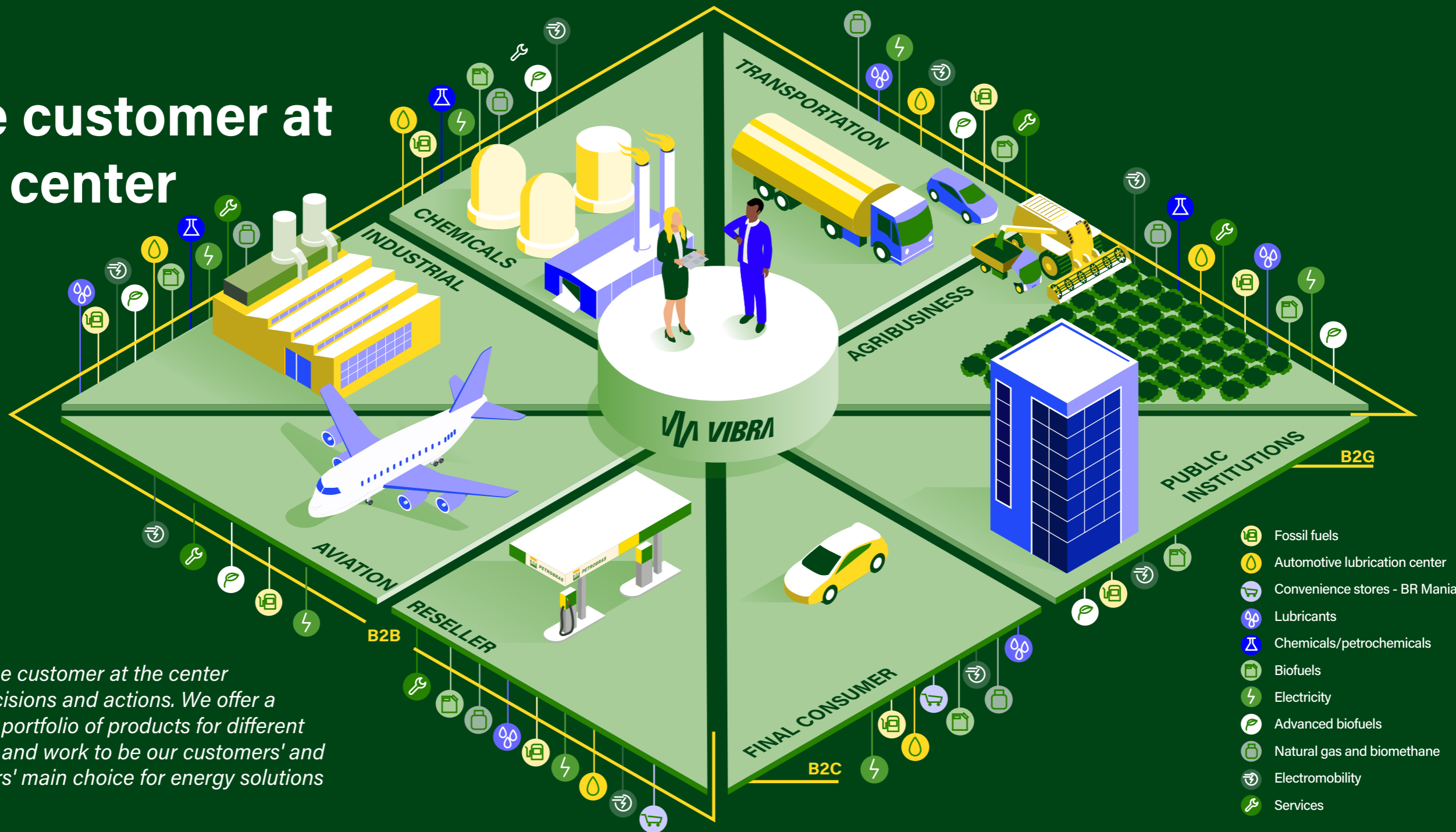
We have a unique portfolio of products and services, and we have brands renowned for their quality and reliability. We have expanded our portfolio of energy solutions based on renewable sources, acquiring stakes and sealing strategic partnerships. The objective is to reduce our carbon footprint and also 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.

**We have a  
unique portfolio  
of products and  
services**



# The customer at the center



*We put the customer at the center of our decisions and actions. We offer a complete portfolio of products for different demands and work to be our customers' and consumers' main choice for energy solutions*

## Fuel distribution

According to the National Union of Fuel and Lubricant Distribution Companies (SINDI-COM), we are national leaders in the distribution of fuel and lubricants. We have 10,000 drivers and 8,000 contracted trucks involved in the distribution of 4.6 million m<sup>3</sup> of fuels every month. Every day, we embark some 3,500 shipments.

We offer a complete range of fuels, ranging from green petroleum coke to custom fuels for specific applications. We provide the market with fuels from the so-called Otto cycle (gasoline and ethanol) and also fuels used in internal combustion engines and compression ignition (diesel cycle). We also offer specific marine diesel oil for the vessel

segment and fuels for locomotives, in addition to shale oil, used to heat boilers. We are major partners in the automotive and auto parts industries, offering customized fuels, developed on demand.

We ensure the quality of the fuels we distribute by controlling their receipt, storage and shipment at our distribution centers. The quality certificates of the products supplied are verified and additional analyses are carried out to confirm characteristics such as appearance, color and specific mass. The conformity of products sold is ensured by laboratory analyses, whose results are documented and accompanied by the products' invoice.

We have established service channels for the receipt of complaints related to the quality of our products and internal procedures for the recording and treatment of non-conformities. Our objective is to analyze and correct any identified cases. We carry out internal and external audits, aiming to minimize the occurrence of non-conformities. In 2023, the indicator of product non-conformity (INC) was 4.16%, reflecting five non-conformities identified during inspection (that is, in samples collected by ANP – National Agency of Petroleum, Natural Gas and Biofuels – in our distribution bases), Another was identified in monitoring (that is, sample analyzed by a laboratory indicated by the ANP). [GRI 2-25, 3-3](#)

## PRODUCT RECALLS

Total product recall cases


2021		1*
2022		0
2023		0

\* Case with cost of R\$ 973,727.02. This was for a recall of AVGAS (aviation fuel). However, after collecting the product, it was verified that it met all of the National Agency of Petroleum, Natural Gas, and Biofuels (ANP) certification requirements.

## Vibra conducts first refueling with electric truck

Vibra and the carrier Pioneiro conducted, in November 2023, the first fuel delivery operation for the Petrobras Service Station network using an electric tanker truck. The product was supplied to a reseller in Manaus.

The use of the electric truck will avoid, every month, the emission of about 3.2 tons of CO<sub>2</sub> (carbon dioxide), an amount that would be emitted by a model powered exclusively by diesel fuel. The partnership is a concrete example to guide decarbonization initiatives and test new models and their feasibility.

  
↓ **3.2 tons**  
of CO<sub>2</sub>e (carbon dioxide) emissions will be avoided monthly



## First carbon neutral gasoline in the country arrives at gas stations

In September, the new Carbon Neutral Podium arrived at Petrobras Service Stations, the first and only gasoline in the Brazilian market whose carbon emissions are fully offset throughout the life cycle, from origin to consumption. This means that from the oil extraction operation, through all due processes, to the burning of gasoline in the car engine, all CO<sub>2</sub>e emitted has been neutralized.

Podium's compensation is through carbon credits generated in the Amazon region (state of Acre), with actions to preserve national biomes that still yield social benefits for 2,000 people.

Podium also has a lower sulfur content ( $\leq 20$  parts per million, 60% lower than the maximum market limit), contributing environmentally to the reduction of SO<sub>2</sub> (sulfur dioxide) emissions. Furthermore, Podium Gasoline offers distinct performance, cleanliness and economic advantages. It is Stock Car's official gasoline and generates a better driving experience for the customer, with a very high octane rating – 102 RON. This guarantees up to 19% more performance and reduces polluting gas emissions. It has high additive technology that reduces 98% deposit formation in the valves and clogging of injection nozzles, keeping the system cleaner and much more efficient.

## Service station network

Vibra is the fuel distributor with the largest service stations network in the country. There are 8,198 stations with the Petrobras brand license, distributed in 2,320 cities in all the 26 states and the Federal District.

Of this total, 150 are part of the Siga Bem Network, specialized in providing excellent services to truck drivers. Currently, 30 million unique consumers conduct transactions in our service station network every month. In 2023, we continued to adapt service stations within the new visual identity that Vibra developed. There are 1,125 new service stations starting to display the new brand and another 191 new gas stations were branded and added to our Petrobras network.

The year was marked by sales growth in premium products: we consolidated our leadership and reached a market share of 44.6%, with growth of 2.7 p.p. compared to 2022, reaching 20.6% in the product sales mix and 25.3% of gross profit in the gas station network, demonstrating the highest value added by these products.

We continue to maintain our commitment to feature products of excellence in our service station network. These include exclusive distributors of Petrobras Grid, a complete line of additive fuels composed of gasoline, diesel and ethanol; of the Petrobras Podium line, with gasoline and diesel of high octane and high cetane number, respectively.

In 2023, we advanced in the nautical segment by launching two premium products: the new Petrobras Verana Diesel and the Lubrax Náutica Diesel; both for vessels such as yachts, larger speedboats and schooners. They combine better performance and efficiency while contributing to a clean engine, one that also is less polluting. The new Verana Diesel enables more power and a faster start-up, while also offering fuel economy and a reduction in engine noise and smoke. In addition, its lower environmental impact is due to the low sulfur content: 10 ppm. Lubrax Náutica Diesel meets the technical requirements of the main manufacturers of maritime diesel engines in the country. It also provides a greater safety margin, with 67% more protection against engine wear, and 57% more piston cleaning.



## Convenience

Convenience stores are an important pillar of Vibra's strategy and a key part of the value proposition for our service station network. BR Mania is the 11th largest franchise in Brazil, according to a 2023 survey by the Brazilian Franchising Association (gaining two positions in the ranking). In 2023, we continued our accelerated expansion process. We opened 137 new stores, totaling 1,323 Petrobras service stations. They served more than 60 million consumers, generating revenues of R\$ 1.6 billion, 16% higher compared to 2022. Our market share is 32% in the segment.

The stores offer more than 550 types of products and 25 own brand items, seeking to create a welcoming environment at the service stations capable of meeting small needs in addition to vehicle-care items. A survey conducted by Cognatis Inteligência Aplicada indicates that service stations with a BR Mania convenience store increase their fuel sales volume by 18%.

2023 was a year of changes and strategic reassessment for the convenience store segment. Vibra believes that these stores have major importance for the future of the Company.

In 2022, Vibra and Americanas S.A. had entered into a partnership aimed at exploiting the small retail store business, inside and outside the service stations, setting up the Vem Conveniência venture. However, due to events involving Americanas S.A., which affected the basic premises of the partnership, Vibra decided to close the partnership. With the spin-off of the agreement, whose procedures were finalized in 2023, Vem Conveniência became 100% controlled by Vibra.

The dissolution of the partnership required a series of adjustments throughout the year, including the separation of systems and reorganization of infrastructure. Additionally, extra care was taken to maintain the proper functioning of the stores without impacting resellers and consumers. Despite the challenges, the company achieved positive results with the opening of 137 stores and the registration of 49 new units in December.

We believe that the experience has resulted in significant gains and added knowledge regarding the formatting of the expansion strategy for convenience stores in different formats as of 2024.





We offer both **downstream** and **upstream** products

## Chemicals and petrochemicals

We operate in the processing and distribution of chemicals and petrochemicals, offering a broad portfolio of solutions for segments such as oil and gas, fine chemistry, agribusiness, paints, adhesives, household cleaning products and rubber items.

Among the downstream products, we offer options such as: solvents, which have evaporation rates suitable for different uses; process oils, with application in the most diverse branches of the chemical industry; sulfur; and agricultural oils, both of mineral and vegetable origin, the latter being the result of a partnership with Inpasa, the largest producer of clean and renewable corn-based fuel in Latin America. In addition, we are also selectively entering the market for the distribution of emulsions for

water-based paints. This will be through a partnership with Archroma, a company already recognized in the field and with great expertise in these chemical specialties.

In relation to upstream products, we have a range of commodities and chemical specialties for the oil and gas market, both in the exploration and production stages. In our portfolio are: hydrate inhibitors; biocides; chelating agents, also known as harmful metal scavengers; demulsifiers and olefins, among others. The portfolio of chemical specialties includes antifoams, scale inhibitors and non-nitrogen H<sub>2</sub>S sequestrants, as well as products for cleaning and treating membranes and corrosion inhibitors, all with proven efficiency in the field and widespread use in the market. In addition to this variety, we also develop customized products for each client and place of application. Currently, we stand out for being the largest supplier of chemicals products for the oil and natural gas exploration and production (E&P) segment in Brazil.

## Lubricants

We serve the lubricants market through Lubrax, a brand that celebrated its 50th anniversary in 2023 and remains the brand most remembered by consumers (Top Of Mind Award 2023 "Lubricant" category). We occupy 3<sup>rd</sup> place in the market with a market share of 17.3%.

Our lubricant industrial complex, located in Duque de Caxias (RJ), is considered the largest industrial unit of its kind in Latin America, with an installed capacity of 28 million liters per month. We offer more than 160 product families, consisting of over 600 items for automotive, industrial, marine and rail applications.

The unit is undergoing modernization and expansion works, expected to be completed in 2024. This will expand the installed capacity to 420 million liters/year. In 2023, we made significant progress in implementing improvements. These include the automation of packaging, which reduces human exposure to chemicals and brings ergonomic advantages, and the inauguration of a new vertical warehouse, which optimizes the use of physical space and reduces the use of forklifts and, consequently, emissions.

Lubrax industrial and automotive products are exported to Argentina, Bolivia, Uruguay, Paraguay and Chile. In addition, the brand is present in more than 120,000 points of sale in Brazil, including over 8,000 Petrobras Gas Stations and more than 1,700 units of the Lubrax+ automotive service franchise, the largest in the segment in our country.

In September, we launched the Lubrax UniTractor 10W-30, a high-performance multifunctional lubricant developed for specific performance demands of tractors and heavy agricultural equipment. The product ensures efficient lubrication even in conditions of high load and high temperatures. It provides extended wear and tear protection and heightened oxidation resistance, which reduces the formation of deposits and prevents the accumulation of harmful residues in the transmission system, ensuring a more efficient and economical operation. Its increased cleaning power keeps the transmission components free of impurities, optimizing performance and reducing fuel consumption. Its advanced technology is pioneering and allows the extension of the exchange period, now up to 4,000 hours, thus boosting durability and reducing waste generation for our clients.



### Packaging delivered via conveyor belt

The main packaging supplier for the lubricant lines, responsible for more than 60% of the total, is installed in a unit next to our factory. This makes it possible for deliveries to be made by means of a conveyor belt, in the

system called wall-to-wall, which eliminates the need for transport by trucks and avoids GHG emissions. In addition, the system eliminates the use of intermediate packaging, such as cardboard boxes, pallets, films, etc.

This lowers maintenance costs and assures greater availability of equipment during the harvest season.

To ensure the quality of the lubricants we produce, we have implemented an integrated management system that secures compliance with quality, environmental, health and safety requirements in all manufacturing processes. This system is responsible for maintaining ISO 9001, ISO 14001, ISO 45001 and IATF 16949 certifications. Quality is ensured from the selection of raw materials and suppliers to the shipment of finished products, with periodic evaluation routines and the adoption of corrective measures as necessary. [GRI 3-3](#)

Complaints or questions related to product quality are managed by Vibra's Customer Service. Complaints are investigated to identify the root cause and determine the most appropriate solution, which may include product exchange or commercial reimbursement. In addition, we provide specific technical support when requested by the customer, aiming at extending the lubricant change period and maximizing the availability of the customer's equipment. [GRI 2-25](#)



## Lubrax line gains a specific product for hybrid vehicles

With an eye on the growth of car sales in hybrid models and aiming at the future of lubricants, in 2023 we launched a line of lubricants specially developed for use in vehicles that combine combustion and electric engines: Lubrax Supera Premium.

The new products promote greater protection of engine components, reduction in fuel consumption, as well as higher protection of the emissions control system.

They reach the market in viscosities 0W-20 and 5W-30, formulated with premium synthetic basics and high-performance additives with technology approved by the main automakers in the market. They also exceed the criteria established for them in 9 of the 12 tests carried out.

## Automotive lubrication center

We offer Lubrax+ for the owners of the service stations that make up the Petrobras network. Lubrax+ is an automotive lubrication franchise that complements the services offered, helps attract new consumers and retain current ones, and increases the profitability of the service stations.

In 2023, Lubrax+ became the sixth largest franchise in Brazil, according to the 2023

Lubrax+ Franchise reached **1,698 stores** throughout Brazil, present in **21% of Petrobras' service station network**

ranking of the Brazilian Franchising Association (ABF), gaining three positions in relation to the previous year. We reached 1,698 stores throughout Brazil, reaching 21% of the service stations in the Petrobras network.

We deliver better execution at the point of sale, resulting in higher profitability for the business. We achieved a record in revenue at the end of the year, since 2018, with a 15% growth in annual revenue compared to 2022.

The objective for the year was to restore franchisee satisfaction, with a particular focus on providing effective support and executing franchise operations. In 2023, more than 1,100 employees were trained in person, an intensified calendar with several consumer benefits, incentives for lubricators and greater support for the business.

The most significant development in the year was the hiring of Lubrax+ Consultants, which enhanced the day-to-day support of the franchise. The team is an exclusive resource for Lubrax+ franchisees, designed to enhance execution, conduct training, and foster engagement with the marketing actions offered by Vibra.

## Aviation

Vibra is the leading company in the distribution of aviation fuels in Brazil. Our distribution network serves domestic, international, government and executive aviation. We have a portfolio of more than 2,500 active customers, supplying JET A (aviation kerosene), JET-PLUS (additive aviation kerosene) and AVGAS-100LL (aviation gasoline). BR Aviation, a brand licensed to Vibra by Petrobras, is present at 94 Brazilian airports in all regions of the country. Of every 10 commercial flights that take off in the country, 6 are supplied by Vibra.

In addition to fuel, we offer the BR Aviation Center, a package of services for executive aircraft and crew, as well as the BR Aviation Card, for BR Aviation customers to electronically enable refueling directly at airports, providing agility in service, data reliability and operational safety, and the BR Aviation Club, a relationship program aimed at pilots.

The aviation sector, strongly affected during the Covid-19 pandemic, has been gradually resuming its operations. In 2023, domestic traffic has already recovered to a level equivalent to the period before the pandemic and international traffic is already close to reaching this volume. Considered of key importance for our strategy, the challenge now is to maintain our high market share in the

segment. According to the consolidated data of the Dynamic Panel of the Brazilian Aviation Fuel Market, Vibra had, in 2023, a market share of 57% compared to 67.9% in 2022, a reduction due to renegotiations with airline companies in the face of the new post-pandemic market context. As of December 2023, due to negotiations with customers, our share level has increased to more than 60%, which should be maintained throughout the year 2024.

In 2023, we worked to offer a differentiated service in the aircraft market, working closely with customers in the segment. In this regard, Vibra has been integrating and digitalizing operations and processes to monitor supply times in real-time and ensure even greater punctuality.



+ than

**2,500**

active customers in the aviation segment

## Energy solutions

GRI 3-3

- Biofuels
- Electric energy
- Electromobility
- Advanced biofuels
- Natural gas, biogas and biomethane

**Portfolio** built to offer the energy the customer needs

### Biofuels: ethanol and biodiesel

We operate in the ethanol segment through Evolua Ethanol, a joint venture with Copersucar S.A. structured to be an open, fluid, value-generating platform with the scale to serve the national and global markets. In addition to having exclusive distribution rights for ethanol produced by Copersucar's 37 plants, Evolua is free to purchase ethanol in the market and sell it to customers other than Vibra, including other distributors. We believe this partnership strengthens our position in the biofuels market and adds value through many potential synergies. The action is in line with our strategy of energy transition to cleaner energy sources, since ethanol is considered a protagonist on the path to decarbonization in Brazil. In 2023, we obtained R\$ 9.1 billion from the sale of ethanol.

In our ongoing efforts to find solutions to decarbonize our activities and those of our partners, we became the first company in the country to transport biofuels by cabotage from the Port of Rio Grande (RS) to Suape (PE) in 2020. The volumes of biodiesel and ethanol transported by sea have been growing year by year; reached a record in 2023, reducing emissions generated by road transport (*read more on [page 109](#)*).

### Electric energy

We are active in the electric energy segment through Comerc, a company that operates as an integrated platform in the renewable energy sector operating in the generation, trading, energy management for free consumers, energy efficiency solutions, batteries, sale of renewable energy certificates (I-RECs) and carbon credits, as well as in the management of natural gas consumption for the industry. We hold a 48.7% stake in Comerc, which is the fourth largest renewable energy generator in the country, in addition to being the largest distributed generation platform in Brazil. Our main objective with the partnership is to support our clients' decarbonization journey and assist them in the preparation of an ESG Agenda attuned to the theme of energy transition.

In 2023, the company advanced in the production of solar and wind energy, totaling 2 GW of installed capacity. Regarding centralized wind generation, 153 MW were added to the system in 2023, reaching 280 MW@stake<sup>1</sup> in operation of the wind source. In addition, the centralized solar generation hit 1,445 MWp in operation, with the energization of Hélio Valgas (+662 MWp) and São João do Paracatu (+267 MWp), totaling 1.725 MW in centralized generation. In distributed

Comerc Energia, in partnership with Vibra, launched **a carbon trading platform** to expand its decarbonization portfolio

generation, 35 new plants were energized (100 MWp), reaching 78 plants in operation and 267 MWp of installed capacity.

In July, Comerc, in partnership with Vibra, launched its carbon credit trading platform, adding another decarbonization solution to its portfolio, now through the acquisition of carbon credits and I-RECs generated by sustainable projects. Also part of the solution is the use of the company's expertise to act in an advisory manner, bringing information to customers about the carbon market during each consumer's journey. The carbon trading platform has great potential to attract the current customers of Comerc and Vibra, and is also open to customers not served by the two companies.

(1) Excluding customers from other commercial businesses

## Electromobility

In 2023, we significantly expanded the electromobility infrastructure in our service stations network. The electrical corridor under implementation already runs more than 2,000 km in length, totaling 15 high-power electric charging stations in operation in five states. This achievement is part of a plan to establish the largest electric corridor in the country. It will connect, in the first phase, cities in the South and Southeast of the country, with short-term plans to expand to the Northeast and Center-West. Vibra's goal is to become the leading provider of electric recharging and renewable energy supply solutions in Brazil through a robust, available and connected public recharging network.

**15** ultra-fast and fast charging points at Petrobras service stations

**+1000** charging points at the EZVolt partner base





Also in 2023, a first in the country, we refueled aircraft using a 100% electric truck at Eduardo Gomes International Airport in Manaus, in the heart of the Amazon region, the first in Latin America to have a 100% electric aircraft supply truck.

In addition, we carried out the first fuel delivery operation with an electric tanker truck at a Petrobras service station in Manaus, an action in line with our business objective focused on energy transition.

In B2C, besides urban and highway stations, Vibra's plan is to implement hubs and electric charging outlets in commercial establishments to expand the service to the growing demand for recharging application vehicles and logistics fleets that operate in the last stage of the product delivery process.

In September 2023, Vibra announced a new financial investment in EZVolt, an electromobility startup whose portfolio of projects is integrated with renewable energy. The investment, of R\$ 10 million, is through Vibra Ventures, a Vibra investment fund focused on energy startups, mobility, logistics, fintechs and retail (*learn more on [page 63](#)*).

EZVolt offers a complete portfolio of recharging solutions for B2B and B2C, with

one of the main electric vehicle recharging networks in the country. There are more than a thousand chargers under its management and operations in 17 Brazilian states. In 2023, the monthly average of battery recharges exceeded the mark of 20,000. In B2B, EZ-Volt is notable, having important contracts signed with the country's main fleet owners. This includes recharging solutions for electric buses, with charger implementation and management deals with the main bus operating companies in São Paulo where the partial replacement of the fleet for electrified vehicles is already a legal requirement.

Together with EZVolt, we maintain three 100% electric charging stations focused on B2B and B2C in São Paulo (SP). The main one is located in the neighborhood of Anália Franco, which tripled its recharging capacity in six months of operation, enabling the recharging of more than 30 electric vehicles simultaneously, with the highest power charger in São Paulo (SP).

EZVolt was selected by the City of Rio de Janeiro to join its innovation project, Sandbox.Rio, which will make it possible to install electric service station at mapped public points around the city. With Vibra's new contribution, the startup will also put into practice other projects, including the generation



Vibra's goal is to become the leading provider of electric recharging and renewable energy supply solutions in Brazil

of carbon credits in the regulated market by replacing light and heavy vehicle fleets.

In October 2023, we started a carsharing project for our headquarters employees. We offer two electric vehicles, one of which is a Jaguar, for sharing with the workforce. The project is in partnership with Jaguar Land Rover, EZVolt, Vibra co.lab, the Company's innovation hub; and Flou, a nano rental platform through which it will be possible to register and schedule the use of the vehicles.

Vibra's carsharing action has, among other objectives, the integration of asset-sharing

technology with electric recharging technology; the integrated supply of renewable electricity and recharging service; the democratization of access to electric mobility through a digital process; and the promotion of technological innovation and energy efficiency initiatives. In addition to democratization and learning, we count on employees as the main agents of testing all the technologies embedded in the process. It includes an economic feasibility study based on the adoption rate and user behavior, and also captures opportunities in the automotive value chain in the new technological cycle promoted by electrification.

## Advanced biofuels

We invest in technology to facilitate advancements in our customer service. In 2023, we started supplying HVO (hydrotreated vegetable oil), known as green diesel, which is considered highly efficient and has the potential to reduce greenhouse gas emissions by up to 90% compared to fossil diesel. It can be added to diesel or used pure.

In addition, in 2023, Vibra supplied the market with about 1,600 m<sup>3</sup> of Vibra Renewable Diesel, which is composed of R5 Diesel and the mandatory biodiesel blend, generating R\$ 8 million in revenue. R5 Diesel is produced by co-processing vegetable oils or animal fat with mineral diesel oil, consisting of 95% mineral diesel and 5% renewable diesel.

**1.6 thousand m<sup>3</sup>**  
of Vibra Renewable Diesel were  
supplied to the market in 2023

## Sustainable green methanol production in Vibra's sights

In January 2024, Vibra and Inpasa, the largest producer of renewable cereal-based fuel in Latin America, signed a non-binding Memorandum of Understanding (MoU) to study the feasibility for the production and commercialization of green methanol from ethanol by-products, primarily with a view to supplying the maritime and industrial sectors. The business venture will allow Vibra to enter a new market segment with sustainable solutions for maritime transportation customers.

Among the possibilities to be evaluated is the installation of a plant for the production of green methanol from cereal ethanol.

During the period of studies, the parties will also evaluate the best business structure for the execution of the agreement. Inpasa plans to capture the CO<sub>2</sub> emitted in the production of ethanol, which will be used to obtain green methanol, also known as e-methanol. This is a low-carbon footprint energy source with significant reductions in greenhouse gas (GHG) emissions over the life cycle compared to fossil fuels. In addition, it contributes to the reduction of emissions of other pollutants and particulate matter.

## Natural gas, biogas and biomethane

We are committed to contributing to the development of the biomethane market in Brazil. We own 50% of ZEG Biogás e Energia, a company with expertise and technology to produce biofuel. ZEG Biogas is developing plants for the production of biomethane from biogas in landfills and also from vinasse biogas (waste from the industrial process in ethanol plants).

In 2023, ZEG Biogás e Energia inaugurated its first plant<sup>1</sup>, in Jambeiro (SP), with a production capacity of 30,000 m<sup>3</sup>/day. Another plant is under construction in Minas Gerais, with a production forecast of 15,000 m<sup>3</sup>/day, which can reach twice this volume.

Vibra decided to divest its stake in ESGás (49% of the common shares and 60.02% of the total share capital), the concessionaire responsible for the distribution of natural gas piped in Espírito Santo, a mixed-capital

company whose controlling shareholder was the State of Espírito Santo, with 51% of the common shares. The decision was made in response to Vibra's decision to focus its operations on the free gas market. As communicated to the market through a Material Fact on March 31, 2023, an auction was held for the sale of all shares, with Energisa S/A presenting the winning bid.

<sup>1</sup> Formally, the production unit belongs to Engep Ambiental Ltda. ZEG Biogás was responsible for the design and construction, in addition to being in charge of the operation, also being the exclusive offtaker for ten years.



# Corporate governance

- Our governance
- Governance structure
- Acting ethically and with integrity
- Ethics channel
- Risk management
- Economic-financial performance

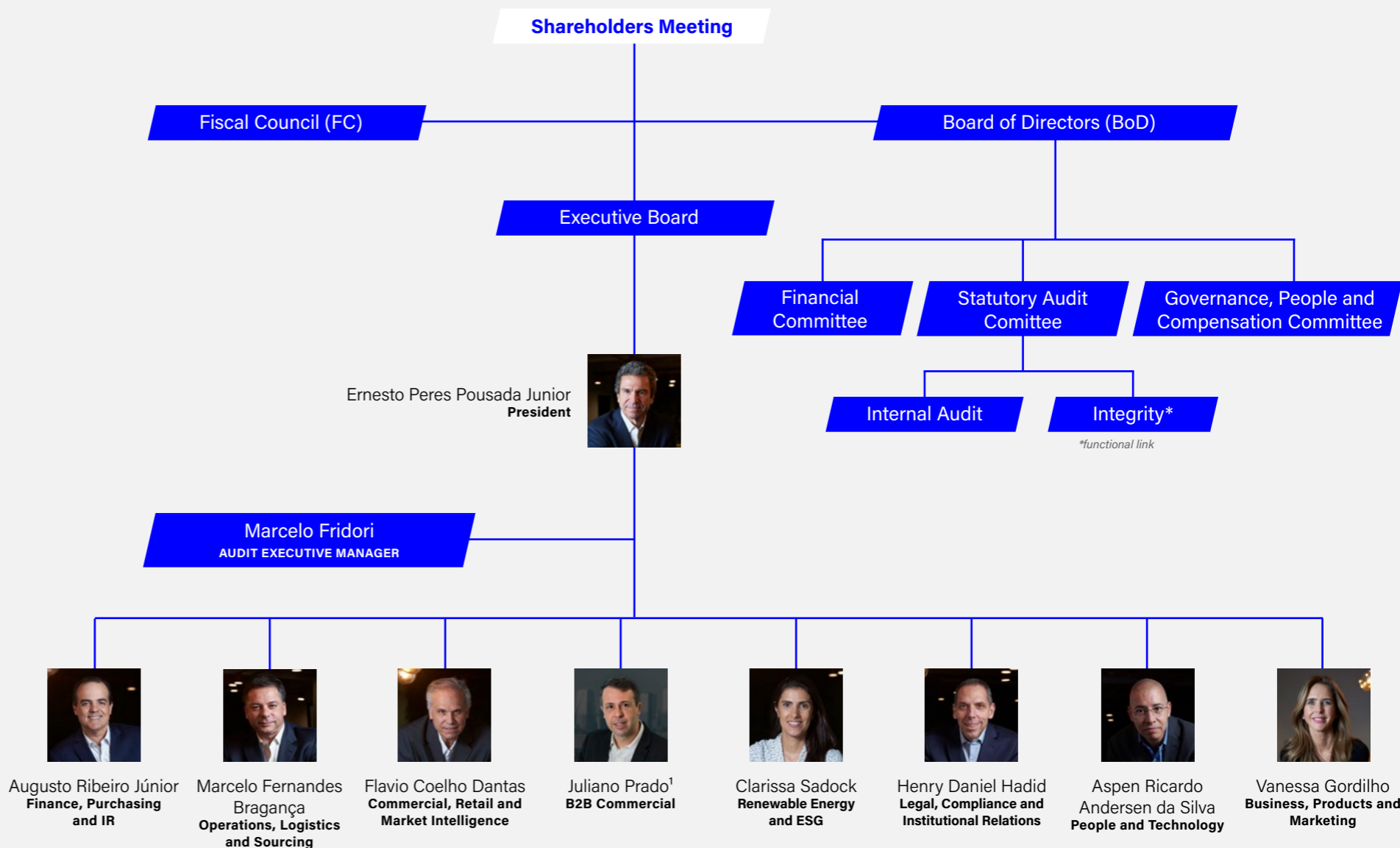
# Our governance

GRI 2-23, 2-24

Vibra has a robust corporate governance structure, with instruments that undergo constant updating and improvement. We follow the principles contained in the Code of Best Practices of the Brazilian Institute of Corporate Governance (IBGC) and in the B3 Novo Mercado Regulations.

The arrival of a new president at Vibra in February marked the beginning of 2023. The transition was conducted transparently, demonstrating the reliability and consistency of our procedures. The new CEO made changes to the Company's management structure (see more on [page 48](#)), in line with the strategic plan projected for the coming years.

## Organizational structure



Get to know the [Vibra's Policies and Codes](#)

<sup>1</sup> Assumed the Vice-Presidency on 04/01/2024. Previously, the area was led by Bernardo Kos Winik.

## Governance structure

GRI 2-9, 2-10, 2-11

### General Shareholders Meeting

Corporate body composed of the Company's shareholders, convoked for extraordinary meetings, in addition to the General Shareholders Meeting, held annually. Its mission is to deliberate on issues of interest to the company and to elect members of the Board of Directors and the Fiscal Council. In 2023, an Extraordinary General Meeting was held in June, which approved changes to the Bylaws and a reduction in the number of members of the Board of Directors.

### Fiscal Council

The Audit Committee is a collegiate body with a supervisory function. Its general objective is to verify compliance with legal and statutory duties and to defend the interests of Vibra and the shareholders. The supervisory function is not limited to verifying the legality of the acts. It also involves gathering all the necessary information to safeguard the interests of the shareholders without, however, interfering with the management itself. It is composed of three effective members and three alternates.

### Board of Directors (BoD)

In 2023, the Extraordinary General Meeting approved the reduction of the number of members of the Board of Directors from nine to seven, effective as of the next election, scheduled for 2024. The amendment, approved in the Bylaws, also sets forth that it is incumbent upon the Board of Directors to designate, at the first meeting following the Assembly, the one who will occupy the function of chairman, among the elected members. Before the change, the choice was made at the General Meeting. Until April 2024, the Board was composed of 8 independent and non-executive members, 7 men and 1 woman.

The Board of Directors is responsible for establishing the general orientation of the business, approving the strategic plan and the multiannual plans proposed by the Executive Board and approving the internal global policies, among other duties. Its members are elected by the General Meeting for a two-year term of unified management, with re-election permitted. The participation conditions follow the provisions of the Brazilian Corporate Law, the Novo Mercado Regulation and the Company's Nomination Policy. In addition, the accumulation by the same

person of the functions of President of the Company and Chairman of the Board of Directors is prohibited. Vibra Energia's Bylaws determine that meetings of the Board must take place with a majority of the members present, and may be called by the chairman or by a majority of the board members. In 2023, the average term of office of Board members was 2.6 years.

Nominations to the Board of Directors follow the criteria described in the [Nomination Policy](#) and [Bylaws](#) and take place through the slate system, appointed by the Board of Directors or by any shareholder or set of shareholders. The nominations must strive to achieve diversity in their composition and complementarity of experiences, seeking, among its members, those who have time availability, in addition to qualifications such as: experience as an executive or as a Board member; knowledge of finance and accounting; specific knowledge of the energy sector, such as the production, distribution and commercialization of all forms of energy; general knowledge of the national and international market; knowledge about compliance, internal controls and risk management; and strategic vision and knowledge of good corporate

governance practices. In addition to these requirements, the Board of Directors must be composed of at least 50% independent members, according to the Novo Mercado Regulation. In the current composition of the Board, all members are independent.

The individual and collective performance results of the persons responsible for the management and the members of the Board's Statutory Committees, as well as the independence of the members of the Board of Directors, are evaluated at least once during the term of office. The work is carried out with methodological and procedural support from the Governance, People and Compensation Committee. After the evaluations, opportunities for improvement are observed and effectiveness diagnoses of the Board and Committees, benchmarking summary and best market practices are carried out. The last evaluation of the Board of Directors was carried out at the end of 2023 with the support of an independent consultancy and included the dimensions: (1) composition; (2) leadership of the chairman; (3) strategy; (4) performance monitoring; (5) risk management; (6) Board committees; (7) Board dynamics;

(8) Board/Management relationship;  
(9) Board processes and documents;  
(10) stakeholder management. Opportunities for improvement were presented at a meeting and will be addressed throughout the year. [GRI 2-18](#)

The Board of Directors oversees the processes for identifying and managing impacts that are identified through financial risk assessment, cost and benefit analysis, monitoring of economic indicators, environmental impact assessment, social impact assessment, stakeholder engagement, skill development and employee well-being. The results of all processes are considered in discussions and deliberations. Our Social Responsibility and Health, Safety and Environment Policies, which are the basis for our performance in these matters, were approved by the Board of Directors (BoD). [Both are available on our website GRI 2-12](#)

The Board members also have full access to updated information on the progress of the Company's ESG Agenda. In addition to receiving internal information with sustainability content, the subject is scheduled for discussion at Board meetings on a fixed agenda item every six months. [GRI 2-17](#)

## BOARD MEMBERS (in 2023)

**Sergio Agapito Lires Rial (chairman)**  
2-year term  
[GRI 2-11](#)

**Fabio Schvartsman**  
2-year term

**Walter Schalka**  
2-year term

**Nildemar Secches**  
2-year term

**Clarissa de Araújo Lins**  
2-year term

**Mateus Affonso Bandeira**  
4.8-year term

**Pedro Santos Ripper**  
4.8-year term

**David Zylbersztajn**  
1-year term

The curriculum and participation of the members of the Board of Directors in Committees are [available here](#)

## Vibra's shareholders elected the members of the Board for the next two years at the General Meeting held on 04/18/2024.

The composition of the Board of Directors is as follows:

**Claudio Antonio Gonçalves** – new member

**Fabio Schvartsman** – re-elected

**Mateus Affonso Bandeira** – re-elected

**Nildemar Secches** – re-elected

**Ronaldo César Coelho** – new member

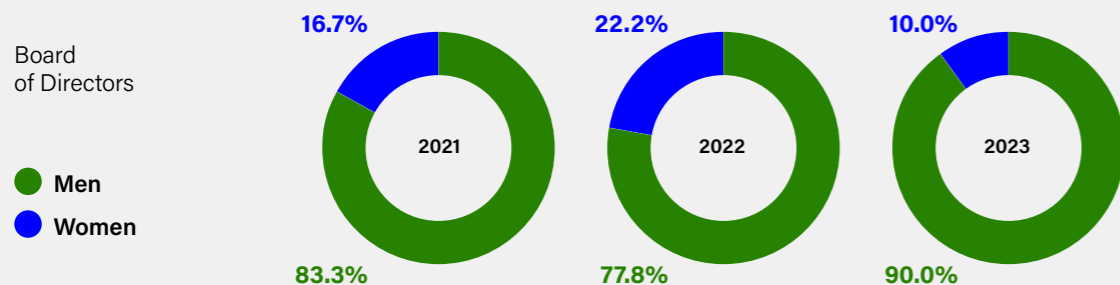
**Sérgio Agapito Lires Rial** – re-elected

**Walter Schalka** – re-elected

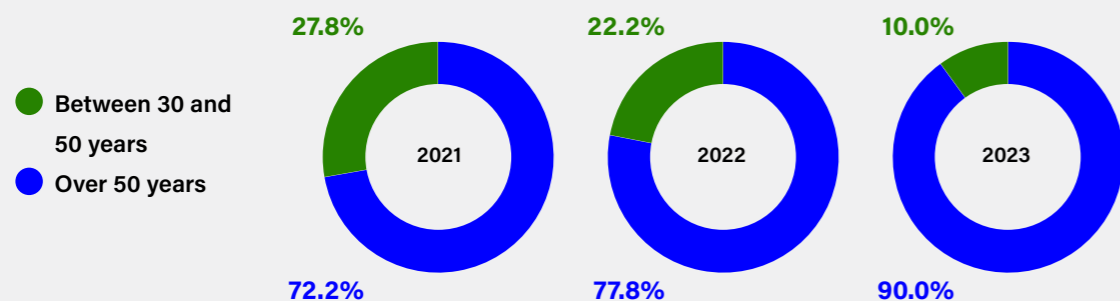
The Board of Directors unanimously appointed, among the members who were elected at the Annual General Meeting, Sergio Agapito Lires Rial to continue to be the chairman of Vibra's Board of Directors.

**DIVERSITY IN GOVERNANCE BODIES AND EMPLOYEES** GRI 2-9, 405-1

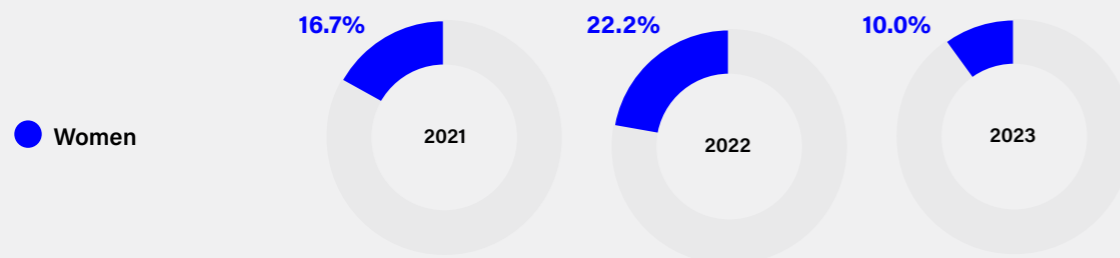
**PERCENTAGE OF MEMBERS OF GOVERNANCE BODIES BY GENDER**



**PERCENTAGE OF MEMBERS OF GOVERNANCE BODIES BY AGE** GRI 2-9, 405-1



**PERCENTAGE OF INDIVIDUALS FROM MINORITY AND/OR VULNERABLE GROUPS WHO ARE PART OF THE ORGANIZATION'S GOVERNANCE BODIES** GRI 2-9, 405-1



**Internal Audit**

It reports directly to the Board of Directors, through the Statutory Audit Committee. It is responsible for providing an assessment of the effectiveness of the Company's processes and also advises the Board of Directors, the Statutory Audit Committee, the Executive Board and the Fiscal Council. We also contract outside audit services based on a list of independent auditors registered with the Brazilian Securities and Exchange Commission (CVM), previously approved by the Board of Directors.

**Financial Committee**

Its purpose is to advise the Board of Directors on strategic and financial matters. This includes risks related to financial management, the proposal for a strategic plan, the business plan, and other guidelines related to the scope of the Committee as defined in its internal regulations. It consists of two members.

**Statutory Audit Committee**

It guides the Board on matters such as the hiring and dismissal of independent audit services; the monitoring of the work of independent auditors and internal auditors; the quality, transparency and integrity of financial information; the Company's risk exposures; the improvement of the Company's internal policies, and situations of potential conflict of interest, among others. It consists of four members. Vibra's Executive Board sends an annual report to the Statutory Audit Committee informing all integrity measures adopted in the period, especially issues reported through the complaints received over the Ethics Channel.

**Governance, People and Compensation Committee**

It is responsible for analyzing the eligibility requirements for the appointment of members of management and fiscal advisors of the Company, following Vibra's Nomination Policy. Comprised of three members.

## Executive Board

It is made up of a president, vice presidents and executive vice presidents, appointed by the Board of Directors, all of whom are Brazilian residents. The terms of office for its members are two years, re-election being permitted, and as well as dismissed at any time. Its role is to manage our business in accordance with the purpose, objectives, strategies and guidelines established by the Board of Directors.

The Executive Board is supported by six non-statutory executive committees: Credit and Collection Executive Committee; Biofuels and Petroleum Derivatives Supply Executive Committee; Safety, Health and Environment Executive Committee; Derivative Risks Executive Committee; Investment Executive Committee; and Innovation Executive Committee. [GRI 2-12](#)

In February 2023, Ernesto Pousada took over as the president of Vibra and implemented a restructuring in the Vice Presidencies. The moves changed the scope of action and brought in market executives to occupy key positions for the development of the strategy he conceived for the upcoming years.

To this end, particularly notable was the creation of the Executive Vice Presidency of Renewable Energy and ESG, which deals with Vibra's strategy, ESG, M&A and renewable energies, to accelerate synergies and lead the energy transition process. In addition to focusing on the topic, the existence of the new structure began to allow the reseller and B2B business areas to focus on their traditional businesses, in which the company still identifies a number of opportunities that could be unlocked. To add more value to the Company's core business, the lubricants, convenience, loyalty and premium fuels segments became part of the Vice Presidency of Business, Products and Marketing.

Another important change was the restructuring of the Vice Presidency of People and Technology to enhance the digital transformation of people, placing them at the center of the processes.

## Creation of the Executive Vice Presidency of **Renewable Energy and ESG**

### Number of shares held by members of governance bodies (on 12/31/2023)

**359**  
thousand  
Board of Directors

**27,807**  
Fiscal Committee

**52,200**  
Executive Board





# Acting ethically and **with integrity** GRI 2-15, 2-23, 2-24

Integrity is a non-negotiable value for Vibra. 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.

The company's Code of Ethical Conduct is designed to provide guidance on behaviors that are accepted and not tolerated within the organization. The document applies to the Board of Directors, Fiscal Council, Committees, Executive Board, leaders, employees, interns, minor apprentices, representatives and service providers. All employees must be cognizant of the document upon admission. Furthermore, all suppliers must formally accept our Code of Ethical Conduct and the terms of our Code of Conduct for third parties at the time of signing a contract to provide products and render services to Vibra. This formalizes the individual and collective commitment of all Vibra employees to comply with the provisions and promotes their compliance in all aspects of the company's value chain and in relations with our stakeholders.

The Code highlights respect for people, commitment to life and the environment, and deals with practical conduct, such as situations involving conflict of interest; receiving

and offering gifts, presents and hospitality; combating fraud, corruption, money laundering and terrorist financing; information security; stakeholder relations and communication and reporting channels.

The document was created to stimulate reflection on errors and encourage the pursuit of solutions. It aims to provide an opportunity for learning in the context of proven intent, rather than solely as a form of punishment. The Personal and Professional Conduct Agreement (ACPP) is an instrument for guiding conflicts of a pedagogical nature. It is based on the premise of using errors as forms of learning.

In 2023, we launched a short version of the Code of Ethical Conduct to help disseminate information both inside and outside the Company. The easy-to-understand pocket edition provides information on expected ethical conduct daily, explanations on what to do in the face of difficult situations, and guidance on how to report a violation of standards or misconduct. The One Page of Governance was also created, a tool that is designed to simplify the understanding and importance

## Commitment to transparency

Vibra became a signatory in 2023 of the 100% Transparency Movement launched by the Brazilian Network of the UN Global Compact (United Nations). It represents a commitment supported by the Company's president and the chairman of the Board of Directors. The objective of the initiative to promote corporate transparency is to encourage and empower companies to go beyond legal obligations. The aim is to strengthen transparency and integrity mechanisms in prominent companies, making them



more resilient and examples of success for other organizations in the country.

As a signatory company, Vibra is committed to meeting goals on five fronts by 2030: interactions with public administration; high-risk value chain trained in integrity; compliance and governance structure; reporting channels; and integrity regarding senior management compensation. Annually, the companies must account for progress on each target.



## We launched an short version of the **Code of Ethical Conduct** to fortify the dissemination of information

of corporate governance and ethical conduct, facilitating access to various topics, guidelines and related documents.

To bolster the commitment to integrity, we offer five mandatory courses through our Integrity Trail, available on the corporate e-learning platform. Topics such as ethics at Vibra Energia, management of risks and internal controls, prevention of corruption, LGPD - General Data Protection Law, and compliance are addressed.

We have instituted a Transactions with Related Parties Policy, which establishes that managers must declare themselves prevented in cases of conflict of interest, move away from discussions, and disclose any private gain.

The manifestation and abstention of conflicts must be included in the minutes of meetings. The market must be informed in the event of a material change in shareholding in the company or other developments.

Integrity is also related to the environment that our employees encounter in their daily work. In 2023, we carried out an internal audit that in some operating units to verify compliance with criteria related to human rights. The analysis included items related to working conditions, discrimination, accessibility of facilities, sanitary conditions and community relations.

## Integrity and **human rights**

In the week in which the World Anti-Corruption Day and Human Rights Day are celebrated (December 9 and 10, respectively), we held the live "Integrity and Human Rights" event. It was attended by the president of Vibra, Ernesto Pousada; the vice president of Renewable Energy and ESG, Clarissa Sadock; the vice president of Commercial, Retail and Market Intelligence, Flávio Dantas; the vice president of Legal, Compliance and Institutional Relations, Henry Hadid; and Anita Baggio Barreto, director of Strategy and ESG.

Mediated by the director of Integrity, José Eduardo Elias Romão, the participants exchanged experiences on how integrity and issues related to human rights are present in the challenges of different departments of the company. Among the subjects discussed were the strategic topics for Vibra in the ESG area, details about the Zero Sexual Exploitation Program and the insertion of the integrity topic in the relationship cycle with dealerships. About 550 employees from around Brazil attended the meeting, in addition to online and face-to-face hearings at the headquarters auditorium in Rio de Janeiro.

+ Read more at

Related Parties Transaction Policy



## Competitive conduct **GRI 3-3, 2-23**

We defend free competition and a market in which competition between participants occurs in a healthy manner. We strictly follow the resolutions that regulate the Brazilian fuel distribution market and periodically conduct training for professionals in the areas related to the subject, such as Commercial. We also promote internal campaigns to reinforce and disseminate knowledge about appropriate competitive practices.

We created a Guide to Competitive Conduct, a document that all employees must read and sign. It outlines how Vibra conducts its business in a competitive environment and is in compliance with antitrust legislation. The text is available on the [Transparency and Ethics page](#).

We act to maintain  
a **transparent  
relationship** with  
our resellers

We take a preventative approach to maintaining a transparent relationship with our resellers. This involves offering them commercial, operational and systemic support to help them develop their activities in an appropriate manner and within good competitive practices. The contracts with Vibra resellers include clauses on competition law, ensuring adherence to these practices. Any non-compliance may result in warnings or contractual termination.

Our Ethics Channel is open to receive complaints related to competition issues, which are duly addressed by the Integrity area. We have a specialized legal department, and a system of consequences for employees who do not comply with internal rules and procedures for the termination of contracts with partners involved in proven cases of non-compliance.

Details on risks and processes in progress at Cade are duly detailed in the [Company's Reference Form](#), in item 4.4 - Relevant non-confidential processes.

+ Read more at [Reference Form](#) 

## Prevention of corruption

Due to the nature of its operations, Vibra's business is subject to risks related to fraud and corruption of various natures, such as conflicts of interest; diversion of monetary assets through fraud, bribery or kickbacks; and misuse of company resources and fraud in contracts and contracting, especially when there is a possibility of involving public agents. In another aspect, we are also subject to possible unfair practices of market competitors, collusion between suppliers, customers, partners and other internal and external stakeholders.

They represent relevant risks and, therefore, are periodically monitored by the company's senior management through indicators and monitoring instruments. In addition, they are the target of actions to mitigate materialization. The topic is highlighted in Vibra's Integrity Program, addressed in documents such as Integrity Policy, Code of Ethical and Normative Conduct for Receiving and Handling Ombudsman Demands. To strengthen the initiatives, Vibra has been a signatory of the Business Pact for Integrity and Against Corruption since 2022, idealized by the Ethos Institute for Business and Social Responsibility.

We continue to permanently improve the mechanisms for preventing, detecting and responding to fraud and corruption events,

including, among other initiatives, an integrity assessment to designate members of senior management and all managers of the Company (with background checks). In addition, our employees receive training that is focused on the dissemination of ethical standards.

In 2023, we obtained ISO 37301:2021 Certification - Compliance Management Systems, with a focus on combating fraud and corruption in the processes and activities of the Company's headquarters in the trade and transportation of fuel and derivatives, to prevent, detect and remedy deviations, fraud, irregularities and illicit acts; and foster and maintain a culture of integrity in the organizational environment.

Our suppliers need to follow the guidance contained in the Code of Ethical Conduct as well as the Code of Conduct for third parties. In 2023, all suppliers were informed about our anti-corruption policies and procedures. Our dealers and clients also must follow the guidelines of the cited documents.

We obtained  
**ISO 37301 certification**

**CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN** [GRI 205-3](#)

Cases	Quantity
Total number of confirmed incidents of corruption	13*
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	6**
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0

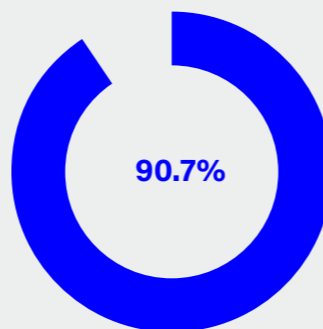
\*The cases involved misappropriation of non-monetary assets; declaratory or documentary falsehood; bribery/kickback; conflict of interest; and favoritism of Vibra's suppliers, customers or employees.

\*\* Six of the individuals involved were subject to disciplinary action. Two of them held leadership positions, three did not, and one was a former employee. The number of employees punished is lower than the number of confirmed cases because, in four of them, those held responsible were no longer on Vibra's payroll, in one matter the assessment was that only feedback would be fitting, and in three other instances, it was determined that the responsibility lay with individuals external to Vibra. Among the measures adopted were: a dismissal for due cause, an exclusion of the former employee and his dependents from the health plan; and four dismissals at the company's choice.



**OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION\*** [GRI 205-1](#)

Percentage of the organization's operations assessed for corruption-related risks



\*The main contracts for goods, products, transport and services purchased throughout 2023 were considered, as well as the respective integrity analyses (includes due diligence), as defined in Vibra's internal procedures.

**TOTAL NUMBER AND PERCENTAGE OF GOVERNANCE MEMBERS WHO HAVE BEEN COMMUNICATED AND TRAINED ON ANTI-CORRUPTION POLICIES AND PROCEDURES** [GRI 205-2](#)

	2021	2022	2023
Total number of governance members	18	18	17
Total number of governance members communicated	18	18	17
%	100	100	100
Total number of governance members trained	18	11	5
%	100	61	29.4

**NUMBER AND PERCENTAGE OF EMPLOYEES WHO HAVE BEEN COMMUNICATED TO AND TRAINED ON ANTI-CORRUPTION POLICIES AND PROCEDURES, BY REGION** [GRI 205-2](#)

Brazil	2021	2022	2023
Total number of employees	3,377	3,364	3,526
Total number of employees communicated	3,377	3,364	3,526
%	100	100	100
Total number of employees trained	2,838	3,226	3,310
%	84	96	93.9

**NUMBER AND PERCENTAGE OF EMPLOYEES WHO HAVE BEEN COMMUNICATED AND TRAINED IN ANTI-CORRUPTION POLICIES AND PROCEDURES, BY JOB CATEGORY** [GRI 205-2](#)

Job category	2021				2022				2023			
	Communicated	%	Trained	%	Communicated	%	Trained	%	Communicated	%	Trained	%
President and Vice Presidents	-	-	-	-	8	100	8	100	9	100	5	56
Board member	8	100	8	100	30	100	22	73	33	100	27	82
Executive manager	25	100	13	52	18	100	16	89	22	100	18	82
Manager	107	100	85	79	114	100	109	96	122	100	113	93
Coordinator	55	100	34	61	57	100	54	95	62	100	58	93
Superintendent	46	100	46	100	46	100	46	100	44	100	44	100
Employee without a job function	3,135	100	2,653	85	3,091	100	2,971	96	3,234	100	3,045	94

All suppliers  
were informed about  
anti-corruption  
procedures





## Ethics channel

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

**through an electronic address**  
[www.vibraenergia.com.br/canaldeetica](http://www.vibraenergia.com.br/canaldeetica)

**by telephone**  
0800 882 0402

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

Integrity is a **basic and  
non-negotiable** value

# Ethics channel

GRI 2-25, 2-26, 3-3

We count on the help from our stakeholders regarding our commitment to maintaining a healthy and harassment-free work environment and a business environment in which fraud and corruption have no place. We encourage employees, suppliers, customers, consumers and business partners to report, through the Vibra Energia Ethics Channel, any misconduct of which they are aware, with a guarantee of non-retaliation.

Vibra has an Integrity Management System composed of the Internal Audit and the Integrity Department (responsible for corporate governance, internal controls, risks, compliance, ombudsman and protection of personal/private data), in cooperation with top management. This system uses tools such as the risk matrix, Policies, the Code of Ethical Conduct, the Integrity Program, among others, being complemented by the Ethics Channel for reporting complaints, which can be accessed 24 hours a day,

seven days a week, at its electronic address [www.vibraenergia.com.br/canaldeetica](http://www.vibraenergia.com.br/canaldeetica), by phone 0800 882 0402 or by the Contato Seguro App (which can be downloaded in IOS and Android versions).

Operated by a specialized and independent company, the reporting mechanism is structured in such a way as to ensure the anonymity of the complainant and the confidentiality and secrecy of the information. Situations related to fraud and corruption, property damage, violence at work and violations of health, safety, environment and information security standards, and human rights violations are subject to reporting. All complaints are thoroughly investigated and handled in accordance with their criticality and complexity. Once irregularities are identified, Vibra takes appropriate mitigating measures, such as imposing disciplinary measures or improving the process. The recommendation is given a deadline for

implementation, and the Integrity Department monitors its observance.

The Integrity Department reports quarterly to the Statutory Audit Committee, covering both the numbers of complaints classified as high risk and those involving members of senior management, regardless of the degree of risk associated. [GRI 2-16](#)

Since his assuming the position of President of Vibra, Ernesto Pousada has personally encouraged employees and other stakeholders to make complaints, highlighting that integrity is a basic and non-negotiable value for the Company. As a result of this stimulus, the volume of complaints grew 24% in 2023 when compared to 2022. Unlike in previous years, when most reports were related to fraud and corruption, reports of behavioral deviations stood out in 2023. Although most of them are referred to as "moral harassment," we found that, for the most part,

they correspond to the level characterized as "microaggressions," originating from interpersonal conflicts.

We consider these reports an opportunity to identify situations that, in general, are less visible; this, in itself, makes their detection, characterization and how to deal with them more difficult. The reports allow the adoption of personnel management measures and the improvement of prevention, such as guidance to managers and employees made by business partners, and professionals of the People and Technology team, who support each of the areas. In line with this, throughout 2023, Vibra's Ethics Committee, composed of three vice presidents and the president, began to play a decisive role in qualifying the application of disciplinary measures and in disseminating the best ethical conduct throughout the Company. The use of formal instruments, such as the Agreement on Personal and Professional Conduct (ACPP), enables the resolution of conflicts, the understanding of mistaken attitudes and the establishment of a commitment not to recur.

Number of complaints GRI 2-26



\* Of these, 4 were considered critical, 1 being unfounded and 3 partially proven: 2 related to fraud and corruption (conflict of interest and falsification of documents) and 1 on violence at work (management by insult).

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.

+ Read more at

How to Combat Violence at Work booklet



# Risk management

To ensure the continued success of our business, we are constantly focused on potential risks, uncertainties and issues that could hurt our daily operations or even the long-term viability of Vibra. And when it comes to generating and protecting shareholder value, Vibra goes further: it has a [Corporate Risk Management Policy](#) approved by the Board of Directors that mirrors the best market practices. It is applied and materialized in the processes structured by the methodology that has been implemented. Based on a top-down and bottom-up approach, these instruments further strengthen risk maturity in a manner that is integrated and disseminated within the Company.

The identified risks are incorporated into our decision-making process, managed and incorporated into the various areas involved. Currently, risks are grouped into five categories – compliance, digital, ESG, financial, and business. Each of these five categories unfold into business risks that in turn break down into basic risks and risk factors. Business risks represent the risks at the strategic level of the organization with a defined risk appetite based on a qualitative scale of 5 levels,

starting at the “averse” level and ending at the “bold” level. Naturally, business risks that include climate risks have an “averse” appetite, representing the highest level of caution in our scale and related actions.

After being identified, the basic risks are evaluated for their probability of occurrence (very rare, rare, occasional, frequent and very frequent) and their impact (very low, low, medium, high and very high). The impact analysis takes into consideration four dimensions: financial; image and reputation; legal and compliance; and environmental and life. Financial Dimension: considers the impact based on a value scale linked to Vibra's EBITDA. Image and Reputation Dimension: considers how the impact will affect the public's perception of Vibra, the effort (time, resources and results) required to modify this perception, and the frequency and breadth of media exposure. In the legal and compliance dimension, the impacts of imposing fines and other penalties (litigation, restrictions and suspensions) that Vibra may suffer from the materialization of the risk are addressed, also including contractual and regulatory issues. Finally, the



environmental and life dimension considers the potential damage to the environment, the type of environment and community affected, as well as the impact on people's physical and psychological integrity. All risks in the matrix are evaluated in the four impact dimensions, being consolidated into a single global impact.

The combination of probability and global impact allows the classification of the

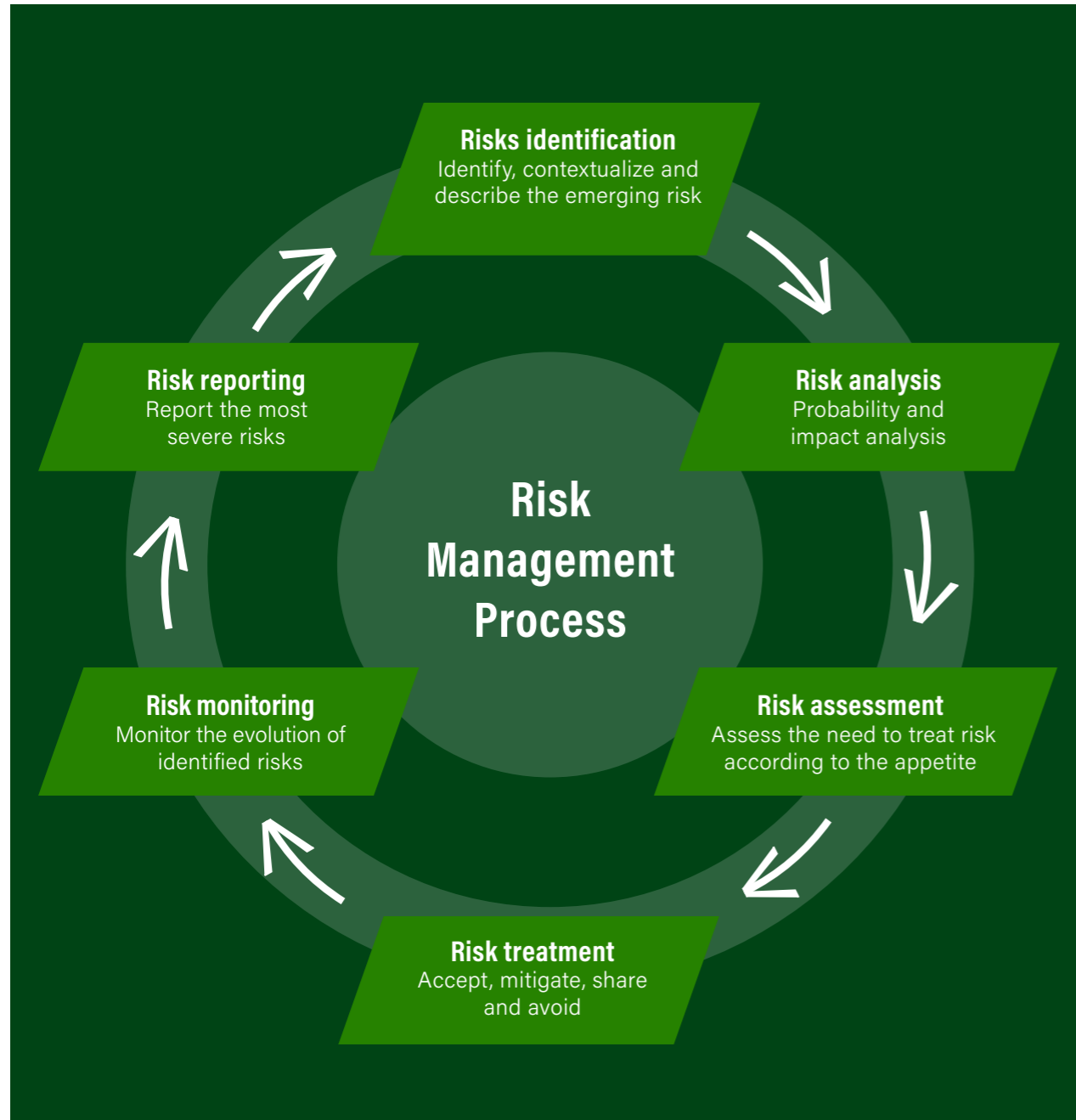
risk according to the calculated severity, to enable action in the most critical cases. Depending on the severity level of the basic risk and the related business risk appetite, appropriate risk exposure response actions (accept, mitigate, transfer and eliminate) are implemented.

+ Read more at

[Corporate Risk Management Policy](#)







In our challenge to continuously enhance the risk culture at Vibra, the Board of Directors recently approved the Risk Map, which consists of defining the appetite for each relevant business risk to which Vibra is exposed. In this regard, we started the development of 41 key risk indicators (KRIs) responsible for the continuous monitoring of exposure tolerance limits. Also, in 2023, different areas started to have priority risk reduction goals. Vibra's risk matrix is updated annually, while the risk appetite is reviewed every two years, ensuring the company's positioning in the face of identified challenges is constantly updated.

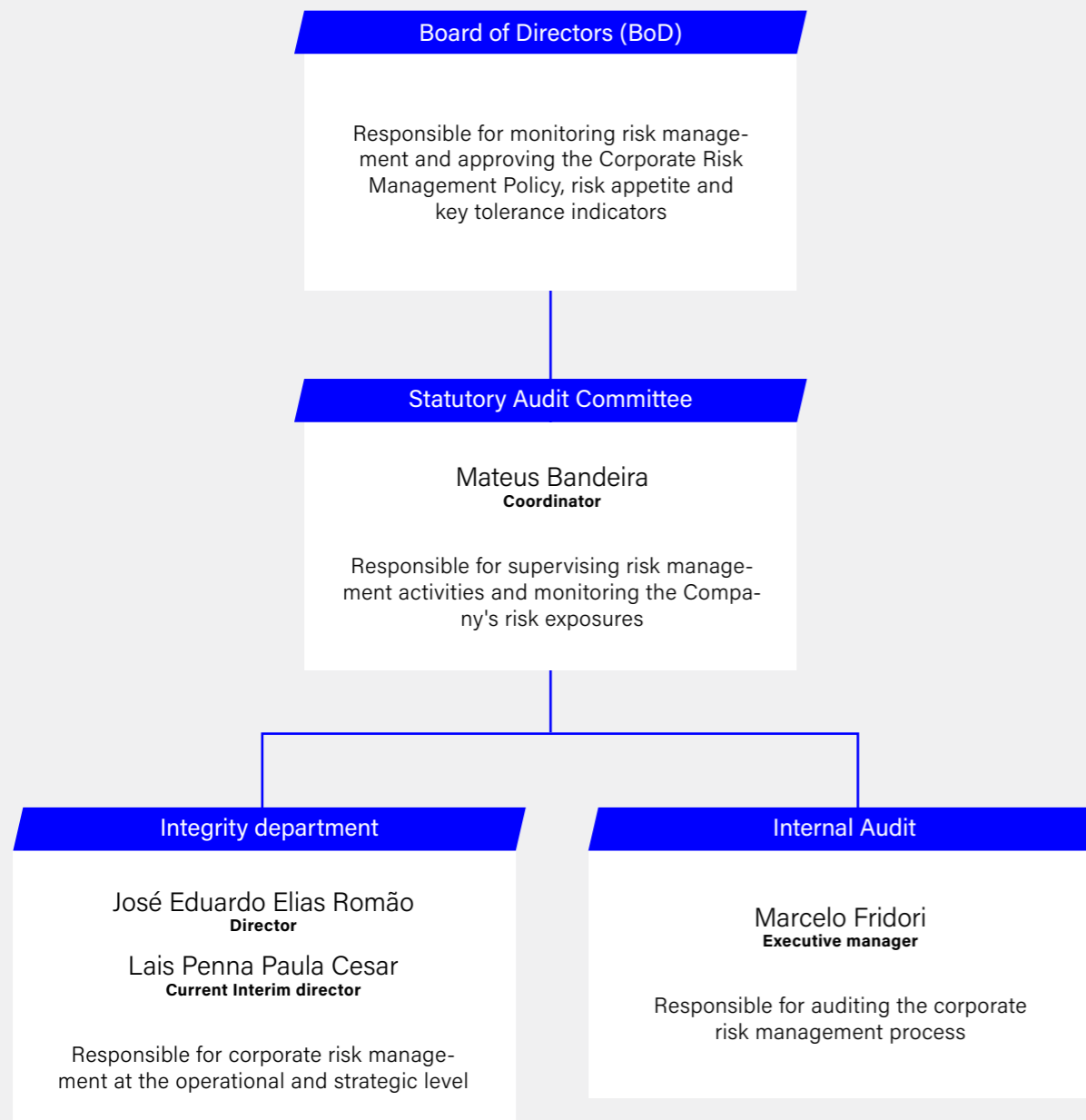
Due to the nature of our activity, we monitor climate risks and the impacts and opportunities they may have on our business. Our climate risks are accompanied by key risk indicators (KRI), being monitored in an integrated manner by the Company's areas. In this sense, we work to combat climate change and include decarbonization as a strategic focus of the company (*learn more about climate opportunities and risks in the Annex*).

We are also aware of the tax and fiscal risks involved in our operations. We have an internal policy for monitoring and controlling tax risks, per the applicable tax rules and the Corporate Risks Management Policy. Vibra has an area responsible for ensuring compliance with the tax strategy, adhering to governance rules,

whose highest authority for approval is the Board of Directors. Our definitions are based on business and sustainable development strategies and the financial impact analysis. In addition, we use risk indicators (KRI) to monitor our exposures to the topic. We regularly submit our tax practices to analysis by independent auditors to evaluate our performance and receive inputs for continuous improvement. The approach is made in compliance with ethical principles and aims at maintaining a relationship of partnership and respect with the tax authorities and other supervisory bodies. To ensure transparency and reliability of tax reporting, documents are verified through external tax audits, internal audits, regular reviews, comparison with tax regulations, analysis of supporting documentation and tax advice. [GRI 207-1, 207-2, 207-3](#)

**We have developed 41 key risk indicators for continuous monitoring**

## RISK MANAGEMENT



## Cybernetic security

GRI 3-3, SASB CG-MR-230a.1

Vibra adopts a risk-based approach to information security, with annual planning and alignment with the company's strategic objectives. We adopt proactive processes for managing and analyzing our attack surface so that it is possible to identify, correct and mitigate vulnerabilities, reducing any negative impact in case of incidents. In 2023, initiatives included the adoption of an information security governance model, awareness and training programs on safe digital behavior for all employees, and simulations of cyberattacks to prepare teams for crisis scenarios.

The company also strengthened data leak prevention, implemented a modern information security infrastructure, and conducted a cyber attack simulation exercise. The objective is to enhance information security controls on an ongoing basis, engage employees in risk prevention and minimization, and align strategies to address constantly evolving threats. This will contribute to business sustainability and help build a safer environment.

The Information Security area regularly reports to the Statutory Audit Committee (CAE), chaired by board member Mateus Affonso Bandeira, responsible for monitoring strategic cybersecurity initiatives.

Vibra operates a [Privacy Portal](#), which provides an exclusive channel for data owners to exercise their rights under the General Data Protection Law - LGPD. In 2023, there were no complaints involving the topic of privacy incidents arising from or notifications from the National Data Protection Authority (ANPD) directed to the company, indicating the effectiveness of the policies and security measures implemented to protect personal data. [GRI 418-1, CG-MR-230a.2](#)



We aim to continuously improve information security controls

# Economic and financial performance

Vibra achieved record results for its shareholders in 2023, despite facing numerous external challenges. We believe that the good performance was the result, especially, of our focus on managing and improving the operating results. We reiterate our confidence in Vibra's robust cash generation capabilities and the prudent approach we take in our capital allocation decisions. These decisions align with the highest standards of governance and aim to strike a balance between maximizing shareholder returns and ensuring Vibra's long-term sustainability.

The Company's advances in profitability made it possible to achieve a net income of R\$ 4.8 billion, an increase of 210% compared to 2022, with an operational cash flow of R\$ 6.2 billion, which led to a significant reduction in our leverage (net debt/EBITDA LTM), reaching 1.1x. We are proposing a *payout* of R\$ 1.6 billion between dividends

and interest on equity. This distribution represents a dividend yield of about 8.6%, considering the average price of the Company's shares in 2023.

We achieved a record adjusted EBITDA of R\$ 6.26 billion, with an adjusted unit margin of R\$ 169/m<sup>3</sup>, operational cash flow of R\$ 6.2 billion and ROIC of 15.7%, excluding the result from tax recovery. This brought us an additional income of about R\$ 2.6 billion, totaling an Adjusted EBITDA of R\$ 8.85 billion and a record net income of R\$ 4.8 billion in 2023.

We carried out an in-depth study of our costs and logistics inefficiencies, finding significant opportunities for operational efficiency gains, reflected in a reduction in demurrage and logistics costs and, mainly, in a decrease in product inventory, releasing about R\$ 800 million in working capital.

## DIRECT ECONOMIC VALUE GENERATED (REVENUE) (R\$) GRI 201-1

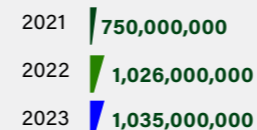


## ECONOMIC VALUE DISTRIBUTED (R\$) GRI 201-1

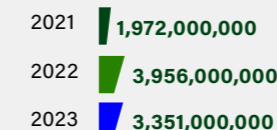
### Operating costs



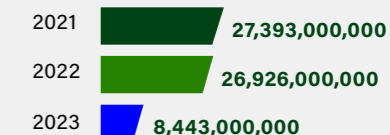
### Employee wages and benefits



### Payment to capital providers



### Payments to government (by country)



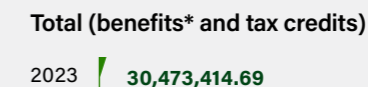
### Total



## ECONOMIC VALUE RETAINED (RETAINED EARNINGS) GRI 201-1



## FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT GRI 201-4



\* Tax benefits granted by some States in the form of presumed ICMS credit. The benefits refer only to Brazil and no government participates as a shareholder.



# Innovation

- Driven by evolution

# Driven by **evolution**

GRI 3-3

Our strategy for integrating innovation into our processes and business is based on connection, collaboration and co-creation. We have positioned ourselves as an open space to rethink the present and reimagine the future. Our motivation comes from the desire to use creative solutions to change and revolutionize the market. Our goal is to support technological advancements that help existing businesses grow and create new goods, services and solutions that expand the portfolio.

Vibra is becoming known as a leader in innovation and has won numerous awards in this field. Through Vibra co.lab, its innovation hub, the Company has accelerated connections with various ecosystem players, including universities, research centers, incubators, funders, and stakeholders in the Vibra spectrum, among others.

Innovation governance at Vibra involved the creation of indicators and strategic objectives, restructuring of the innovation

committee and engagement of the president and VPs, contributing to improved results. The Company's innovation process is continuous and aligned with the business strategy, with initiatives for the energy and digital transformations. Vibra Co.Lab operates across three domains: Horizon 1 (short term): concentrates on enhancing our core businesses, and increasing the effectiveness of the current portfolio; Horizon 2 (medium term): aims to create new products and services that are connected to the existing business; Horizon 3 (long term): invests in disruptive opportunities that can help with the composition and robustness of our portfolio of businesses.

The president and top management members comprise the Innovation Committee, which oversees the initiatives directly. The team makes a contribution by ensuring that the suggested innovations are in line with Vibra's business plan and expediting the resolution of issues that affect the projects' progress.



Among the awards received in 2023 that highlight the work developed by the Company are: 4th place in the Valor Inovação Ranking; recognition as one of the 20 most innovative companies by MIT Technology Review's Innovative Workplaces; 1st place in the retail and distribution category of the 100 Open Startups Ranking; and 6th place (up 14 positions) in the Best Corporations for Startups Ranking, a study carried out by The Bakery that lists the 20 corporations that best relate to the Brazilian startups ecosystem.

Furthermore, Vibra takes part in events to improve its innovation performance. At the Web Summit Rio, Vibra made more than a hundred connections with the ecosystem and had its own stand, where it promoted business circles, lectures and a startup competition. Vibra also hosted a masterclass with the CEO, Ernesto Pousada, the VicePresident of People and Technology, Aspen Andersen, and Microsoft CEO, Tânia Consentino. Vibra has forged important connections with the two winning startup companies.

The three main focuses of Vibra co.lab's activities are open innovation initiatives, intrapreneurship encouragement, and a culture of innovation and investment in startups and scale-ups through Vibra Ventures.

# Vibra co.lab in numbers



## Open innovation



+ than  
**1,000**  
startups  
registered

**70**  
startups in  
operation



**12** events

**3** shares  
of relations with  
universities

## Intrapreneurship



+ than  
**2,000**  
employees involved

**163**  
ideas registered



**12** events  
(in-person, live  
calls and  
workshops)

**3** projects  
in the MPV stage  
(minimum viable project)

## Open innovation

The goal of open innovation is to connect startups with Vibra so we can work together to solve our businesses's problems. Our innovation ecosystem has been growing yearly as we add startups from industries like energy, mobility, electric cars, industry 4.0, convenience, and financial services, among others, to our database.

In 2023, there were over a thousand startups registered with Vibra, a notable increase compared to the previous year, when 400 were part of our closest radar. In addition, the number of startups working directly with us reached 70 (compared to 60 in 2022).



**150 million**  
in resources for innovation  
via Vibra Ventures

To finance the activities involving the universe of startups and scale-ups, we utilize Vibra Ventures, a fund with an investment of R\$ 150 million in resources to be used from 2023 to 2028. Additionally, Vibra Ventures allows the Company to mitigate risks when making co-investments led by other funds. In 2023, we established networking with another 14 corporate venture capital (CVCs) and 24 venture capital (VCs).

In December 2023, Vibra Ventures announced an investment of R\$5.75 million in Deep ESG, its second invested startup. The company develops technological solutions, such as greenhouse gas (GHG) emission inventories, for the identification and measurement of social and environmental impacts. Vibra's role in helping its corporate clients decarbonize and transition to a more sustainable energy source is strengthened by its support for Deep ESG, as the startup begins to serve as an advisor and provide them with a professional emission diagnosis services.

### Many MPV (minimum viable product) solutions are under development or in a construction phase, such as:

- Anti-fraud technology for fuel payments via app;
- Reduction of fuel consumption and air pollution;
- Risk assessment and corruption prevention in suppliers;
- Improvement of logistical performance with monitoring of ferries in the North region;
- AI platform for predictive analysis of business data;
- A nanotechnology-based paint solution to reduce corrosion in operational units.





## Encouraging women entrepreneurs

GRI 3-3

In 2023, Vibra held an open call to startups founded by women in an effort to support female leaders and provide them with connections to Vibra and the ecosystem's opportunities. Out of the 366 registrations received in the first phase, 216 advanced to the Empowerment stage, meeting requirements such as having a female founding team member and a business area of synergy. To improve the level of preparation of entrepreneurs in business and investment topics, the leaders took part in ten online training sessions led by outstanding women in their respective markets.

After this phase, Vibra Ventures divided the top 50 startups into two categories: those with a high potential for investment within Vibra Ventures' strategic areas and those with a high potential for synergy with Vibra's business areas. After a careful evaluation process, 25 startups were selected for a pitch day for Vibra executives, who were able to choose which startups to sponsor to generate business with the corporation. Five deals were concluded in 2023 as well. In 2024, the initiative will continue with in-depth meetings with the Vibra Ventures team to decide whether the fund will invest in the companies.

## Intrapreneurship

Vibra's strategy also seeks to build an environment of innovation not only at the company's headquarters but also "at the ends," throughout the operation. To this end, the Company established co.laborar, which seeks to generate opportunities for employees by evaluating ideas and assisting in the efficient planning and execution of projects.

In 2023, 163 ideas were submitted, and three of them reached the MPV (minimum viable product) development stage. In addition, more than 2,000 employees participated in the 6 Innovation Circuit events (in person and online) and 6 workshops throughout the year.



**216** participants

**10** online  
training sessions

**25** startups  
sponsored by  
women

**5** deals completed





# Our people

- The Vibra way
- Attraction, retention and development
- Compensation and recognition
- Health and well-being
- Safety
- Diversity, equity and inclusion

# The Vibra way

GRI 2-29, 3-3

Our creative energy comes from our 3,526 employees, who work daily to move Brazil and are engaged to build the Vibra we want to be. The Vice Presidency of People and Technology was established in 2023 as part of Company's executive-level restructuring process to improve the digital transformation and prioritize people. The goal of Vibra's cultural evolution, which includes merging divisions and reducing hierarchy, is to create an environment that fosters innovation and increases organizational agility.

The new area adds two fundamental attributions that must be increasingly integrated: focusing on our people by ensuring training, development, and support tools; and fostering technological evolution for business development. All of this is backed by the non-negotiable value of employee health and safety.



At Vibra, we also have adopted a hybrid work model for positions with activities that can be performed remotely, and flexible hours, allowing the extension or postponement of the workday, as well as the compensation of hours.

## Great Place to Work (GPTW) seal

Vibra understands that to attract talent and retain employees, it is important to ensure their satisfaction in being part of the company. Therefore, we have sought to know the team's level of satisfaction and implement changes to correct the points of improvement suggested.

Our first organizational climate survey was carried out in 2023 utilizing the Great Place to Work (GPTW) methodology, which serves as the primary benchmark for tracking employee satisfaction. The survey examined five aspects of the work environment — camaraderie, credibility, impartiality, pride, and respect — from the viewpoints of managers and all employees.

We obtained GPTW certification in this initial experience with a favorability index of 78%. 1,839 employees — or 53% of the total — responded to the survey out of the total number who were offered to participate.

The GPTW survey results were presented to the entire company, maintaining our commitment to transparency and with the objective of inviting employees to contribute to the improvement plan. Due to the respondents' indication that there should be actions taken to acknowledge and celebrate accomplishments, one modification we have already made in response to the results is the planning of a team-wide fraternization. For the year 2024, some Vice Presidencies have goals to improve the percentage of favorability. In this regard, they are supported by business partners, experts in the People department who collaborate with managers to create action plans meet the particularities of each area and support the recruitment, retention, and professional development processes of professionals.

**EMPLOYEES BY CONTRACT TYPES AND REGION** [GRI 2-7](#)

VIBRA									VEM				
2021			2022			2023			2023				
Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total		
North	189	0	189	227	2	229	218	453	221	North	2	0	2
Northeast	428	1	429	513	6	519	414506	942	508	Northeast	8	3	11
Center-West	183	1	184	214	1	215	227	1	228	Center-West	3	1	4
Southeast	2,395	16	2,411	2,186	12	2,198	2,351	14	2,365	Southeast	50	74	124
South	164	0	164	203	0	203	204	0	204	South	8	4	12
<b>Total</b>	<b>3,359</b>	<b>18</b>	<b>3,377</b>	<b>3,343</b>	<b>21</b>	<b>3,364</b>	<b>3,506</b>	<b>20</b>	<b>3,526</b>	<b>Total</b>	<b>71</b>	<b>82</b>	<b>153</b>

Note: In addition to the employees shown in the table above, Vibra Trading has 3 employees, 2 of whom are located in the Netherlands office and 1 in the US office. There are no part-time employees, all work full-time

**WORKERS WHO ARE NOT EMPLOYEES** [GRI 2-8](#)

VIBRA						VEM		
2022			2023			2023		
Interns	Apprentices	Total	Interns	Apprentices	Total	Interns	Apprentices	Total
113	49	162	117	47	164	11	-	11



# Attraction, retention and **development** GRI 3-3



With 637 positions filled by the Talent Attraction area in 2023, the number of jobs offered continued to rise significantly. There were 98,657 new people registered on our external platform and more than 500 admissions made, considering management positions (tactical and strategic level) and vacancies for all areas of the company throughout the country. We made adjustments to our onboarding program for new employees, which presents Vibra's culture, areas and benefits package. In total, 482 new professionals participated in the "Connection" (91.5% adherence) and gave it a good evaluation (99.8 NPS).

We continued the Internal Recruitment Program to facilitate the advancement and mobility of professionals who currently work for the company. 105 positions were posted in 2023; 307 applications were submitted, and 27 were accepted.

Additionally, we included pertinent activities in programs for students and young adults just starting their careers. In the Internship Program, there were 94 admissions

throughout the year (with an average of 112 internships in progress throughout Brazil). And in the Young Apprentice Program, there were 30 admissions, with 55 students on average working in the company during 2023. We created initiatives to raise these young people involvement and company awareness in order to further enhance these learning opportunities. We also encouraged talks and lectures with internship and apprentice monitors. We hired 22 interns and 4 apprentices, reinforcing the perspective of continued development and providing not only professional growth, but also the teams' perception of good people management practices.

The company also cares about the well-being of its employees in transition, offering assistance to both those who retire and those who leave. Selection to participate in external training is made based on the specific knowledge needs of each area and budget availability for approval. In addition, we have a post-employment benefits policy that aims to contribute to the quality of life of the members of the Executive Board, including a pension plan. [GRI 404-2](#)

## Training

In 2023, we established Ativamente, our business school, to enhance our development procedures and fulfill the training pillar. It is divided into four Academies:

### "ATIVAMENTE" ACADEMIES



#### OUR WAY OF BEING

Topics related to Vibra's culture, ambiance, innovation, performance evaluation, mandatory training, internal multipliers and compliance with standards and policies.



#### OUR WAY OF SELLING

Topics for training and development of the sales force to improve the systemic vision and skills that support a differentiated performance in the market.



#### OUR WAY OF OPERATING

Topics for training and development of technical skills necessary for the operation in the operational bases and areas. It includes training in tools and systems for action at all levels of the company.



#### OUR WAY OF LEADING

Topics related to the development of leadership competence aimed at employees and leaders. It includes the empowerment and development of all levels of leadership.

Ativamente focuses on continuous learning and offers in-person and distance learning (EaD) training, expanding opportunities for knowledge and self-development. Some courses are developed in-house, while others are from renowned authors and professors at major Brazilian and international universities and business schools. The EaD training courses are gathered on the Learning Platform, available for the Android and iOS operating systems, with a user-friendly interface and simple access. A total of 22,437 participants, 307 courses, and 66,350 hours of training were completed in 2023. These numbers correspond to 96% of our trained employees.

In addition to internal programs, Vibra has partnerships with more than 50 renowned educational institutions, such as Ibmec, IBMR, Conquer, Descomplica, Coppead, Estácio, PUC-RS and Cultura Inglesa, providing significant discounts of 10% to 70% for employees (and their dependents), interns and apprentices.

Vibra believes that cultural transformation is accomplished through leadership. In order to achieve this, it strives to assist leaders in becoming focused, clear about their responsibilities, and aligned with the Company's strategy.

We not only offer business partners' support in the People & Technology department and manager preparation training, but we also provide leaders with tools that make their everyday job easier. In 2023, we introduced a people analytics platform for personnel management purposes. Through various control panels, managers can access manuals and have all team data at hand, including career movements, employee entries and exits and training data, among others.

## ESG Course

To increase the knowledge of employees on ESG topics and on Vibra's performance in this area, in 2023 we launched a course on this topic on the Learning Platform, which was made available to all employees of the Company. Since its launch, 37% of Vibra employees have completed the course, with the participation of more than 50 leaders and 1,200 employees.

## 1<sup>st</sup> Leadership Meeting

In February 2024, 231 leaders from across Brazil participated in Vibra's 1st Leadership Meeting. For two days, the participants had the opportunity to immerse themselves in a journey of integration, learning, exchange and sharing of the Vibra 2030 ambition, which is the dream that inspires our business over the next seven years.

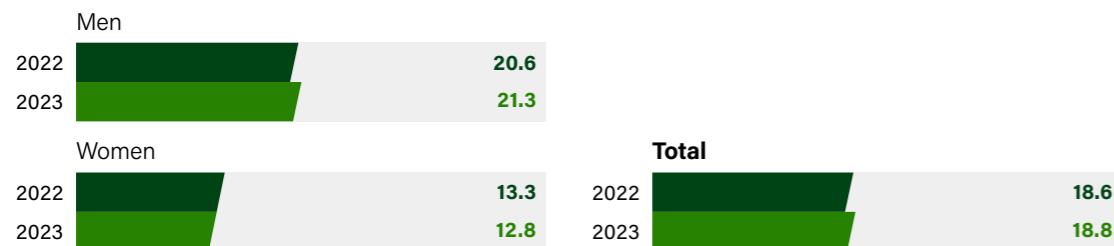
Company President Ernesto Pousada and the eight vice presidents led the event. The agenda was divided into two moments: inspiration (focused on our culture, our behaviors, our joint dream) and achievement (aimed at our results and challenges).

One of the meeting's central themes was psychological safety, which sought to create a work environment in which people feel safe to share ideas, and mistakes are welcomed as learning opportunities.

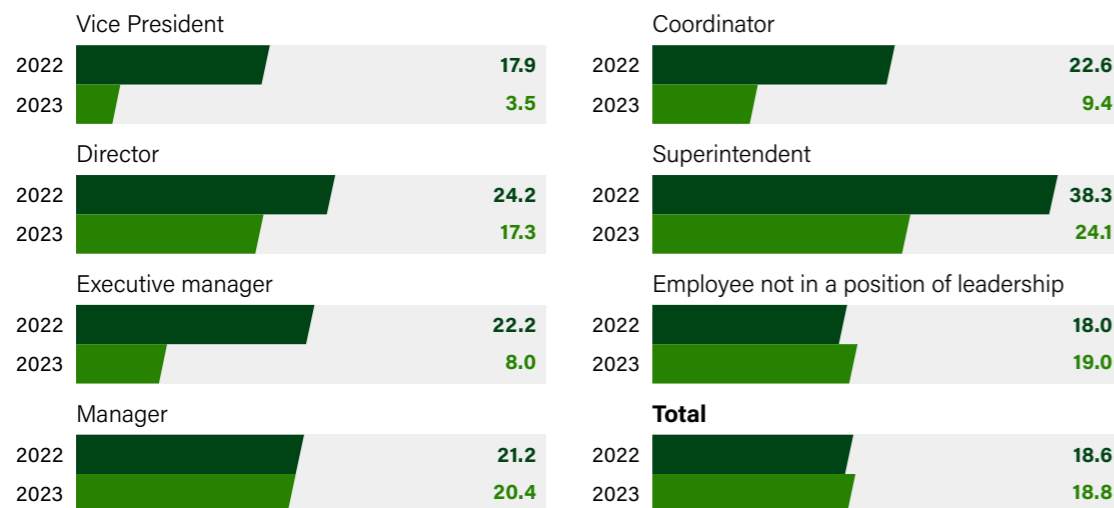
A number of activities that highlighted the significance of having big dreams, changing our culture, and aiming for excellence in providing value to customers and society were conducted as a crucial component of the transformation journey.



## Average hours of employee training by gender GRI 404-1



## Average hours of employee training by job category GRI 404-1



## Average amount spent on training per employee

2022 **R\$ 873.10**      2023 **R\$ 910.18**

## TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES BY AGE GROUP GRI 401-1

VIBRA					VEM		
	2021	2022	2023			2023	
Age group	Hirings	Hirings	Hirings	Rate (%)	Age group	Hirings	Rate (%)
Under 30	74	106	119	35.52	Under 30	8	19.51
Between 30 and 50	315	265	386	14.37	Between 30 and 50	3	2.83
Over 50	8	12	28	5.54	Over 50	0	0
<b>Total</b>	<b>397</b>	<b>383</b>	<b>533<sup>1</sup></b>	<b>15.12</b>	<b>Total</b>	<b>11</b>	<b>7.19</b>

<sup>1</sup>Among the 533 new hires, 527 were admissions, 3 readmissions, and 3 reinstatements.

## TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES BY GENDER GRI 401-1

VIBRA					VEM		
	2021	2022	2023			2023	
Gender	Hirings	Hirings	Hirings	Rate (%)	Gender	Hirings	Rate (%)
Men	251	236	379	15.25	Men	5	7.04
Women	146	147	154	14.79	Women	6	7.32
<b>Total</b>	<b>397</b>	<b>383</b>	<b>533</b>	<b>15.12</b>	<b>Total</b>	<b>11</b>	<b>7.19</b>

## TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES BY REGION GRI 401-1

VIBRA					VEM		
	2021	2022	2023			2023	
Region	Hirings	Hirings	Hirings	Rate (%)	Region	Hirings	Rate (%)
North	11	23	22	9.95	North	0	0
Northeast	20	41	54	10.63	Northeast	0	0
Center-West	24	19	24	10.53	Center-West	0	0
Southeast	338	285	414	17.51	Southeast	11	8.87
South	4	15	19	9.31	South	0	0
<b>Total</b>	<b>397</b>	<b>383</b>	<b>533</b>	<b>15.12</b>	<b>Total</b>	<b>11</b>	<b>7.19</b>

TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY AGE GROUP [GRI 401-1](#)

VIBRA						VEM			
2021			2022		2023		2023		
Age group	Dismissals	Turnover (%)	Dismissals	Turnover (%)	Dismissals	Turnover (%)	Age group	Dismissals	Turnover (%)
Under 30	20	1.4	43	2.2	27	8.0	Under 30	0	9.8
Between 30 and 50	265	8.6	239	7.5	284	10.6	Between 30 and 50	3	2.8
Over 50	109	1.7	49	0.9	66	13.1	Over 50	1	8.3
<b>Total</b>	<b>394</b>	<b>11.7</b>	<b>331</b>	<b>10.6</b>	<b>377</b>	<b>10.7</b>	<b>Total</b>	<b>4</b>	<b>4.9</b>

TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY GENDER [GRI 401-1](#)

VIBRA						VEM			
2021			2022		2023		2023		
Gender	Dismissals	Turnover (%)	Dismissals	Turnover (%)	Dismissals	Turnover (%)	Gender	Dismissals	Turnover (%)
Men	293	8.0	240	7.1	278	11.2	Men	2	4.9
Women	101	3.6	91	3.5	99	9.5	Women	2	4.9
<b>Total</b>	<b>394</b>	<b>11.7</b>	<b>331</b>	<b>10.6</b>	<b>377</b>	<b>10.7</b>	<b>Total</b>	<b>4</b>	<b>4.9</b>

TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY REGION [GRI 401-1](#)

VIBRA						VEM			
2021			2022		2023		2023		
Region	Dismissals	Turnover (%)	Dismissals	Turnover (%)	Dismissals	Turnover (%)	Region	Dismissals	Turnover (%)
North	14	0.4	14	0.5	32	14.5	North	0	0.0
Northeast	22	0.6	26	1.0	60	11.8	Northeast	0	0.0
Center-West	17	0.6	15	0.5	9	4.0	Center-West	0	0.0
Southeast	331	9.9	269	8.2	256	10.8	Southeast	4	6.0
South	10	0.2	7	0.3	20	9.8	South	0	0.0
<b>Total</b>	<b>394</b>	<b>11.7</b>	<b>331</b>	<b>10.6</b>	<b>377</b>	<b>10.7</b>	<b>Total</b>	<b>4</b>	<b>4.9</b>



## PERCENTAGE OF EMPLOYEES WHO REGULARLY RECEIVE PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (%)<sup>1</sup> GRI 404-3

	2023		
	Men	Women	Total
President	100	0	100
Vice President	62	50	75
Director	100	82	95
Executive manager	86	50	73
Manager	100	85	96
Coordinator	86	87	86
Superintendent	100	100	100
Employee not in a position of leadership	90	89	90
<b>Total</b>	<b>90</b>	<b>89</b>	<b>90</b>

<sup>1</sup> The performance evaluation was carried out in early 2023 and considered only employees with at least three months of employment.



## Performance appraisal

The first full cycle of performance evaluations was completed at Vibra in 2023. The purpose of the evaluations is to measure employee performance and ensure that the organization's desired behaviors are being demonstrated on a daily basis, while also supporting the company's cultural transformation process.

The analysis included all employees who had been at Vibra for at least three months and at all hierarchical levels. The implementation was challenging considering the Company's size, the workforce composition mixing professionals with long experience and a large number of new professionals and the employees' dispersion across the country, particularly in the Operations division.

In this first execution, the evaluation used a simplified 90° model and was based on the Company's values (see [page 19](#)), which were broken down into behaviors; managers had one more behavior for each value. Subsequently, the following steps were carried out: self-assessment, leadership assessment, feedback and feedback review, definition of feedback action plans and, about three months later, feedback follow-up. In the case of leaders and some specific positions that have goals, after the stages of self-assessment and leadership evaluation, the result

was submitted to a calibration committee to ensure that the different areas were having the same vision and level of demand, performing the necessary calibrations. The final result was the summary of the collegiate group's consensus.

An important result of this first year's work was to ensure that 99% of employees received feedback. The conclusion of the cycle reinforced the idea, which was already under discussion at the Company, of expanding the performance evaluation for the 360° model, which should happen in 2024 for the leadership. The result of the performance appraisal is the basis of other personnel management processes in the Company, such as the definition of promotions, development actions, merit evaluations and internal recruitment.

# Compensation and **recognition** GRI 2-19, 2-20

Vibra follows a comprehensive process to develop compensation policies. We start by setting goals aligned with the strategy. We then analyzed the market to adjust our practices. Performance appraisal is central to rewarding individual merit. The Compensation Committee oversees the entire process, and regular consultations are made with shareholders and stakeholders to obtain their perspectives. We rely on consultants specializing in compensation and ensure the transparency of the process. These measures ensure an ethical, transparent approach that is aligned with the interests of the Company and its stakeholders.

The Company uses the concept of total compensation, considering the base salary plus variable compensation and benefits, to evaluate and define the amount to be proposed for approval at the General Shareholders Meeting. We offer employees salaries compatible with those in the market, and we also offer performance bonuses. We also provide permanent and temporary employees of all our operations with a diverse set of benefits, consisting of: life insurance, health plan, and dental plan; disability benefit and assistance for dependent children and/or stepchildren

with intellectual disabilities, maternity leave of 180 days and paternity leave of 20 consecutive days, private pension, stock acquisition plans, educational incentives, transportation assistance, Gympass, funeral assistance and sickness benefit. **GRI 401-2**

The Personnel Committee is in charge of determining compensation processes, which include analyzing and recommending to the Board of Directors compensation proposals such as fixed and variable compensation, benefit programs, and long-term programs and incentives (LTI). Proposals are presented and voted on at the General Shareholders' Meeting.

The Short-Term Incentive Program (ICP) is composed of items that are connected to the Company's strategy, establishing a cause-effect relationship in order to guarantee the achievement of Vibra's goals, whether financial, related to the market and customers, efficiency, and ESG, among other topics. From the scope of the triggers (the minimum level necessary to activate the program), the calculation is made considering the fixed compensation, the salary bonus (target) of

the position held, and the results of the goals defined by the Board of Directors and their realization. Among the goals linked to the ICP, 19% are related to ESG topics and are connected to more than 700 areas.

The main objectives of the Long-Term Incentive Program (LTIP) are to strengthen the future vision in decision making, to ensure the sustainability of the business, to align the interests of executives with those of shareholders and to retain talent. Within the scope of the LTIP Vibra uses several types of share-based compensation plans (stock options, restricted shares, matching shares, performance shares, and phantom shares). At each cycle, the Company may define which plan models it will use, as well as the percentage of LTIP that will be granted in one or more programs. This is accomplished based on its business strategy for the period, the group to which the executive belongs, and observing the appropriate approval hierarchy.

Compensation for members of the highest governance body and for senior executives is linked to their objectives and performance

in relation to managing the organization's impacts on the economy, the environment, and people. The criteria are established transparently in the Compensation Policy for Senior Management and Vice Presidents. By 2024, all Vibra vice presidents will have at least one target related to ESG topics.

The president's compensation includes different aspects, including: a fixed salary and direct and indirect benefits (such as health insurance, private pension, life insurance, and travel insurance, among others); short-term incentives, associated with the achievement of goals; and long-term incentives involving various modalities of granting Company shares. In 2023, the president's individual goals included indicators such as EBITDA margin, ROIC, NPS, revenue from new energies and diversity in leadership and senior leadership (blacks and women).

## + Read more at

[Compensation Policy for Senior Management and Vice Presidents](#)



## Reconhece+

In 2023, we continued Reconhece+ (Recognize+), a corporate recognition program with four strategic pillars for Vibra. The action encourages both individual and group initiatives, as well as the presentation of ideas and solutions and the adoption of positive attitudes daily. A great novelty was the launch of the Volunteer Pillar, which aims to stimulate employees to participate in volunteer activities.

We ended the year with more than 91% of active employees accessing the website designed specifically for program management.



### TAKE ACTION

Recognizes day-to-day attitudes aligned with the principles of the new culture

**+13,136**  
**acknowledgements**



### TRANSFORMING

Prioritizes improvements in operational and administrative routine.

**+102**  
**registered**  
**initiatives**



### INNOVATE

Values innovative ideas for three horizons:

- Core Business with a focus on optimizing existing businesses and processes;
- Growth Business focused on developing related innovations and growing current businesses;
- Future Business, focusing on creating new businesses and projects with emerging opportunities and dynamic innovation.

**+46**  
**registered**  
**initiatives**



### PREVENT

Reinforces the culture of prevention and safety.

**+33**  
**registered**  
**initiatives**



### VOLUNTEER

Recognizes volunteering projects conducted by Vibra employees.

**+26**  
**registered initiatives**

## PERCENTAGE INCREASE IN TOTAL ANNUAL COMPENSATION\* GRI 2-21

### Ratio

2021	2022	2023
<b>0.50</b>	<b>-1.57</b> **	<b>0.54</b>

\*The calculation considers the total remuneration of the individual (base salary - guaranteed monetary remuneration, short-term, non-variable + short-term variable, and long-term variable).

\*\*Data revised according to methodology GRI 2-4

## RATIO BETWEEN THE COMPENSATION OF THE HIGHEST PAID INDIVIDUAL AND THE AVERAGE ANNUAL COMPENSATION OF ALL EMPLOYEES GRI 2-21

### Ratio

2021	2022	2023
<b>16.88</b> *	<b>31.20</b> *	<b>28.36</b>

\*\*Data revised according to methodology GRI 2-4

## RATIO BETWEEN THE LOWEST WAGE AND THE MINIMUM WAGE, BY GENDER GRI 202-1

	2022		2023	
	Men	Women	Men	Women
Lowest wage paid by the organization	2,445	2,445	2,590	2,590
Minimum wage determined by the syndicate	2,445	2,445	2,590	2,590
Ratio	1	1	1	1

\*The amount of R\$2,590 was articulated and negotiated with the Sindicom Collective Agreement in the 3rd clause (base salary/admission salary), plus the premium for dangerous work, when appropriate. The entry salary offered at Vibra Energia in 2023 was 96% higher than the national minimum wage (R\$1,320).

## MATERNITY-PATERNITY LEAVE GRI 401-3

	2021	2022	2023
<b>Total number of employees entitled to take parental leave, broken down by gender</b>			
Men	2,414	2,379	2,485
Women	958	985	1,041
<b>Total number of employees who took parental leave, broken down by gender</b>			
Men	62	69	97
Women	27	50	35
<b>Total number of employees who returned to work after the end of parental leave, broken down by gender</b>			
Men	62	68	93
Women	27	54	32 <sup>2</sup>
<b>Total number of employees who returned to work after the end of parental leave and remained employed twelve months after their return to work, broken down by gender</b>			
Men	58	66	60
Women	26	48	49
<b>Return rate</b>			
Men	100	100	100
Women	100	100	100
<b>Retention rate</b>			
Men	93	97	96
Women	96	96	91

<sup>1</sup>Four men were scheduled to return from paternity leave in 2024.

<sup>2</sup>Three women were released at their own request.

# Health and **well-being**

GRI 3-3, 403-3, 403-6, 403-10

At Vibra, we provide safe and healthy work environments, seeking to promote wellness and quality of life for our employees. In the scope of occupational health, Vibra makes efforts to ensure the wellness of employees through the Occupational Health Medical Control Program, applied in all units, as provided for in the legal norms. Regarding quality of life, we have the EstarBem (Wellness) Program that conducts health care actions throughout the year.

Among the occupational health services made available and accessible to the organization's employees are occupational medical examinations, occupational risk assessment, occupational safety training, health monitoring, health and wellness campaigns, preparation of legal documentation, and support in rehabilitation programs.

To administer the programs, Vibra uses software that integrates the areas of Occupational Health and Occupational Safety and facilitates the monitoring of

occupational examinations, the control of absenteeism, the performance of health campaigns and the communication of mandatory information to eSocial, producing statistical data that supports decision making. In addition, for third party workers, the company ensures, in contractual clauses, that service providers adopt health and safety practices aligned with those of Vibra Energia.

Through the EstarBem (Wellness) Program, we structure health care and education actions for employees and their dependents. We offer social monitoring, emotional health programs (which include the provision of up to 30 sessions of psychological care at no cost to employees and dependents), nutritional (individualized online consultations with nutritionists), and physical activity for employees. Special efforts are directed toward mental health, with lectures and conversation circles to demystify the topic and encourage open dialogue.

In the "colored months," such as Pink October (breast cancer prevention) and Blue November (prostate cancer prevention), Vibra focused on the participation of employees to encourage preventive tests for these types of diseases. In addition, on the occasion of Yellow September (a month of awareness about the importance of mental health), interns were also able to have access to psychological support services.

In 2023, no new cases of occupational diseases were recorded among our employees. Vibra monitors absenteeism using a particular metric that takes into account the overall number of absences attributed to health problems, independent of whether these absences are brought on by problems at work. In 2023, the indicator called Percentage of Lost Time (PTP) was 1.51%, the best result in the historical series. For 2024 the PTP alert limit will be 1.80%.



## Wellness (Estar Bem) Space

Vibra opened the Wellness (EstarBem) Space in the headquarters building, to support workers' well-being, socialization, and quality of life. On the job, employees can benefit from quick breaks and decompress from daily work stress. The space has a large rest room, with board games, arcade games and TV, accessible to employees throughout the day.

In addition, we have two rooms for quick massage and shiatsu sessions, providing moments of relaxation and stress relief. The space also offers chromotherapy to relieve body tensions and relax the muscles of the cervical, dorsal, and upper limbs, focusing specifically on the areas of greatest tension.

# Safety

GRI 2-12, 2-13, 2-23, 403-1, 403-2, 403-4, 403-5, 403-7, 403-8, 403-9, SASB EM-RM-320a.2

Since Ernesto Pousada became Vibra's new president, its long-standing priority of employee safety has taken on even greater significance for the Company. He considers safety a non-negotiable value, and it is at the heart of the organization's strategy.

Vibra boasts a comprehensive occupational health and safety management system based on the Health, Safety, and Environment Policy and its 15 guidelines, as well as internal management procedures and the ten golden rules. The system covers all employees, activities, and workplaces and complies with a wide range of legal requirements, including labor laws, International Labor Organization (ILO) conventions, collective agreements and conventions, sector-specific regulations, inspection requirements, and tax inspections by the Public Ministry of Labor (MPT), in addition to the regulatory standards of the Ministry of Labor and Employment (NRs). Currently, we have seven operating units certified according to the International Standard ISO 45001 - Occupational Health and Safety Management System. To view the certificates, you may visit our [website](#).

Prevention is a core value at our organization. We have implemented comprehensive, structured procedures to recognize and evaluate risks and hazards related to the work that is done by both in-house and contracted employees. These consist of emergency drills, accident and incident analysis, chemical and physical assessments, ergonomics, and safety inspections. The findings of risk assessments are used to improve the health and safety management system on a continuous basis.

Our employees are directly involved in safety management. The president, vice presidents and relevant managers attend monthly meetings of the Health, Safety, and Environment (HSE) Committee, which is also attended by managers directly involved in the theme-related processes. [GRI 2-12](#)

Committees play a crucial role in proposing and implementing prevention measures, investigating accidents, promoting occupational safety awareness and education, recommending stoppage of operations in cases of imminent risk, representing employees on safety and health issues, and promoting awareness campaigns. Other employees

have direct access to communication channels to clarify doubts, make suggestions and provide feedback on safety, occupational health and wellness programs. In 2023, several Vibra areas participated in the Safety Perception Survey. They provided an overview of how employees see issues related to health and safety, generating input for the improvement of our management system.

Our employees participate in the development and implementation of the Internal Commissions for the Prevention of Accidents and Harassment (CIPA). They help provide crucial information for decision-making and for defining and addressing a range of HSE issues in Vibra units, including monthly HSE inspections, campaign development, and involvement in CIPA-sponsored HSE events, such as Sipat (Internal Accident Prevention Week) or memorial days. Furthermore, employees actively participate in CIPA's regular meetings and suggest initiatives to improve the operational and administrative units' HSE.

We provide a wide range of safety training for our employees, including courses on



+ Read more at

Certifications





regulatory standards, working at heights, firefighting, and the use of personal protective equipment (PPE), among other topics, because we recognize how important it is to keep current, update, and deepen the knowledge of the concepts and good safety practices of our teams.

Additionally, our operating units halt operations at least once a month to gather employees for a period of time devoted to introspection and education on subjects that improve operational safety. This initiative, known as the HSE "Parada" Program, addressed a number of issues in 2023, including traffic safety, operational discipline, and taking precautions in high-temperature services. The unit leaders oversee the activities with the goal of maintaining the emphasis on dedication to safety and advancing the ongoing development of HSE management.

## Take care of yourself, take care of others; let them take care of you!

Behavioral audits are one of the tools used to report potentially dangerous situations. Audited individuals who deviate from safety norms are instructed to correct their behaviors so that they do not risk suffering accidents in the future. Every risk situation must be reported. "When in doubt, STOP!" is one of the recommendations so that employees do not assume the risk of accidents.

- No. of internal auditors: **700**
- Audits conducted in 2023: **18,000**
- Identified and corrected deviations: approximately **6,500**

In the year, the Lost Time Accident Rate (TFCA) was 0.35, below our alert limit (0.79) and the Recordable Accident Rate (TAR) was 0.68, also below our alert limit (0.69). This result reflects the effectiveness of the accident prevention programs implemented as well as the commitment of senior leadership to employee health and safety. For 2024, the TFCA and TAR alert limits are 0.71 and 0.69, respectively.

## TAR - RECORDED ACCIDENT RATE

# 17

Number  
of accidents

# 0.68

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

# 0.69

Alert limit  
(per million man-hours  
exposed to risk)

Note: Vibra does not calculate frequency rate for near-accidents.  
SASB EM-RM-320a.1

## TFCA - RATE OF ACCIDENTS LEADING TO LOST TIME

# 5

Number  
of accidents

# 0.35

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

# 7

Alert limit  
(per million man-hours  
exposed to risk)

## WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM<sup>1</sup> GRI 403-8

	2021		2022		2023	
	Employees	Workers who are not employees (contractors)	Employees	Workers who are not employees (contractors)	Employees	Workers who are not employees (contractors)
Number of individuals who are covered by this system	3,377	3,064	3,420	3,390	3,526	3,583
Percentage of individuals who are covered by this system	100	100	100	100	100	100
Number of individuals covered by a system that has been audited internally	3,377	3,064	3,420	3,390	3,526	3,583
Percentage of individuals covered by the system, which has been audited internally	100	100	100	100	100	100
Number of individuals who are covered by the system and who have been certified by an independent third party <sup>2</sup>	3,377	3,064	3,420	3,390	291	36
Percentage of individuals who are covered by this system that has been audited internally or certified by an external party <sup>2</sup>	100	100	100	100	7.9	1.0

<sup>1</sup> In the safety indicators, we consider: employees (own, trainees and young apprentices) and outsourced workers (all contractors). <sup>2</sup> We consider the total number of employees located in the units that have undergone a third-party audit (ISO 45001).

## WORK ACCIDENTS GRI 403-9

Class	2021		2022		2023 <sup>1</sup>	
	Employees	Workers who are not employees (contractors)	Employees	Workers who are not employees (contractors)	Employees	Workers who are not employees (contractors)
Number of hours worked	6,876,667	17,105,167	6,782,500	17,297,058	7,069,833	7,240,833
Number of fatalities due to work-related injuries	0	0	0	0	0	0
Rate of fatalities resulting from work-related injuries	0	0	0	0	0	0
Number of high-consequence work-related injuries (excludes fatalities)	2	8	4	6	3	2
Rate of High-consequence work-related injuries (excludes fatalities)	0.29	0.47	0.59	0.35	0.42	0.28
Number of recordable work-related injuries (includes fatalities)	5	14	7	13	5	19
Rate of recordable work-related injuries (includes fatalities)	0.73	0.82	1.03	0.75	0.71	2.62

Note: Recorded incidents included burns, musculoskeletal injuries, pressures, trauma, punctures, and falls at work. These incidents had already been mapped and recognized as significant hazards and risks to worker safety. <sup>1</sup> We only consider employees (regular, interns, and apprentices) and third party workers (contractors).



# Diversity, equity and inclusion

GRI 3-3, SASB CG-MR-330a.1



Expanding diversity and promoting inclusion are priorities of Vibra's ESG Agenda, with established goals and monitoring by the Company's senior management.

In 2023, we took important steps on this path. To support the reorganization of the Attraction, Development and BP (Business Partner) department, we created a work front dedicated to the topics of diversity, equity and inclusion. We conducted our first diversity census to update information and trace Vibra's ethnographic profile. It will provide input for the development of the actions that are selected. For the first time, we opened selection processes with affirmative vacancies for women and black people and opened an internship for trans people. An important point was to work with the leaders so that the definition of criteria for each job vacancy to be focused on the skills effectively necessary. We made an effort to avoid including any requirements that might generate exclusions of certain minority groups.

As a result of these efforts, we managed not only to achieve the goal set for the year of having 16% of black people in leadership positions (Management, Executive Management, Boards

and Vice Presidencies). But we also exceeded by five percentage points the target of the number of women occupying senior leadership positions (Executive Management, Board and Vice Presidency positions), reaching 28%.

To prepare the teams to receive the professionals, we conducted several training sessions, conversation circles and other literacy actions throughout 2023. The activities had as themes the discrimination issues related to gender, race, LGBTI+, age, and people with disabilities. Among the actions developed, we highlight a literacy activity alluding to the Day of Black Consciousness, which gave access to approximately 450 people, and the distribution of the book "Pequeno Manual Antirracista" ("The Little Antiracist Manual") to all company employees. As a sign that we are on the path of building an increasingly diverse, equitable, and inclusive work environment, it is worth mentioning that the dimension best evaluated by employees in the organizational climate survey based on the Great Place to Work methodology (see [more on page 66](#)), was the one that measures whether people feel comfortable being who they are in the workplace.



## Affirmative vacancies

Selection processes to attract women and black people and internship vacancies for trans people.

In 2023, there was a single racial discrimination case recorded, which resulted in the dismissal of the employee responsible for the act. In addition to punishment, action plans were implemented to reduce the incidence of this type of occurrence and promote a more inclusive and respectful work environment. [GRI 406-1](#)

## Our commitments to diversity

### GRI 3-3

We are signatories of the UN Global Compact and are committed to encouraging practices that eliminate all forms of employment discrimination. We reinforce this position in our Code of Ethical Conduct, emphasizing that we do not tolerate “any discrimination based on race, color, religion, gender, age, national origin, sexual orientation, marital status, disability, or any other personal characteristic, and we strive to combat any form of prejudice, promoting an environment without discrimination and with equal opportunities for all.” Our Social Responsibility Policy calls for the advancement of human rights and respect for diversity.

**We have diversity goals** planned for the company's entire executive level

We also have and frequently disseminate to our teams the Booklet to Combat Labor Violence, which aims to establish a healthy and violence-free environment.

We have diversity goals planned for the entire executive level of the company (President and Vice Presidencies) with a focus on the representation of black people and women in leadership positions. In some areas, there are goals related to the proportion of women and black people in the teams. These goals directly impact the variable compensation of these leaders. In 2024, goals related to team composition (in addition to leadership positions specifically) will be added, focusing on succession and career development.



## We are all Lubrax

In March 2024 we promoted a journey to mark International Women's Day, “We are all Lubrax.” The meeting, held in Rio de Janeiro, attracted some 60 women, including mechanics and entrepreneurs, owners of oil change points of sale, Lubrax+ lubrication centers, and Petrobras service stations. The invited participants immersed themselves in an experience in the Vibra universe and, mainly, in that of Lubrax. The event, which was packed with technical knowledge and inspiring content, promoted integration and sharing of experiences among the female audience in an environment historically dominated by men.

The organization of the event was designed to offer moments of learning about the top-of-mind brand of lubricants and the celebration of the presence of women in the automotive and lubrication sector. There were several activities, including plenary sessions, training, dynamics, and a visit to our lubricant factory, located in Duque de Caxias (state of Rio de Janeiro).

**“We are all Lubrax” not only honored women, but also reinforced Vibra's commitment to promoting diversity, inclusion, and gender equity in all aspects of its operations and initiatives.**

## THE RATIO BETWEEN THE BASE SALARY AND COMPENSATION OF WOMEN AND THOSE RECEIVED BY MEN - BY JOB CATEGORY<sup>1</sup> GRI 405-2

	2022		2023	
	Men	Women	Men	Women
Vice President	1.26	1.94	2.27	2
Director	1.54	1.56	1.71	1.65
Executive manager	1.38	1.31	1.52	1.40
Manager	1.19	1.24	1.41	1.41
Coordinator	1.16	1.12	1.29	1.21
Superintendent	1.03	1.09	1.32	1.34
Employee not in a position of leadership	1.05	1.07	1.12	1.12

<sup>1</sup> The mathematical ratio considered the ratio between the total remuneration (base salary + bonus + short-term incentive + long-term incentive) and the base salary (guaranteed monetary remuneration, short-term, non-variable). Benefits were not factored into the remuneration calculation, because they are equal between genders.

<sup>2</sup> We did not include value in the vice president category, as the two women present in the current composition entered at the end of 2023. For the calculation, we considered the total remuneration and annual base salary. Thus, we only considered employees with >95% employment participation in the year.

## Affinity groups

Affinity groups have grown organically and now include more than 300 people who come together to discuss, share, learn, and disseminate knowledge and practices that help improve our environment.

Vibra's affinity groups meet virtually at regular intervals to discuss the challenges of creating a more inclusive culture and meet with senior management. They also bring in outside experts to speak on specific agenda items. Virtual meetings, in addition to the exchange of information and content that take place through these platforms, enable

the participation of people from all over the country. Thus, the groups themselves become devices for broadening the reach of these agendas, which spread to the various areas of the company throughout Brazil, which is especially important considering Vibra's capillarity.

In these collective creative forums, leaders and employees join up to exchange experiences and raise awareness to help build and align diversity and inclusion within our work environment.

An additional gain from the mobilization of the groups was that we recognized the positive impact on the relationships that



were established in each respective area. By having the opportunity to participate in these collective efforts, our employees have a greater sense of belonging and identification with the organization, thus reinforcing their own connections with the work they do.

In addition to employees identified as target audiences for the groups, we seek to increase the participation of allied people who do not necessarily identify with the minority groups. Literacy opportunities have also had a broader impact on teams, which can amplify these effects in favor of diversity, equity, and inclusion not only within the company, but in society as a whole. In doing

so, we reinforce that the development of a truly inclusive culture is the responsibility of everyone in the company.

Currently, these groups are active: Entre Raízes (ethnic-racial), Vibra Por El@s (gender), Pride+ (LGBTQIAPN+) and +Inclusion (people with disabilities), the latter created in 2023.

## IDiversa: B3 Diversity Index

We were selected in 2023 to be part of B3's first diversity index portfolio: an indicator with gender and race criteria for portfolio composition. The São Paulo Stock Exchange's IDiversa B3 recognizes gender and racial diversity in publicly traded companies and aims to encourage more women, black people and indigenous people to join companies. The indicator also aims to help investors choose companies that differ in a criterion linked to the ESG Agenda to apply resources and stimulate the development of investment products.

The portfolio includes 79 assets from 75 companies, covering ten different economic sectors.

### EMPLOYEES BY REGION AND GENDER GRI 2-7

VIBRA										VEM		
	2021			2022			2023			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
North	182	47	229	182	47	229	176	45	221	2	0	2
Northeast	425	94	519	425	94	519	414	94	508	8	3	11
Center-West	177	38	215	177	38	215	188	40	228	3	1	4
Southeast	1,427	771	2,198	1,427	771	2,198	1,543	822	2,365	50	74	124
South	167	36	203	167	36	203	164	40	204	8	4	12
<b>Total</b>	<b>2,378</b>	<b>986</b>	<b>3,364</b>	<b>2,378</b>	<b>986</b>	<b>3,364</b>	<b>2,485</b>	<b>1,041</b>	<b>3,526</b>	<b>71</b>	<b>82</b>	<b>153</b>

### EMPLOYEES BY CONTRACT TYPES AND GENDER GRI 2-7

VIBRA										VEM		
	2021			2022			2023			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	2,408	951	3,359	3,372	971	3,343	2,474	1,032	3,506	71	82	153
Temporary	11	7	18	6	15	21	11	9	20	0	0	0
<b>Total</b>	<b>2,419</b>	<b>958</b>	<b>3,377</b>	<b>2,378</b>	<b>986</b>	<b>3,364</b>	<b>2,485</b>	<b>1,041</b>	<b>3,526</b>	<b>71</b>	<b>82</b>	<b>153</b>

Note: The two employees of the Dutch branch and the employee of the US branch of Vibra Trading have an indefinite (permanent) contract.

**EMPLOYEES BY TYPE OF EMPLOYMENT AND GENDER** GRI 2-7

VIBRA										VEM		
	2021			2022			2023			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	2,419	958	3,377	2,378	986	3,364	2,485	1,041	3,526	71	82	153

Note: There are no part-time employees or no workload guarantee.

**PERCENTAGE OF GENDER AND RACIAL/ETHNIC GROUP REPRESENTATION FOR MANAGERS AND ALL OTHER EMPLOYEES** SASB CG-MR-330A

Category	2022		2023	
	Management	All other employees	Management	All other employees
Women	22.71%	29.89%	25.68%	29.87%
Men	77.29%	70.11%	74.32%	70.13%
Black (black and brown)	20.15%	43.25%	20.89%	43.57%
White	78.39%	53.67%	77.05%	53.74%
Indigenous	0.00%	0.26%	0.34%	0.25%
Asian	0.73%	1.16%	1.03%	1.02%
No information	0.73%	1.65%	0.68%	1.42%
PwD	0.00%	1.07%	0.00%	1.02%

Note: Regarding the group of LGBTQIAPN+ people, 1.18% declare themselves trans men, non-binary people, or others, and 6.28% declare themselves homosexual, bisexual, pansexual, or asexual people. The data was obtained through the diversity census carried out in 2023, which, however, does not correspond to the total number of people in the company (60% of respondents).

**EMPLOYEES, BY JOB CATEGORY AND GENDER (%)** GRI 405-1

VIBRA							VEM	
	2021		2022		2023		2023	
	Men	Women	Men	Women	Men	Women	Men	Women
President	100.00	0.00	100.00	0.00	100.00	0.00	0.00	0.00
Vice President	0.00	0.00	87.50	12.50	75.00	25.00	0.00	0.00
Director	88.89	11.11	80.00	20.00	75.76	24.24	25.00	75.00
Executive manager	73.91	26.09	72.22	27.78	63.64	36.36	0.00	0.00
Manager	82.57	17.43	72.81	27.19	68.85	31.15	62.50	37.50
Coordinator	65.45	34.55	75.44	24.56	74.19	25.81	30.00	70.00
Superintendent	89.13	10.87	75.44	24.56	93.18	6.82	0.00	0.00
Employee not in a position of leadership	71.03	28.97	70.11	29.89	70.13	29.87	45.22	54.78
<b>Total</b>	<b>71.63</b>	<b>28.37</b>	<b>70.69</b>	<b>29.31</b>	<b>70.48</b>	<b>29.52</b>	<b>46.41</b>	<b>53.59</b>

**EMPLOYEES, BY JOB CATEGORY AND AGE GROUP (%) GRI 405-1**

	2021			2022			2023		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
President	0%	0%	100%	0%	0%	100%	0%	0%	100%
Vice President*	-	-	-	0%	50%	50%	0%	62.50%	37.50%
Director	0%	44.44%	55.56%	0%	83.33%	16.67%	0%	78.79%	21.21%
Executive manager	0%	73.91%	26.09%	0%	55.56%	44.44%	0%	68.18%	31.82%
Manager	0%	76.15%	23.85%	0%	76.32%	23.68%	0%	76.23%	23.77%
Coordinator	0%	80%	20%	0%	80.70%	19.30%	1.61%	77.42%	20.97%
Superintendent	2.17%	63.04%	34.78%	0%	60.87%	39.13%	0%	63.64%	36.36%
Employee not in a position of leadership	10.66%	77.41%	11.93%	10.32%	76.71%	12.97%	10.32%	76.41%	13.27%
<b>Total</b>	<b>9.93%</b>	<b>77.11%</b>	<b>12.97%</b>	<b>9.48%</b>	<b>76.43%</b>	<b>14.09%</b>	<b>9.50%</b>	<b>76.18%</b>	<b>14.32%</b>

\*The position of Vice President was created in 2022

**PERCENTAGE OF EMPLOYEES FROM MINORITY OR VULNERABLE GROUPS BY FUNCTIONAL CATEGORY GRI 405-1**

	2021	2022	2023
<b>Blacks</b>			
President	0	0	0
Vice President	0	12.5	12.5
Director	11.11	6.67	6.06
Executive manager	0	11.11	13.64
Manager	18.35	16.67	19.67
Coordinator	10.91	21.05	19.35
Superintendent	39.13	41.3	43.18
Employee not in a position of leadership	42.66	43.25	43.57
<b>Total</b>	<b>40.92</b>	<b>41.38</b>	<b>41.69</b>

Note: As for the group of LGBTQIAPN+ people, we only had measurements through the census, which, however, does not correspond to the total number of people in the company. We have 32 people with a deficiency on the payroll, who represent 0.91% of our workforce.





# Stakeholder engagement

GRI 2-29, 3-3

- Product and service management
- Customers and consumers
- Resellers and service station attendants
- Suppliers
- Transportation suppliers
- Society
- Investors
- Institutional relations

# Product and **service management**

The establishment 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.

As part of this process, a comprehensive evaluation of each product line was conducted during the year to identify potential areas for value creation and to revise the approach to increase growth in each business. We reassessed channels, aiming to expand their market recognition. We also reviewed processes to drive digitization.

We established a  
Vice Presidency of  
**Business, Products  
and Marketing**  
in 2023

Regarding Communication, the strategy was to prioritize actions that would enable different stakeholders to get closer and more engaged with the brand. Vibra kicked off its presence on TikTok with the Petrobras Service Stations brand license, reaching more than 300,000 followers. Meanwhile, it strengthened its presence on LinkedIn as an employer and partner brand in the B2B segment, going from around 140,000 followers to more than 230,000. We expanded public relations activities and issued more press releases, featuring a wide variety of topics, to strengthen the Vibra brand.

In 2023, we implemented a process to monitor the reputation of the Vibra brand, using the RepTrak methodology. The study consists of 12 monthly assessments, covering key indicators such as familiarity, reputation, analysis of drivers and rational factors, favorability, and reputational impact of contact channels. In addition, specific items related to environmental, social, and governance (ESG) aspects are considered. This process allows us to get a deeper understanding of the audience's perception of the brand and helps us direct our efforts more strategically.



**VIBRA**





## Posto, POSTO! Has your energy

In the first half of 2023, Vibra launched a Petrobras Gas Station campaign with the theme "Posto, POSTO! Has your energy," an evolution of the concept "Posto, POSTO is Petrobras, Service Station" introduced in 2020. In the campaign, actor/comedian Marcelo Adnet plays gas station attendant França, paying tribute to the workers who are the brand's main point of contact with consumers.

Displayed on TV and nationwide, the campaign brought an innovation: a team of influencers to interact with Adnet and create content for their audiences on the internet throughout the year.

The purpose of the campaign was to show how Petrobras service stations are focused on providing all the energy that Brazilians need. This was translated through the energy of the gas station attendants and the various assets the consumers can discover at the stations, such as the fuels of the Grid and Podium lines, the Lubrax lubricant family, the BR Mania convenience store, the electric charging station for electric cars and the Premmia app, which allows consumers to earn cashback-rewards.

## Lu and Brás: new mascots for Petrobras service stations

Vibra announced its new mascots during Vem de Vibra, an event for the retail network held in Rio de Janeiro in February 2024. The names were chosen through a vote of the 5,000 event participants; the winning options were Lu and Brás.

The new mascots are two lizards that introduce innovation and lightness to the daily activities at the service stations. They permit a natural and authentic regionalization of marketing actions, and they help us get closer to the Brazilian public.



### Characters

expand connections  
with the consumer  
public



## Sponsorships

Vibra maintains naming rights agreements with major events and cultural spaces to support culture and strengthen the concept of "Energy that brings us closer," reinforcing its brand recognition by the general public. We sponsor Vibra São Paulo, the largest venue for concerts, shows and events in the country. It regularly schedules presentations by big names on the Brazilian and international music scene.

In October 2023, we promoted Vibra Open Air at the Rio Jockey Club. After ten years, the world's largest open-air cinema has returned to the city with film screenings and musical shows.

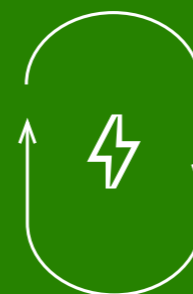
We maintained our support for motorsport, sponsoring the Lubrax | Podium Stock Car Team, with drivers Felipe Massa and Julio Campos. In addition, we have supplied the official Stock Car fuel since 2015, Petrobras Podium gasoline. It went carbon neutral as of September 2023.



## Renewable energy in sponsorship activities

Reinforcing the consistency of its position to lead the energy transition, Vibra has encouraged its proponents to opt for clean and sustainable energies in the events and actions of each sponsorship. The venue has been powered by renewable energy sources since June 2023.

At Vibra Open Air, 100% of the generators were powered by Vibra's HVO10 Renewable Diesel, an advanced biofuel, produced from waste raw materials or vegetable oils, which contribute to reducing greenhouse gas (CO<sub>2</sub>) emissions. In addition, GHG emissions from production to the end of the event, including the movements of the public present, were offset, in partnership with Comerc, through the purchase of 136 carbon credits.



**100%** of the energy consumed at the Vibra São Paulo's concert hall is sourced from renewable sources

# Customers and consumers

Vibra has the ambition to be customers' first choice for 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.

The Transformation Office, which is managing the portfolio called *Cliente na Veia* (Client in our DNA), is monitoring 15 strategic projects prioritized on three fronts: sales, operations and logistics, and customer experience. This list includes initiatives aimed at: promoting growth in market share in lubricants, additive fuels and convenience stores; improving pricing; raising the level of customer service; seeking excellence in service in the service station network; and supporting the sales force.

The main objective of the "Client in our DNA" program is to place Vibra closer to its customers, offering products, services and solutions suitable for different audiences. This is true both in the commercial sphere, with more consultative sales, as well as in variety,

quality – and greater agility. Thus, with a more competitive product offering, it will also be possible to guarantee better margins for the Company in upcoming years.

Project evolutions are monitored by the Company's senior management, being presented weekly to the president and vice presidents and, monthly, a specific forum is held within the scope of each Vice Presidency demonstrating the importance of this initiative. The idea is that the Transformation Office is continuous and that new projects will be gradually added. The action also reinforces the Company's vocation for innovation, putting into practice employees' new ideas that will contribute to the growth of the business. The Transformation Office produced results worth roughly R\$ 500 million in 2023, and we have new fronts planned for pertinent deliveries in 2024.

We launched the Commercial Routines project in 2023. It involves creating a "vibrant way of selling" by standardizing and designing the procedures, governance and KPIs of Vibra's sales executive and by offering guidelines



to guarantee that our customers are served effectively and consistently and also enjoy excellent experiences.

We believe that Vibra's directional approach to an ideal routine, from planning to execution of action plans, including a support tool and consultation of information relevant to the business relationship, generates more

efficiency, synergy and alignment among the different commercial areas.

The project began with a pilot in all commercial segments. It enabled learning and improvements, followed by a regional rollout process of the new routines. We are planning expansion to all regions of Brazil by the end of 2024.

## Corporate customers

We have the trust of many corporate customers, who depend on Vibra as a reliable source for their energy needs. Throughout 2023, the initial actions provided by the projects monitored by the Transformation Office (see more on [page 91](#)), have already started to deliver results to customers and have also had positive impacts on the Company.

Improved planning of the distribution of fuels and lubricants had a substantial impact following the centralization of management and the reduction of process fragmentation, which previously burdened the sales force and generated extra costs. Using demand planning, logistics, and sourcing methodologies such as S&PO and S&OE, the project, administered by the Operations area, seeks to ensure adequate volumes of the different portfolio products in the right places. This makes it possible for the Company to offer better customer service. At the same time, it gains by working with smaller inventories and optimizing logistics.

We restructured  
the area of **Customer  
Service**

We restructured the Customer Service area, establishing new processes and standards of client service. We established a new, specific department in early 2024 to oversee this change. The Company also prioritized efforts to train the commercial team to improve customer service and product positioning. For the first time<sup>1</sup>, the entire sales force underwent training.

Another relevant change initiated in the year was the expansion of direct service to business customers, especially medium-sized ones, with tankage of more than 15,000 m<sup>3</sup>. This “disintermediation” strategy eliminates a link in the chain to reach these customers, previously served by resellers. With this, Vibra is able to guarantee standardized and quality service to customers, which improves our profitability.

For customers who wish to contact us directly, we have a Customer Service Center available Monday to Friday, from 9 a.m. to 6 p.m. To measure the level of satisfaction, we conducted an online NPS<sup>2</sup> survey with our B2B customers, sending them a questionnaire by email. [GRI 2-25](#)

## Energy for agribusiness

Agribusiness gained special attention from Vibra in 2023 with a change in service to these companies and the development of specific products for this niche. In addition to being the fastest growing sector of the economy that has been driving GDP growth in recent years, agribusiness has a very important role in terms of the consumption of fuels and lubricants.

Agro has always been relevant to Vibra, which already had sugarcane mills and pulp and paper companies in its customer portfolio, among others. The Company increased its focus on the grain market in 2023, particularly in the Center-West region. To better serve customers, we expanded our operational and logistics network in the region. We always put the customer first and try to understand their needs.

Vibra believes in its potential to serve agribusiness in a distinctive way. Therefore, Vibra has developed specific products for this segment, such as UniTractor, a lubricant for tractors and heavy machinery launched in 2023 ([learn more on page 36](#)). In 2024, we plan to launch a segment-specific diesel



line, to ensure better performance and lower maintenance requirements for agricultural machinery.

<sup>1</sup> Considering the period from which the Company became a true corporation (July 2021).

<sup>2</sup> Because Vibra regards the NPS indicator measured in the surveys as confidential data, it is not disclosed in this report.

## Consumers

**30 million** consumers per month at our service stations

We want to provide a unique experience to the 30 million unique consumers who do business monthly in our gas station network. Our goal is to retain consumers by offering everything they need and ensuring excellent service.

To get closer to this public, we offer Premmia, Vibra's relationship program offered to end consumers. With each gas purchase at the service station network, purchases made at BR Mania convenience stores, or automotive services at Lubrax+ franchises, participants accumulate points that can be exchanged for tickets to cultural and sporting events, air miles, fuel vouchers, and discounts at various partners associated with the program. Around 20 million people participated in Premmia in 2023, and more than 4.5 million redemptions and benefits were awarded.

Vibra understands that Premmia is an important loyalty tool for end consumers and has gradually expanded its features to attract more participants. Through the program app, it is possible, for example, to pay for fuel via credit card or PIX and redeem benefits immediately. Throughout the year, we ran several pilot projects to test Premmia promotions and cashbacks and plan new strategies for the program. We also set up a

specific relationship channel, Customer Relationship Management (CRM), for program users, seeking to grow engagement and identify opportunities.

We modernized our technology platform, promoting a significant change in Premmia's loyalty, marketing and business channel systems. In addition to this migration, we built a data lake using Google Cloud technology, aiming for better targeting of offers to the consumers. We monitor Premmia users' satisfaction through the QuestionPro platform, analyzing the results monthly to help understand possible improvements.

We remain attentive to the opinions of consumers who go to our service stations network, aiming to identify opportunities for improvement and course corrections. With the support of a specialized consultancy, we conducted satisfaction surveys with consumers (car drivers, app drivers, taxi drivers, and truck drivers). The main objective is monitoring the evolution of the image of Petrobras Service Stations and the main competing brands, identifying their implementation and indicating the best strategies for each region and profile researched. Among the perceptions we surveyed were: preferences, better service, better fuel and more reliable service

### Siga Bem Network

To offer convenience to truck drivers traveling on Brazilian highways, Vibra maintains the Siga Bem (Continue Well) Network. It is comprised of 150 service stations located at strategic points on the main highways in 23 Brazilian states and that are recognized for excellence in servicing truck drivers. Monthly, these gas stations render services to more than 300,000 trucks.

In the facilities of the Siga Bem network, truck drivers will find a complete range of services for their trucks and facilities for those who live on the road, such as clean restrooms with showers, restaurants, snack bars, tire services and parking lots. The gas station attendants of the Siga Bem Network are trained to serve professional drivers by offering

high-quality Lubrax Line fuels and products for trucks. In addition, truck drivers who fill up at any station in the Siga Bem Network earn double points in the Premmia relationship program.

In August 2023, Vibra became a sponsor of Casa Siga Bem ("Siga Bem House"), a traveling truck that brings health, information and wellness services to truck drivers and their families at Siga Bem Network stations along roads in all regions of Brazil. In 2023, the project passed through 48 service stations, providing more than 4,000 health and vaccination services, as well as manicures, haircuts, visual acuity tests and lectures on road safety, health and finances, among others.

stations. In 2023, on Customer Day, more than 700 employees gathered at our service stations to celebrate the date. The goal of the initiative, which was promoted in more than 160 gas stations located in roughly 140 Brazilian cities, was to enhance the quality of customer service on an ongoing basis.

# 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. In 2023, we improved services to our resellers and enhanced relationships with our network. One of the metrics in which we made the most progress was in Vibra's delivery logistics, increasing our direct deliveries by 30% compared with the takeout of products by customers.

In order to offer support to station owners, we offer the Maximum Capacity Program to train professionals who work in urban and highway stations. The program includes operational modules – focusing on gas station attendants, Lubrax+ lubrication technicians – as well as management modules, designed for service station managers and resellers.

Maximum Capacity offers more than 70 courses that cover topics such as: environmental licensing; prevention of environmental liabilities; human rights; recruitment and selection; practices to protect competition; effluent treatment; combating racism; combating violence against women and sexual

exploitation of children and adolescents; sales techniques; the standard of service at Petrobras Service Stations; and training packages aimed at product and service lines offered by Vibra to Petrobras Service Stations teams. In 2023, we saw an increase in the engagement of gas station attendants, with about 20,000 active on our training and communication platform. With this, we beat the mark of 500,000 training sessions, and more than 35,000 people trained since its launch. In-person training expanded in 2023, with more than 12,000 gas station attendants impacted in more than 300 cities.

We also offer the Challenge Program, an incentive campaign that seeks to support resellers in meeting their targets and managing their teams. In turn, they also have program targets and are rewarded according to their performance.



**20,000**  
**attendants**  
active on our training  
platform

**+ than**  
**70** courses  
are available in Maximum  
Capacity Program

## Vem de Vibra (Moves with Vibra): Annual meeting with retailers

Vem de Vibra was the largest annual meeting ever held for our partners from the entire Petrobras service station network.

In a new format, the event featured a business fair with more than 23,000 m<sup>2</sup>, 36 stands, 20 exhibitors and almost 20 hours of presentations, including lectures and debates. Several measures were adopted to make the event sustainable, including carbon offsetting actions, usage of recyclable materials and reforestation certification, and donations to waste picker cooperatives.

There were two days of exchange of experiences, networking, and more than 8,700 deals were closed. About 5,000 people, including resellers, franchisees, business partners, suppliers, and employees, including our Retail Commercial team and the VEM team, went through Vem de Vibra.

### Event highlights included:

- Launch of Bora Program! *(learn more in the box on the side);*
- Dissemination of our social cause: combating the sexual exploitation of children and adolescents *(learn more on [page 100](#));*
- Launch of the new Petrobras service station mascots: Lu & Brás *(learn more on [page 89](#));*
- Launch of the new "BRB Petrobras Premmia" card;
- Launch of the new payment solution, Frota+;
- Presentation of services on the Siga Bem Network *(learn more on [page 93](#));*
- Use of Artificial Intelligence to the "Contact Us";
- Expansion of the innovation community.



## Bora! (Let's go!): even closer to the gas station attendants

Bora! (Let's go!) is a project that includes a series of initiatives for gas station attendants, such as training, recognition actions, and advantages. The program's goal is to support our resale channel with our energy, using technology and strategic partnerships to help form a more qualified, highly motivated, and well prepared team to serve our customers well and build a better future.

In one of Bora!'s initiatives in order to connect more and make everyday life easier for the workforce at Petrobras' service stations and fuel delivery companies, Vibra has

partnered with Vivo to offer the Vivo Controle mobile phone plan with special conditions. The action benefits more than 90,000 professionals, including gas station attendants, lubricators, attendants at BR Mania stores and other professionals who work in establishments, and tank truck drivers.

In order to take care of those who service our customers, Vale Saúde, a Vivo company, also joined Vibra to offer advantages for subscribing to services that guarantee discounts on medical care, laboratory tests, and medicines in pharmacies.

# Suppliers

GRI 2-6, 2-29, 2-24, 3-3, 408-1, 409-1

We have a robust supply chain, which, in 2023, consisted of 1,342 indirect suppliers to support our activities (engineering, operation, IT services, consulting, and legal) and 368 direct suppliers (supply of petroleum products, biofuels, additives, chemicals, lubricant inputs, and carriers).

In order to establish and maintain transparent and close relationships with our business partners, we have guiding documents such as the [Code of Conduct for Third Parties](#), the [Suppliers Manual](#), as well as a [website specifically for suppliers](#).

Our suppliers are monitored for legal and labor compliance, economic and financial situations, technical qualifications, and compliance with technical specifications, among other aspects. We consider certain suppliers as critical, that is, those that provide essential inputs or services for Vibra's core activity and that have contracts of more than 12 months and/or high financial volume and that have the potential to violate human rights. We submit them to a

more detailed due diligence process. In 2023, we evaluated 220 suppliers through this integrity due diligence process.

In all our contracts, we adopt clauses that deal with respect for human rights, prohibition of child and slave labor, combating discrimination, and promoting diversity, in addition to others that provide for the termination of the commercial relationship with suppliers who are caught in actions that violate human rights. The company adopts social criteria in the selection of new suppliers. In 2023, 91.35% of the suppliers were evaluated according to at least one of the social criteria of the Ministry of Labor's "Slave Work List", the consultation of the regularity of the FGTS, the obtaining of the Negative Certificate of Labor Debts, and/or the ISO 45001 Certification. [GRI 414-1](#)

Lubricant input suppliers undergo a specific qualification process, and they must meet the requirements of international technical approvals and compliance with ISO and IATF standards, in addition to being evalu-

ated based on the self-declaration form that lists environmental, social, and occupational health and safety requirements. The self-assessment is performed on a regular basis, depending on the criticality of each supplier. In 2023, a total of 43 active suppliers responded to the questionnaire.

All indirect suppliers undergo consultation with the Disreputable and Suspended Companies Registry (Ceis); the National Punished Companies Registry (CNEP); and the Slave Work List. In addition to these consultations, indirect suppliers were evaluated in the public databases of the Environmental Protection Agency (IBAMA), the certificate of debts related to federal tax credits and the Federal Government's active debt, the TST certificate, and regularity with the FGTS.

As part of our efforts to bring our responsible practices to our supply chain, we have started to structure an ESG Program for our business partners. The first step was to carry out a risk assessment in environmental and social



# 220 suppliers

have been assessed by the  
due diligence integrity  
process



aspects, considering the sectors in which our suppliers operate. Each risk was evaluated at three levels: low, medium, and high, resulting in the ranking of supplier categories and the definition of procedures to be adopted.

This comprehensive analysis, considering the socio-environmental risks related to the sectors in which our 1,710 suppliers operate, identified 67 of them with the potential to generate negative socio-environmental impacts. This process involved mapping of the main social and environmental risks related to the sectors in which our suppliers operate, such as deforestation, emissions generation, waste generation, work analogous to slavery and child labor, sexual exploitation of children and adolescents, land conflicts, and risks to physical integrity, among others. Despite the identified risks, there were no specific cases of negative socio-environmental impacts among suppliers in the year. [GRI 308-2, 414-2](#)

For 2024, the application of self-assessment forms is expected to begin. The objective is to complete the implementation of the supplier evaluation process during the year and train Vibra employees involved in the acquisition of products and services. Also for 2024, our corporate goal, linked to the variable remuneration of the ESG and Biofuels Acquisition areas, is to carry out due diligence on critical suppliers that have high socio-environmental risk.



We also started structuring an **ESG Program** for our business partners

# Transportation suppliers

GRI 2-6, 3-3

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

These significant numbers justify our permanent quest to increase efficiency and safety, and to follow paths that allow us to reduce our carbon footprint and reduce costs in our transport operations.

We depend on our Logistics Efficiency and Safety and Environmental Control Tower, which functions as an integration and intelligence center. Its use allows the simulation of demand and supply scenarios through algorithm optimization, the location of efficient supplier alternatives, and the reduction of loading and unloading time. In addition, all

trucks working for Vibra are equipped with cameras that help manage the fleet and prevent accidents by taking proactive measures.

The fleet at Vibra's service is 100% contracted, and we actively manage the partners. We have streamlined our reliance on service providers and prioritized the best ones based on safety, efficiency and emissions. The number of transportation companies working for Vibra previously exceeded 200, but we currently have 56 partners, which are the best carriers in Brazil.

Periodically, we conduct audits to monitor compliance with Vibra's standards contained in the Transporter Manual. Carriers are also subject to a performance evaluation system. The results are used to analyze the level of service and compliance with contractual obligations and serve as information when it is time to amend or renew our contracts.

Over the years, we have also increased the requirements for contracted carriers to implement technologies utilized in their trucks to increase safety, such as fatigue and distance sensors that monitor drivers'

**Every 20 seconds** our transportation suppliers make a fuel delivery in Brazil

daily routes. To facilitate the acquisition of more modern trucks and equipment with discounts and facilities from its transport partners, Vibra has created a Purchasing Club with Facchini, Volvo and DAF Trucks manufacturers.

Deepening the relationship we have with river transport companies, in 2023 we launched Vibra's River Transport Manual. It contains guidelines that carriers must follow to comply with applicable laws and Vibra's internal rules for safe, effective and efficient transport operations. Along the same lines as the Control Tower used for road transport, we are in the process of implementing an on-board technology to prevent navigational incidents and accidents.



## Transport safety

In 2023, for the second consecutive year, we achieved the best result in the historical series in the frequency rate of transport accidents. The result reflects the effectiveness of our Transport Risk Management program.

We have emergency plans, triggered in the event of an accident related to the transportation of our products. Immediately, the focus is on controlling and mitigating the impacts that may have been generated by the accident. Subsequently, an investigation is conducted to understand the causes, and following that, a corrective action plan is prepared. Finally, we compile the “lessons learned” from the occurrence, which are shared in the monthly forums we maintain with transportation providers. In these meetings, the good practices identified in our day-to-day relationships with the carriers are also disseminated.

**Best result of the historical series in the transportation accident frequency rate**

In 2023, Vibra Energia recorded a total of eight accidents, resulting in an accident frequency rate (TFAT) of 0.02 per million km driven. This value was well below the 0.06 alert limit established for the year. For 2024, the Company has set an even more ambitious target for TFAT: a 0.054 Alert Limit, reaffirming our commitment to safety and accident prevention.

### TFAT - TRANSPORTATION ACCIDENT FREQUENCY RATE

**8**

Number of accidents

**0.02**

Accident rate (per million km)

**0.06**

Alert limit (per million km)

The rate is calculated per million kilometers driven.

## DEZtaque Driver: 11 years promoting safety in transport

In 2023, we held the 12th DEZtaque Driver project, which aims to recognize and reward the best transport drivers and supply operators who act as our partners and collaborate to move Brazil with our best energy. The program was created to promote safety by providing training, lectures, and educational materials. Since its inception, the good practices implemented by the program have resulted in a remarkable 87.5% reduction in traffic accident rates and a 99.9% drop in leakage occurrences.

In the year, 10,000 drivers, 700 supply operators, 9 river transport crews, and 90 partner companies (carriers and resellers) were evaluated. In 2023, the program was expanded to include the river model, and two novelties were presented at the 600-person award event: prizes for Best River Carrier and DEZtaque Crew, as well as female rankings in all categories.

In total, we gave awards to the 102 professionals who drove most safely over the past year on Brazilian highways

carrying fuel for Vibra, 11 operators who supplied the aircraft at the airports where the Company operates, 1 crew member and 1 river transport company. The outstanding professionals received trophies and participated in a drawing for five cars and 13 prize vouchers worth R\$ 1,000 each.

Taking advantage of the launch of an electric truck to serve customers in the Amazon Region (*see more on page 32*), we conducted the Itinerant DEZtaque event at our fuel distribution base in Manaus. Our operators, drivers, carriers and several partner companies participated. During the meeting, lectures and presentations were offered, as well as services for drivers and operators involved in the transportation of fuels.



# Society

GRI 3-3, 413-1

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

Our operating units potentially present negative impact risks. For this reason, we conducted a survey of the socio-environmental impacts of our operations. We also consider preliminary analyses and continuously monitor the risks that affect the communities present in our surroundings. To support our community relationships, we periodically update the registrations of communities located near our units. Furthermore, we also take into account the presence of other stakeholders, such as schools, social projects, and health facilities, among others. Based on this mapping and the needs determined in each location, we prepare action strategies for each area.

At the end of 2023, we reformulated the process of mapping the communities and other stakeholders located near our units. The new methodology provides for the integration into a territorial intelligence panel with easy-to-use online access. It includes interactive maps, indicators, and strategic data on both social and environmental aspects of the locations, as well as socio-territorial action plans in the priority communities.

We participated in the Campos Elíseos Community Advisory Council, in Duque de Caxias (state of Rio de Janeiro); the Revap Community Committee, in São José dos Campos (state of São Paulo); the Mutual Aid Plan, in Fortaleza (state of Ceará); and the Welcoming Community Network, in Cidade Nova (state of Rio de Janeiro), along with other companies and regional community leaders. In our São José dos Campos (state of São Paulo) operating unit, we conducted an environmental management process that consisted, among other actions, of area remediation, in addition to periodic testing in neighboring households, in a preventive manner.

To respond to complaints and grievances by local communities, the Ethics and Customer Service Channel (SAC) is available and disclosed to the public in all our operations, so we are ready to serve this public. [GRI 2-25](#)

We made multiple social investments in 2023. We supported three projects in Cidade Nova, the neighborhood where Vibra's headquarters are located in Rio de Janeiro: the Circo (Circus) Social project, of Circo Crescer e Viver, which offers circus art workshops for about 200 children, supported through a tax incentive from the Municipal Service Tax 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;
- protecting 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

+ Read more at

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

associated with the region's over-the-road and waterway cargo transportation.

The Company previously had worked on this topic. In 2023, as part of Maximum Capacity, our training program for service station teams, we offered more than 3,000 service station employees a course on combating the sexual exploitation of children and adolescents. We also raised awareness for 10,000 drivers from transport companies that work for Vibra through the DEZtaque Driver Program (*learn more on page 99*). We also conducted a similar awareness campaign in over 60 Vibra units.





**~ 4 thousand**  
children and  
adolescents directly  
benefited

**+ 7 thousand** family  
members indirectly  
impacted

**+ R\$ 2.9 million**  
invested in social  
projects

(ISS/RJ); and two projects carried out by the Meta Educação Institute, Reinforcement of the Future and Papo Reto Theater, which provided, respectively, school tutoring for 164 public school children and adolescents and training in the performing arts for 25 adolescents, supported with resources from the Rouanet Law.

In partnership with the [Amigo de Valor Program](#), we allocated resources through the Childhood and Adolescence Funds (FIA) to nine socio-educational projects, that benefited more than 700 children and adolescents in Santarém, Barcarena, and Pacajá (state of Para), Tancredo Neves (state of Bahia), Cruzeiro do Sul (state of Acre), Umarizal (state of Rio Grande do Norte), and Glória do Goitá, Gravatá, and Pombos (state of Pernambuco). We also supported, through the Rouanet Law, the Douradinho project, to encourage reading, which reached 2,700 children from public schools in Marabá (state of Para).

As a result, in 2023, we directly benefited almost 4,000 children and adolescents and about 7,800 family members, indirectly. We invested a total R\$ 2.9 million in social projects through tax incentives.

In 2023, we carried out the verification of human rights issues in our operating units through the Internal Audit Program – SIGA. The analysis included items related to working conditions, discrimination, accessibility

of facilities, sanitary conditions, and community relations. The initiative's goal was to act preventively to reduce socio-environmental impacts, as well as increase efficiency in management, learning, and the continuous improvement of our social performance.

Volunteering activities are another focus of Vibra's social action. In 2023, virtual mentoring was carried out by our volunteers with students from the public schools in the state of Rio de Janeiro, in the Entrepreneurial Trail program, conducted in partnership with the Brazilian Oil and Gas Institute (IBP) and Junior Achievement. The initiative involved 70 Vibra volunteers, as well as volunteers from other IBP companies, and it benefited approximately 10,000 students from more than 20 schools.

In our recognition program, Reconhece+, the Volunteer pillar was included, to reward employees who actively participate in a project, individually or in collaboration with Vibra colleagues, donating their time, energy, and talent to social causes. In this first year, we registered 26 initiatives; of these, 5 were finalists and 3 winners: From Child to Child, from our Crato operational unit; Those who are hungry are in a hurry, from our Fortaleza operational unit; and Rede do Bem Eli's, from our lubricant factory in Duque de Caxias.



## OPERATIONS WITH SIGNIFICANT POTENTIAL NEGATIVE IMPACTS - ACTUAL AND POTENTIAL - IN THE LOCAL COMMUNITIES [GRI 413-2](#)

Operation location	Impact location	Description of the actual and potential significant negative impacts of operations in that location	Mitigation/remediation actions
Storage and distribution of fuels and lubricants	Vibra Operating Units	A surge in truck traffic, higher movement of vehicles and people around our units that could cause increased dust and waste generation	Awareness of drivers working for Vibra for the correct waste disposal methods; Scheduling and efficiency in servicing the trucks in our units, avoiding crowds and queues.
		Groundwater and soil contamination	Detailed information in the chapter on Soil and groundwater, <a href="#">page 124</a> .
		Impacts caused by traffic accidents	Transport Risk Management Program and Deztaque Driver Program. Learn more in the Transportation Safety chapter, <a href="#">page 99</a> .
		Changes in air quality	Renewal and quality control of the contracted fleet.
		Removal of communities and expropriation of real estate	Analysis of new projects considering existing communities.
		Increased rates of prostitution and sexual exploitation of children and adolescents	Raising awareness among drivers, employees, and partners about the fight against the sexual exploitation of children and adolescents; participation in Childhood Brazil's Na Mão Certa Program; in addition to our work through the social cause Zero Sexual Exploitation.

# Investors

Credibility and transparency are the bases on which we establish our relationships with our investors. We always strive to be available and accessible in order to understand and clarify the various topics related to business management, capital allocation, and short-, medium-, and long-term strategies. We are in permanent contact with market analysts and current and potential investors through individual interactions and participation in conferences and events, such as quarterly earnings releases and roadshows.

Throughout 2023, the Investor Relations team conducted more than 300 individual interactions with investors and analysts and participated in more than 20 different events with groups of investors. It was also present at 13 conferences in Brazil and abroad, and, in each of them, there was an opportunity to interact with an average of 40 investors, in small groups or individually. It is also worth mentioning the participation of the president and CFO of the Company in several of these conferences and in two international roadshows.

We held quarterly earnings conference calls, during which we discussed with the market

the general state of our company's operations as well as the projects that were active during the time. We also engage in Q&A sessions with our investors and analysts during these calls. Each year, we organize the Annual Shareholders Meeting and, when necessary, Extraordinary Shareholders Meetings.

## Transparent and accessible information

We provide detailed and up-to-date information on our business, corporate governance, annual and quarterly financial reports, market communications, notices to shareholders, and material facts on a [website directed to investors](#), as well as a Contact Us channel where requests, questions, and information solicitations may be submitted.

# Institutional relations

Vibra is committed to maintaining a transparent business environment, promoting healthy competition, and eliminating asymmetries. We closely monitor the debates related to the various areas of activity and maintain a constructive, integral, and respectful dialogue with the Legislative and Executive powers, as well as with the regulatory agencies at the federal, state, and municipal levels. We seek to contribute our technical expertise to the development of public policies and sectoral regulations.

In 2023, Vibra actively contributed to the formulation of public policies and regulations relevant to the energy sector. In the context of the energy transition, we highlight our collaboration on the draft "fuels of the future" laws, which aim to establish national programs to encourage the commercialization of green diesel (HVO), sustainable aviation fuel (SAF) and biomethane, in addition to increasing the mixture of ethanol and biodiesel with gasoline and diesel, respectively.

To deal with the changing market, we actively participated in the Tax Reform discussions, and we defended the implementation of the ICMS single phase and ad rem rates and maintaining the exclusion of fuels from the

Manaus Free Trade Zone tax incentives. These measures are essential to reduce non-compliance with tax payments and promote more balanced competition.

In addition, we also contributed to the progress of PLP 164/2022, which aims to define and improve the control of debtors in order to strengthen the collection of tax credits and prevent imbalances in competition. This Bill is being analyzed in the Federal Senate.

Vibra is committed to defending a transparent business environment that promotes healthy competition and eliminates asymmetries.

In the regulatory sector, we worked to revise the standard that allows the existence of a "white pump" in branded reseller stations. This concession, which allows the sale of fuel of any origin in a reseller station that displays a renowned brand trademark, harms consumers and compromises fair competition. It is important to note that this proposal was submitted to the Federal Chamber of Deputies, which did not approve its implementation. Along these lines, Vibra expressed support for the actions of the Federal Public Prosecutor's Office and the Public Prosecutor's Office of Minas Gerais, which filed a Public Civil Action to suspend the regulation in defense of fuel consumers.

Vibra played an active role in engaging representative entities of the sector, such as the Brazilian Oil and Gas Institute (IBP) and Legal Fuel Institute (ICL) and other organizations, to promote debates and present sectoral contributions aimed at formulating more effective public policies and regulations, in addition to acting to reduce unfair competition.

The ICL has focused its efforts on combating the irregular market, actively participating in events to raise awareness of the problem, and interacting with both the private sector and government authorities. In addition, it has dedicated itself to finding solutions to combat tax fraud, product tampering, and other illicit practices. The institute forwarded complaints to the supervisory bodies on issues identified through the Mystery Shopper, as well as on cases of the acquisition and sale of fuel without payment of taxes, and the lack of the addition of biodiesel to diesel oil. In addition, the ICL contributed to the promotion of Bill 164/22 and tax simplification, within the scope of the Tax Reform.

In turn, the IBP collaborated with public authorities to mitigate the impacts of drought in the northern region of the country. This was done to ensure the regular supply of fuels in the region, given the intensified drought caused by El Niño and the warming of the North Atlantic. In addition, the institute

worked for the development and adoption of new biofuel technological routes, such as HVO and SAF, and strived to face the default of distributors who did not meet CBio's acquisition goals, in the context of the Renovabio Program. In addition, the IBP actively participated in discussions on Tax Reform both in the Legislative and Judicial spheres.

It is worth noting that it is established in Vibra's Company Code of Ethical Conduct that it will not make financial contributions or donations of any kind to politicians in office or out-of-office, nor to candidates in election campaigns, nor to political parties. **GRI 415-1**

Vibra played an active role in engaging representative entities of the sector to formulate public policies.







# Climate change

- Climate strategy
- Climate-related risks and opportunities
- Emissions

# Climate strategy

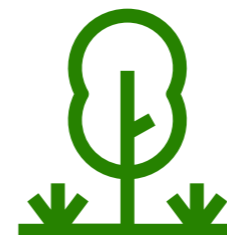
GRI 3-3

Vibra is committed to moving Brazil with the most appropriate energy for the needs of its customers. This means constantly innovating in the energy solutions offered, contributing to the energy transition, and building a low-carbon economy.

We strive for the transparency of our actions in the face of climate change. Our participation in the Public Registry of Emissions of the Brazilian GHG Protocol Program, with the publication of our annual inventory of GHG emissions, was recognized with the Gold Seal for the full coverage of our facilities and submission to third party verification. We also answered the CDP climate change questionnaire, including the supply chain dimension

and the ICO2 (Carbon Efficient Index), which aims to provide an overview of the emissions of companies listed on Brazil's B3 stock market and their performances in the decarbonization process.

Our climate strategy is guided by eight main action axes, interrelated and transversal, enhancing our process in the energy transition process. These axes include: reduction plan, indicators and targets, risk management, transition plan, engagement, innovation, transparency, and compensation plan.



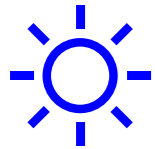
We work to contribute to the **energy transition** and a **low-carbon economy**

## Vibra's climate strategy focuses



# Climate-related risks and opportunities

GRI 201-2



We monitor,  
**systematically,**  
**the risks and**  
**opportunities** related  
to climate change

Vibra Energia monitors, systematically analyzes, and maintains frequent contact with agents in different government areas, mapping public policy opportunities related to climate change that impact its activities. This process seeks to prepare the company for the policies that are being formulated and also to propose improvements to existing public policies and to those under consideration.

Examples of these policies are the National Biofuels Policy (RenovaBio), which establishes targets for the acquisition of decarbonization credits (CBio) by fuel distributors to offset the sale of fossil derivatives and stimulate national biofuel production; the Fuel of the Future program, which regulates the use of alternative and sustainable energy solutions to reduce dependence on fossil fuels and mitigate the environmental impacts associated with national mobility; and the Carbon Market, which regulates the Brazilian market for greenhouse gas (GHG) emissions.  
**SASB EM-RM-530a.1**

In order to map emerging risks, often arising from regulatory changes, and update the risk matrix reflecting the risk scenario to which Vibra is exposed, the Corporate Risk Management area meets with the many diverse areas of the company to identify and reassess risks, from a probability and impact perspective, and subsequently makes appropriate updates in the risk matrix.

To manage these risks and opportunities, the Company has made improvements in energy efficiency, expanded the use of low-carbon renewable energy, and used renewable energy certificates (I-REC). The main risks mapped are extreme weather events, water scarcity, economic impacts, political instability, and mitigation and adaptation conflicts and costs. We identified the main opportunities arising from climate change in the following areas: renewable energy, energy efficiency, sustainable transport, carbon markets, climate adaptation, scientific research, and innovation. It is in our interest to

improve our physical climate risk management process. To this end, we have initiated a comprehensive study of physical and transitional climate risks, along with a strategic adaptation plan.

Learn more about our climate risk management, opportunities, and potential financial implications in our TCDF Report in the Annex to this Report.

+ Read more at **TCDF Reporting**



# Emissions

SASB EM-RM-110a.2

Vibra has set ambitious targets for reducing greenhouse gas (GHG) emissions, including neutralization in scopes 1 and 2 beginning in 2025 and neutralization in scope 3 beginning in 2050. Among the additional commitments is the ambition to reach 30% of EBITDA from new types of energy by 2030, consolidating a robust renewable energy portfolio.

For scopes 1 and 2, Vibra set the goal to reduce GHG emissions by 67% by 2026 (compared to base year 2019). Decommissioning the Juruti thermal power plant (located in the state of Pará) will contribute significantly to this reduction (58%) in emissions. After the power transmission line projects are completed, this area will be connected to the National Grid.

In 2023, our scopes 1 and 2 reduction plan focused on the use of ethanol in our light fleet, reaching 31% of the light vehicle fleet;

switching over of nine operational facilities to the deregulated energy market (totaling 18 units in the deregulated market and one unit in distributed generation); and the acquisition of 22,000 I-RECs (certificates validating the obtention of energy from renewable sources). As a result, we exceeded our annual 6% target for reduction in scopes 1 and 2 absolute emissions, reaching a 17% reduction. As part of the strategy to reduce Scope 3 emissions, the company has already allocated R\$ 3.9 billion in partnerships and investments in other companies. These resources aim to expand our low-carbon products portfolio and services, generating value both for Vibra and our customers. These actions include the implementation of electric charging facilities at urban and highway stations (ranging from 10% to 20% of the network), as well as 100% electric charging stations.

## Our scope 3 GHG emissions reduction plan is based on three pillars:



1

### Product transportation:

increased efficiency in road transportation, use of other modes for large scale and tests with sustainable energies;



2

### Offering solutions on a multi-energy platform:

increasing our portfolio from the perspective of decarbonization (Comerc, Evolua, ZEG Biogas, EZVolt, advanced biofuels and other new prospective markets) to offer the best solutions for customers;



3

### Management of GHG and the value chain:

partnership with the Deep ESG startup for qualified diagnosis and offering solutions to customers in the energy transition journey and decarbonization process.



## Emission reductions in logistics operations

Because product transportation has a significant impact on Vibra's emissions, the Company has taken a number of actions in this area. Vibra operates on three fronts, seeking to decarbonize its logistics operations:



### Increased use of large-scale modes

In 2020, Vibra launched a consolidated operation that uses cabotage to transport goods from the South and Southeast to the Northeast. With the strong demand in 2023, the delivery of ethanol and biodiesel by cabotage grew, respectively, by 13.6% and 26.8% compared to 2022, reaching a record volume. This precluded about 6,120 over-the-road trips and resulted in a reduction of 20,538 tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e) emitted. In addition to improving the efficiency of operations, the initiative also reduced logistics costs, generating approximately R\$ 43.2 million in savings in 2023. For 2024, the trend continues upward and is expected to increase by 25% compared to 2023. In addition, Vibra utilizes all of Brazil's railway networks that provide fuel transportation.



### Improved efficiency in highway transportation

Considering the importance of highway transportation to our operations, we have been working diligently with carriers to improve efficiency. Among the actions taken are route optimization, use of return freight (avoiding the return of unladen trucks to the bases), more efficient cargo loading, and monitoring via a control tower. We have also taken actions to engage carriers, including a manual of good practices to guide drivers on measures to reduce fuel consumption.



### Testing of new energy sources

The company has been expanding the use of vehicles that use fuels from renewable sources, testing options for various purposes. In one of these examples, BR Aviation has been using, since 2022, HVO (green diesel) blended with traditional diesel to reduce the operating footprint of its supply trucks at Tom Jobim International Airport in Rio de Janeiro. In 2023, we also conducted our first fuel delivery operation to gas stations with an electric tanker truck in Manaus (state of Amazonas). In addition, we have ten gas and/or hybrid trucks in our fleet, in addition to another 32 trucks that use green diesel (Diesel R5) in the South region, where the product is available.

## DIRECT GREENHOUSE GAS EMISSIONS (tCO<sub>2</sub> EQUIVALENT) (SCOPE 1) [GRI 305-1](#)

	2021	2022	2023
Stationary combustion	38,535	38,424	36,410
Mobile combustion	4,947	5,750	5,144
Fugitive emissions	89	107	52
<b>Total</b>	<b>43,570</b>	<b>44,281</b>	<b>41,606</b>

Note: The following gases were included in the calculation: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs). We chose 2019 as the base year since it was the year before the pandemic, and it provided a better representation of the company's business and operations. There were no significant changes in emissions that led to the need for new emissions calculations. References utilized - GWP: IPCC AR5 (2014); Emission factors: GHG Protocol; Conversion factors: BEN 2023 (National Energy Balance). Total Scope 1 emissions - 41,606 [t CO<sub>2</sub> eq] 100% of global gross Scope 1 emissions covered by emission limitation regulations. [SASB EM-RM-110a.1](#)

## INDIRECT EMISSIONS FROM ENERGY ACQUISITION (tCO<sub>2</sub> EQUIVALENT) (SCOPE 2) (t)\* [GRI 305-2](#)

	2021	2022	2023
Location approach	19,587	13,639	12,512
Market-based approach	18,260	12,871	11,668

Notas: The gases included in the calculation were CO<sub>2</sub> - carbon dioxide; CH<sub>4</sub> - methane; N<sub>2</sub>O - nitrous oxide. GWP: IPCC AR5 (2014); Emission factors: GRID - source: MCTI and GHG Protocol; Conversion factors: BEN 2023 (National Energy Balance). In 2023, 18 Vibra units consumed renewable energy in the unregulated market. To demonstrate the traceability of this energy, we acquired I-RECs, equivalent to 22,000 MWh, corresponding to the consumption of these 18 units and another two that are on our schedule to migrate over to the unregulated energy market.

## NO<sub>x</sub>, SO<sub>x</sub> AND OTHER SIGNIFICANT ATMOSPHERIC EMISSIONS (t) [GRI 305-7; SASB EM-RM-120a.1](#)

	2021	2022	2023
NO <sub>x</sub>	1,134	1,113	1,078
SO <sub>x</sub>	7	8	7
Particulate matter (PM)	80	78	76

Sources of the emission factors used were EPA AP 42 and the 1st National Inventory of Atmospheric Emissions by Road Motor Vehicles, January 2011.

VOCs (volatile organic compounds) data are calculated only for states where there are legal requirements from state environmental agencies. We recognize the impact of our activity in relation to VOC emissions and therefore control their emissions through technologies such as seals and floating ceilings in storage tanks; the use of bottom-loading fuels, which reduce risks of gas inhalation; and the turbulence regime in the filling of tankers, generating lower emissions. We also operate steam recovery units at some distribution bases. It is worth mentioning that in order to comply with Conama resolutions 436/2011 and 382/2006, we also monitor the emissions of pollutants regulated in our fixed sources within the framework of current legislation.

## BIOGENIC CO<sub>2</sub> EMISSIONS (tCO<sub>2</sub> EQUIVALENT) (SCOPE 1) [GRI 305-1](#)

2021	2022	2023
4,909	4,700	5,312



**OTHER INDIRECT GREENHOUSE GAS EMISSIONS (tCO<sub>2</sub> EQUIVALENT) (SCOPE 3) GRI 305-3**

	2021	2022	2023
Goods and services acquired	-	15,338,069	16,794,833
Upstream transportation and distribution	234,468	317,574	292,386
Business trips	374	1,139	1,325
- Downstream transportation and distribution	98,558	102,935	98,242
Use of products sold	80,670,555	80,238,436	75,267,366
<b>Total</b>	<b>81,003,955</b>	<b>95,998,153</b>	<b>92,454,153</b>

Gases included in the calculation: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O)

**BIOGENIC EMISSIONS OF CO<sub>2</sub> (tCO<sub>2</sub>EQUIVALENT) (SCOPE 3) GRI 305-3**

2021	2022	2023
12,998,618	12,903,260	13,314,668

Base year before the pandemic, 2019, with greater representation of the company's business and operation. Total emissions - 79,620,434 [t CO<sub>2</sub> eq]. There were no significant changes. References used for emission factors and global warming potentials (GWP): GWP: IPCC AR5 (2014) Emission factors: GHG Protocol and CDP - Guidance methodology for estimation of Scope 3 category 11 emissions for oil and gas companies; Conversion factor: BEN 2023 (National Energy Balance); Renovabio reference values - Category of acquisition of goods and services.

**GREENHOUSE GAS EMISSIONS INTENSITY (GHG) ( SCOPES 1 AND 2) GRI 305-4**

Specific metric (denominator)	2021	2022	2023
Total volume of products sold in thousands of m <sup>3</sup>	31,916	31,826	30,453
<b>Emissions intensity</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Total GHG emissions (tCO <sub>2</sub> e) - Location approach	63,157	57,920	54,118
Total GHG emissions (tCO <sub>2</sub> e) - Market-based approach	61,830	57,152	53,274
GHG emissions intensity (tCO <sub>2</sub> e/thousand m <sup>3</sup> ) - Location approach	1.98 <sup>1</sup>	1.82 <sup>1</sup>	1.78
GHG emissions intensity (tCO <sub>2</sub> e/thousand m <sup>3</sup> ) - Market-based approach	1.94 <sup>1</sup>	1.80 <sup>1</sup>	1.75

Gases included in the calculation: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs)

<sup>1</sup>For a more accurate assessment of efficiency, we reviewed the indicator denominator for products sold in m<sup>3</sup> thousands and considered only the operational and administrative units managed and operated by Vibra. **GRI 2-4**

**GHG EMISSION REDUCTIONS (tCO<sub>2</sub> EQUIVALENT) GRI 305-5**

	2021	2022	2023
Reductions from direct emissions (Scope 1)	0	185	823 <sup>1</sup>
Reductions from energy acquisition indirect emissions (Scope 2)	1,579	2,671	4,562 <sup>2</sup>
Reductions from other indirect emissions (Scope 3)	0	9,860	20,528 <sup>3</sup>
<b>Total GHG emission reductions</b>	<b>1,579</b>	<b>12,716</b>	<b>25,913</b>

<sup>1</sup>Scope 1 reduction refers to the use of ethanol in the fleet of light vehicles, equivalent to 31%. The initiative's reduction in emissions was calculated using this amount of gasoline. In December, we decommissioned the Goiânia Base boiler. We continue with the use of an electric truck at Manaus airport and maintain 10% of the fleet supply with HVO at Tom Jobim International Airport in Rio de Janeiro.

<sup>2</sup>In Scope 2, the reduction in emissions is due to the use of renewable energy from the unregulated market and the acquisition of 22,000 I-RECs, in addition to the reduction of the GRID emission factor and the reduction in steam loss at the Lubricant Factory and Betim Base.

<sup>3</sup>In Scope 3, we achieved the reduction of emissions from the use of more efficient modes of transport to replace highway transport (biofuel cabotage operations) and the initial operation of an electric truck in the city of Manaus.

Gases included in the calculation were carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs). The year 2019, the base year before the pandemic, was more representative of the company's business and operations.



# Environmental performance

- Environmental management
- Energy efficiency
- Water and effluents
- Waste and Materials
- Soil and groundwater
- Biodiversity



# Environmental management



We act to **prevent and mitigate the environmental impacts** of our operations

Learn about the **Health, Safety and Environment Policy and Guidelines**

Access here



Our environmental management is guided by the Health, Safety and Environment Policy, which includes the best market practices in terms of corporate guidelines and standards. We have a Health, Safety, and Environment Commission that includes managers who are directly involved in these processes, as well as a Health, Safety, and Environment Committee that comprises the company's Senior Management, including the President, Vice Presidents and Officers. In 2023, we expanded our structure with the creation of a Safety and Environment Management department, linked to the Engineering and Infrastructure department, and advised by an Environment and Compliance Coordinator in the Vice Presidency of Operations, Logistics and Sourcing.

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

of our processes. We have planned actions to reduce the use of natural resources and the production of waste in our processes, to minimize atmospheric emissions, and to develop energy-efficient projects.

Our primary objective is to ensure that all Vibra units comply with relevant regulations and best market practices. This includes protecting employee health, preserving the environment, and maintaining safe working conditions. We verify performance through the permanent control of indicators and by internal and external process audits.

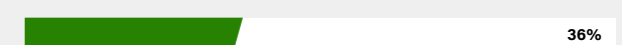
In 2023, we ran audits in 21 units (36%) within the scope of the Conama 306 resolution and state legislation, conducted by a specialized company. In addition, 50 units (86%) were audited by our internal teams, covering IMS audits – Integrated Management System, SIGA – Integrated HSE Management and Audit System and Operations Excellence Audits (GEO and GEIF). As a

result, in the same year, nine units (16%) obtained ISO 14001 or equivalent certification. At this point, we highlight the inclusion of the Belém Distribution Base (Balem) among the units certified by the Integrated Management System, covering ISO 9001 (Quality), ISO 14001 (Environment) and ISO 45001 (Occupational Health and Safety) standards.

ISO 14001 certification



Third party audits  
(Conama 306 and state legislation)



Internal audits



# Energy efficiency

GRI 302-4; SASB CG-MR-130a.1

We remain dedicated to optimizing the energy efficiency of our facilities and expanding our use of renewable energy as effective strategies to mitigate our greenhouse gas emissions and the environmental impacts of our activities.

In 2023, we recorded a 3.7% reduction in total energy consumption within the organization as a result of several Company actions, such as reducing steam consumption, lowering fossil fuel consumption, converting and adapting equipment, and behavioral and operational changes. We conducted energy efficiency studies at seven bases, which served as the basis to define the improvements we made to our assets. In 2023, we invested R\$ 270,000 in energy efficiency solutions at the Lubricant Factory.

In relation to total electricity consumption, we observed an increase of approximately 2% compared to 2022, mainly due to the final phase of the construction work at our lubricant factory. In 2023, the plant represented 22% of the Company's total consumption, the unit with the highest consumption. At our headquarters, the second largest consumer of electricity (15%), we recorded a reduction of 5%

compared to 2022, and 25% compared to 2019 (base year), even with the increase in face-to-face working days in the hybrid regime. This result is due to the more efficient use of the refrigeration system, shutdown of elevators during off-peak days and optimization of space by renting floors to other companies.

We also registered a slight increase (0.7%) in energy intensity compared to 2022, considering an adjustment in the sales data of previous years. Nevertheless, we observed a progressive reduction over the years, with a 3.5% reduction compared to 2021. The reduction in energy intensity represents lower energy consumption per product sold, denoting better energy efficiency in our operations.

All these measures aim to boost operational efficiency, aligning with our target of achieving a 4% reduction in energy consumption in our operations by the end of 2024 compared to the pre-pandemic base year of 2019.

We also registered a significant increase in the use of renewable energy within the organization, of 29%, as a result of actions such as the migration of units to the free energy market, the increase in the use of renewable fuels in

our own fleet and the generation of photovoltaic energy. In 2023, we migrated nine additional operating units to the free energy market, bringing to 19 the total number of units under Vibra's management that now consume 100% of their energy from renewable sources and at lower energy costs.

With regard to energy consumption outside the organization, there has been an increase in recent years due to fuel consumption in the transportation of inputs and products, which is directly related to the increase in distances traveled throughout the year. On the other hand, we increased the use of biofuels in line with our strategy to reduce transportation emissions.

**29%**  
increase in the use of  
renewable energy

## TOTAL ENERGY CONSUMED, PERCENTAGE OF GRID ELECTRICITY AND RENEWABLE PERCENTAGE SASB CG-MR-130a.1

				Total energy consumed
2022				
Percentage of grid electricity	73%	Percent renewable	27%	141,062 GJ
2023				
Percentage of grid electricity	62%	Percent renewable	38%	145,657 GJ

\*Composed of the consumption of facilities that migrated to the free energy market and the generation and consumption of own photovoltaic energy.

**ENERGY CONSUMPTION WITHIN THE ORGANIZATION, IN GIGAJOULES** [GRI 302-1](#)

Non-renewable sources	2021*	2022	2023
Diesel oil	543,678	551,470	523,513
Automotive gasoline*	16,860	17,224	9,861
Fuel oil	17,744	9,847	16,150
LPG	8,575	7,898	10,560
CNG	4,136	2,637	1,551
<b>Total</b>	<b>590,993</b>	<b>599,076</b>	<b>561,635</b>

\*The alteration of the automotive gasoline data was carried out, as the content of 27.5% anhydrous ethanol in the conversion factor was already considered. This change led to increased automotive gasoline consumption in 2020 and 2021. [GRI 2-4](#)

Renewable sources	2021*	2022	2023
Biodiesel	63,296	56,790	63,209
Hydrous ethanol*	-	4,275	9,543
<b>Total</b>	<b>63,296</b>	<b>61,065</b>	<b>72,752</b>

\*Hydrated ethanol began to be used in the light vehicle fleet in 2022. Ethanol consumption in 2020 and 2021 in the previous reports considered only anhydrous ethanol, which, as of 2022, became part of the automotive gasoline consumed data. [GRI 2-4](#)

Energy consumed - purchased	2021	2022	2023
Electricity	134,289	141,415	145,372
Steam	255,639	197,193	181,759
<b>Total</b>	<b>389,928</b>	<b>338,608</b>	<b>327,131</b>

**TOTAL ENERGY CONSUMED WITHIN THE ORGANIZATION, IN GIGAJOULES**

	2021	2022	2023
Fuels from non-renewable sources consumed	590,993	599,076	561,635
Fuels from renewable sources consumed	63,296	61,065	72,752
Electricity, heating, cooling and steam purchased for consumption	390,418	338,608	327,129
<b>Total</b>	<b>1,044,707</b>	<b>998,749</b>	<b>961,515</b>

Note: The reported data does not consider the number of drivers who provide service to Vibra. We only consider employees (own, interns, apprentices) and workers (intramural service providers).



## ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION [GRI 302-2](#)

	2022	2021	2023*
<b>Total</b>	<b>5,280,502</b>	<b>4,871,302</b>	<b>5,580,077</b>

\*Data calculated using a computerized system. The EPE conversion factor table was used for energy both inside and outside the organization. The calculation of energy consumed outside the organization took into account the consumption of fuels and biofuels for the transport of our inputs and products (collection, transfer and delivery) by road, rail, river and sea.

## ENERGY INTENSITY [GRI 302-3](#)

Energy intensity rate	2021	2022	2023
Within the organization	33.39	32.08	26.04
Outside the organization	155,704	169.68	151.09
<b>Total</b>	<b>189.09</b>	<b>201.76</b>	<b>177.13</b>

### Metric set for calculation

<b>Total volume of products sold<sup>1</sup></b>	<b>31,916</b>	<b>31,826</b>	<b>30,453</b>
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### Energy consumed within the organization

<b>Energy consumption within the organization (GJ)</b>	<b>33.39</b>	<b>32.08</b>	<b>26.04</b>
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<sup>1</sup> For a more accurate assessment of efficiency, we reviewed the indicator denominator for products sold in m<sup>3</sup> thousand and considered only the operational and administrative units managed and operated by Vibra. [GRI 2-4](#)

### Energy consumed outside the organization

Energy consumed outside the organization (GJ)	155,704	169.68	151.09
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\*Types of energy that were included in the calculation: fuel



# Water and effluents

GRI 303-1, 303-2, 303-4



**Reduction of  
15%** of the total  
water abstracted in 2023  
compared to 2019, mainly  
due to improvements in  
the steam lines

Although the organization's production processes as a whole do not involve intensive use of water, we continue to act on some fronts to preserve water resources: reducing the capture of fresh water, reusing it and reducing the generation of effluents from our operational activities.

The main use of water occurs only in the production of Arla 32, a product consisting of 32.5% urea and 67.5% water, which effectively represents water consumption directly associated with a product. In 2023, the volume consumed for the production of Arla 32 was 9,137.27 m<sup>3</sup>, representing approximately 3% of Vibra's total catchment.

We also highlight the use of steam for heating fuel oil and lubricating oil tanks, representing about 17% of our total water consumption. In seven facilities, steam is purchased from third parties, while in two units it is generated internally in boilers. After use, the condensed steam is directed to the unit's rainwater drainage system, being discarded in the same quality as before use, without impact on the receiving bodies.

The remaining 80% of water consumption is divided between human supply, cleaning of the units and the supply of firefighting systems for the operational facilities. The use for these purposes occurs only in cases of emergency, simulations or tests. Disposal is through the sanitary effluent system or, when not available, sent for external treatment by a licensed company.

In 2023, we recorded a 15% reduction in the total water abstracted compared to the base year 2019, mainly due to improvements in the steam lines. We reiterate our goal to reduce water abstraction at our facilities by at least 10% by the end of 2024 compared to consumption in 2019, the base year before the pandemic.

The minimum parameters for the monitoring of effluents from our operations are determined based on environmental legislation and good industry practices. These parameters take into account the chemical substances present in our products with the potential to cause a negative environmental impact on the receiving water body, as well

as physicochemical parameters that may affect the concentration of these substances in the environment. In 2023, no substances were detected in the disposal water that could cause irreversible damage to water bodies, the ecosystem or human health.

The systems for rainwater and oily effluent drainage in our units are segregated. Oily effluents are a result of rain in areas where the product may eventually be present, such as truck loading platforms and tank basins. In cases of occasional spills, we follow product collection procedures to minimize the generation of oily effluents. Monitoring of effluent discharges is carried out in all operational facilities, following the requirements of the applicable environmental agencies. The results are analyzed regionally by Vibra's Environment area, which defines action plans to correct any non-compliance.

**WATER WITHDRAWAL GRI 303-3**

Fresh water (megaliters)	2021			2022			2023		
	All areas	Areas of water stress	Total	All areas	Areas of water stress	Total	All areas	Areas of water stress	Total
Surface water	4.42	0	4.42	9.33	0	9.33	10.66	0	10.67
Underground water	47.9	0	47.9	45.4	0	45.4	43.31	0	43.33
Produced water	2.08	0	2.08	2.88	0	2.88	4.06	0	4.06
Water from third parties	276.9	0.13	276.9	280.93	10.58	280.93	277.2	18.45	277.19
<b>total</b>	<b>331.3</b>	<b>0.13</b>	<b>331.43</b>	<b>338.55</b>	<b>10.58</b>	<b>349.13</b>	<b>335.23</b>	<b>18.45</b>	<b>335.24</b>

Third-party water: considered different suppliers of the units that receive water or steam generated in industrial complexes, concessionaires and water trucks, when necessary.

Produced water: considered the reuse water and rainwater collection.

We reviewed the areas considered to be under water stress according to the classification at a high or extremely high level by the WRI AQUEDUCT tool, developed by the World Resources Institute. There is no salinized water collection in our facilities.

**WATER CONSUMPTION GRI 303-5**

	2021		2022		2023	
	Total areas	Areas of water stress	Total areas	Areas of water stress	Total areas	Areas of water stress
Total water collection (m <sup>3</sup> )	331.3	0.13	338.55	10.58	335.23	18.45
<b>Total</b>	<b>331.3</b>	<b>0.13</b>	<b>338.55</b>	<b>10.58</b>	<b>335.23</b>	<b>18.45</b>

**SASB EM-RM-140a.1**

	2022	2023
Percentage of recycled water	0.85%	1.2%
Percentage in regions with high or extremely high levels of water stress and competition	0.004%	5.5

\*We do not measure the effluent volume generated by Vibra (disposal).

\*Vibra has units in the state of São Paulo and Fortaleza considered to be at high water stress levels, per the WRI Aqueduct tool. In these zones, monitoring and water conservation actions are carried out.



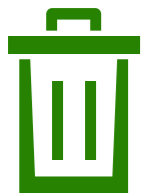
# Waste and materials GRI 306-1, 306-2

Vibra places a high priority on the management of materials and waste generation given that it is involved in the manufacturing, storage and distribution of fuels, biofuels, lubricating oils and chemical products. We handle a variety of materials, from raw materials to finished products, which require care due to their hazardous characteristics and the potential for environmental contamination in cases of mishandling or irregular disposal.

Our approach to materials and waste management obeys the National Solid Waste Policy, guided by our Safety, Health and Environment (HSE) Policy. In accordance with current legislation, all our facilities have implemented a solid waste management plan, which includes the mapping and execution of necessary actions at all stages, from generation to proper disposal of waste.

We hire licensed companies to transport and dispose of waste, especially those considered hazardous. All waste is shipped with an online Waste Transportation Manifest (MTR) to ensure proper receipt, treatment and issuance of the disposal certificate. The data generated by online MTRs is made accessible in the National Solid Waste Management Information System (SINIR) and other state systems, which are compiled in our computerized system for managing environmental indicators. This data is validated and reported regularly.

Per our Waste Management Policy, the vast majority of generated hazardous waste is sent to a recycling process. In 2023, our objective was to send 85% of our hazardous waste for reuse. We achieved a reuse rate of 93.7%, which demonstrates our continued commitment to sustainability and environmental responsibility. For the next cycle, our goal is to increase the target we established in 2023, allocating at least 88% of the waste generated in our processes for recycling and reuse.



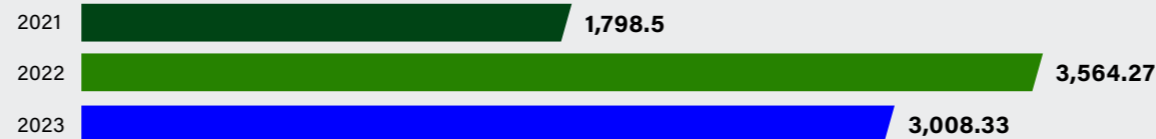
## 93.7%

of the hazardous waste generated was reused

### WASTE GENERATED (IN TONS) GRI306-3

#### Hazardous waste

Fuel sludge, waste and packaging contaminated with hydrocarbons and chemicals, batteries and PPE



#### Non-hazardous waste

Organic waste, paper, wood, cardboard, plastic, construction waste and common waste



## Driving reverse logistics and the circular economy SASB CG-MR-410a.3

Vibra operates in alignment with the fundamentals of the circular economy and is constantly seeking opportunities to expand its actions aimed at waste recovery. Our focus is the recovery of waste generated in our operations, avoiding as much as possible its disposal in the environment.

We are founding members of the Jogue Limpo (Play Clean) Institute, which aims to carry out the reverse logistics of two relevant types of waste in our segment: used plastic packaging for lubricating oil, and used or contaminated lubricating oil (OLUC). In 2023, we certified the collection and recycling of 1,064 tons of post-consumer 1-liter plastic packaging, representing 28.32% of the total sold. In the case of OLUC, we certified the collection and shipment for re-refining approximately 91,863 tons, which corresponds to 41.91% of the total marketed in 2023, and we also used 29,075 m<sup>3</sup> of re-refined oil in our production of lubricating oils.

We are also voluntary members of the Campo Limpo System, operated by the National Institute for the Processing of Empty Packaging (Inpev) to promote the collection and proper treatment of empty agricultural oil packaging throughout the country.

Regarding other packaging, we have entered into strategic partnerships for the reuse of metal drums for additives used in the production of our fuels and lubricants. In accordance with the terms of the contract, suppliers are obliged to collect and manage the reverse logistics of these empty drums, thereby contributing to the sustainability of the life cycle of these materials.

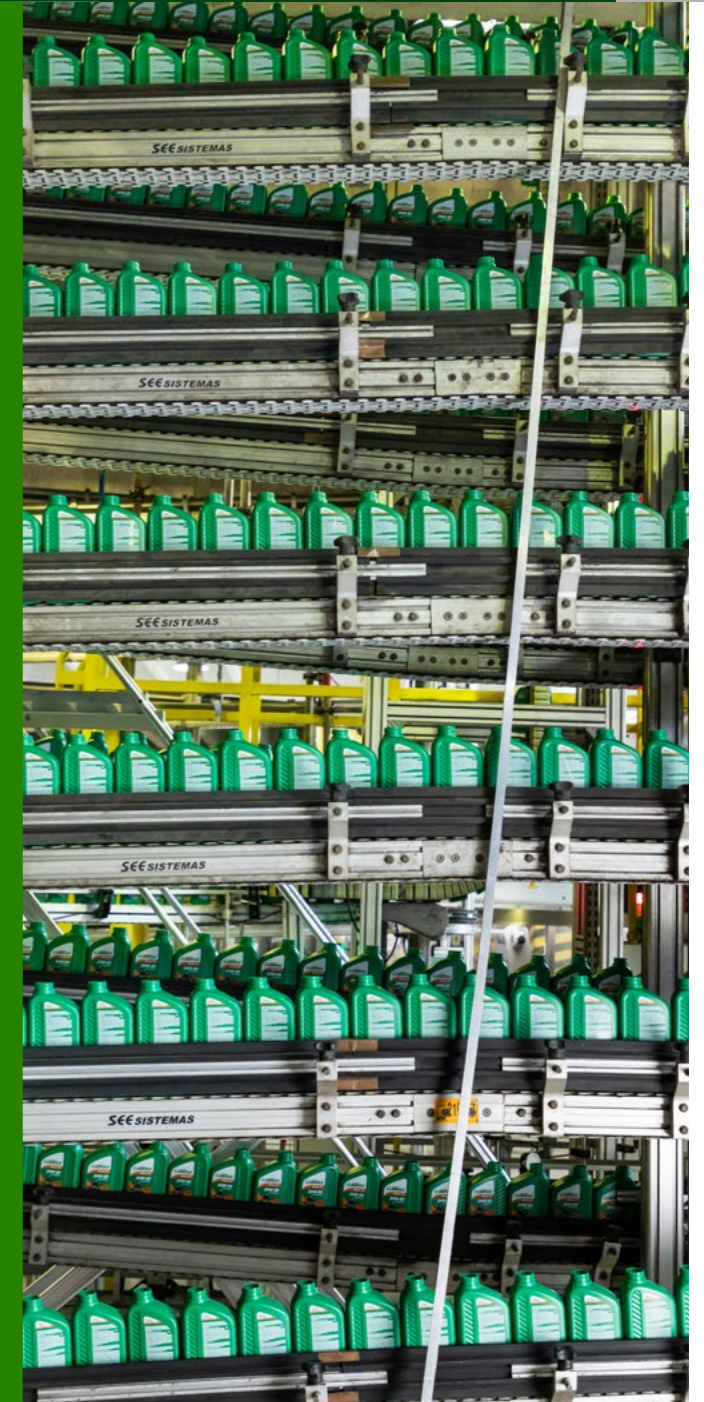
All the cardboard boxes used in our factory are 100% ecological, made from sugarcane bagasse, discarded cardboard and the conventional pulp is replaced by pulp extracted from the recycling of long-life packaging. In addition, we started the implementation of a percentage of 14% PCR



### 1,064 tons of plastic packaging were recycled in 2023

resin (post-consumer recycled) in the plastic drums of two lines of lubricants. The objective was to extend the use of PCR resin in all plastic packaging, always maintaining the quality of our products, optimizing the circularity of these packages and reducing the amount of virgin raw materials used. Another front is the use of approximately 17% of recycled materials in metal buckets.

Following our value of leading with sustainability, we were the first company in the sector to sign the UN Global Compact's Circular Connection Movement in Brazil - an initiative to accelerate the achievement of the SDG 12 targets - Responsible Consumption and Production, in line with the principles of the Circular Economy.





**MATERIALS USED, BROKEN DOWN BY WEIGHT OR VOLUME** [GRI 301-1](#)

Lubricants	2021	2022	2023
<b>Non-renewable materials</b>	<b>Weight (tons)</b>	<b>Weight (tons)</b>	<b>Weight (tons)</b>
Additives	27,395.75	29,517.64	27,062.46
Base oil	218,578.87	181,584.57	166,673.88
Label set	134.31	148.90	105.29
Metal bucket	2,582.53	1,318.12	1,253.98
Plastic container	224.07	212.94	257.72
Stretch film	80.35	90.30	78.10
Plastic drums	2,592.80	2,441.05	2,807.50
Plastic bottles	4,625.64	6,921.69	4,469.04
Metal drum	4,705.89	4,751.81	3,720.93
Plastic cover	346.99	278.17	308.49
<b>Total</b>	<b>256,641.56</b>	<b>220,343.50</b>	<b>206,736.50</b>
<b>Renewable materials</b>	<b>Weight (tons)</b>	<b>Weight (tons)</b>	<b>Weight (tons)</b>
Cardboard box	1,525.10	1,441.77	1,481.13
Wooden pallet	1,913.89	2,630.70	882.9
<b>Total</b>	<b>3,438.99</b>	<b>4,072.47</b>	<b>2,364.03</b>

**MATERIALS USED, BROKEN DOWN BY WEIGHT OR VOLUME** [GRI 301-1](#)

Chemical	2021	2022	2023
<b>Non-renewable materials</b>	<b>Weight (tons)</b>	<b>Weight (tons)</b>	<b>Weight (tons)</b>
Steel metal drum 200L	3.43	1.99	40.49 <sup>1</sup>
20L HDPE drums with lid	8.92	2.02	1.58
Agricultural mineral oil (raw material) <sup>2</sup>	164.59	51.21	21.77
Emulsifier (raw material)	7.76	2.41	1.03
<b>Total</b>	<b>184.69</b>	<b>57.63</b>	<b>64.87</b>
<b>Renewable materials</b>	<b>Weight (tons)</b>	<b>Weight (tons)</b>	<b>Weight (tons)</b>
Pallets	7.24	1.64	1.26
<b>Total</b>	<b>7.24</b>	<b>1.64</b>	<b>1.26</b>

<sup>1</sup>In 2023, there was also the sale of packaged solvents, in addition to 2.20 tons of agricultural oils that were already considered in previous years. [GRI 2-4](#)

<sup>2</sup>For raw materials, only those used in OPPA BR AD were considered, whose production is the responsibility of Vibra, because the other chemicals we handle are only for filling containers and for resale.

**AMOUNT OF HAZARDOUS WASTE GENERATED, PERCENTAGE RECYCLED SASB EM-RM-150a1**

	2022	2023
Amount of hazardous waste generated	3,564.27t	3,008.33t
Percent recycled	19%	31%
Legal and Regulatory Frameworks	NBR 10004: 2004 - Solid waste – Classification and GRI Standards	

\* Considers only waste that has been recycled or reused. Does not include co-processed waste.

**RAW MATERIALS OR RECYCLED MATERIALS USED GRI 301-2**

Lubricants	2022	2023
	Weight (tons)	Weight (tons)
Total raw materials or materials used	181,584.57	166,673.89
Total raw materials or recycled materials used	16,325.28	24,891.25
Percentage of recycled input materials used	8.99	11.09

Re-refined base oil and PCR plastic drum were considered. Furthermore, it is worth noting that up to 20% of the raw material used for the production of the metal bucket is of recycled origin. We do not use recycled materials in the chemical line.

**PERCENTAGE OF PRODUCTS AND PACKAGING REUSED GRI 301-3**

	2021	2022	2023
	Percentage of products and packaging reused	Percentage of products and packaging reused	Percentage of products and packaging reused
<b>Chemicals<sup>1</sup></b>			
Metallic steel drum 200L – agricultural oils	80%	80%	80%
20L HDPE drums with lid	94%	94%	93.04%
<b>Lubricants</b>			
Collection of waste and/or contaminated oils	44%	39%	41.91%
Collection of used and/or contaminated packaging of 1 liter	29%	26%	28.32
Base oil	-	8.99%	14.93

<sup>1</sup> Source of the percentage of reused packaging: Ingev Sustainability Report. We are part of the Campo Limpo System, which is the Brazilian reverse logistics system for empty packaging or post-consumer leftovers of pesticides. For the reuse calculation, only agricultural oil packaging was considered. Data came from consumption records.

## WASTE NOT DESTINED FOR FINAL DISPOSAL 306-4-a

	2021			2022			2023		
	Within the organization/Onsite	Outside the organization/Offsite	Total	Within the organization/Onsite	Outside the organization/Offsite	Total	Within the organization/Onsite	Outside the organization/Offsite	Total
<b>Non-hazardous waste</b>									
Preparation for reuse	5.0	0	5.0	0	0	0	0	0	0
Recycling	944.46	0	944.46	1,869.06	0	1,869.06	1,122.73	0	1,122.73
Composting	11.24	0	11.24	33.15	0	33.15	0	0	0
<b>Total</b>	<b>960.70</b>	<b>0</b>	<b>960.70</b>	<b>1,902.21</b>	<b>0</b>	<b>1,902.21</b>	<b>1,122.73</b>	<b>0</b>	<b>1,122.73</b>
<b>Hazardous waste</b>									
Preparation for reuse	11.26	79,562.0	79,573.26	0	75,063.19	75,063.19	0	91,853.20	91,853.20
Recycling	582.71	1,046.0	1,628.71	680.85	968.84	1,649.69	920.77	1,064.08	1,984.85
<b>Total</b>	<b>593.97</b>	<b>80,608.0</b>	<b>82,162.67</b>	<b>680.85</b>	<b>76,032.03</b>	<b>76,712.88</b>	<b>920.77</b>	<b>92,917.28</b>	<b>93,838.05</b>
<b>Total waste not sent for final disposal</b>	<b>1,554.67</b>	<b>80,608.0</b>	<b>82,162.67</b>	<b>2,583.06</b>	<b>76,032.03</b>	<b>78,615.09</b>	<b>2,043.50</b>	<b>92,917.28</b>	<b>94,960.78</b>



## TOTAL WEIGHT OF WASTE DESTINED FOR FINAL DISPOSAL (t) [GRI 306-5](#)

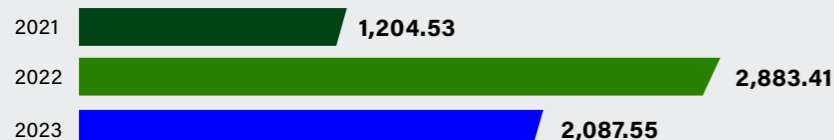
### Non-hazardous

Organic waste, paper, wood, cardboard, plastic, construction waste and common waste



### Hazardous

Fuel sludge, waste and packaging contaminated with hydrocarbons and chemicals, batteries and PPE



## TOTAL WEIGHT OF HAZARDOUS WASTE DESTINED FOR FINAL DISPOSAL, BY RECOVERY OPERATION [GRI 306-5](#)

Hazardous	2021			2022			2023		
	Total	Total weight within the organization	Total weight outside the organization	Total	Total weight within the organization	Total weight outside the organization	Total	Total weight within the organization	Total weight outside the organization
Incineration (with energy recovery)	939.61	0	939.61	2,332.86	0	2,332.86	1,898.14	0	1,898.14
Incineration (without energy recovery)	217.55	0	217.55	126.25	0	126.25	80.85	0	80.85
Landfill confinement	47.37	0	47.37	424.30	0	0	108.56	0	108.56
<b>Total</b>	<b>1,204.53</b>	<b>0</b>	<b>1,204.53</b>	<b>2,883.41</b>	<b>0</b>	<b>2,883.41</b>	<b>2,087.55</b>	<b>0</b>	<b>2,087.55</b>
Non-hazardous	2021			2022			2023		
	Total	Total weight within the organization	Total weight outside the organization	Total	Total weight within the organization	Total weight outside the organization	Total	Total weight within the organization	Total weight outside the organization
Incineration (with energy recovery)	56.39	0	56.39	47.90	0	47.90	103.9	0	103.9
Incineration (without energy recovery)	64.37	0	64.37	102.31	0	102.31	53.65	0	53.65
Landfill confinement	1,693.49	0	1,693.49	1,245.66	0	1,245.66	1,596.85	0	1,596.85
<b>Total</b>	<b>1,814.25</b>	<b>0</b>	<b>1,814.25</b>	<b>1,395.87</b>	<b>0</b>	<b>1,395.87</b>	<b>1,754.4</b>	<b>0</b>	<b>1,754.4</b>

The data is compiled through a computerized system.

# Soil and underground water

GRI 3-3

We are committed to preventing, reducing and mitigating the adverse impacts of our activities in the underground environment. We act in a preventive and corrective manner, with the vision of continuous improvement of our management system.

We periodically carry out the inspection and maintenance of our equipment, investigate and monitor potential and suspected sources of contamination, and implement intervention measures to ensure the protection of the environment and the safety of people. We manage our risks in compliance with environmental legislation, internal policies and standards and best market practices.

To meet the challenges of this topic, we have a high-level structure working to care for the environment. Our team of engineers and analysts is highly qualified. They have extensive experience in the management and prevention of environmental liabilities. We have specialized, experienced, accredited and certified partners in the development of environmental studies and projects.

We have an Emergency Response Center (CAE) available 24 hours a day, seven days a week, communicating and directing incidents to contingency teams and managers per the accident communication flow stipulated in our internal procedure. All occurrences are communicated, recorded and treated, whether or not there is a leak with potential environmental impact. Procedures for investigating causes and implementing blocking actions are triggered, avoiding new occurrences. The most relevant are reported to the Executive Board, vice presidents, and president, and discussed in the HSE Executive Committee.

We have nationwide contracts with companies specializing in emergency response, including the most remote and difficult-to-access locations. We also continuously train our employees and conduct emergency drills.

We participate in discussion forums on good practices in HSE management and share our learnings with suppliers, partners and customers through internal and external events. We promote training and support for our



## We did not register significant leaks in 2023

customers and partners in actions to prevent environmental and contingency liabilities, acting collaboratively to prevent and mitigate environmental impacts.

Our partners are a key part of environmental protection actions in our value chain. Through the Maximum Capacity Program, we train B2B customers, including gas station attendants and station managers, on topics such as legal compliance, liability prevention, emergency response, effluent and waste management.

In field of Transportation, we highlight the holding of forums with the participation of drivers and managers of partner carriers to disseminate good HSE practices, prior travel risk analysis, monitoring of trips through on-board cameras and HSE auditing.

We have open channels with the community to receive statements about our activities. We investigate, deal with and respond to all demands received, monitoring responses through the Customer Service and Ombudsman areas.

In line with our vision of continuous improvement, in the last quarter of 2023 we developed a new HSE risk governance model, focusing on reducing the risk of high-severity events. In the first quarter of 2024, we established a Risk Committee and implemented a program to identify and treat conditions with the potential to cause serious environmental impacts and accidents to people that may result in fatality or life-changing incidents. This program aims to eliminate, reduce and monitor the greatest risks from our operations and is aligned with international risk management best practices.

As a result of these and other measures implemented in recent years, in 2023, we achieved another historical result: no leak with a residual volume (not recovered) equal to or greater than 159 liters in facilities operated by us or in cargo transportation. This ensures maintaining our indicator of leaks at a zero environmental impact level since May 2022.. For the year 2023, our annual alert limit for this indicator was 13.2 m<sup>3</sup>. For 2024 we set an even more challenging limit: 12 m<sup>3</sup>.

# Biodiversity

Due to the extensive geographical scope and the variety of our operations, we have frequent interactions with protected and sensitive areas. The location and characterization of these areas are essential for the management of internal HSE processes. We map the sensitive and protected areas around our units, considering the conservation units, the presence of endangered animals, the proximity of water bodies and areas under water stress. This process guides the planning of preventive measures and impact mitigation, both for existing operations and for new projects, taking into account the importance of biodiversity. In addition, we have developed guidelines for our employees on conducting routine operations that interact with domestic, synanthropic and wild flora and fauna.

## Trombetas River Chelonians Program

The Trombetas River Chelonium Program is an initiative developed by the Chico Mendes Institute for Biodiversity Conservation (ICMbio) and aims to preserve several turtle species, including the Yellow-spotted Amazon river turtle and the Six-tubercled Amazon River Turtle, among others. The initiative has the participation of more than one hundred members of the quilombola community who work as volunteers in the protection, management and monitoring of nests, eggs and chicks on trays and spawning beaches.

We support this project, in compliance with the environmental license condition, through the supply of fuels to the vessels responsible for monitoring the turtles.

In 2023, we participated in the turtle hatchling release event (a name that groups all the forms of turtles identified in the world), in Porto Trombetas (PA). The action was attended by employees from the Oriximiná base and the North Regional operation.





# Content summary GRI and SASB

**STATEMENT OF USE** Vibra reported in compliance with the GRI Standards for the period from January 1 to December 31, 2023.

**GRI 1 USED** GRI 1: 2021 Fundamentals

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
<b>General contents</b>						
GRI 2: 2021 General Contents	2-1: Organization details	8				
	2-2 Entities included in the organization's sustainability reporting	8				
	2-3 Reporting period, frequency and contact point	8				
	2-4 Informational restatements	8, 76, 111, 115, 116, 121				
	2-5 External validation	154				
	2-6 Activities, value chain and other business relationships	12, 96, 98				
	2-7 Employees	67, 84, 85				8, 10
	2-8 Workers who are not employees	67				8
	2-9 Governance structure and composition	45, 47				5, 16
	2-10 Nomination and selection for the highest governance body	45				5, 16
	2-11 Chair of the highest governance body	45, 46				16
	2-12 Role of the highest governance body in overseeing the management of impacts	46, 48, 78				16
	2-13 Delegation of responsibility for managing impacts	22, 78				
	2-14 Role of the highest governance body in sustainability reporting	8				
	2-15 Conflicts of interest	49				16
	2-16 Communication of critical concerns	54				
	2-17 Collective knowledge of the highest governance body	22, 46				



GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
GRI 2: 2021 General Contents	2-18 Performance evaluation of the highest governance body	46				
	2-19 Remuneration policies	74				
	2-20 Compensation determination process	74				
	2-21 Annual total compensation ratio	76				
	2-22 Statement on sustainable development strategy	4, 5				
	2-23 Policy commitments	28, 44, 49, 51, 78				16
	2-24 Incorporation of policy commitments	44, 49, 96				
	2-25 Processes to remediate negative impacts	32, 37, 54, 92, 100				
	2-26 Mechanisms for counseling and raising concerns	54, 55				16
	2-27 Compliance with laws and regulations	There were no significant fines imposed in 2023. Considered as significant are penalties above R\$ 5 million for environmental fines and R\$ 200,000 for labor-related fines.				
2-28 Memberships in associations	20					
2-29 Approach to stakeholder engagement	66, 87, 96					
2-30 Collective bargaining agreements	All (100%) employees are covered by collective work conventions.				8	
<b>Material topics</b>						
GRI 3: Main Topics 2021	3-1 Process of determining material topics	23				
	3-2 List of material topics	23				
<b>Employee attraction, development and retention</b>						
GRI 3: Main Topics 2021	3-3 Management of material topics	66, 68				

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
GRI 201: Economic performance 2016	201-3 Obligations of the benefit plan and other retirement plans	The % contribution is organized by plan and each contains a predefined interval: PPSP employee: range between 1.96 to 14.9% Employee PP2: range between 6% to 11% FlexPrev Employee: range between 1% to 11% Employer: parity in all plans Vibra only sponsors supplementary pension plans linked to Petros				
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	71, 72				4, 5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	74				3, 5, 8
	401-3 Parental leave	76				5, 8
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	71				4, 5, 8, 10
	404-2 Programs for upgrading employee skills and career transition assistance programs	68				8
	404-3 Percentage of employees receiving regular performance and career development reviews	73				5, 8, 10
SASB CG-MR-310a.3	Total amount of monetary losses as a result of lawsuits associated with violations of labor law	In 2023, the total amount of monetary losses resulting from lawsuits associated with violations of labor rights was R\$ 35,206,201.72, of which R\$ 8,314,629.16 refers to outsourcing actions (profiles: isonomy, services, works and drivers) and R\$ 26,891,572.56 refers to own employees (other profiles).				

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
<b>Combating climate change</b>						
GRI 3: Main Topics 2021	3-3 Management of material topics	106				
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities arising from climate change	107				13
	305-1: Direct (Scope 1) greenhouse gas emissions (GHG)	110				3, 12, 13, 14, 15
	305-2: Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases	110				3, 12, 13, 14, 15
	305-3: Other indirect (Scope 3) greenhouse gas emissions (GHG)	111				3, 12, 13, 14, 15
	305-4: Greenhouse gas emissions (GHG) intensity	111				13, 14, 15
	305-5 Reduction of greenhouse gas (GHG) emissions	111				13, 14, 15
GRI 305: Emissions 2016	305-6 Emissions of substances that destroy the ozone layer (SDO)	-	All	Not applicable	We do not emit ozone depleting substances (ODSs) in our production processes. These emissions come basically from air-conditioning and refrigeration systems. The services performed in the refrigeration systems are contracted out to other companies, and they are responsible for the acquisition and destruction of refrigerant gases.	3, 12
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	110				3, 12, 14, 15

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
SASB EM-RM-110a.1	Gross global Scope 1 emissions, percentage covered by emission limitation regulations	110				
SASB EM-RM-110a.2	Discussion of the long and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets and an analysis of performance against those targets	108				
SASB EM-RM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx, (3) particulate matter (PM10), (4) lead (Pb) and (5) volatile organic compounds (VOCs)	110				
<b>Development of local and traditional communities</b>						
GRI 3: Main Topics 2021	3-3 Management of material topics	100				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There were no cases of violation of the rights of indigenous peoples.				2
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	100				
	413-2 Operations with significant actual and potential negative impacts on local communities	102				1, 2
<b>Diversity, inclusion and equity</b>						
GRI 3: Main Topics 2021	3-3 Management of material topics	82				
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	76				5, 8

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	47, 85, 86				5, 8
	405-2 Ratio of basic salary and remuneration of women to men	83				5, 8, 10
GRI 406: Non- discrimination 2016	406-1 Discrimination incidents and corrective actions taken	81				5, 8
SASB CG-MR-330a.1	Percentage of gender and ethnic/racial group representation for (1) management, (2) technical positions (technology and innovation), and (3) all other employees	81, 85				
<b>Ethics, integrity and compliance</b>						
GRI 3: Main Topics 2021	3-3 Management of material topics	54				
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	52				16
	205-2 Communication and training on anti-corruption policies and procedures	52, 53				16
	205-3 Confirmed cases of corruption and measures taken	52				16
GRI 206: Anti- competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	There are no completed cases, only pending judgments.				16
GRI 207: Taxes 2019	207-2 Governance, control and management of tax risks	57				1, 10, 17

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
<b>Supply chain management</b>						
GRI 3: Main Topics 2021	3-3 Management of material topics	96, 98				
GRI 204: Purchasing Practices 2016	204-1 Proportion of spending on local suppliers	Whenever possible, we hire suppliers located in the same region as our operating units. We do not yet control the total spend with local suppliers.				8
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The company ensures that its operations are free from any risk that may infringe upon the workers' right to freedom of association and collective bargaining. These rights are recognized as fundamental to labor relations and are therefore safeguarded.				8
GRI 408: Child Labor 2016	408-1 Operations and suppliers with significant risks for incidents of child labor	96				5, 8, 16
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	96				5, 8
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	96				5, 8, 16
	414-2 Negative social impacts in the supply chain and measures taken	97				5, 8, 16
<b>Management of environmental liabilities</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	125				
GRI 303: Water and effluents 2018	303-2 Managing impacts related to water discharge	117				6

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	119				3, 6, 11, 12
	306-2 Management of significant impacts related to waste	119				3, 6, 8, 11, 12
	306-3 Waste generated	119				3, 6, 11, 12
	306-4 Waste not destined for final disposal	123				3, 11, 12
	306-5 Waste sent for final disposal	124				3, 6, 11, 12, 15
SASB EM-RM-530a.1	Discussion of corporate positions related to proposed government regulations and/or policies that address the environment and social factors affecting the industry	107				
<b>Privacy and data security</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	58				
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	58				16
SASB CG-MR-230a.1	Description of the approach to identifying and addressing data security risks	58				
SASB CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	58				

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
<b>Product quality and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	32, 37				
	301-1 Materials used, broken down by weight or volume	121				8, 12
GRI 301: Materials 2016	301-2 Raw materials or recycled inputs used	122				8, 12
	301-3 Recycled products and their packaging	122				8, 12
GRI 416: Consumer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100% of products and services are evaluated for health and safety impacts in search of improvements.				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no instances of non-compliance with laws or voluntary codes in the reporting year.				16
GRI 417: 2016 Marketing and labeling	417-1 Requirements for product and service information and labeling	The company strictly complies with the information and labeling requirements for its products and services, involving a total of 634 categories. The company confirmed compliance with 100% of product or service categories regarding information and labeling. Likewise, 100% of finished product batches undergo quality checks by sampling. Especially in the case of lubricants, which are produced and packaged by the company, these quality assessment and control practices are strictly applied to ensure the accuracy and security of the information provided to consumers and stakeholders.				12
	417-2 Incidents of non-compliance in relation to product and service information and labeling	There were no cases of non-compliance in relation to information and labeling of Vibra products (lubricants) in 2023.				16



GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
GRI 417: 2016 Marketing and labeling	417-3 Cases of non-compliance in relation to marketing communications	In 2023, we had no such cases. No warnings, punishments or even citations regarding marketing actions.				16
GRI: Oil and Gas Sector Supplement	OG14 Volume of biofuels produced and compared that meet sustainability criteria	42				
SASB EM-RM-150a.1	Amount of hazardous waste generated, percentage recycled	122				
SASB CG-MR-410a.1	Revenue from products certified by third parties to environmental and/or social sustainability standards	Revenue from products certified by third parties to environmental and/or social sustainability standards was R\$ 3,547,986,326.19 in 2023. The reported amount corresponds to the expenses incurred by Vibra throughout the year with ethanol plants that have Bonsucro certification or equivalent.				
SASB CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	120				
<b>Relations and communication with priority stakeholders</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	87				
<b>Safety, health and well-being</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	77				
	403-1 - Occupational health and safety management system	78				8
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment and incident investigation	78				8
	403-3 Occupational health services	77				8

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-4 Participation of employees, and consultation and communication with employees about occupational health and safety	78				8, 16
	403-5 Worker training on occupational health and safety	78				9
	403-6: Employee health promotion	77				3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	78				8
	403-8 Workers covered by an occupational health and safety management system	78, 80				8
	403-9 Work-related injuries	80				3, 8, 16
	403-10 Work-related illnesses	77				3, 8, 16
SASB EM-RM-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	80				
SASB EM-RM-320a.2	Discussion of the management systems used to integrate a safety culture	78				

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
<b>Energy transition and renewable energy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	39				
	302-1 Energy consumption within the organization	115				7, 8, 12, 13
	302-2 Energy consumption outside the organization	116				7, 8, 12, 13
GRI 302: Energy 2016	302-3 Energy intensity	116				7, 8, 12, 13
	302-4 Reduction of energy consumption	114				7, 8, 12, 13
	302-5: Reductions in energy requirements of products and services	-	All	Not applicable	Products sold by Vibra do not have energy requirements.	7, 8, 12, 13
SASB CG-MR-130a.1	(1) Total energy consumed, (2) percentage of free market electricity, (3) percentage of renewable energy	114				
<b>Market transparency and product prices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	51				
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	59				8, 9
	207-1 Tax approach	57				1, 10, 17
GRI 207: Taxes 2019	207-3 Stakeholder engagement and management of their tax concerns	57				1, 10, 17

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
GRI 207: Taxes 2019	207-4 Country-by-country reporting	Tax Jurisdiction: Holland Name of the entity: Vibra Trading B.V. Primary Activity: sales and marketing and purchases Number of employees: 2 Revenue from sales by third parties: R\$ 903,989,200.91 Profit/loss before tax payment: R\$ 50,901,682.07 Tangible assets other than cash and cash equivalents: R\$ 19,474.01 Corporate income tax paid on a cash basis: R\$ 16,433,782.68 Corporate income tax levied on profits/losses: R\$ 13,041,605.29 Period covered by the information: 01/01/2023 to 12/31/2023				1, 10, 17
GRI 402: Labor relations 2016	402-1 Minimum notice periods regarding operational changes	-	All	Not applicable	Due to the secrecy of some organizational changes, the company cannot always disclose information about significant operational changes. However, we strive to grant a period of adaptation or transition to employees, such as in the implementation of the time bank or changes to the health plan.	8

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	OMISSION			SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION	
<b>Non-material indicators</b>						
GRI 201: Economic performance 2016	201-4 Financial support received from government	59				
	303-1 Interaction with water as a shared resource.	117				6, 12
GRI 303: Water and effluents 2018	303-3 Water catchment	118				6
	303-4 Water discharge	117				6
	303-5: Water consumption	118				6
GRI 415: Public policy 2016	415-1 Political contributions	104				16
SASB EM-RM-140a.1	(1) Total water withdrawn, (2) percentage recycled, (3) percentage of each in regions with high or extremely high baseline water stress	118				
SASB EM-RM-140a.2	Number of non-compliance incidents associated with water quantity and/or quality licenses, standards and norms	In 2023, two cases were identified where we need to adjust our practices to ensure full compliance with water quality standards. We are working with our internal audit team and environmental authorities to resolve these issues quickly and effectively.				



# Annexes

- TCFD Report
- Assurance statement

# Governance

## Oversight by the Board of Directors of climate-related risks and opportunities

Vibra's core business, the distribution of fuels, is directly linked to energy security and climate change. Thus, climate issues and the fair and inclusive energy transition are elements considered in Vibra's long-term strategy, being important drivers for decision-making.

Vibra is an integrated energy company, with an active participation in Brazil's energy transition, and has already invested R\$ 3.9 billion in solutions to increase the offer of products to its customers. This provides specific solutions for their needs, including helping them in their decarbonization journey. This position was established by the Board of Directors (BoD) in its role as the body responsible for defining the company's strategies and directions.

The Board, which approves investments above R\$ 50 million and certain divestment projects, oversees the evolution of the business plan. It includes initiatives related to climate change and energy transition such as the expansion of the portfolio of products and services with a lower carbon footprint

to reduce greenhouse gas (GHG) emissions; increasing the use of renewable energy; and acquiring decarbonization credits to meet the RenovaBio Program, among other ongoing projects. In 2023, the Board of Directors approved initiatives that directly respond to climate risks and opportunities (*see box on the side*) and that directly influence the company's performance. These initiatives were the subject of follow-up agendas at Board's meetings throughout 2023.

Through the Statutory Audit Committee (CAE) and the Governance, People and Compensation Committee, the BoD monitors climate-related risks and opportunities that directly influence the company's performance, monitoring the risk management process and defining the company's "appetite" for each identified business risk, including risks associated with climate change and ESG.

## Vibra initiatives that directly respond to climate risks and opportunities

- We implemented a new organizational structure that includes a Vice Presidency of Renewable Energy and ESG, responsible for strategy, ESG, M&A and renewable energy, with the objective of strengthening our business in renewable energy and accelerating the integration between our segments and recent partnerships, including Comerc, Evolua and Zeg Biogás, among others. This aligned our strategy with the challenges of the energy transition and ESG standards;
  - We held "Comerc Day" for the Board of Directors to discuss the role of new energies and Comerc Energia's 2023-2027 Strategic Plan (*learn more about the company on page 39 of the Report*), highlighting advances in business and financial results;
  - We are migrating product transportation to more efficient and cleaner modes, boosting logistics efficiencies (*learn more on page 109 of the Report*);
  - We made a new investment of R\$ 10MM in EZVolt, an electromobility startup, which offers electric recharging solutions. EZVolt has more than a thousand chargers under management, serving B2B and B2C customers (*learn more on page 41 of the Report*). With regard to recharging solutions for electric buses, it has contracts for the installation and management of chargers with the main bus companies in São Paulo, where fleet replacement is a legal requirement;
  - We invested a R\$ 5.75 million in Deep ESG, a startup that develops technological solutions for the identification and measurement of environmental impacts such as greenhouse gas emission inventories (*learn more on page 63 of the Report*) bringing new business opportunities within our customers' decarbonization journeys;
  - We expanded the electric vehicle recharging infrastructure with the inauguration of eight more electric charging stations in five states, creating an electric corridor of about 2,000 km, adding to the 15 own stations (*learn more on page 40 of the Report*);
- We started,\* together with Inpasa, feasibility studies for the production and sales of green methanol, derived from ethanol by-products, for maritime and industrial use (*learn more on page 42 of the Report*).
- Learn more about the Vibra's initiatives related to the energy transition in the item Energy Solutions, on page 39 of the Report.**

\* Project started in January 2024.

## Role of senior management in the assessment and management of risks and opportunities related to climate change

The Board of Directors defines the Company's strategy, which encompasses the company's solidity regarding the energy transition, identifying opportunities and risks. The Board defines the company's "appetite" for each identified business risk. This includes risks associated with climate change. The Board of Directors, with the support of the Governance,



**The Board of Directors** defines the Company's strategy, including the company's resilience to the energy transition

People and Compensation Committee and the Statutory Audit Committee (CAE), also oversees the evolution of the business plan. It is a program that includes initiatives related to climate change, and the progress of climate-related objectives and goals, such as periodic assessments of risks and opportunities, a review of the company's plans and directions, as well as monitoring climate-related KRIs and KPIs, especially those associated with the decarbonization plan.

The Statutory Audit Committee (CAE) periodically assesses the company's exposure to risks, including those associated with climate change; it closely monitors those that are considered to be of high or very high severity. In addition, ESG topics are reviewed every six months by the Governance, People and Compensation Committee. They serve to support the progress of the topic within the Company.

The president of the company is the highest position for climate governance and ESG commitments at Vibra. He is responsible for recommending to the Executive Board and Board of Directors strategic initiatives related to strategy, energy transition, policies and

goals. Among the top goals planned for 2024, the president is responsible for the indicator of reduction in emissions of scopes 1 and 2 and decarbonization of customers, both shared with the Vice President of Renewable Energy and ESG (Strategy and ESG Board and ESG Executive Management, respectively) and with several operational and new business areas. In addition, the president monitors climate-related KPIs (*see Metrics and Targets on page 152 of this Annex*).

Vibra also assigned climate-related responsibilities to management positions and committees (Governance, People and Compensation Committee, Innovation and Group of 22 leaders, ESG1 ambassadors<sup>1</sup>). In addition, the company created the Vice Presidency of Renewable Energy and ESG (area also responsible for Strategy and M&E), which includes the

Strategy and ESG Board, the ESG Executive Management and the New Energy Board (gas and LNG, biogas and biomethane, electromobility and electricity).

The company has a Health, Safety and Environment Policy and guidelines, proposed by the Executive Board and approved by the Board of Directors, whose main member is the president of Vibra. Climate change is addressed in this policy.

The Board members are given full access to updated information on the progress of the Company's ESG Agenda. More specifically, those that are related to climate issues receive internal communication information with sustainability content. Furthermore, there is a fixed agenda on the subject in meetings of the Board of Directors every six months.

Top targets answered by the CEO  
**Reduction of scopes 1 and 2 emissions & client decarbonization**

<sup>1</sup> Learn about ESG Ambassadors on page 22 of the Report



# Strategy

## Climate-related risks and opportunities identified by the organization in the short-, medium- and long-term

### Short-term (0 to 2 years)

#### More regulations (political and legal risk)

The Company is subject to increasingly stringent regulations from various regulatory agencies, environmental authorities, industry standards and health and safety bodies. As an example, there is RenovaBio in Brazil, a program for pricing CO<sub>2</sub> emissions specific to the fossil fuel distribution sector. In addition, regulations are being finalized to promote the use of more sustainable fuels, with a view to reducing fossil fuels in national mobility (Future Fuel Bill).

Another aspect is the growing consumer concern about climate issues, which can lead to regulatory requirements that increase operating costs to meet these new demands. There are also risks associated with reporting and transparency of information, such as the need to comply with IFRS S1 and S2, which will be mandatory in 2026.

As opportunities, we envision the possibility of expanding our offer of products and services, and we have set a target of reaching 30% of EBITDA by 2030 from new energies. These include biomethane, biogas, ethanol and electricity from renewable and clean sources, in addition to a portfolio of transition fuels such as natural gas (*learn more on [page 42 of the Report](#)*).

### Medium-term (2 to 5 years)

#### More regulations (political and legal risk)

The regulation of the Brazilian Emissions Market should limit greenhouse gas emissions in several sectors. Vibra actively monitors these regulatory discussions, evaluating impacts and aligning them with its business plan.

In anticipation of the regulation of the Carbon Market Bill, we made an investment of R\$ 5.75 million in the Deep ESG startup that

helps companies manage their GHG emission inventories. Furthermore, in partnership with Comerc, we launched a carbon trading platform so that we can expand our decarbonization platform, allowing our customers to offset their CO<sub>2</sub> emissions through the purchase of carbon credits and I-RECs.

Also, the regulation under discussion on the fuel of the future foresees a significant increase in ethanol in gasoline. Another important factor is the decision of car manufacturers to produce hybrid cars powered by ethanol and batteries, taking into account Brazil's special characteristics.

#### Changes in market dynamics and preferences

We have already observed the migration from the use of more carbon-intensive products, such as fuel oil, to natural gas, a transition fuel. In this regard, we continue to diversify our product portfolio. This allows us to always offer the best solution for our customers.

### Technology changes

The energy sector is undergoing a period of significant technological advances. Vibra constantly monitors these technologies, especially those that can replace fossil fuels, such as electric cars. Brazil is increasingly in the global spotlight, with growing interest from automakers. This is especially true in the electric car segment. Another point of interest is the progress in some cities in adopting electric buses. In view of this, Vibra has been presenting solutions that suit its customers, together with its investees EZVolt and Comerc. The aim is to identify innovative technologies and opportunities that complement the areas in which we operate or that enable the development of new businesses, such as the partnership with Inpasa to start a feasibility study for the production and marketing of green methanol for maritime and industrial use.

## Long-term (more than 5 years)

### Changes in market dynamics and preferences

Vibra closely monitors changes in market dynamics and preferences, especially the energy transition to a cleaner matrix. The company has been working to position itself as a leader in the energy transition, which involved expanding its portfolio with more sustainable options since 2022. Diversification aims to improve its strategic positioning, mitigate threats and take advantage of the market opportunities.

### Impacts on image and reputation

The demand for products and services with better environmental attributes is putting pressure on companies to make environmental and social commitments, thereby encouraging the use of renewable fuels. This change in consumer behavior could affect how the public's perception of Vibra, and it will take a lot of work (time and resources) to change that perception. Toward this end, since 2022, Vibra has sought to consolidate its image as an energy company with an active role in the country's energy transition. It will involve the entry and gradual expansion of participation in new businesses related to renewable energies.

### Weather events

Extreme weather events such as floods, cyclones and large fires can impact Vibra's operations, especially considering that the company maintains bases that store flammable products. As a result, Vibra has implemented strict safety procedures at all its installations, including training of its employees and safety inspections (audits). In addition, adverse weather conditions can seriously disrupt the Company's distribution chain, impacting costs and logistics efficiency. Such events require the use of alternative routes that may not meet logistical needs, adversely affecting costs and operating results, as well as missing delivery deadlines to customers. The agricultural sector, which is part of the company's value chain, is highly dependent on water availability. Its productivity can be affected by extreme variations in climate.

## Climate-related risks and financial impacts

Type of transition risk: political and legal	
Main climate risk factor	<b>Product and service mandates and regulations can result in higher operating costs to meet new requirements.</b>
Time horizon	Short-term
Risk probability	Very probable
Magnitude of the impact	Very high
Value of potential financial impact (minimum)	R\$ 817 million
Value of potential financial impact (maximum)	R\$ 1.58 billion
Explanation of estimated financial impact	The potential financial impact reflects the possibility that the distribution market will not pass along the cost of CBio to the price of fuel. In addition, there is the effect of price fluctuations in the market for the purchase of decarbonization credits (CBios, credits in the RenovaBio program), since they are traded on the stock exchange. To calculate the impact of the financial risk, we considered the maximum (R\$ 163.50) and minimum (R\$ 84.45) historical values of CBio, as well as the acquisition target of Vibra in 2023 (9,682,028 CBios), resulting in the ranges of values presented above (R\$ 84.45 x 9,682,028 = R\$ 817,647,264.60) and (R\$ 163.50 x 9,682,028 = R\$ 1,583,011,578).
Risk response cost	R\$ 1.1 million
Mitigation and adaptation measures	Vibra has specific areas both for monitoring regulatory changes and acquiring CBios. Thus, the remuneration of the teams involved in these processes represents the majority of the response costs for risk management. Based on the members of the teams assigned to these issues and the average market salary, we estimate the response cost shown above.

**Transition risk type: market**

Main climate risk factor	<b>Change in consumer behavior, leading to a reduction in consumption of fossil fuel by-products</b>
Time horizon	Long-term
Probability	Very probable
Magnitude of the impact	High
Value of potential financial impact (minimum)	R\$ 139 million
Value of potential financial impact (maximum)	R\$ 603 million
Explanation of the financial impact	The expected reduction in financial results reflects the discrepancy between fossil and renewable energy margins.
Risk response cost	Investments already made: R\$ 3.9 billion The total cost of responding to this risk is considerable and sensitive for the company, so we only disclose investments already announced.
Mitigation and adaptation measures	New strategic partnership agreements were signed to expand Vibra's product and service portfolio, totaling the above amount. These efforts go beyond simple risk management and represent a corporate recognition initiative in line with the company's proactive energy transition strategy. See box "Vibra Initiatives that respond directly to climate risks and opportunities" in the Governance topic.

With regard to the **physical risks** arising from climate change and their financial impacts, we inform that, still in the first half of 2024, in partnership with a specialized consultancy, we started a study of physical, acute and chronic climate risks. This also included the preparation of an adaptation plan, both expected to be completed in the second half of 2024.

**Climate-related opportunities and financial impacts****Opportunity type: resource efficiency**

Main climate opportunity factor	<b>Adoption of more effective production and distribution processes</b>
Main potential financial impact	Reduction of energy consumption costs with distributed generation and the free energy market
Time horizon	Short-term
Probability	Very probable
Magnitude of the impact	Low
Value of potential financial impact	R\$ 4.4 million/year
Explanation of estimated financial potential	Optimization of the energy supply contract, aiming for efficiency and sustainability, while reducing operating costs through the use of electricity from renewable sources. Currently, about 37% of Vibra's electricity consumption is derived from renewable energy sources on the free energy market. This figure only includes the operational and administrative units managed and operated by Vibra. The financial impact estimate takes into account the potential cost savings from shifting electricity consumption from the captive energy market to the free market.
Implementation cost	R\$ 770 thousand
Implementation strategy	To implement this opportunity, we must physically adapt our facilities through engineering projects, as well as negotiate with energy trading companies to ensure the best commercial terms for Vibra. The main cost for realizing these opportunities is related to the necessary migration adaptations.

## Opportunity types: Products and Services

Main climate opportunity factor	<b>Development and/or expansion of goods and services with low emissions</b>
Main potential financial impact	Evolution in consumer behavior that favors the increase in revenue resulting from a greater demand for products and services.
Time horizon	Long-term
Probability	Very probable
Magnitude of the impact	High
Explanation of estimated financial potential	The financial impact of this opportunity is company-sensitive and thus cannot be reported at this time.
Implementation cost	R\$ 3.9 billion The total cost of implementation is sensitive to the company, we only disclose previously announced investments.
Implementation strategy	New strategic partnership agreements were signed to expand Vibra's product and service portfolio, totaling the above amount. These efforts go beyond simple risk management and represent a corporate recognition initiative in line with the company's proactive energy transition strategy. See <i>box</i> "Vibra Initiatives that respond directly to climate risks and opportunities" in the Governance topic.

### Impacts of climate-related risks and opportunities for the organization's business, strategy and financial planning

Climate-related issues have a significant impact on our businesses, strategy and financial planning. Market innovation, changing customer preferences, increased regulation,

physical risks, and other factors are forcing us to move faster and be more proactive in the face of the elements associated with climate change.

Climate-related scenarios were considered in our strategic planning, designed to strengthen the portfolio in an increasingly sustainable way; create businesses in new growth vectors (such as off-grid and on-grid supply of natural gas and biomethane, strengthening the position in renewable energy, solutions for charging electric vehicles and supply of advanced biofuels); and gradually invest in innovation spaces that are aligned with the climate agenda. All of this is designed to promote a combination of security and energy transition. In the long term, it will drive decarbonization for a low-carbon economy. Vibra's financial planning process integrates climate-related issues and is based on the external scenarios considered in its strategic plan and on guidance documents from the TCFD (Task Force on Climate-Related Financial Disclosures) and the CDP.

Our climate strategy is based on targets and indicators. Vibra is committed to neutralizing its greenhouse gas (GHG) emissions in scopes 1 and 2 as of 2025; reducing GHG emissions in scopes 1 and 2 by 67% by 2026; and neutralizing GHG emissions in scope

3 from 2050. We also aim to achieve 30% of EBITDA from new energy by 2030 as we consolidate a cleaner energy portfolio. In this regard, we have already introduced a series of initiatives, such as the significant investments in strategic partnerships, totaling R\$ 3.9 billion, made with the objective of increasing the representation of less carbon-intensive solutions in our portfolio (such as in the companies Comerc, ZEG Biogás, Evolua Ethanol, Easy Volt and Deep ESG). We also seek to instill innovation in our processes and businesses. The idea is to respond to the risks and opportunities brought about by climate change.

In addition, from the perspective of innovation, at the end of 2023, we successfully completed the proof of concept with one of the finalist startups of the ESG Challenge, which took place in 2022. We tested equipment designed to reduce fuel consumption in trucks. Also in 2023, we launched the Women Entrepreneurs program with the aim of boosting female leaders, connecting them with opportunities in the ecosystem and with Vibra. We received applications from more than 366 startups, of which five deals have already been completed. As a result of the program, we are conducting a proof of concept with one of the finalist startups to test CCUS (Carbon Capture, Utilization and Storage) equipment.

## Strategy resilience

Considering the Announced Pledges Scenario (APS) 2030 and 2040 of the International Energy Agency (IEA) World Energy Outlook 2023 study, the following projections may affect our business generating risks and opportunities related to climate change:

- Fossil fuels remain relevant until the end of this decade. After 2030, their importance and market presence will gradually decline;
- Electricity consumption will increase from 19% to about 22% in 2040, with a significant share of the industrial segment;
- Gas maintains its share of about 5% in the consumption matrix until 2040;
- Biofuels gain strength and become a relevant source in the transportation segment as of 2030, representing about 30% of consumption;
- 100% electric vehicles (BEV) and plug-in hybrid vehicles (PHEV) will gain relevance, according to market projections that predict representation of ~ 5% of the fleet after 2031, with exponential growth until 2040;
- Green hydrogen is still in its early stages of discussions, but Brazil's comparative advantages could make it a platform for green H<sub>2</sub> development.

To successfully navigate these scenarios that point to a market in transition, we focus Vibra's efforts on three pillars:



**Serving our customers with passion, adapting and expanding our portfolio according to our customers' needs**



**Maximizing the potential of our core business**  
(fuel distribution; lubricants; aviation; convenience; ethanol and derivatives trading)



**Leading the energy transition of our customers**  
(supply of biofuels and advanced biofuels; supply of natural gas and biomethane; strengthening of the position in electric energy; self-production and distributed generation, solutions for charging electric vehicles), **always aiming for innovation.**

# Risk management

## Processes for identifying and assessing climate-related risks

Vibra's climate risk management is part of the corporate risk management process. It is governed by the Corporate Risk Management Policy, by the risk management methodology and the risk matrix. The latter contains the main types of risks to which the company is exposed. Vibra's Risk Management Methodology was created using consulting and best market practices outlined in ISO 31,000/2018, COSO ERM, and IBGC (Brazilian Code of Corporate Governance).

The management process involves the identification, analysis, treatment and monitoring of the main risks, grouped into five categories: ESG, business, compliance, financial and digital (*learn more about risk management at Vibra on [page 56](#) of the Report*).

We used the external scenarios considered in our strategic planning, as well as the guidance documents of the TCFD (Task Force on Climate-Related Financial Disclosures) and CDP (Carbon Disclosure Project), as reference materials for the initial identification of climate risks and analysis of their relevance to Vibra's business.

Following this, we monitored market movements, the evolution of technologies and the legal propositions related to the identified risks and opportunities. We consider existing and emerging regulatory requirements related to climate change, including government initiatives to reduce greenhouse gas (GHG) emissions and other environmental and health and safety regulations. We continuously monitor regulatory changes and participate in forums with other companies and institutions to understand market trends and ESG best practices in the segments in which we operate.

Climate risks are assessed in the same way that Vibra considers other risks during the analysis phase. To estimate their severity, risks are classified into 5 levels of probability of occurrence (very rare, rare, occasional, frequent and very frequent) and 5 levels of impact (very low, low, medium, high and very high).

The impact analysis also takes into account four dimensions:

- **Financial dimension:** considers the impact based on a value scale linked to Vibra's EBITDA;
- **Image and reputation dimension:** considers how the impact will affect the public's perception of Vibra, the effort (time, resources and results) required to modify this perception, and the frequency and breadth of media exposure;
- **Legal and Compliance dimension:** considers as an impact the imposition of fines and other penalties (litigation, restrictions, and suspensions) that Vibra may suffer with the materialization of the risk, as well as including contractual and regulatory issues;
- **Environmental and life dimension:** considers the damage to the environment, including the volume of oil spills involved, the type of environment and the community affected, as well as the impact on the physical and psychological integrity of people.

All risks in the matrix are evaluated in the four impact dimensions, which are consolidated into a single global impact. The probability and global impact combination allows the risk to be ranked according to its calculated severity, enabling action to be taken in the most critical cases. Depending on the severity level of the basic risk and the associated business risk appetite, appropriate risk response actions (accept, mitigate, transfer and eliminate) are implemented.

Climate change risks are assessed by the Risk, ESG, Environment, Institutional Relationship, Operations, Energy, and Planning teams.

## Risk management processes

The management of identified risks is discussed and evaluated in Risk Management meetings with the relevant business units. Vibra prioritizes climate risks according to their severity and appetite. Materiality determinations are made considering the company's financial, reputational, operational impact and strategic objectives. Our climate, physical and transition risks are accompanied by Key Risk Indicators (KRIs), which are monitored in an integrated manner across the business.

As part of our challenge to continuously improve the risk culture at Vibra, the Board of Directors recently approved the risk



### Monitoring

Our physical and transition climate risks are accompanied by key risk indicators

map, which defines the appetite for each significant business risk to which Vibra is exposed. In this context, we have started to develop 41 Key Risk Indicators (KRIs) that are responsible for the continuous monitoring of exposure tolerance limits, four of which are directly related to climate issues.

Vibra also conducts an annual review of the risk matrix, promoting relevant changes to reflect the updated scenario to which Vibra is exposed and to address any emerging risks. Another important part of our risk management process is the evaluation of our internal audit. In the last cycle, we evaluated the data management process that makes up our annual GHG inventory, which has increased the reliability of our data.

Finally, to deal with physical risks, Vibra has a Contingency Guidance Plan for Natural Disaster Response. The document aims to establish guidelines on the minimum procedures and tactical actions to respond to natural disasters to be incorporated into the Emergency Response Plan of each unit. The plan also specifies the actions to be taken by the Local Response Team (EOR) and the



frequency of emergency drills to be conducted by the operational units to test the effectiveness of the response measures. In addition, Vibra developed a robot in-house

to monitor meteorological information (In-met). It also commissioned a physical risk study, to be completed in the second half of 2024, to improve its analyses.

# Metrics and **targets**

## Metrics used to assess risks and opportunities according to the strategy and risk management process

- Absolute GHG emissions (tCO<sub>2</sub>e);
- GHG emission intensity (tCO<sub>2</sub>e/thousand m<sup>3</sup> of products sold);
- Energy consumption (GJ) (see [page 115](#));
- Intensity of energy consumption (GJ/thousand m<sup>3</sup> of marketed products) (see [page 116](#)).

### GREENHOUSE GAS EMISSIONS AND RELATED RISKS

Metrics	Absolute GHG (tCO <sub>2</sub> e) emissions
Scope 1 emissions (tCO <sub>2</sub> e)	41,606
Risks related to Scope 1	Increased regulations (legal requirements and demands) Effects on image and reputation Weather events
Scope 2 emissions (tCO <sub>2</sub> e)	12,512 (Location approach) 11,668 (Market-based approach)
Risks related to Scope 2	Effects on image and reputation Weather events
Scope 3 emissions (tCO <sub>2</sub> e)	92,454,153
Risks related to scope 3	Technology changes Changes in market dynamics and preferences Effects on image and reputation Weather events

### TOTAL GREENHOUSE GAS EMISSIONS (tCO<sub>2</sub>e)

	2021	2022	2023
<b>Scope 1</b>	43,570	44,281	41,606 <sup>1</sup>
<b>Scope 2</b>	Location approach: 19,587 Market-based approach: 18,260	Location approach: 13,639 Market-based approach: 12,871	Location approach: 12,512 <sup>2</sup> Market-based approach: 11,668
<b>Scope 3</b>	81,003,955	95,998,153	92,454,153 <sup>3</sup>

<sup>1</sup> Scope reduction 1 refers to the use of ethanol in the light vehicle fleet, equivalent to 31%. Based on this volume of gasoline, the initiative's emissions reduction was calculated. In December, the boiler at the Goiânia base was decommissioned. We continue to use an electric truck at Manaus airport and 10% of the fleet in use at Galeão airport is fueled with HVO.  
<sup>2</sup> In scope 2, the reduction in emissions is due to the use of renewable energy from the free market and the acquisition of 22,000 I-RECs, as well as the reduction in the GRID emission factor and the reduction in steam loss at the Lubricants Plant and Betim Base.  
<sup>3</sup> In scope 3, we saw a reduction in emissions from the use of more efficient modes of transport instead of road transport (biofuel cabotage operations) and the start of operation of an electric truck in the city of Manaus. Gases included in the calculation were carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs). The year 2019, the base year before the pandemic, was more representative of the company's business and operations.

### GREENHOUSE GAS EFFICIENCY INDEXES

Specific metric (denominator)*	2021	2022	2023
Total volume of products sold in thousand m <sup>3</sup>	31,916	31,826	30,453
Total GHG emissions (scopes 1 and 2) (tCO <sub>2</sub> e) Location approach	63,157	57,920	54,118
Total GHG emissions (scopes 1 and 2) (tCO <sub>2</sub> e) Market-based approach	61,830	57,152	53,274
GHG emissions intensity (scopes 1 and 2) (tCO <sub>2</sub> e/thousand m <sup>3</sup> ) Location approach	1.98	1.82	1.78
GHG emissions intensity (scopes 1 and 2) (tCO <sub>2</sub> e/thousand m <sup>3</sup> ) Market-based approach	1.94	1.80	1.75

\* Considering only the operational and administrative units managed and operated by Vibra Energia, for better efficiency assessment.



## Targets to manage the risks and opportunities related to the climate and the performance regarding the goals

### TARGETS

METRIC	End target	Steps to reach the end target
Greenhouse gas emissions - Absolute emissions	Reduce our scope 1 and 2 emissions by 67% by the year 2026 compared to the base year of 2019.	In 2023, we exceeded the initial target of 6%, achieving a 17% reduction. By 2024, the goal is to achieve an 8% reduction.
Greenhouse gas emissions - Absolute emissions	Net zero emissions for scopes 1 and 2 from 2025. Net zero emissions for scope 3 from 2050.	We will prioritize emission reduction actions and compensate for what cannot be reduced. For 2025, the forecast is to reduce emissions by 8% compared to the base year 2019 and compensate 92%. For 2026, the forecast is to reduce 67% and compensate 33%.
Energy efficiency (MWh)	4% reduction in electricity consumption at our facilities by the end of 2024, compared to the base year of 2019 (pre-pandemic).	Improvements in the efficiency of the operational units of the refrigeration systems, and rationalization of the occupation of the headquarters building in days of less movement. In addition, we expect to migrate seven more units to the free energy market in 2024, in addition to the 17 already migrated.
Water use	Reduce water capture at our facilities by at least 10% by the end of 2024 compared to base year of 2019.	In 2023, we recorded a 15% reduction in the total water captured compared to the base year 2019, mainly due to improvements in the steam lines. In 2024, we will focus on reducing freshwater abstraction and reuse and reducing the generation of effluents from our operational activities.

From 2024, the goal related to "customer-decarbonization" will be part of the variable compensation of the President, Vice President of Renewable Energy and ESG; Strategy and ESG Board; ESG Executive Management; Executive Board of New Energies; and of Operational areas. For the year, the target of this category is to enter into new migration contracts for the distributed energy generation model; free energy market; energy efficiency improvement; and the use of NG/LNG/bio-methane, covering both B2B customers and our network of stations.

The goal related to the "management of GHG scope 1 and 2 emissions", in addition to the instances already mentioned, is also linked to the variable remuneration of the level of operation.

## OPPORTUNITIES

Energy reuse

Expectation of energy reuse of at least 88% of hazardous waste that has calorific value, through co-processing. Example: oily sludge - main hazardous waste generated by Vibra in maintenance of fuel tanks and other operational areas.

Zero landfill

We are committed to implementing a target and action plan to achieve zero waste sent to landfills by 2027. Currently, we work with the maximum limit of 12% for this parameter.

## Methodologies used to calculate goals and metrics

Initiatives that are contributing to achieving the **67% reduction of scope 1 and scope 2 emissions by the year 2026 (base year of 2019) and neutralization from 2025:**



### Transportation

Change light vehicle fleet fuel to ethanol

Use of clean energy in trucks that fuel aircraft: electric vehicles and those that run on green diesel



### Energy efficiency

Reduction in steam losses

Increased investment in energy efficiency

Use of equipment running on renewable sources, such as forklifts



### Demobilizations

Deactivation and demobilization of the thermal power plant

Decommissioning of boilers

Initiatives that are contributing to achieving the goal of neutralizing **scope 3** emissions from 2050:



### Transportation of products

Change from highway model to more efficient modes

Use of cleaner energy to transport products

Investment in more efficient logistics



### Customer decarbonization journey

Investing in expanding our portfolio of products and services to contribute to our customers' energy transition, as detailed in the "Vibra Decarbonization Strategy" session.

The dynamic nature of the energy industry and the ever-changing market trends and demands require an adaptive approach. Therefore, the company regularly re-evaluates its established targets, especially those related to scope 3, to ensure that they are aligned with evolving expectations and meet environmental and social commitments.

# Assurance **statement**

## STATEMENT BY SGS DO BRASIL LTDA. (SGS) REGARDING THE SUSTAINABILITY ACTIVITIES PROVIDED IN "2023 SUSTAINABILITY REPORT" FROM VIBRA ENERGIA S.A.

### NATURE AND SCOPE OF ASSURANCE

SGS was hired by VIBRA ENERGIA S.A. to carry out the third-party assurance of its 2023 Sustainability Report, which provides information for the year 2023 and that follows international guidelines for monitoring and reporting sustainability information, including the Global Reporting Initiative (GRI). The scope of assurance, based on the methodology for Sustainability reporting assurance from SGS, included the text and data related to the GRI Standards 2021, the current GRI version.

The information contained in the "2023 SUSTAINABILITY REPORT" and its presentation is a sole responsibility VIBRA ENERGIA S.A. management structure. The SGS did not participate in the preparation of any of the materials included in this report. Our responsibility was to express an opinion on the text, data, charts and statements within

the assurance scope, in order to keep the VIBRA ENERGIA S.A.'s stakeholders informed. The SGS Group has developed a set of Sustainability Communication Assurance protocols assurance protocols for Sustainability Communication based on the best practices presented in the GRI Sustainability Reporting Standards, in its most up-to-date version of 2021, and the assurance standard International Standard on Assurance Engagements - ISAE3000. Such protocols offer different assurance levels depending on context and capacity of organization.

This report was assured considering our protocols to assess the content authenticity and its alignment with the requirements of the GRI Sustainability Reporting Standards 2021, Universal Standards (GRI 1\_ Foundation 2021, GRI 2\_ General Disclosures 2021, GRI 3\_ Material Topics 2021) and also the requirements of the Topic Standards (GRI 200, GRI 300 and GRI 400) according

to the material topics identified by VIBRA ENERGIA S.A. through the process described in this report. The assurance process was carried out remotely, with (i) interviews with strategic employees involved in the process of compilation and preparation of the report, where disclosures, data and processes related to sustainability management and the collection of GRI disclosures were reviewed, (ii) review of the documentation sent and presented by VIBRA ENERGIA S.A. and comparison with the information inserted by the company in the report, (iii) evaluation of versions of this report for alignment with 2021 GRI Standards and (iv) analysis of engagement activities with stakeholders and evaluation of how the material topics were defined and inserted in the context of sustainability within the organization and in the content of this sustainability report. The accounting information of VIBRA ENERGIA S.A. contained and referenced in the "2023 SUSTAINABILITY REPORT" was

not evaluated as part of this assurance process, but in a separate audit process. The information related to the greenhouse gas inventory was verified and went through a specific audit process.

### INDEPENDENCE AND COMPETENCE STATEMENT

The SGS Group is global leader in inspection, analysis and verification services, operating in more than 140 countries and providing services that include management systems certification, audits and trainings on quality, environmental, social and ethic segments, sustainability assurance reports and greenhouse gases verification. SGS attests your independence against VIBRA S.A., stating that is exempt from interest conflict with the organization, to heir subsidiary and stakeholders.

The assurance team was composed according to members' expertise, experience and competence for this service, and was composed of:

- An Audit Lead on Assurance of Sustainability Report, a Lead Auditor on of Socio-environmental Programs and Environmental Management, Greenhouse Gas Verifier (GHG), an Audit Lead on Assurance of Sustainability Report, and a Lead Auditor in the Renovabio Program.

## ASSURANCE OPINION

Regarding the verification carried out in the methodology, processes and data presented by VIBRA ENERGIA S.A., we are confident that the information and data contained in the "2023 SUSTAINABILITY REPORT" are reliable and a balanced representation of the sustainability activities developed by VIBRA ENERGIA S.A. in 2023. SGS has the opinion that the report can be used by the organization's stakeholders as part of its company evaluation processes.

In our opinion, based on what was verified and on the documentation presented by VIBRA ENERGIA S.A., the content of the report fully meets the requirements of the GRI Standards 2021, namely: apply the reporting principles, report the disclosures in GRI 2: General Disclosures 2021, determine material

topics, report the disclosures in GRI 3: Material Topics 2021, report contents of the standards for material topics, provide reasons for omission of contents and requirements that the organization has not complied with, publish a GRI index, provide a statement of use and after publication, notify the GRI.

## RECOMMENDATIONS, FINDINGS AND CONCLUSIONS OF ASSURANCE

VIBRA ENERGIA S.A.'s Report, "2023 SUSTAINABILITY REPORT" is in line with the GRI Standards 2021, and also with the requirements of the Topic-specific Standards (GRI 200, GRI 300 and GRI 400). The Report presents the appropriate reasons for non-reporting for item 410-1 and 410-2.

VIBRA ENERGIA S.A. presents its Report with 14 material topics: 1. Energy transition and renewable energy; 2. Ethics, integrity and compliance; 3. Combating climate change; 4. Market transparency and price of products; 5. Safety, health, and well-being; 6. Innovation and technology; 7. Product quality and safety; 8. Data privacy and data security; 9. Employee attraction, development and retention; 10. Management of environmental liabilities; 11. Relations and communication with priority stakeholders; 12. Supply chain management; 13. Diversity, inclusion and equity; 14. Development of local and traditional communities. In our understanding, the

material topics reflect the impacts of VIBRA ENERGIA S.A.'s activities in a balanced manner and the report covers information on all topics considered as material for the sector and for stakeholders, in accordance with GRI 3: Material Topics 2021.

Finally, SGS believes in the importance of transparency and congratulates the company for the initiative to ensure its reporting, as well as to promote sustainability in its actions and disseminate its code of conduct and compliance to all levels of the organization.

**17th May 2024.**

**Executed by and on behalf of SGS.**



**Gustavo Venda**

Business Manager - Sustainability



**Eliane M. Mota Fukunaga**

Lead Auditor for Sustainability Report

# Credits

## Vibra Energia

### Coordination

Vice Presidency of Renewable Energy and ESG  
Strategy, ESG and TO Office  
ESG Executive Management

### Support

ESG Ambassadors  
ESG focal points  
Other Vibra employees involved in the various  
stages of the development of this report

Integrated editorial design, materiality,  
GRI consulting, graphic design  
and layout

grupo report - rpt.sustentabilidade

### Translation

Steve Yolen

### Photos

Camila Picolo, Vibra archives and Shutterstock