2025

VIBRA

integrated report

SUMMARY VERSION

Welcome

We present the summary version of Vibra Energia S.A.'s Integrated Report. The document highlights the main initiatives undertaken by the company between January 1 and December 31, 2025, while also providing relevant updates for the first quarter of 2026.

The full version is available on the Vibra website and can be accessed here. Questions, comments, and suggestions regarding the content may be submitted to our customer service team.

CUSTOMER SERVICE

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The brands BR Aviation, Petrobras Premmia, Petrobras Grid, Petrobras Podium, Petrobras Verana, Flua Petrobras, De Olho no Combustível, and Petrobras, mentioned in this report, belong to Petróleo Brasileiro S.A. and are licensed to Vibra Energia S.A.

Message from **Management**

"Our financial performance translated directly into value for our shareholders. The year 2025 resulted in a total shareholder return of 75%, combining the appreciation of our stock and dividend payments. This result is not an isolated event, rather a reflection of a consistent trend. We remain committed to guiding Vibra toward an increasingly innovative and responsible future, with the goal of building one of the best companies in the country."

SÉRGIO RIAL
Chairman of the Board of Directors

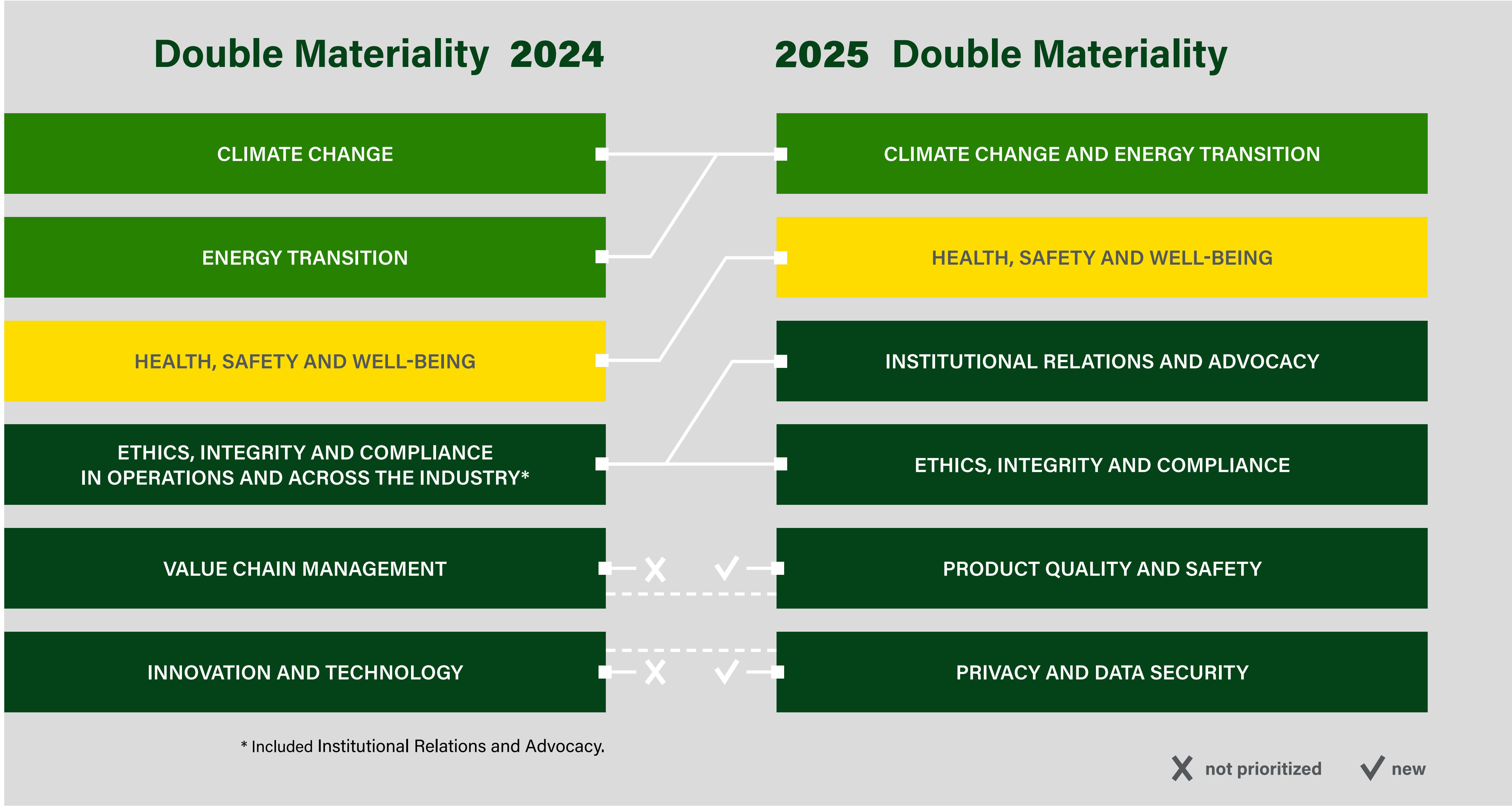
"The year 2025 was marked by the consolidation of our strategy and the achievement of significant results. The excellence in the execution of our strategic plan, structured around five pathways to growth, was reflected in significant progress across all business areas. Our commitment to combating the sexual exploitation of children and adolescents was further strengthened through the engagement of more than 200 companies in the Zero Sexual Violence movement."

ERNESTO PERES POUSADA JUNIOR
CEO of Vibra

Double **Materiality**

To guide our strategy in a way that prioritizes the most material facts that could significantly impact Vibra's financial performance, reputation, and long-term sustainability, we use a materiality matrix.

In 2025, we began a materiality review process, which was completed in early 2026. The assessment was conducted with the support of a specialized consultancy using the double materiality approach. Its objective was to incorporate the company's most recent acquisitions (Comerc Energia, BR Mania, and VB0224) while aligning the process with the European Sustainability Reporting Standards (ESRS). Additionally, this update responds to the International Financial Reporting Standards (IFRS) recommendation to conduct annual reviews—the previous review was in 2024—and seeks to ensure compliance with the company's corporate risk analysis by considering the corporate risk matrix and internal probability and impact thresholds. The assessment resulted in the identification of six material topics.



environmental
social
governance

About **Us**

If it has energy, it's **Vibra!**

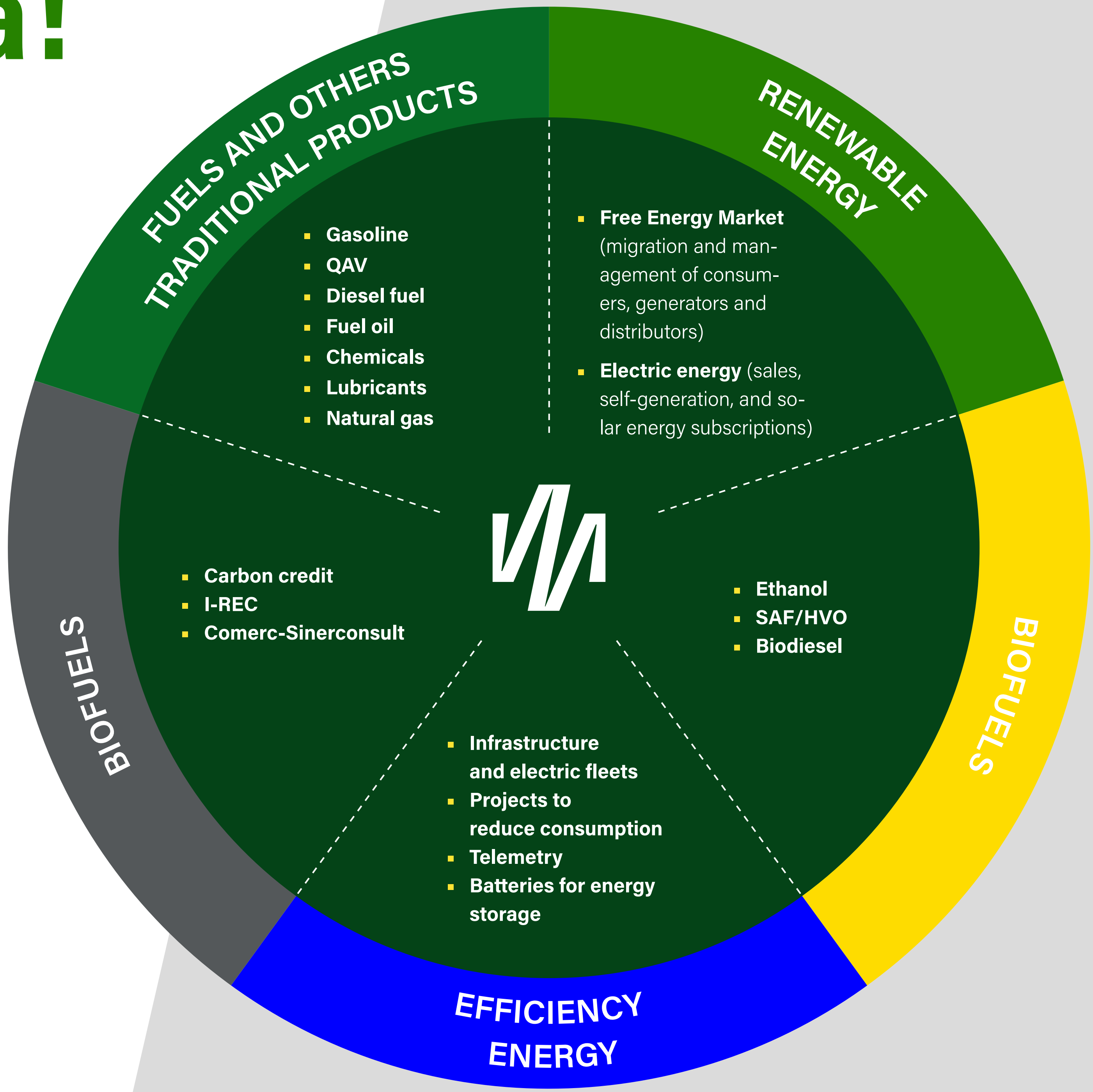
We are Vibra Energia S.A., a publicly traded Brazilian company committed to establishing itself as one of the country's leading multi-energy platforms. With 54-year track record, we are the only company in the industry with a presence in all 26 Brazilian states and the Federal District. Our headquarters are located in Rio de Janeiro (RJ), and we operate 216 facilities across Brazil's five regions. We also maintain international offices that support our import and export operations. Our portfolio includes products and services from brands recognized for their quality and reliability, serving individuals, businesses, and government agencies.

We are positioned as the largest fuel and lubricant distributor in the country. We supply 7,456 service stations licensed to use the Petrobras brand, supplying a network that serves more than 30 million end consumers every month. Six out of every ten commercial flights in Brazil are fueled by BR Aviation, the Petrobras-licensed jet fuel brand that we supply to airports. Part of our business is BR Mania, a convenience store franchise, the Lubrax+ franchise, lubrication centers installed in Petrobras Service Stations, and the largest lubricant industrial complex in Latin America, which is also among the five largest in the world.

Our Lubrax brand of lubricants is the best-known in its category and the top-selling brand in the Brazil. We supply fuel to 11,000 companies in various sectors, including transportation, supply houses, retail, energy-intensive industries, chemicals, and agribusiness, which, together, account for more than 32,000 fueling points nationwide.

In January 2025, we acquired 100% of Comerc Energia, which ranks among the country's largest renewable energy generators and is also one of Brazil's leading Distributed Generation platforms. As a result, we have added 127 operational renewable energy plants (solar and wind) to our portfolio, along with a range of services and solutions for energy efficiency and decarbonization. We maintained Investments in EZVolt a startup specializing in electric mobility that offers a comprehensive portfolio of charging solutions for consumers and businesses.

We contribute to the country's development by supporting energy security



Vibra in **figures**

7,456 service stations
in upwards of 2,000 municipalities, across the 26 states and the Federal District

900,000
unique customers who make transactions via Premmia at service stations every month

150,000+
customers rely on Lubrax products across Brazil,and we have a presence in another 5 countries in Latin America

2.2 GW
of installed capacity in solar and wind power plants

10,000
drivers and 8,000 trucks registered in our database, who travel the equivalent of 804 laps around the Earth every month

11,000
B2B customers served at more than 32,000 retail locations across Brazil

6 out of every 10
commercial flights are refueled by Vibra

12,5%+
growth in sales at BR Mania stores

90 airports
rely on our presence

3,000+
monthly recharges of electric vehicles carried out, on average, at our stations

Business **model**

Generating value for our partners

Our resources

Financial Capital
Our operations require financial capital, which we allocate efficiently. This capital is provided by shareholders and creditors, as well as by cash generated from our operations.

Manufactured Capital
Investing in our operational facilities and logistics infrastructure enables us to efficiently produce, store, and deliver our products and services, ensuring we meet the needs of our customers, resellers, and end consumers.

Intellectual Capital
We combine the expertise of our teams with the strength of our processes, brands, and a robust, well-structured database designed to create value. This synergy, enhanced by innovation, drives the evolution of our products and more efficient logistics, accelerating digitalization, the adoption of artificial intelligence, and the energy transition.

Human Capital
Our highly qualified team is our greatest competitive advantage, positioning us as the preferred partner for our customers in energy solutions.

Social and Relationship Capital
Maintaining stakeholder trust is essential to our business. Our key partnerships include our customers, employees, communities near our operations, regulatory and oversight agencies, dealers, suppliers, and investors.

Natural Capital
To produce our lubricants and distribute our products, we consume resources, including energy and water.

How we do it

Ambition for 2030
To become the country's leading multi-energy platform, creating value in a sustainable and innovative way within an inclusive environment where people can be themselves

Our Purpose
Powering Brazil with its best energy

Our Values
- Pulsing together
- United for the customer
- Leading with sustainability
- Simplifying everyday life
- Acting with courage
- Realizing with a sense of ownership

Management model for excellence in execution
- **People and Culture:** nonconformist leaders driven by courage and collaboration
- **Rhythm:** recurring, high-intensity collaboration across governance bodies
- **Customer:** passionate about serving our customers and delivering simple, agile solutions
- **Method:** a data-driven strategic approach that fosters organizational agility
- **Technology:** leveraging artificial intelligence to accelerate results
- **ESG:** respect for people, health, safety, and integrity as non-negotiable values

Pathways to growth
- Undisputed leader in service stations
- Expansion of the offering for B2B customers
- Expansion of our logistics capacity
- New ambition in lubricants
- Return on renewable energy

What we do

We keep Brazil moving through a network of approximately **7,500** service stations and help drive the economy by serving **11,000** B2B customers across more than **32,000** locations

We have transformed the experience at our service stations through the **BR Mania and Lubrax+ franchises**, turning them into destinations that strengthen customer loyalty and attract millions of **consumers**

We ensure Brazil's energy security by distributing fuels, chemicals and lubricants through a logistics infrastructure that connects the country from coast to coast

Under the **Lubrax** brand, we combine research and technology to offer a comprehensive portfolio of high-performance lubricants across Latin America

Looking ahead, we are accelerating the **energy transition through Comerc Energia**, our integrated platform for renewable energy solutions

Impacts generated

Financial Capital
- Net profit generation
- Generation of EBITDA
- Payment of taxes and duties to governments
- Payment of dividends
- Cost of debt
- Socio-environmental expenditures

Results:
- Consolidated adjusted EBITDA of **BRL 7.9 billion**
- Consolidated adjusted net profit of **BRL 2.7 billion**
- Payment of **BRL 2 billion** through JCP, dividends, and stock bonuses

Manufactured Capital
- Modernizing our operations
- Providing energy for people and businesses
- Expansion of our logistics capacity
- Expansion of the product and service portfolio
- Provision of low-carbon solutions

Results:
- New Lubricants business unit
- **BRL 172 million** in operational efficiency in logistics
- **2.2 GW** of installed capacity in solar and wind power plants

Intellectual Capital
- Strengthening our brands
- Strategic partnerships focused on innovation
- Research and development of new products
- Process automation
- Promotion of a culture of internal innovation (intrapreneurship)

Results:
- A new Lubrax brand more closely aligned with innovation and technology
- Launch of the *Barato que sai caro* (Save at the pump, lose in maintenance) campaign against the black market
- **BRL 200 million** in results from AI adoption

Human Capital
- Training and development of employees
- Employer brand
- Competitive remuneration and benefits
- Increase of diversity and inclusion
- Transformation of the organizational culture
- Occupational diseases and workplace accidents
- Strengthening the culture of safety, health and integrity

Results:
- **1,600+** employees trained in *Ativamente.IA*
- **39.2%** of women in senior leadership
- Best year on record for the Transportation Accident Frequency Rate (TAFR)

Social and Relationship Capital
- Customer and end-consumer satisfaction aimed at providing the best experience
- Positive social impacts through engagement with the social cause and the *Cidade iNova* 2030 project
- Development of social projects
- Strengthening relationships with stakeholders

Results:
- Strengthening of the *De Olho no Combustível* (DOC, or Keeping an Eye on the Fuel) program, with **44,000+** samples analyzed
- **204** companies signatories of the Zero Sexual Violence Movement
- **3,600+** children and adolescents impacted through social projects

Natural Capital
- Reduction and offsetting of Scope 1 and 2 emissions
- Scope 3 emissions
- Environmental liability
- Lubricant packaging
- Use of renewable energy

Results:
- **18%** reduction in Scope 1 and 2 emissions
- Acceleration of the commitment to achieve Scope 1 and Scope 2 neutrality
- New packaging with a lower plastic %

Our value creation **strategy**

Business **Strategy**

Aiming to become the country's largest multi-energy platform by 2030, Vibra has structured its business strategy around five pathways to growth.

The strategic initiatives plan, announced to the market in August 2024, completed its first year in execution in 2025 and has already made significant progress across all areas. *Learn more about the 2025 results in Our Pathways to Growth.*

Pathways to Growth for 2030

Objective
Undisputed Leader in Service Stations

Strategic initiatives

- Expansion of the service station network and franchise brands, driving growth in both volume and margin
- Offering of a comprehensive portfolio and integrated solutions at every retail location to attract and retain end consumers.
- Strengthening of the value proposition for resale

Objective
Expansion of offerings for B2B customers

Strategic initiatives

- Expand the customer base aiming to drive profitability
- Increase the sales of complementary products (cross-selling) and migrate customers to premium products that deliver greater value (up-selling)
- Launch of customized products and industry-specific solutions for strategic sectors, such as agriculture and the maritime industry
- Expansion in the aviation industry to consolidate leadership
- Launch of new customer relations channels

Objective
Expansion of the logistics capacity

Strategic initiatives

- Development of an efficiency plan aimed at reducing costs and improving the margin
- Expansion of the infrastructure through strategic investments

Objective
New Ambitions in Lubricants

Strategic initiatives

- Pursuit of market leadership in the Latin American lubricants market, backed by our extensive distribution network, technical excellence, and competitive pricing.
- Increase of cross-selling
- Expansion of partnerships with automakers and dealers

LUBRAX

Objective
Return on Renewable Energy

Strategic initiatives

- Expansion of the range of renewable energy solutions
- Prioritization of investments that generate a financial return
- Renewable energy generation, sales, and management
- Pioneering the offer of new fuels

comerc energia
ezvolt CLEAN MOBILITY

ESG **Strategy**

Guided by seven UN Sustainable Development Goals (SDGs), Vibra's ESG Agenda identifies and prioritizes issues that are strategic for the company and that represent significant risks and opportunities for the business. Action plans and specific goals were established and rolled out across different areas of the organization based on these priorities. These commitments are tracked using performance indicators and metrics, which enable us to monitor the progress made by these initiatives and support the management and mitigation of risks associated with these issues.

The ESG Agenda serves as a compass guiding the company's actions in environmental, social, and corporate governance

ESG **Strategy**

Sustainability areas and material topics	UN Sustainable Development Goals (SDGs)	Commitments			2025 Performance	Notes
E – CLIMATE CHANGE AND ENERGY TRANSITION	7, 13	Decarbonization of our operations (scopes 1 and 2)	8%	Sustained reduction of absolute Scope 1 and 2 GHG emissions (base year 2019)	18%	
			100%	Offsetting of scope 1 and 2 emissions from 2025	100%	We have brought forward our commitment and offset emissions related to the years 2023 and 2024
		Decarbonization of customers (scope 3)*	9%	Reduction of scope 3 GHG emissions intensity by 2030 (2023 base year)	8.2%	
S – OUR PEOPLE AND SOCIETY	3, 4, 5, 8, 16	Combating sexual violence against children and adolescents	100%	Training of highway and urban station teams on the Protection Track by 2030	To be initiated	Commitment made under the 2026 *Vem de Vibra* (Come with Vibra). Training will begin in 2026
		Promoting diversity, equity, and inclusion	36.2%	Women in senior leadership positions in 2025	39.2%	
			27.4%	Black people in leadership positions in 2025	25.6%	
		Community relations *Cidade iNova 2030* Project	5,000	Children and youth benefiting from initiatives aimed to improve the quality of education in Cidade Nova by 2030	400	Children and youth from the Mário Claudio Municipal School benefiting from social initiatives
			50	Local businesses empowered and strengthened by 2030	To be initiated	
		Health, Safety and Well-Being	ZERO	Serious injuries or fatalities involving employees and third parties	1	Serious injury of an employee of a contractor
			0.71	Alert threshold for LTAF (Lost-Time Accident Frequency) in 2025	0.87	
G – ETHICS, INTEGRITY, AND COMPLIANCE	16	Combating irregular practices in the industry	72.2	Integrity rate in 2025, reducing irregularities in the service station network	73.2	
		Best practices in transparency and accountability	100%	Transparency regarding reporting channels and the compliance and governance framework by 2025	100%	
			100%	High-risk value chain trained in integrity by 2027	To be initiated	
			100%	Transparency in interactions with government until 2030	To be initiated	
			100%	Integrity (transparency and the inclusion of integrity criteria) in senior management remuneration by 2030	To be initiated	

In 2025, we discontinued the target to neutralize Scope 3 emissions by 2050.

Innovation **Strategy**

At Vibra, innovation operates under a structured, results-driven model that includes regular innovation committees with senior. We have Vibra co.lab, a hub that is responsible for fostering open innovation by connecting Vibra with startups and research centers to enable agile experimentation; for encouraging intrapreneurship aimed at capitalizing on opportunities identified by employees, and, furthermore, for determining investments in startups aligned with our strategic objectives.

BRL 1.9 million
saved by creating artificial intelligence agents

Accelerated AI adoption

In 2025, we strongly promoted engagement and readiness among our internal audience to speed up the adoption of AI. *Ativamente*, Vibra's corporate business school, launched a program focused on this topic, which received the largest share of the company's investment in education for the year. This topic has also become the main focus of the *Co.lab-orar* Program, an initiative that fosters a culture of internal innovation by encouraging employees to propose, develop, and test new ideas for Vibra's businesses, resulting in the creation of intelligent agents that generated savings of BRL 1.9 million for the company.

Adopting AI across various business areas has generated more than BRL 200 million in revenue. Standing out among the projects that contributed to this outcome are:

Operations

Digital twins: integration of 135 market models to run simulations prior to investment execution, resulting in savings of upwards BRL 100 million.

Logistics efficiency: optimization of fleet sizing (>90 trucks), supply planning, freight and return logistics, generating a return of more than BRL 70 million

Commercial

Pricing: use of new intelligent algorithms for B2B and retail pricing, for increased customization

ClientIA: a sales tool that puts "the customer in the palm of the hand" of sales executives. With a 100% portfolio coverage, salespeople have accurate information about the customer they are about to visit and the best products to offer

LUBITO – Cross sell lubes: pilot program featuring an AI agent to select the best personalized lubricant offerings for B2B

Corporate

Integrated market: 100% consistency between biomass calculations and the ICL, and the development of more than 20 NPA data sources to support efforts to combat irregularities

LU: Vibra's corporate AI agent, integrated with Conecta, provides access to benefits, news, and Premmia, boosting productivity and streamlining the employee experience

Our pathways **to growth**

Undisputed Leader in Service Stations

Expansion of Offerings for B2B Customers

Expansion of our Logistics Capacity

New Ambitions in Lubricants

Return on Renewable Energy

Undisputed Leader **in Service Stations**

Record flagging of 404 new units (more than double the previous year)

7,456
Petrobras Service Stations

Training for gas station attendants and resellers through the Maximum Capacity program

80
new courses

120
in-person workshops

partnerships with Ibmec and the use of the Maximum Capacity Truck

Doubling of Podium gasoline sales following the expansion of production from two to nine bases across Brazil.

DNA Vibra carried out in ten state capitals, bringing resellers closer to the company's senior leadership

Promotion of the reseller trade fair "Vem de Vibra 2026," gathering over 4,000 people and generating approximately 2,000 closed deals.

Launch of the new Petrobras Premmia app and the Premmia Club to reward loyal customers.

#30AnosSigaBem gathering to celebrate three decades of the Siga Bem Network, made up of service stations recognized for their excellence in serving truck drivers.

Pilot launch of BR Mania Ponto concept, a streamlined format for smaller service stations with lower implementation costs.

167
new BR Mania stores, reinforcing its position as Brazil's ninth-largest franchise network, according to the ABF ranking.

Combating the irregular market: for more equality and quality

Combating the illegal fuel trade has always been a priority for Vibra. In recent years, the company has been collaborating with other industry players to combat these practices, which create unfair and asymmetric competition based on artificially low prices. Standing out among the initiatives are:

- **Strategic action** with the Legal Fuel Institute (ICL) to combat unfair competition and fraud in the fuel sector. The action includes the donation of spectrophotometers to the ANP to enhance field fuel inspection capabilities.
- **Restructuring** of the Institutional Relations department to strengthen the company's regulatory presence
- **Launch of the nationwide campaign** "O barato que sai caro" (Save at the pump, lose in maintenance) raising public awareness of the risks associated with below-market fuel prices.

Expansion of offerings for **B2B customers**

Increase of
6%
in the number of repeat customers in 2025

Growth of
10%
in lubricant sales

Reach of
63%
of BR Aviation's market share

99%
punctuality in aircraft refueling

81 million
liters of Agritop diesel sold

Launch of Conexão Agro, a roadshow designed to strengthen relationships with agribusiness customers

Market share leader in the diesel fuel market in 2025 (24.51%)

Expansion of the **logistics capacity**

Optimization of logistics flows, using artificial intelligence for route planning

Doubling of the number of return freight operations

BRL 380 million
in freight cost reduction

BRL 172 million
captured in operational efficiency

Increase in the sales of storage and handling services to third parties at terminals with idle capacity, generating recurring income

BRL 150 million
in investments for the expansion of the Suape Terminal (PE) for biofuel cabotage

10%
growth in the use of river transport and coastal shipping

Launch of a safety and compliance manual for the transport of lubricants

Best historical series of the Transport Accident Frequency Rate (TFAT)

New ambitions **in Lubricants**

Creation of an exclusive business unit for lubricants

28%
increase in sales of synthetic products compared to 2024

Historic record of
299,000 m³
marketed under the Lubrax brand

Opening of an own branch and start of the outsourced production of the Lubrax brand in Argentina

Closing of strategic agreements for the direct supply to assemblers and manufacturers of power tools

Back with **renewables**

Partnership with Microsoft to supply renewable diesel (HVO) to data center generators

Refueling with 10% sustainable aviation fuel (SAF) on daily commercial flights operated by Latam and Gol departing from Salvador (BA) airport

82,000
recharging sessions performed using the EZVolt app

142,000
registered users on the EZVolt platform increased by 324% compared to 2024.

Major numbers Comerc Energia 2025

Completion of the acquisition of 100% of Comerc Energia in January 2025, integrating a comprehensive portfolio of products and services supporting the energy transition.

2.2 GW
installed capacity

BRL 96 million
in investments in energy efficiency projects

31
new distributed generation solar power plants built

26 new assets
became operational

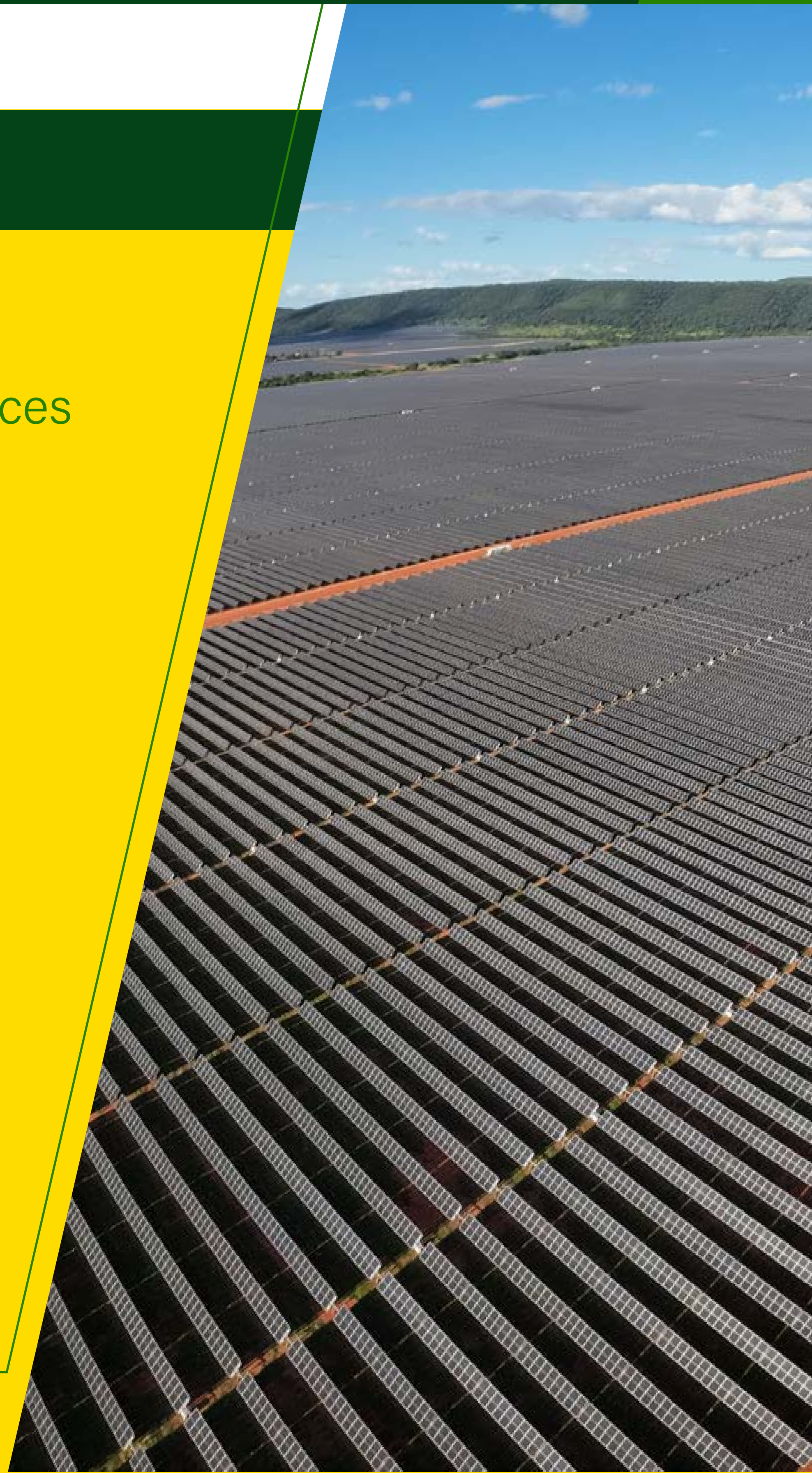
3.8 GWm
of energy traded by the Trading Company, an increase of 30.9% compared to 2024.

157,200
active consumer units in the solar subscription solution, a growth of 129.7% compared to 2024

1,300+ customers
migrating to Comerc's management in the Free Energy Market

5,8 million
I-RECs traded, with the offsetting of 1.8 million tons of CO_2

500
decarbonization milestones achieved, totaling more than 49 million tons of CO_2 mapped to scopes 1, 2 and 3



Corporate **governance**

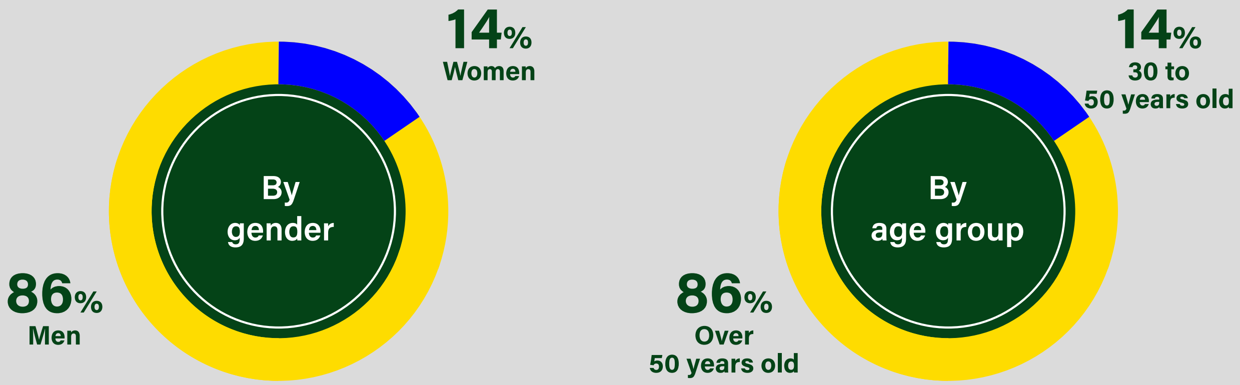
Our **governance**

Vibra's corporate governance structure comprises the Annual General Meeting, the Fiscal Council, the Board of Directors, and the Executive Board. The Board of Directors is supported by the Finance Committee, the Statutory Audit Committee, and the Governance, People and Compensation Committee.

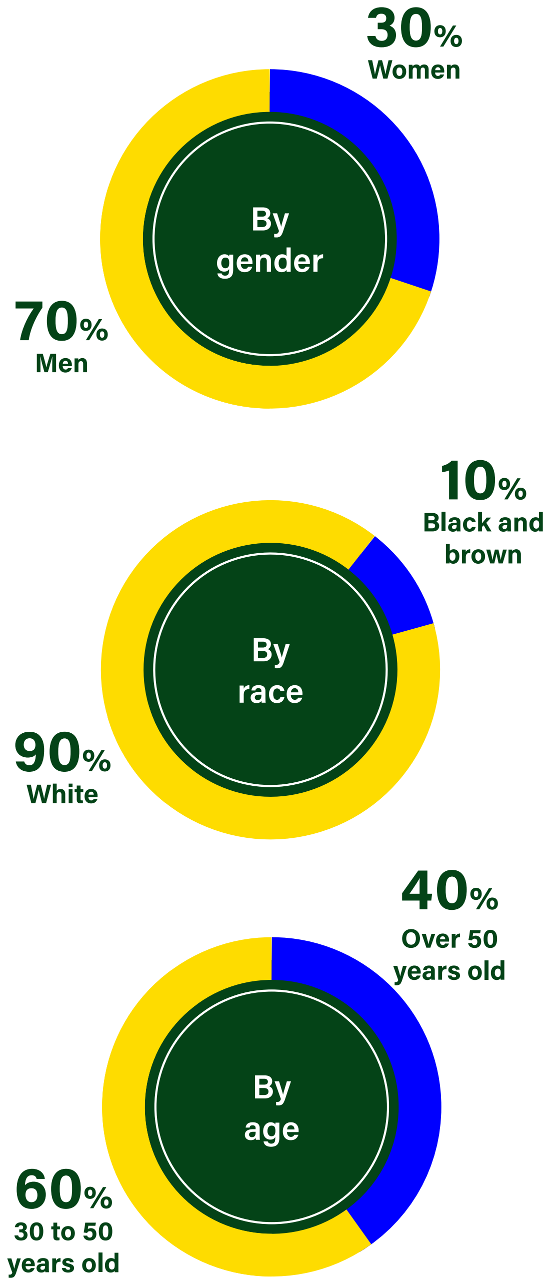
At the Ordinary General Meeting held in April 2025, the Board of Directors had its composition largely re-elected. In 2026, at the Annual General Meeting held in April, the members of the Board of Directors were elected for a new term, with partial renewal of the board. The restructuring reflected the company's strategy and prioritized alignment with the growth avenues of the 2030 Strategy, contributing to the expansion of profile diversity, the incorporation of experiences relevant to the business, and the reduction of the average age of the board.

The Executive Board is responsible for overseeing the management of Vibra's business

COMPOSITION OF THE BOARD OF DIRECTORS (starting in April 2026)



COMPOSITION OF THE EXECUTIVE BOARD



Ethics and **Integrity**

Integrity remained a non-negotiable value for Vibra throughout 2025, guiding the way we conduct business, make strategic decisions, and manage our institutional relationships. The year was marked by significant progress in governance and in enhancing the mechanisms that ensure ethics, transparency, and reliability.

+ **Click here** to access our policies, codes and guidelines

We have published new versions of the Code of Ethical Conduct and the Guide to Preventing and Addressing Labor Violations, underpinning clear guidelines on acceptable and prohibited behaviors.

Progress in the 100% Transparency Movement

In late 2025, Vibra was recognized by the 100% Transparency Movement, taking first place in the Gamification of the Knowledge Journey. The result reflects the company's strong involvement in the initiative's activities and its ongoing commitment to strengthening corporate integrity and transparency.

Ethics Channel: 24/7

Vibra and BR Mania:
vibraenergia.com.br/canaldeetica
Tel.: 0800 882 0402

Comerc Energia:
contatoseguro.com.br/comerc
Tel.: 0800 810 8765

Contato Seguro *App*:
Available for download in the iOS and Android versions

Economic and Financial **Performance**

Revenue (in millions of reais)

2023	BRL 180,429
2024	BRL 183,694
2025	BRL 203,618

Consolidated in 2025

35.9 million cubic meters in sales volume

BRL 2.7 billion in Consolidated Adjusted Net Income

BRL 7.923 billion in Adjusted EBITDA

BRL 197/m³ in Adjusted EBITDA Margin

BRL 189.8 billion in Adjusted Net Income

Our **people**

The Vibra Way of Being

The Vibra Way of Being

Over the past several years, Vibra has been on a journey of transformation, continuously evolving its culture to support the company's strategy.

In 2025, we took consistent steps to continue strengthening an environment that fosters entrepreneurial attitude, collaboration, focus on results, innovation, and leadership.

- **Publication of the Human Rights Policy**, reaffirming that respect for people is a non-negotiable value for us
- **Implementation of a corporate change management plan** comprising more than 30 initiatives, translating strategy into everyday practice
- **Holding of the 2025 Leaders' Summit,** under the slogan "Nonconformist Energy. The strength of a single team," and the 2026 Leaders' Meeting, called "A single Vibra. Together with Courage," to emphasize leadership, collaboration, and a sense of ownership as the pillars of our culture
- **Launch of the Vibra Ativagente Trainee Program,** with 30 participants
- **Creation of the AI Academy** to democratize knowledge to transform artificial intelligence into a tool for productivity and innovation in everyday activities

5,450
employees

Estar Bem Week

In April 2025, Vibra held its *Estar Bem* Health Week at 45 locations, reaching 85% of its employees and providing more than 4,800 consultations. The initiative included activities focused on various aspects of well-being, such as blood pressure and blood sugar screenings, shiatsu sessions, activities in partnership with SESC, nutritional guidance, and the Posture Check. The week was organized as a circuit, in which employees moved through different care stations, providing a more comprehensive, dynamic, and educational experience that emphasized the importance of self-care, prevention, and well-being in an integrated manner.

Diversity, Equity and Inclusion

Narrowing of the wage gap between men and women in leadership positions

39.2 %
female participation in senior leadership positions, exceeding the established target by 3 percentage points

Holding of the second edition of "Vibre o Orgulho" (Vibrate the Pride), in honor of the LGBTI+ Pride Month

Joining of the Movement for Racial Equity (MOVER)

Launch of the Diversity, Equity, and Inclusion Policy (DE&I), marked by the internal campaign "Diversity Is You"

Health, Well-Being and Safety

The Estar Bem Program was restructured around eight dimensions—physical, emotional, mental, social, occupational, financial, spiritual, and environmental—bringing together initiatives that promote a holistic approach to well-being

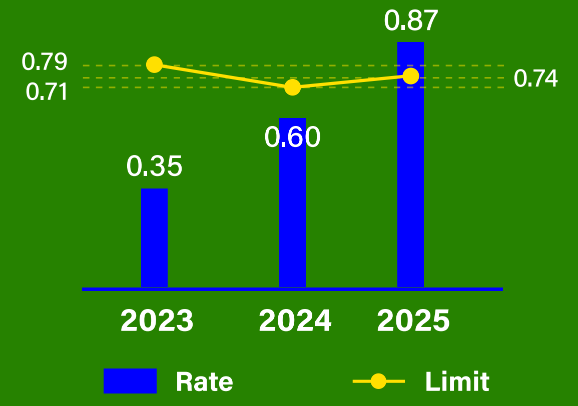
Update to the 10 Golden Rules

Lost-time injury frequency rate (LTIFR)

Number of accidents

2023	5
2024	10
2025	16

Injury rate and alert threshold (per million man-hours at risk)



Total Recordable Incident Rate (TRIR) – VIBRA EM-RM-320a.1

2023	0.68
2024	0.64
2025	1.00

Note: we include both lost-time and non-lost-time accidents, covering both our own workforce and contracted personnel (on-site and off-site).

Our **social commitment**

Zero Sexual Violence: Our Cause

Relationship with the Communities

Cidade iNova 2030

Zero Sexual Violence: **Our Cause**

Zero Sexual Violence Movement:

204 signatory companies

2 million+ employees reached

In 2025, our social cause gained momentum and became not just Vibra's cause, but that of many people, companies, and civil society organizations. Since 2023, when we made combating sexual violence against children and adolescents the focus of our efforts, our goal has been to engage society in this critical and complex issue. Although it is considered a complex issue, we have gained important allies, and in March 2025, the Zero Sexual Violence Movement was launched to prevent sexual violence against children and adolescents.

In addition to Vibra, the initiative was launched with support from Grupo Mulheres do Brasil, Childhood Brasil, and Instituto Liberta. More than 100 companies attended the launch in São Paulo (SP). The event was attended by CEOs, C-level executives, directors, and experts from the private sector and civil society organizations, who made a collective commitment to address this serious issue.

Companies can join the initiative and download communication materials and promotional items to engage their employees and other stakeholders at www.violenciasexualzero.com.br. By the end of 2025, the movement already amassed 204 participating organizations.

Inconvenience Store awarded silver medal at the 2025 Ampro Awards

Relationship with **the Communities**

In 2025, we continued to develop our community engagement program with the communities surrounding our operations. In the previous cycle, 11 units were selected for intervention based on the mapping and a survey of 55 units. Prioritization was based on criteria such as vulnerability, level of engagement, history of complaints and conflicts, and the company's strategic assessment. Across the 11 communities—10 located near operational units and one adjacent to the company's headquarters—action plans, individual mentoring sessions, and one group mentoring session were carried out. Among the initiatives implemented by the units, we highlight actions aimed at strengthening relationships with neighboring companies, as well as the organization of events and corporate volunteer campaigns.

Get to know all projects Vibra supports on page 105 of the full version of the 2025 Integrated Report.

Support for Social Projects

Vibra channels funds from tax incentive laws into social projects across three areas: strengthening the safety net and preventing sexual violence against children and adolescents, thereby expanding its social mission; developing initiatives under the *Cidade iNova 2030* project; and bolstering community engagement initiatives in the areas surrounding its operations.

3,600
children and adolescents impacted by the social projects

BRL 4.146 million
earmarked for social projects

Cidade **iNova 2030**

As part of our community engagement program, we launched the *Cidade iNova 2030* project in August 2025, which aims to promote development and generate social impact in the Cidade Nova district, in downtown Rio de Janeiro (RJ) where the company's headquarters are located.

Through this initiative, we aim to build closer ties with the community and improve the quality of life for local residents through initiatives focused on education, entrepreneurship, and community development. To conduct it, we engaged in dialogue with the local community, identified opportunities for improvement, and developed a project with specific goals and measurable indicators. By doing so, we hope to leave a legacy in an area with a history of degradation and poverty.

The project's launch was marked by a community service event held on National Volunteer Day (August 28), which brought together approximately 200 Vibra employees who interacted with 540 residents. The program included graffiti workshops, a lecture for students taking a college prep course, book clubs, eye screenings for 400 children, and a visit to the Crescer e Viver Circus. Júlia Yamaguchi, an actress from the Netflix *Sintonia* series, took part in a conversation with young people from the Papo Reto theater project.

As the first initiative of this project, we began supporting the Mário Claudio Municipal School, located in Rio Comprido, with support from the NGO Parceiros da Educação. The program includes academic tutoring, teacher training, and support for school administration. This support will continue in 2026 and is expected to be expanded to other public schools in the region.

670
people served

Key areas of focus

	IMPROVING THE QUALITY OF EDUCATION	STRENGTHENING LOCAL BUSINESSES	VALUING THE TERRITORY
Objective	To provide opportunities for transforming social reality through higher-quality education in the region	To build the capacity of local businesses and strengthen their institutional foundations	To revitalize the region through cultural and sports initiatives and the repurposing of collective spaces
Initiatives carried out	▪ Partnership with the Mário Cláudio School ▪ Eye care outreach event ▪ Support for the Future Meta Educação Initiative	▪ Partnership with São Carlos Ativo's college prep program ▪ College entrance exam prep class at the Vibra office ▪ Partnership with Livreteria Popular	▪ Volunteer Day celebrating local identity (a mural featuring notable figures from the region) ▪ Partnerships with Meta Educação (Papo Reto) ▪ Partnership with the Crescer e Viver Circus (Território Inventivo)
Results	**550** children and adolescents covered **BRL 582,000** invested	**70** children and adolescents covered **BRL 25,000** invested	**50** young people + residents of Cidade Nova served **BRL 877,000** invested

Climate change and energy transition

Climate Strategy

Environmental performance

Climate **Strategy**

Climate change and the energy transition are central pillars of Vibra's strategy. The topic is addressed as a driver of business resilience, competitiveness, and long-term value creation, considering both physical impacts—such as extreme events and their effects on operations and logistics—and the risks and opportunities associated with the transition to a low-carbon economy, including regulation, technology, consumer behavior, input availability, and access to financing.

TARGETS

1. To maintain an 8% reduction in absolute Scope 1 and 2 GHG emissions relative to the 2019
2. Neutrality of Scope 1 and 2 emissions from 2025 onwards
3. To achieve a 9% reduction in GHG emissions intensity (tCO_2e/GJ) by 2030

52,281 tCO_2e
retired in carbon credits

18 %
reduction of scope 1 and 2 emissions

30,000
I-RECs acquired

Key drivers of the climate strategy

- **Emission reduction and management (Scopes 1 and 2) with a focus on operational efficiency, renewable energy, and decarbonization levers in the logistics chain**
- **Multi-energy portfolio as a driver of growth and adaptation to the energy transition, expanding low-carbon solutions and diversified energy alternatives**
- **Engagement of the value chain to enhance transparency, data quality, and climate action among suppliers, carriers, and partners**
- **Management of climate-related risks and opportunities through approaches aligned with the recommendations of TCFD, thereby strengthening resilience and strategic planning**

Vibra and Comerc Energia at COP30

In partnership with Comerc Energia, Vibra reinforced its leadership in the global energy and sustainability agenda through an active presence at COP30, participating in panels and initiatives held at official venues and partner spaces, including Casa Brasil and the Mulheres Inspiradoras HUB. The joint agenda underscored a commitment to a responsible energy transition that balances economic growth, energy security, and environmental responsibility. Comerc offset emissions related to the operations of Casa Brasil and the Global Citizen Festival: Amazon, through the purchase of carbon credits generated by the Brígida and Bon Nome solar power plants.

Energy consumption (in GJ)

Energy generated from the use of renewable fuels

2023	72,370
2024	88,971
2025	98,627

Note: Energy consumption and intensity in the organization.

Energy generated from the consumption of non-renewable fuels

2023	565,964
2024	586,076
2025	585,603

Electricity consumed

2023	150,129
2024	150,170
2025	153,705

Intensity

2023	30.03
2024	29.41
2025	31.25

Emissions (tCO_2e)

Scope 1

2023	41,606
2024	40,181
2025	43,149

Scope 2 (purchase decision)

2023	11,668
2024	10,463
2025	10,241

Scope 3

2023	92,454,153
2024	89,822,633
2025	92,106,908

Environmental Performance

Environmental Management

Environmental **Management**

Our environmental management is guided by our Health, Safety, and Environment Policy, which is based on rigorous corporate standards and aligned with industry best practices. We work to ensure compliance with the law, enhance the eco-efficiency of our operations, preserve biodiversity, and promote continuous process improvement. In this context, measures were implemented to optimize the use of natural resources, reduce waste generation, minimize air emissions, and develop projects aimed at improving the energy efficiency of our assets.

99,117,000 liters
of OLUC sent for rerefining
(41.7% of the total volume traded in the year)

17.366.937 liters
Volume of rerefined oil used in production

1,165.71 t
of recycled plastic packaging (26.5% of total sold)

Lubrax: new packaging and reduced plastic use

The refreshing of the Lubrax brand identity delivered a more modern look and connection to innovation and technology. Packaging and labels have been redesigned to streamline communication and make the products stand out at the point of sale. The labels now use liners made from post-consumer recycled PET instead of virgin PET, while the shipping boxes are made from qualified scrap material and certified wood. In the case of the 20-liter containers, we increased the use of post-consumer recycled (PCR) HDPE resin from 20% to 40%, resulting in a reduction of up to 1,600 tons of virgin plastic per year.

Water withdrawal (in megaliters)

2023	335.23
2024	353.66
2025	319.01

Waste generated (in tons) GRI 306-3

Hazardous waste (fuel sludge, waste, and packaging contaminated with hydrocarbons, chemicals, batteries, and PPE)

2023	2,610.61
2024	2,753.89
2025	2,597.13

Non-hazardous waste (organic waste, paper, wood, cardboard, plastic, construction waste and general waste)

2023	3,632.26
2024	4,031.88
2025	2,835.09

Credits

Vibra Energia

Coordination
Office of the Vice President of People, Technology, and ESG
People Management and Internal Communication Department
Internal Communications and ESG Department

Support
ESG Ambassadors
ESG Focal Points
Other Vibra employees involved in the various stages of preparing this report

Integrated editorial project, GRI consulting, Central Report, graphic design and layout
grupo report
www.gruporeport.com.br

Spelling and grammar review
xxxxx

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