



Sustainability  
**Report**  
**2022**

**VERBODEN TOEGANG**

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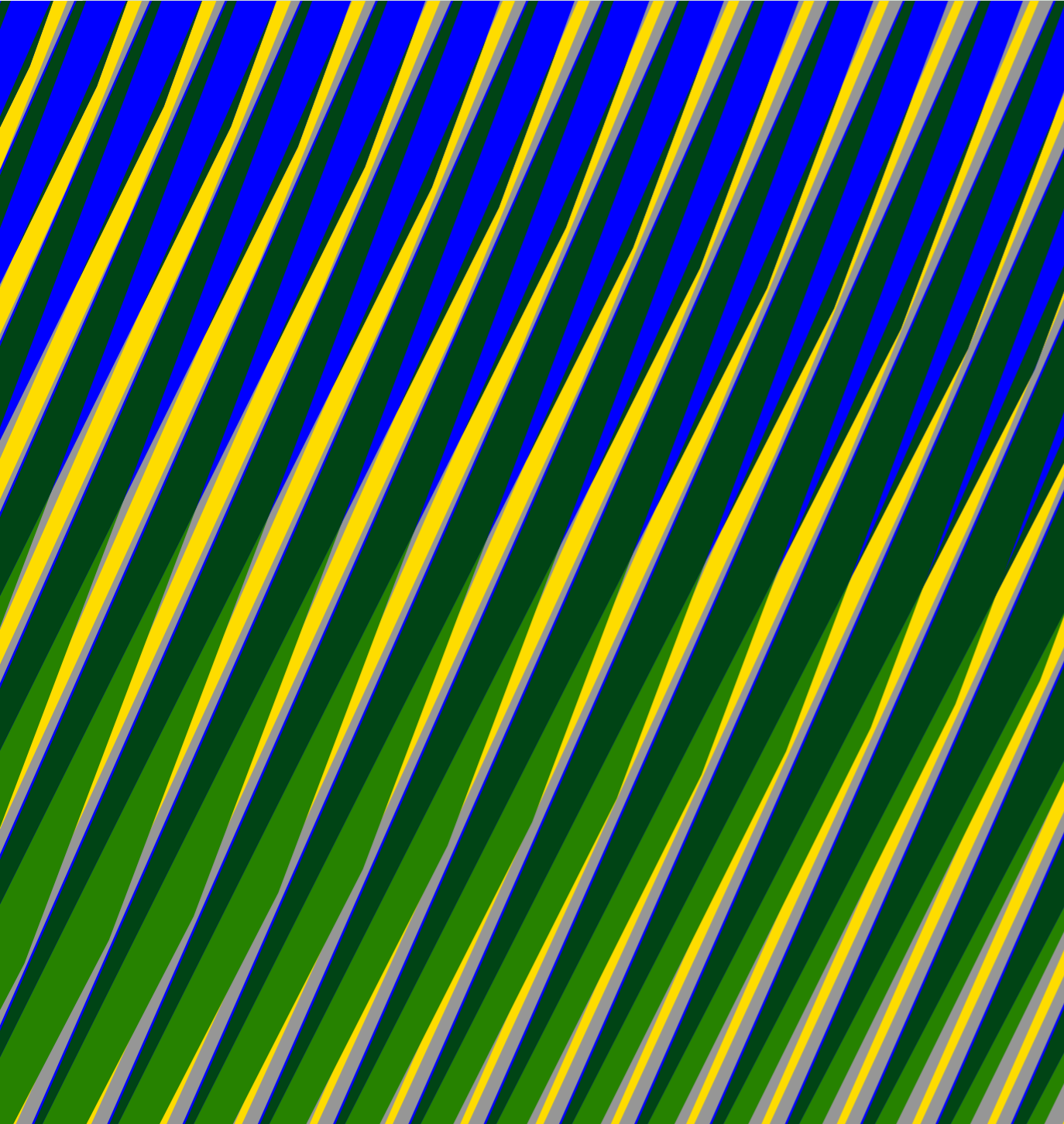
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# Introduction

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# About the Report

[GRI 2-1, 2-2, 2-3](#)

This Sustainability Report presents Vibra Energia's main initiatives, decisions and outcomes from January 1 to December 31, 2022. It also highlighting to some of the actions carried out in the first quarter of 2023.

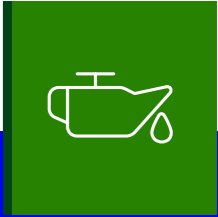
The content takes into account all Vibra Energia businesses and 100% controlled investees: Vibra Trading Importadora and Exportadora Ltda., Vibra Trading BV, and FII-FCM (for accounting purposes only).

This document follows the standards of the Global Reporting Initiative (GRI)\*. It also reports Sustainability Accounting Standards Board (SASB) indicators and information requested by

\*In 2021, the GRI guidelines were revised in response to comments and feedback from a global consultation, making their standards even more aligned with the goals of mitigating negative impacts and promoting positive contributions from organizations. As a result, there has been a change in the way disclosures are indexed. [GRI 2-4](#)

the Task Force on Climate-related Financial Disclosure (TCFD). The report's final version is reviewed and approved by Vibra's Executive Board. [GRI 2-14](#)

The report is published once a year. Questions, criticisms and suggestions regarding the presented content can be sent to Customer Service via the following channels: 4090 1337 (capitals) or 0800 770 1337 (other regions) Electronic Form: [vibraenergia.com.br/contato](http://vibraenergia.com.br/contato).



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# Message from the Board of Directors

GRI 2-22

The energy transition to a low-carbon economy is irreversible. We use this premise to ensure the future of Vibra and, by extension, its relevance to Brazilian society, viewing this as a journey resulting from the collaboration of multiple agents.

On this path, which we will not travel alone, we foresee the possibility of Vibra adding new actors, serving as a leader in the search for solutions, betting on science, and fostering research and development projects and partnerships.

Furthermore, we have already made significant investments to ensure that we are at the forefront of this journey. We joined with Copersucar to create Evolua Ethanol, we are developing the biomethane market through the acquisition of 50% of ZEG Biogás e Energia, and through Comerc, in which we hold approximately 50% of the equity interest, we have become one of the largest traders of renewable energy in the country. Vibra should play an active role in customer decarbonization

and participate actively in the discussion of the country's regulated carbon market.

We must, however, prepare for this transition without jeopardizing the present, maximizing the performance of our fuel distribution business, and preserving our position as a dependable partner for companies and end consumers searching for fuel that meets their current needs. Therefore, we make investments in enhancing our processes and optimizing our use of physical resources, which will be with us for many years to come.

We also understand how our role contributes to the evolution of the social issues that we face, in view of the potential of the nationwide presence of Petrobras-branded gas stations. We want Vibra to discover its natural calling in the social sphere and, from there, develop significant actions that align with our employees' goals. And we strive to leave a positive legacy, a better society. Therefore, it is of the utmost importance to play an active



*We wish to play a leading role in the energy transition without jeopardizing our present leadership and efficiency in the fuel distribution business*



role in addressing serious social problems. Among our initiatives, we hope to form a partnership with the Na Mão Certa Program to combat the sexual exploitation of children and adolescents at gas stations. Other examples are social projects such as the "Social Circus," which takes place at Circo Crescer e Viver and serves more than 200 children with training in circus arts, and the "Reinforcement of the Future Project" of Instituto Meta Educação, which actively assists more than 100 children through school and learning support activities.

However, this effort will only be possible if we practice stringent financial management. The year 2022 demonstrated our resilience. Due to the war in Ukraine, the lingering effects of the pandemic, and a substantial change in the tax burden, the period was extremely volatile, which had a direct impact on our market. We had to deal with sudden shifts in demand as well as strong and unforeseen fluctuations. The aviation market, a significant component of our business, was still in the process of recovery. Even when the pandemic was at its worst, we continued to support the airline industry.

Despite all of the obstacles, Vibra was able to deliver good results. We increased our EBITDA, paid out dividends and we intend to continue raising our profitability levels.

In addition, we will need to continue consolidating our governance practices, which already evolved significantly since we became a publicly traded company in 2021. And, in order to move beyond processes, it is critical to have leaders with the right profile to confront this dual challenge of the present and the near future, carrying out the necessary monitoring and route corrections. The appointment of Ernesto Pousada as CEO of the company achieves this goal.

We understand that once challenges are overcome, they are renewed. This report details Vibra's activities throughout 2022. We recognize that there is still much to do.

**Sérgio Rial**

Chairman of the Board of Directors

# Message from the **President**

GRI 2-22

I became part of the Vibra team on February 1, 2023, and assumed the position with a strong sense of duty and immense pride. What motivates me is the company's significance to the country, as measured by the number of people impacted by our operations and the importance of our activity to Brazil's development. Vibra is a national company and the only fuel distributor present in all Brazilian states. We exist to assist the Brazilian populace with service stations in 2,354 municipalities, from Oiapoque to Chui, operating in all major centers, while also delivering fuel to more remote locations, such as Fernando de Noronha and indigenous communities in the Amazon region. We are the largest distributor in Brazil and we want to be recognized by our consumers as the best!

What I want, with my management, is to contribute so that, more than just being present, we can provide a unique experience, whether for those who go to our service stations or for our

industrial customers, seeking to retain the loyalty of end consumers to use the service stations displaying our brand, ensuring they have access to everything they need and because they receive exceptional service. And this means, increasingly, placing the client at the center of our decisions and seeking to meet all their energy needs.

Vibra has taken decisive steps in this direction since 2021, making consistent investments to build a multi-energy platform in preparation for its energy transition journey. We have established partnerships for the production of biogas, inaugurated electric vehicle charging stations and hold an approximately 50% stake in Comerc, the country's fourth-largest renewable energy generator and leading distributed generation company. In addition, we established Evolua, a joint venture with Copersucar that will boost the efficiency of our sales of ethanol from a renewable source, produced in our country with a low greenhouse gas emission rate.





I am also aware that our mission is to assist the company in its efforts to accelerate the evolution of its financial results. In 2022, we experienced a year of high market volatility as the pandemic and events such as the war in Ukraine and the election process continued to have an impact. Even in this scenario, Vibra was able to navigate and deliver positive results in terms of cash generation, EBITDA growth and dividend distribution.

As a future challenge, there is the redesign of the country's fuel distribution model in order to generate higher margins and enable reinvestment in strategic projects, both in the core business and in the energy transition, thereby increasing value for our shareholders and all other stakeholders.

Our governance is robust, and we apply the same high standards to our investees. We take great care to ensure the safety of our operations and employees, and we are committed to actions based on environmental and social responsibility, as signatories to the United Nations Global Compact.

We developed an ESG agenda, which has been implemented through action plans and specific goals for environmental, social and governance indicators deployed across the company and linked to variable remuneration of managers and teams.

In 2022, we exceeded the target of reducing direct emissions from our operations by 8 percentage

points. Positive results came as a result of our initiative to substitute road transportation for more efficient modes (such as cabotage and rail) as part of our plan to decarbonize our logistics chain. We set a new cabotage transportation record this year, hauling 63 million liters of biofuels from the South to the Northeast of the country.

We want to leave a positive legacy for communities, which is why we invest in educational projects for youth and children. Among our various initiatives, we work with the Na Mão Certa Program to carry out campaigns to combat the sexual exploitation of children and adolescents. We believe we can make a positive contribution to Brazilian society, and there is still much more we can do.

We also increasingly strive to be a diverse and, above all, inclusive organization. We exceeded our target of hiring women by 8 percentage points in 2022. Our commitment is to build a safe environment that fosters empathy and the ability to put ourselves in the shoes of others in order to understand them. Furthermore, we want an environment in Vibra where everyone can be themselves. Only if all are free to be their genuine selves can we make our workplace a healthy and happy place.

Since my arrival, I've been touring the company's facilities across the country, and I've always been

received with open arms, honestly and warmly. I am very grateful to this team for making me feel so welcome. This is equally as motivating as the challenges that initially drew me to Vibra's project. Let us proceed with our best energy to move Brazil!

**Ernesto Peres Pousada Junior**  
President

*I want to contribute so that we can provide an amazing experience for our customers and consumers*



# Materiality

GRI 2-29, 3-1, 3-2

In 2022, we reviewed Vibra's materiality in order to maintain an up-to-date matrix of the most pertinent topics that impact and are impact by the company. **The work took place in three stages:**



## 1

### Survey of topics

Analysis of internal and external documents such as GRI Sustainability Topics for Sector Oil and Gas, 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**

## 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 online consultation responses**

#### SOCIAL-ENVIRONMENTAL IMPACTS (SI)

Research with outside and in-house experts, through interviews and an online questionnaire.

**Result: four interviews, a focus group of Vibra employees (25 participants), 10 responses to the online consultation**

#### PERCEPTION OF IMPORTANCE BY STAKEHOLDERS

Survey conducted through an online questionnaire. Stakeholders consulted: own employees, transporters, individual investors, gas station/ Premia customers, B2B clients, suppliers, resellers, franchisees, investees and communities neighboring Vibra.

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

## 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
- Management of the supply chain
- Diversity, inclusion and equality
- Development of local and traditional communities
- Relations and communication with priority stakeholders
- Privacy and Data Security

Material topic	SDG	GRI	SASB	Stakeholders	ESG Agenda	Vibra's Values	Risks	Opportunities	Targets
<b>Energy transition and renewable energy</b>	 	GRI 201 GRI 305 GRI OG14 Fossil fuel substitutes	CG-MR-130a.1	Leaders, financial market experts, external experts, internal experts, own employees, individual investors, investees and B2B customers	Energy Transition	United with the client We act boldly We lead with sustainability	Risks of changes in customer and consumer behavior Risks related to legal and regulatory additions regarding the topic Risks related to changes in the energy matrix	Development and/or expansion of goods and services with low emissions Use of more efficient production and distribution processes	EBITDA New Energies Neutralization of GHG emissions (scope 3) Recharging electric vehicles at service stations
<b>Ethics, integrity and compliance</b>	 	GRI 205 GRI 206 General content (series 2)		Internal specialists, own employees, transporters, individual investors, gas station/Premmia customers, B2B customers, suppliers, resellers and franchisees and investees	Corporate Governance	United with the client We pulse together We lead with sustainability Our accomplishments are realized with a sense of ownership	Exposure to conduct incompatible with company ethics and integrity standards Violations of anti-corruption laws	Building a more ethical and transparent environment Enhancement of practices in the operations sector Proactivity in the adoption of best practices pertaining to the topic	Governance Indicator Favorability of integrity actions
<b>Combating climate change</b>	 	GRI 302 GRI 305	EM-RM-110a.1 EM-RM-110a.2:	Leaders, financial market experts, external experts, internal experts, own employees, individual investors, investees and neighboring community to Vibra, end consumers and B2B clients	Climate Change	United with the client We lead with sustainability	Transition risks: changes in market dynamics and preferences, increased regulations (legal requirements and demands) and technological changes, among others. Physical risks: increased occurrence of extreme weather events such as floods, cyclones and large fires	Products and services: Development and/or expansion of goods and services with low emissions Resource efficiency: Use of more efficient production and distribution processes Energy sources: Use of lower-emission energy sources Markets: access to new markets (e.g. electric vehicles)	Reduction of GHG emissions (scopes 1 and 2); Neutralization of GHG emissions (Scopes 1, 2 and 3) EBITDA New Energies Reduction of electric energy consumption
<b>Market transparency and product prices</b>		GRI 417		Leaders, financial market experts, transporters, gas station/Premmia customers, B2B customers, resellers and franchisees	Reporting and Transparency	United with the client	Risks of anti-competitive practices and tax evasion Risks of market fluctuations and structuring increase in product prices	Fostering a positive culture, values and behavior to comply with antitrust laws Boosting market transparency	Favorable judicial outcomes Handling of Ethics Channel complaints Competition compliance training and understanding of the Competitive Conduct Guide
<b>Safety, health, and well-being</b>	 	GRI 403	EM-RM-320a.1 EM-RM-320a.2	Own employees, carriers, gas station customers/Premmia customers, B2B customers, suppliers, resellers and franchisees	Environmental and Safety Management	We simplify day-to-day actions We lead with sustainability	Risks related to occupational health Risks of accidents in product operations and transportation	Improvements to health and safety risk prevention actions Use of innovation and technologies to increase the safety of employees and operations Promoting a safe and healthy environment for all employees	Recordable accident rate Transportation accident frequency rate Catastrophic accidents Absenteeism rate

Material topic	SDG	GRI	SASB	Stakeholders	ESG Agenda	Vibra's Values	Risks	Opportunities	Targets
<b>Innovation and technology</b>	  	GRI 201		Own employees, transporters, individual investors, gas station customers/ Premmia customers, suppliers, resellers, franchisees, investees and B2B customers	Energy Transition Climate Change	United with the client We simplify day-to-day actions We act boldly	Risks of obsolescence of products and services offered to the market	Dissemination of culture open to innovation, aimed at internal and external audiences	Innovation return (\$) Increase of the impact and activity of Vibra co.lab
<b>Product quality and safety</b>		GRI 416	EM-RM-150a.1 CG-MR-410a.1 CG-MR-410a.3	External experts, gas station customers/ Premmia customers, B2B customers, resellers and franchisees	Environmental and Safety Management	United with the client	Risks related to the quality of the products offered Misuse and/or adulteration of products by customers and consumers	Use of new technologies to improve product quality and safety Development of new products	Reduction of the rate of non-compliant samples
<b>Privacy and data security</b>		GRI 418	CG-MR-230a.1 CG-MR-230a.2	Own employees, transporters, individual investors, clients of gas stations/customers Premmia, suppliers, resellers, franchisees, investees and B2B customers	ESG Risk Management	Our accomplishments are realized with a sense of ownership	Cyber incidents Improper processing of personal data and non-compliance with the General Law on the Protection of Personal Data	Increased stakeholder trust in the information under the responsibility of the company Leadership and example of compliance with laws and regulations on the topic Competitive advantage resulting from effective management of personal data	Favorability of the integrity actions Cybersecurity
<b>Employee attraction, development and retention</b>	  	GRI 401 GRI 404	CG-MR-310a.3	Leadership and own employees	Diversity	Our accomplishments are realized with a sense of ownership	Attraction and retention of key employees Increased turnover rates	Recruitment, retention and development of highly qualified professionals and personal appreciation	Retention of successors Index of Individual Development Plans
<b>Management of environmental liabilities</b>	 	General content (series 2)	EM-RM-530a.1	Leadership	Environmental and Safety Management	We lead with sustainability United with the client	Failure to contain spills Equipment failures Accidents in operations and traffic with environmental impact	Improvement of contaminated area management actions Partnership with customers and other parties for actions to prevent environmental liabilities Improvements in actions to prevent risks of leakage and transportation accidents Use of innovation and technologies to reduce leakage risks	Catastrophic accidents Leakage of petroleum products with impact on the environment Occurrence rate (deviations) Transportation accident rate

Target linked to executive compensation

Material topic	SDG	GRI	SASB	Stakeholders	ESG Agenda	Vibra's Values	Risks	Opportunities	Targets
<b>Relations and communication with priority stakeholders</b>	 	GRI 417 General content (series 2)		Own employees, transporters, individual investors, clients of gas stations/customers Premmia, suppliers, resellers, franchisees, investees and B2B customers	ESG Risk Management	United with the client	Inefficient communication and relations with priority stakeholders	Strengthening transparency and engagement with priority stakeholders	Client satisfaction (NPS)
<b>Management of the supply chain</b>	  	GRI 414		Financial market experts and suppliers	ESG Risk Management Environmental and Safety Management	United with the client	Risks of human rights violations in the value chain Interruption of the product supply	Extension of good social-environmental practices to the value chain Supplier training Increase in supplier appreciation actions	
<b>Diversity, inclusion and equality</b>	  	GRI 405 GRI 406	CG-MR-330a.1	Community neighboring Vibra, employees, leaders, end consumers and B2B customers	Diversity	We pulse together We lead with sustainability	Failure to adopt diversity, inclusion and equality best practices	Inclusion of the topic in the company's processes and decision-making. Contribution to the promotion of diversity, inclusion and equality in the company Promoting a safe and healthy environment for all employees Inclusion in the labor market and empowerment of minority groups	Women in top leadership Blacks in leadership positions
<b>Development of local and traditional communities</b>	   	GRI 413		In-house specialists and community neighboring Vibra	Community relations	We lead with sustainability	Risks of impacts on livelihoods and socioeconomic dynamics of neighboring communities	Generating value for communities neighboring Vibra's operations	

Target linked to executive compensation

# 2022 Highlights



**Two thousand Petrobras gas stations** with the new image



**35% of renewable energy** purchased in the free market



**Supply of aircraft** at Manaus Airport through a 100% electric truck



**Women accounted for 38.4%** of the year's hires



**50 years** of our Lubricants Industrial Complex



**36,686 GWh** transacted by Comerc



Creation of **Vibra Ventures**, a fund with BRL 150 million for investment in startups



Ergometric adjustments allowed us to place on the BR Aviation team our **first female aircraft refueling operator**



Inauguration of the first unit of our **highway electric recharging** network



Use of "green diesel" (HVO) mixed with traditional diesel in Vibra supply trucks in operation at Galeão/Tom Jobim International Airport in Rio de Janeiro.



**Creation of Evolua Ethanol**, joint venture with Copersucar S.A.



**The largest venue for performances, events and shows in the city of São Paulo signed a naming rights** agreement with Vibra

# About **us**

Our energy vibrates in the direction of the future

Vibra's numbers

Purpose and values

Geographical coverage

Public commitments

Participation in sectoral entities

Awards and recognition

ESG Agenda



# Our energy vibrates in the direction of the future

GRI 2-1, 2-6, 2-7

We are Vibra (Vibra Energia S.A.), a publicly-traded corporation, one of Brazil's largest energy companies and leader in the fuels distribution and lubricants market. Our company was constituted from the shareholding restructuring of BR Distribuidora, transforming it into a true corporation in July 2021. Since then, we have experienced a new era for our businesses, with the premise and legacy of a 50-year trajectory based on a commitment to excellence and the permanent search for evolution and improvement.

From our headquarters in Rio de Janeiro (RJ), we project our activities throughout Brazil based on a structure able to accommodate the wide scope of our plans. We currently employ 3,364 people with a range of expertise. We are present through operational units distributed across the 26 states of the country. We fully operate 43 bases, 15 individual areas, 26 joint warehouses with other distributors, 3 supply house depots and 8 logistics operators. Our lubricants industrial complex considered the largest in Latin America and the

fifth largest on the planet, is complemented by 11 lubricant depots, 6 lubricant logistics operators and an Arla 32 plant. We also have aircraft fueling operations at more than 90 airports. As a result, we can offer service in all Brazilian municipalities. More than 9,000 Brazilian companies in sectors such as aviation, transportation, commerce, electro-intensive industries, chemical products, supply house and agribusiness count on Vibra as a reliable source of supply. We established Vibra Trading BV in 2022 and opened an office in the Netherlands to support our export and import business.

We have a unique portfolio of products and services with renowned brands in terms of quality and consumer trust. We are the exclusive licensee of the Petrobras service station brand, with a network of 8,383 affiliated stations spread throughout the country. They attend more than 30 million unique consumers per month. Additionally, we oversee well-known franchises such as Lubrax+, auto lubrication facilities, and BR Mania convenience stores. In 2022,



*We are one of the largest energy companies in Brazil and leader in fuel and lubricant distribution*



Vem Conveniência was established, and this convenience store operation has become a key component of Vibra's retail market strategy.

Additionally, we work to establish ourselves as leaders in the energy transition process and broaden our business activities in the renewable energy market. We formed Evolua Ethanol, a joint venture with Copersucar, to lead ethanol sales and establish ourselves as Brazil's largest platform for ethanol origination and sales. We acquired 50% of ZEG Biogás e Energia for the development of a biomethane market and have an exclusive contract with BBF (Brasil BioFuels), which is building its industrial plant, for the future purchase of so-called green diesel. We are also one of the largest sellers of renewable energy in the country because we own approximately 50% of the capital stock of Comerc, a company that is expected to be one of the country's foremost solar generation

*We work to position ourselves as leaders in the energy transition process*

investors in the coming years. Today, the company is the fourth largest renewable energy generator in the country, with 1,618 MWp in solar and wind energy and the largest distributed generation platform in Brazil with 278 MWp installed capacity.

All of this is supported by business decisions that consider environmental, social, and corporate governance (ESG) aspects. In 2022, we made firm progress in implementing Vibra's ESG Agenda, which had been structured in 2021. We have concrete and properly forwarded plans to reduce and neutralize carbon emissions in scopes I and II (direct emissions from activity and indirect emissions from the Company's energy use) beginning in 2025, and we have committed to neutralizing our emissions in scope III (emissions from products sold) by 2050.

Vibra's financial performance is of paramount importance to us, and 2022 was also a vibrant year because of our financial returns. We delivered consistent results, with a net profit of BRL 1,537 million, despite all the difficulties the industry faced due to the current global geopolitical situation.



# Vibra in **numbers**

Lubrax products available to **67,000 clients** across the entire country



**8,383 service stations** in **+ than 2,000 municipalities**, in the 26 states and the FD



**+ 25 thousand points of consumption** in client companies

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



We distribute **39.1% of the fuel** used by companies in the country



**BRL 1.35 billion** transacted in our convenience stores in 2022



Presence at more than **90 Brazilian airports**

# Purpose and values



## Purpose

*Always ready to move Brazil with its best energy*

## Values

### **P** WE PULSE TOGETHER

We are proud of our purpose. We foster a culture of diversity, inclusion, and trust in which we face adversity together. Together, we have built an organization that is always willing to learn – even from mistakes. We vibrate with our achievements.

### **U** UNITED WITH THE CLIENT

We are customer-driven. By thoroughly understanding their needs, we can anticipate their demands, be prepared to meet them quickly, and work together to innovate and go above and beyond their expectations. We firmly believe that the success of our customers is also our success.

### **L** WE LEAD WITH SUSTAINABILITY

We are driven by a commitment to positively impact society. Sustainability (ESG) needs to be present in all our activities inside and outside our company.

### **S** WE SIMPLIFY DAY-TO-DAY ACTIONS

We favor simple and agile solutions and always with flexibility to produce the best results. Processes should facilitate work performance rather than act as roadblocks.

### **A** WE ACT BOLDLY

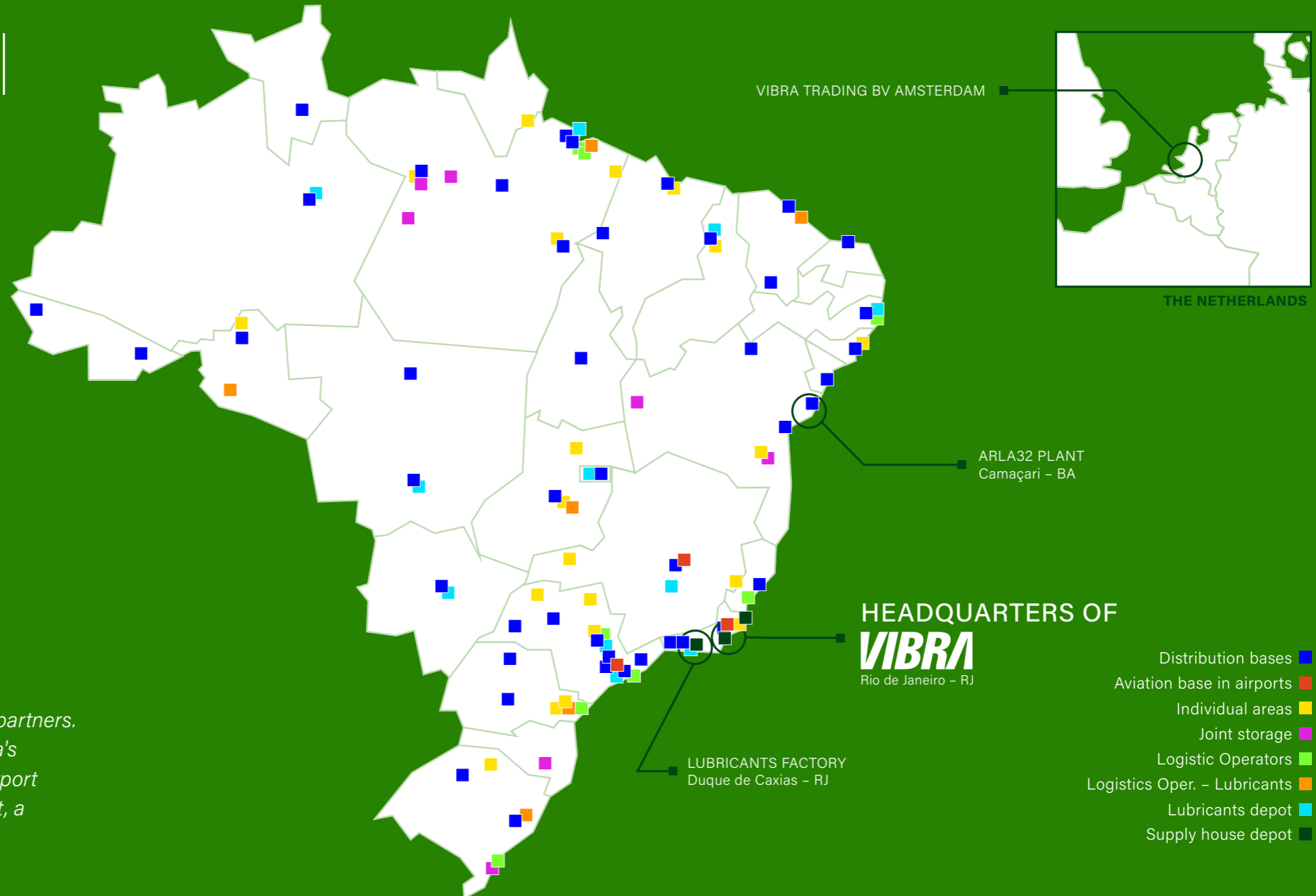
We are inquirers in search of the best practice for the business. For this, we take risks with courage and responsibility. We innovate so that we can continue to be industry leaders and establish new businesses.

### **R** WE TAKE OWNERSHIP IN WHAT WE DO

We have lofty dreams. We conduct ourselves as if the company was our own, acting independently, proactively, and responsibly. We are confident in our abilities and work hard to achieve our goals.

# Geographical coverage

We are present in more than **90**  airports across the country



*Our national presence is supported by strategic partners. Of the units represented on the map, under Vibra's management are: 43 distribution bases, three airport aviation bases, a lubricant plant, an Arla32 plant, a lubricant depot and three supply house depots.*



# Public commitments

GRI 2-23

- Brazilian Business Council for Sustainable Development (CEBDS)
- Instituto AKATU
- Brazil Conscious Capitalism Institute (ICCB)
- Ethos Institute
- Business Pact For Integrity and Against Corruption
- UN Global Compact (United Nations Organization)
- 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)
- Na Mão Certa Program (Business Pact Against the Sexual Exploitation of Children and Adolescents on Brazilian Highways)



# Participation in industry associations

GRI 2-28



- Associação Brasileira das Companhias Abertas (Brazilian Publicly Traded Companies Association-ABRASCA)
- Brazilian Association of Channeled Gas Distributors (ABEGÁS)
- Brazilian Advertisers Association (ABA)
- Brazilian Association of Wholesalers and Distributors of Industrialized Products (ABAD)
- Brazilian Downstream Association (ABD)
- Brazilian Automotive Engineering Association (AEA)
- Brazilian Franchising Association (ABF)
- Brazilian Association of Port Terminals (ABTP)
- Brazilian Association of Chemicals and Petrochemicals Distributors (ASSOCIQUIM)
- International Air Transport Association (IATA)
- National Public Transportation Association (ANTP)
- Camaçari Industrial Development Committee (COFIC)
- Brazilian National Corporate Governance Institute (IBGC)
- Brazilian Oil and Gas Institute (IBP)
- Legal Fuel Institute (ICL)
- Paint and Varnish Industries Union of the State of São Paulo (SITIVESP)
- National Union of Fuel and Lubricant Distribution Companies (SINDICOM)





# Awards and recognitions

**🏆 ANEFAC TRANSPARENCY TROPHY 2022**

We received the certificate for the quality of our 2021 financial statements

**🏆 YEARBOOK ÉPOCA BUSINESS 360°**

We placed first among companies in the Wholesale industry

**🏆 RIO OIL & GAS**

We received the Plínio Cantanhede award from the IBP - Brazilian Oil and Gas Institute

**🏆 TOP OF MIND 2022**

We were recognized for the most well-known lubricating oil and gas station brands: Lubrax and Postos Petrobras

**🏆 NATIONAL HIGHWAY SAFETY OBSERVATORY**

We received the Yellow May 2022 Highlight recognition, for actions we took to disseminate traffic safety practices and concepts of the Yellow May 2022 campaign

**🏆 BRASIL DESIGN AWARDS**

We received bronze in the Graphic Design and Naming categories for the Tátil Design work to build the new Vibra brand logo

**🏆 CARIOCA BRANDS**

We came in first in the Fuel Station category

**🏆 EMPRESAS MAIS - ESTADÃO**

We topped the overall ranking that identifies and reveals the companies that were standouts for corporate governance practices and achieved significant economic gains

**🏆 100 OPEN CORPS 2022**

Vibra is among the top 20 in the ranking of leading companies involving open innovation with startups

**🏆 LATIN AMERICAN DESIGN AWARDS | LADAWARDS 2**

We won the silver medal in the Graphic Design category

**🏆 INNOVATIVE WORKPLACES**

Vibra is among the 20 most innovative companies in Brazil according to the MIT Technology Review

**🏆 XX NTC TRANSPORT SUPPLIERS AWARD 2022**

We were recognized in the categories “Most sustainable company” and “Most innovative company” in Road Freight Transport

**🏆 MODERN TRANSPORT AND TECHNIBUS MAGAZINES**

We are the best company in the Fuel Distributor category

**🏆 TOP RATED ESG PERFORMER**

We were recognized by Sustainalytics with the highest ESG performance in the Refiners and Pipelines industry

**🏆 CHILDHOOD BRASIL**

We were recognized for complying with the In the Na Mão Certa Program requirements in 2022

**🏆 INSTITUTIONAL INVESTORS LATIN AMERICA EXECUTIVE**

Most Honored Company ranking and first place in all categories among MID Cap companies: Best IR Program; Best Investor Day; Best covid crisis management; Best IR team; Best ESG

**🏆 ECOVADIS**

On the supplier ESG assessment platform most used by our B2B customers, we once again won the “silver medal”

**🏆 2022 BEST ESG EXAME GUIDE**

Vibra highlighted as one of the companies most committed to ESG best practices

**🏆 B3 CORPORATE SUSTAINABILITY INDEX (ISE)**

We were selected to be part of this index's portfolio for the fourth consecutive year

**🏆 SUSTAINABILITY YEARBOOK 2022**

We were included, for the second consecutive year, in the S&P Global Yearbook.

**🏆 MSCI**

Our MSCI ESG Research rating rose to A

**🏆 FTSE4GOOD INDEX**

Listed on the FTSE4Good Index

**🏆 LARGEST TRANSPORT & BEST TRANSPORT AWARDS 2022**

In this 35th edition, we were winners of the Fuel Distributors category

**🏆 BRAZIL VALUE INNOVATION AWARD 2022**

We were included in the ranking of the Oil, Gas and Petrochemicals category

**🏆 2022 DIGITAL TRANSFORMATION AWARD**

We were named a National Highlight for our digital journey

**🏆 THE BAKERY PRIZE**

We appeared in the top 20 of the ranking of the best companies for the Brazilian startup ecosystem



# ESG Agenda

Vibra works to incorporate ESG (environmental, social, and governance) aspects into all its operations. Until 2020, under the coordination of the Health, Safety, Environment and Sustainability Department, the ESG topics gained even greater significance as of 2021 by structuring a specific area to coordinate ESG actions within Vibra.

This trajectory was solidified in 2021 with the creation of an agenda to address the issue in a cross-functional manner throughout the Company. We developed an ESG agenda in 2022 that has been implemented through action plans and specific goals for environmental, social, and governance indicators that have been implemented throughout the company and are linked to variable remuneration of managers and teams.

Vibra's ESG Agenda establishes nine priority topics and involves the definition of an action plan to monitor their compliance.



*We have action plans and specific targets for ESG indicators*



# Corporate governance

GRI 2-24

- Our governance
- Ethical conduct
- Organizational structure
- Governance structure
- Risk management
- Investor relations
- Institutional relations





# Our Governance

We have a strong corporate governance structure that adheres to the principles outlined in the Brazilian Institute of Corporate Governance's (IBGC) Code of Best Practices and in the Novo Mercado Regulation, both of which are constantly updated and improved.

The year 2022 was filled with challenges that put our organizational procedures to the test, some of which had been redesigned in recent years to fit the new reality of being a private and publicly traded company. On September 19, 2022, we informed the market of the departure of the Company's then President, Wilson Ferreira Jr., who left his position to invest in new professional projects. The position was assumed on an interim basis by André Natal, Executive Vice President of Finance, Purchasing and IR, who accumulated both functions until the arrival of the new President in February 2023 (see more on page 38). Even in the face of a temporary situation in the company's primary decision-making position, we saw compliance with the relevant laws and regulations as well as efficient completion of the decision-making steps.

The fact that our relationship with the investees was not contaminated by the situation of Americanas — a company with which we had formed a joint venture for the convenience segment in 2021 and which filed for judicial reorganization in early 2023 — also served as evidence of this point. By following Vibra's standards, the way in which the joint venture was formed allowed us to take swift action to dissolve the partnership.

In order to contribute to the continuous improvement of companies and the business environment, we assess the level of integrity (covering the functions of ombudsman, compliance, data privacy, governance, risk management and internal controls) of Vibra's main investees. In 2022, our procedures were also presented to our internal public for review. We are in a better place than we were, according to the Integrity Action Survey round, which is conducted by our team every two years. This has been demonstrated by one of the key metrics we use to assess internal relationships in light of our corporate commitments. When asked about the

current level of prevention and combating misconduct at Vibra, 85.2% of our employees respond "much better." In 2020, this answer had been given by 80.5% of our employees.

85.2%

**of our employees consider that the current level of prevention and combating misconduct at Vibra is "much better"**

Despite the significant growth, we believe there is room for improvement through the enhancement of our internal communication channels in order to increase transparency in deliberative processes and promote employee participation. We also bet on the Integrity Agents program, which involves the formation of employee groups dedicated to cultivating and disseminating our compliance culture and Integrity Program actions. We see potential in this approach, which positions our employees as key players in the strategy of improving control mechanisms, assessing and identifying risks, and promoting a better understanding of processes and approaches. We determined over the past year that it is necessary to improve this work so that it can also be used to promote the corporate guidelines that we seek to promote.

Among the actions taken in 2022, we improved the management of the areas that support the Company's corporate governance by developing an Integrity Management System that brings together data and actions from the Ombudsman, Governance, Internal Controls, Risks, Compliance, and Ethics areas in a friendly technological platform that is easy to access and understand.

We have taken significant steps in relation to the Personal Data Protection General Law Whereas in 2021 we hired outside consultants to assess the maturity of our Privacy Governance program

(which received a 3.57 on a scale of 0 to 5), 2022 was a year of continuous improvement. We followed the advice of the consultants and did our homework. The establishment of criteria to define the frequency of updating the records of personal data processing operations of our activities was one of the improvements implemented. After working on the information base provided by the consultancy, in a self-assessment whose parameters used the same metrics as in 2021, we achieved grade 4. This reinforces our maturity level as "defined," attributed by the outside firm, evidencing that the organization has implemented a Privacy Program with documented procedures and policies that cover all aspects considered essential. In 2022, we did not record any data breaches, thefts, leaks, or losses of customer data, nor did any regulatory agencies make any requests regarding such matters. [GRI 3-3, 418-1](#)

In addition, we took proactive and preventive actions in our approach to information security risks and improper treatment of personal data, including Information Security Policy, IT Resources Safe Use Policy, Privacy Policy, Internal Personal Data Treatment Guideline, Threat Intelligence Services and Security Operations Center services, network and application protection layers, protection against malware and automatic information access restrictions. Specific internal and external audits, information campaigns, information security training that is



[Learn about Vibra's Policies and Codes GRI 2-23](#)



required for employees, and the processing of their personal data are also carried out.

In addition, Vibra Energia underwent an assessment by Marsh Insurance Broker, obtaining a score 4 – the maximum for cybersecurity performance in the process of renewing insurance, reflecting our commitment to security and data protection. [SASB CG-MR-230a.1](#)

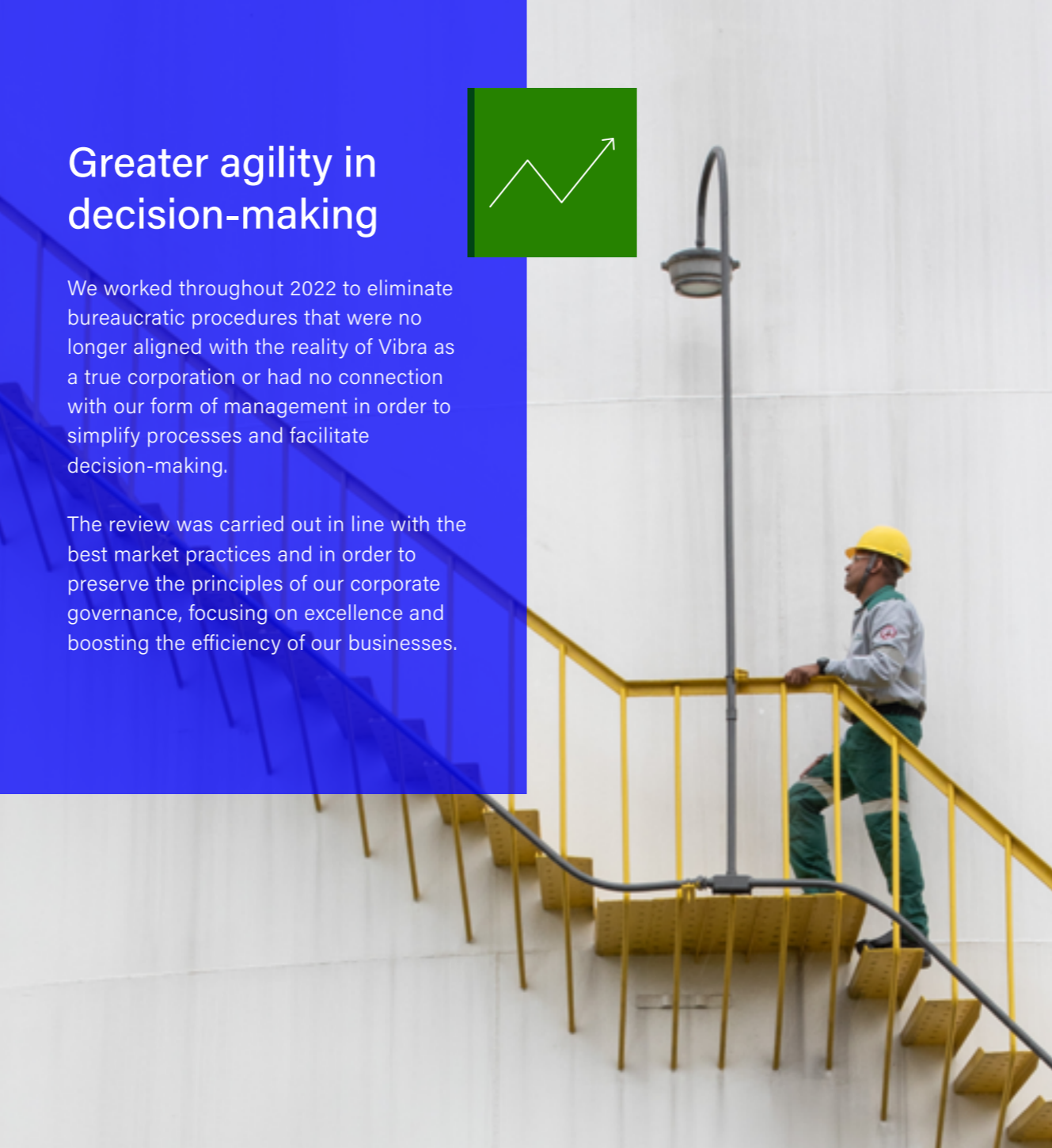
The monitoring of investees, in our opinion, will be the major integrity and governance challenge of 2023. In 2022, we produced a governance maturity assessment and circulated it to the three principal investees. Based on this analysis, we will now monitor the evolution of the implementation. We intend to use this experience as a benchmark when introducing our management principles to the startups currently engaged in our interaction ecosystem.

## Greater agility in decision-making

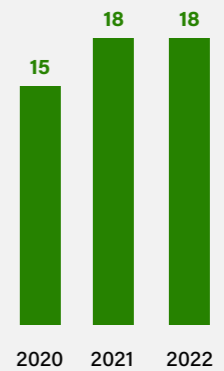


We worked throughout 2022 to eliminate bureaucratic procedures that were no longer aligned with the reality of Vibra as a true corporation or had no connection with our form of management in order to simplify processes and facilitate decision-making.

The review was carried out in line with the best market practices and in order to preserve the principles of our corporate governance, focusing on excellence and boosting the efficiency of our businesses.



**Governance body members** [GRI 2-7](#)



<sup>1</sup> We consider the members of the Executive Board and Board of Directors.

# Ethical conduct

GRI 2-15, 2-23, 2-24, 2-26, 3-3

Our Code of Ethical Conduct serves as the primary guiding document for the company's acceptable behaviors. All employees must be aware of the document upon admission, and there is an online course called Integrity Trail, which consists of five mandatory courses related to ethics, compliance, risk management, governance, and personal data protection. Furthermore, all of our suppliers must formally accept the Code at the time of contract signing in order to begin providing products and services to Vibra.

Revised in 2021 and approved by the Board of Directors, Vibra's Code of Ethical Conduct provides general and specific references on situations involving conflict of interest, receiving and offering gifts, presents and hospitality, combating fraud, corruption, money laundering and terrorist financing, stakeholder relations and communication and reporting channels.

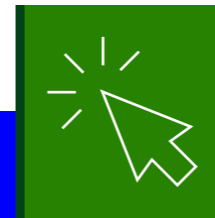
The regulatory model was the most significant change in the Code of Ethical Conduct. We transitioned from a command-and-control approach, with a high level of concentration in the Integrity Department, to a co-responsibility approach. Based on this premise, the code becomes less restrictive and more purposeful. It is

not enough, according to the logic, for managers to simply report. The objective is for them to also be able to decide and refer situations in search of the rebalancing actions that have been affected. It is a code that encourages reflection on mistakes and action that seeks solutions, with incidents providing an opportunity for education rather than punishment. It is, however, still effective in cases of proven intent.

To make the idea of using errors as forms of learning a reality, we rely on the Personal and Professional Conduct Agreement (ACPP), a tool for resolving pedagogical conflicts. The Ethics Committee adopted the first ACPP in 2022, which we regard as a step forward toward a new paradigm in which punishment is no longer a goal in and of itself, but rather an option for specific cases.

Another evolving point is our Related Party Transactions Policy, which was approved by the Board of Directors and is currently being reviewed. The document provides guidance on how to act in situations involving a potential conflict of interest, stating, for example, that in the face of a potential conflict of interest, the party involved (a member of management or employee) must declare himself or herself prevented and refrain from participating

in the operation's negotiation and decision-making process. It is worth noting that the Code of Ethical Conduct states that employees cannot engage in activities where there is a conflict of interest with Vibra and must communicate with their hierarchical superiors in the face of any apparent or potential conflict of interest situation. Also in 2022, our Material Act Disclosure and Securities Trading Policy was revised.



- **INTEGRITY POLICY**
- **CODE OF ETHICAL CONDUCT**
- **INTEGRITY PROGRAM**



# Competitive conduct

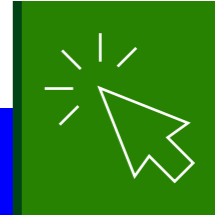
GRI 2-23, 3-3

We have had a Antitrust Compliance program in place for several years and are constantly working to improve it. The tool aims to reinforce Vibra's commitment to the values and good practices of corporate integrity and ethics in the competitive environment, based on the principles of free enterprise and free competition. The Competitive Conduct Guide is part of the initiative, and employees must declare knowledge and acceptance of it, as well as periodic training and promotion of internal campaigns to update and disseminate knowledge on the various aspects of the topic.

Vibra's contracts generally include clauses dealing with competitive law and determining compliance with the subject based on each specific situation, with non-compliance resulting in legal consequences such as warnings or contract termination.

To track the topic's management, we set targets for employee awareness of the Competitive Conduct Guide, the percentage of employees trained in the subject, and success in related litigation.

In 2022, there were no cases of unfair competition, trust or monopolistic practices. However, two lawsuits related to the topics are still pending without a decision. One of them, pending in the Minas Gerais Court of Justice, is a Public Civil Action claiming collective moral damages as a result of an alleged cartel in Belo Horizonte in 2007/2008. Another case is Vibra's annulment lawsuit, which is pending in the Federal Court of the Federal District and seeks to overturn a Cade decision. [GRI 206-1](#)



- **COMPETITIVE CONDUCT GUIDE**
- **VIBRA SITE ON TRANSPARENCY AND ETHICS - INCLUDES A SECTION ON PRICE TRANSPARENCY FOR SPECIFIC AREAS FOR HANDLING AND STORAGE SERVICES**
- **PUBLIC DOCUMENT ON PRICE TRANSPARENCY FOR HANDLING AND STORAGE SERVICES IN SPECIFIC AREAS**



## Prevention of corruption

Our businesses are vulnerable to fraud and corruption risks, which include potential conflicts of interest, embezzlement of monetary assets through fraud, bribery/kickbacks, misappropriation of company resources, fraud in contracts and hiring, particularly when there is a possibility of the involvement of public agents. We are also vulnerable to potentially unfair market competitor practices, as well as collusion among suppliers, customers, partners, and other internal and external audiences. Because of the importance of these risks, Top Management monitors them on a regular basis using risk indicators and plans actions to mitigate risk materialization.

In order to publicly reinforce our commitment to transparency in the business environment, we signed the Business Pact for Integrity and Against Corruption, idealized by the Ethos Institute, in June

2022. The document is a public commitment that brings together businesses in the fight against corruption and the promotion of an ethical and integral market. The signing of the Business Pact is yet another way for Vibra to demonstrate its commitment to integrity and ethical practices.

The fight against corruption is emphasized in Vibra's Integrity Program, as well as in documents such as the Integrity Policy and the Code of Ethical and Normative Conduct for Receiving and Handling Ombudsman Demands. Vibra had no convictions, payments of fines, or agreements regarding fraud or corruption in 2022.

*In 2022, we became one of the signatories of the **Business Pact for Integrity and Against Corruption***





## Ethics channel

GRI 2-16, 2-25, 2-26

Vibra encourages all stakeholders, including employees, suppliers, customers, and business partners, to report, through the [Vibra Energia Ethics Channel](#) or by calling 0800 882 0402, any misconduct related to fraud and corruption, property damage, workplace violence, and violations of health, safety, environment, and information security standards, as well as human rights violations.

It is an independent whistleblowing reporting mechanism run by a specialized company and designed to protect the whistleblower's anonymity, confidentiality and secrecy of

information, with a prohibition of retaliation against the whistleblower. 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 Board monitors its observance.

The Integrity Board communicates on a regular basis to the Statutory Audit Committee (CAE) in the form of a report that includes both the

number of complaints classified as High Risk and those involving members of Top Management, regardless of the level of risk involved. The report includes all of the data required for Top Management to monitor. In addition to this quarterly report, Vibra's Executive Board sends an annual report to the CAE, informing it of all integrity measures implemented during that time period, particularly issues received through the Ethics Channel.

*In 2022, the following indicators for the **Integrity Management System** were defined, all of which have a direct impact on our short-term variable compensation program: percentage of recommendations implemented, percentage of employees trained in the integrity trail, and percentage of evaluation and implementation of integrity parameters in investees. In the year, all indicators exceeded the established goals.*



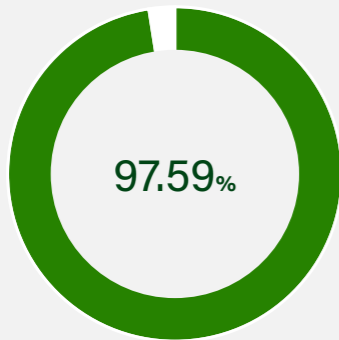
**Communication of critical concerns** GRI 2-16

Complaints	2022
Total number of complaints reported	87

\* Three of these were deemed critical: two related to the Violence at Work topic (one involving moral harassment and another involving discrimination) and one related to the topic Property Damage (involving anti-competitive behavior).

**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, transportation and services acquired throughout 2022 were considered, as well as the respective integrity analyses as defined in Vibra's internal procedure.

**Confirmed incidents of corruption and actions taken** GRI 205-3

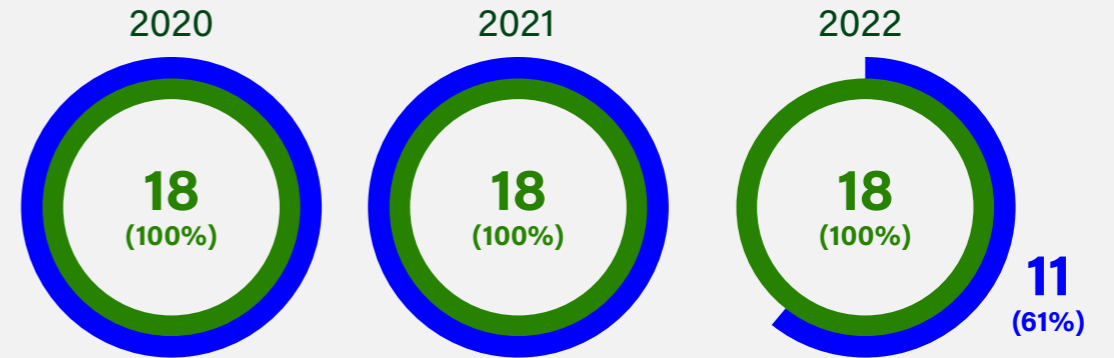
Incidents	Quantity
Total number of confirmed incidents of corruption	4*
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	1**
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	

\* The cases involved misuse of company resources, declaratory or documentary falsehood, fraud in personnel management tools and the favoring of Vibra suppliers.

\*\* In two cases, no disciplinary sanction was deemed appropriate (in one of them, a pedagogical measure established by a Personal and Professional Conduct Agreement approved by the Ethics Committee was used). In the third case, the employee was dismissed and, in the fourth case, the dismissal was suspended due to force majeure.

**Governance body members who have been communicated and trained in anti-corruption policies and procedures, by region\***

GRI 205-2



■ Communicated ■ Trained\*\*

\* It is not possible to extract a report of those taught through the EAD training sessions of the Integrity Trail by territorial region. As a result, the information was organized into "regions" of Brazil.

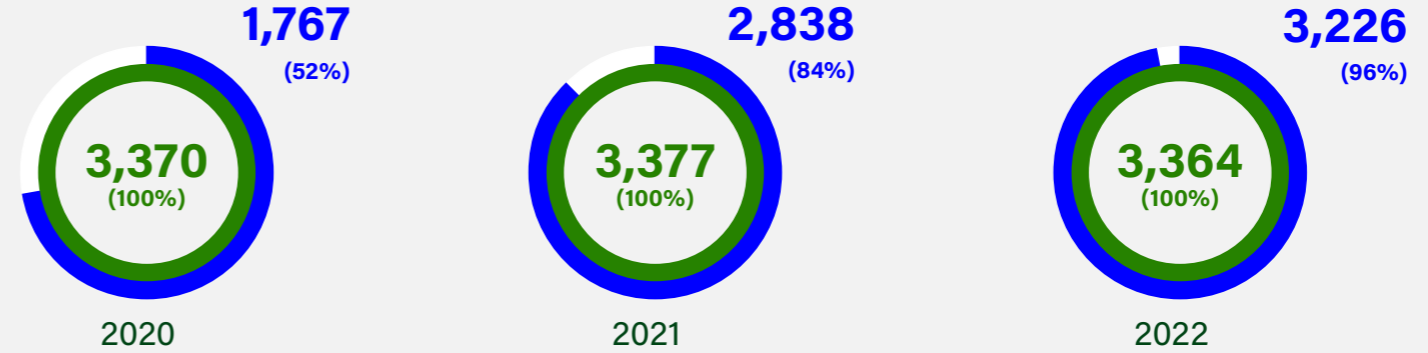
\*\* We consider the employees who completed the EAD Corruption Prevention of the Integrity Trail training.

**Employees who have been communicated and trained in anti-corruption policies and procedures, by region\***

GRI 205-2

■ Communicated ■ Trained\*\*

\* It is not possible to extract a report of those taught through the EAD training sessions of the Integrity Trail by territorial region. As a result, the information was organized into the Brazil "region."  
 \*\* We consider the employees who completed the EAD Corruption Prevention of the Integrity Trail training.



**Employees who have been communicated and trained in anti-corruption policies and procedures, by job category GRI 205-2**

Job category*	Employees	2021***		2022	
		Communicated	Trained	Communicated	Trained**
Vice President	number	-	-	8	8
	%	-	-	100%	100%
Director	number	8	8	30	22
	%	100%	100%	100%	73%
Executive manager	number	25	13	18	16
	%	100%	52%	100%	89%
Manager	number	107	85	114	109
	%	100%	79%	100%	96%
Coordinator	number	55	34	57	54
	%	100%	61%	100%	95%
Superintendent	number	46	46	46	46
	%	100%	100%	100%	100%
Employee who does not have a leadership position	number	3,135	2,653	3,091	2,971
	%	100%	85%	100%	96%
<b>Total</b>	<b>number</b>	<b>3,377</b>	<b>2,838</b>	<b>3,364</b>	<b>3,226</b>
	<b>%</b>	<b>100%</b>	<b>84%</b>	<b>100%</b>	<b>96%</b>

**Workers who had been communicated and trained in anti-corruption policies and procedures, by job category GRI 205-2**

Job category	Workers	2021		2022	
		Communicated	Trained	Communicated	Trained*
Apprentices	number	55	16	49	38
	%	100%	29%	100%	77%
Trainees	number	109	67	113	103
	%	100%	61%	100%	92%
<b>Total</b>	<b>number</b>	<b>164</b>	<b>83</b>	<b>162</b>	<b>141</b>
	<b>%</b>	<b>100%</b>	<b>51%</b>	<b>100%</b>	<b>87%</b>

\* We took into account the employees who completed the EAD Corruption Prevention module of the Integrity Trail training.

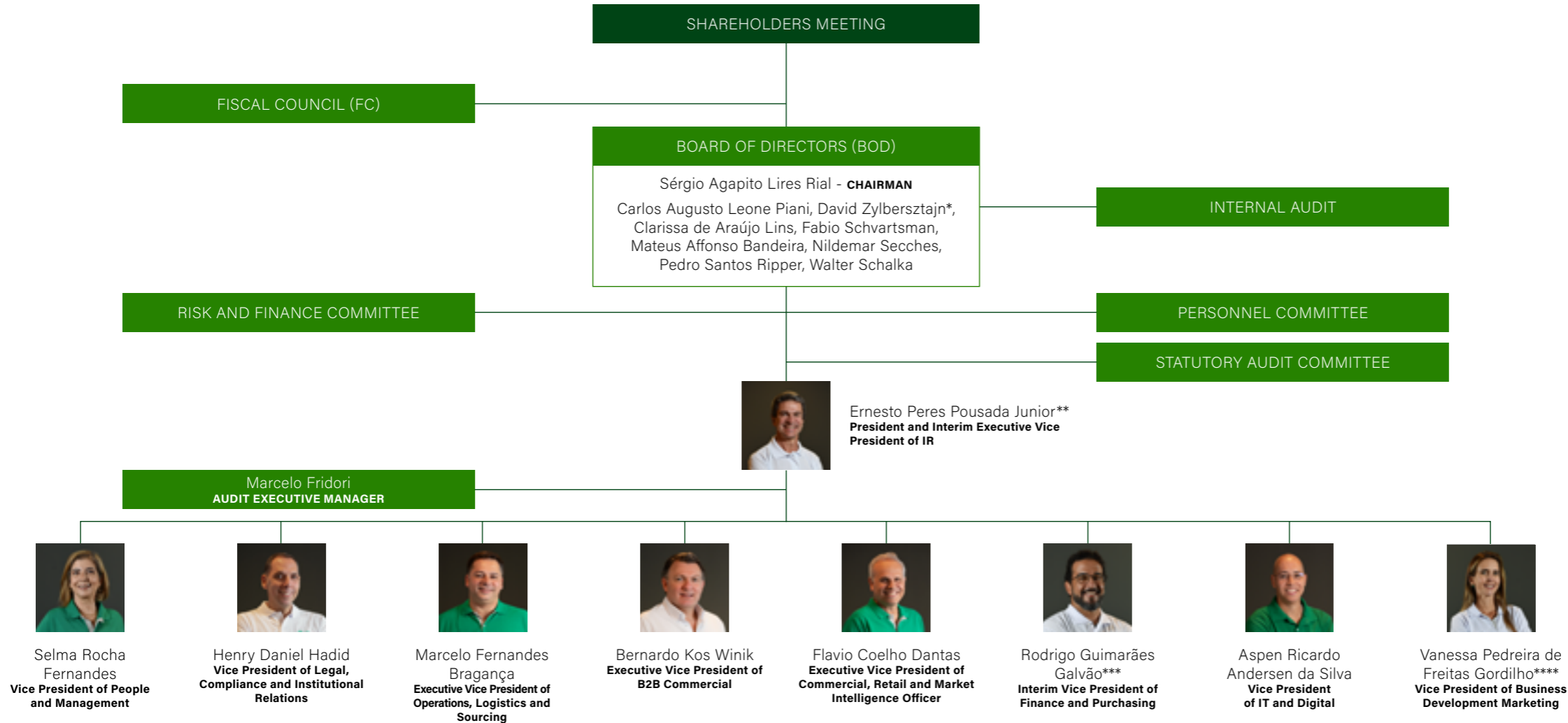
\* As of March/2022 all the departments were called Vice Presidencies.

\*\* We consider the employees who completed the EAD Corruption Prevention of the Integrity Trail training.

\*\*\* We reviewed the data of communications and training in 2021, considering active employees as at 12/31/2021. [GRI 2-4](#)

# Organizational structure

GRI 2-9, 2-11



\*Elected in March 2023 to occupy the vacancy of Board of Directors resulting from the resignation of Board Member Ana Amélia Campos Toni.

\*\* Assumed the Vibra's presidency in February 2023 and as of 03/31/2023, as decided by the Board of Directors, he assumed, on an interim basis, the position of Investor Relations Officer

\*\*\* As of 03/31/2023, as decided by the Board of Directors, he assumed, on an interim basis, the position of Vice President of Finance and Purchasing in the place of André Corrêa Natal, who held, jointly and temporarily, the position of President until January 31, 2022. According to the Material Fact of 02/08/2023, he announced that he left the company to invest in new professional projects, remaining in the Company until March 31, 2023.

\*\*\*\* From April 11, 2023, she assumed the position of Vice President of Business Development and Marketing, in place of Leonardo de Castro Burgos who left the Company.

# Governance **structure**

GRI 2-9

Our corporate governance structure is comprised of the Shareholders' Meeting, the Fiscal Council, the Board of Directors and the Executive Board. The Board of Directors is advised by the Risk and Financial Committee (CORF), Statutory Audit Committee (CAE) and Personnel Committee.



## Shareholders' Meeting

Corporate body composed of the company's shareholders, is convoked for extraordinary meetings, in addition to the Ordinary General Assembly, held annually. Its mission is to deliberate on issues of concern to the company and to elect members of the Board of Directors and the Fiscal Council.

the Company's Nomination Policy and the Novo Mercado Regulation. 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.

Nominations to the Company's Board of Directors should seek to achieve diversity in its composition and complementarity of experiences, seeking, among its members, those who have availability of time, in addition to qualifications such as experience as an executive or as an advisor; 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 of compliance, internal controls and risk management; and strategic vision and knowledge of good corporate governance practices.

## Board of Directors (BoD)

GRI 2-10, 2-11, 2-12, 2-22

Formed by nine independent members, with one of them the chairman appointed by the General Meeting, it 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 conditions for participation follow what is set forth in the Brazilian Corporate Law,

Learn more about the performance and responsibilities of the Risk and Financial Committee, the Statutory Audit Committee and the Personnel Committee. [Access here.](#)



In April 2022, there was an election to define a new composition of the Board of Directors (BoD). The shareholders approved the nominees, electing Sergio Agapito Lires Rial chairman of the BoD. Of the nine board members, three were re-elected with approximately 2 years and 8 months in office, in December 2022; the other six board members took office between the end of April and the beginning of May/2022, with approximately eight months in office, in December/2022. Currently, the average term of office of the members of the Board of Directors is 1.34 years. The entry of the new Board of Directors involved the realization of onboarding with the participation of the Executive Board. Among other topics, the Vibra's ESG Agenda was presented, addressing the ESG roadmap, priority subjects, the energy transition, diversity, socio-environmental investments, community relations and governance. [GRI 2-17](#)

As disclosed in a Material Fact dated 02/10/2023, board member Ana Amélia Campos Toni submitted a request to resign as a member of the Company's Board of Directors due to an invitation to assume the National Secretariat of Climate Change of the Ministry of Environment and Climate Change. On March 13, 2023, the Board of Directors approved the election of David Zylbersztajn to fill the vacancy, until the Annual General Meeting was held on 04/27/2023, at

which time the appointment of Zylbersztajn was approved by the shareholders.

It is important to note that our internal regulations provide for a performance evaluation of the Board of Directors. The most recent analysis, conducted by an outside consulting firm, indicated an opportunity for the Board of

Directors to improve. Organizational practices were instituted to promote greater integration of executives with the Board of Directors and upgrading of the communication channel between the Board of Directors and the Executive Board, through the Governance Secretariat. [GRI 2-18](#)

## Internal Audit

The internal audit's activities are reported directly to the Board of Directors or through the Statutory Audit Committee. It is responsible for evaluating the effectiveness of the Company's processes and advising the Board of Directors, the Statutory Audit Committee, the Executive Board, and the Fiscal Council. We also contract external audit services, provided by independent auditors registered with the Securities and Exchange Commission (SEC), and their hiring is previously approved by the Board of Directors.

<b>Participation in the BoD meetings</b>	
Sérgio Agapito Lires Rial	100%
Ana Amélia Campos Toni	90%
Carlos Augusto Leone Piani	95%
Clarissa de Araújo Lins	90%
Fabio Schvartsman	100%
Mateus Affonso Bandeira	100%
Nildemar Secches	90%
Pedro Santos Ripper	100%
Walter Shaika	100%
<b>Average</b>	<b>96%</b>

*Learn more about the competencies of the Board of Directors and its members. [Access here.](#)*



## Executive Board

Composed of a president, vice-presidents and executive vice-presidents, all Brazilian citizens residing in the country and appointed by the Board of Directors. The terms of office for its members are two years, renewable, and termination is permitted at any time. Its role is to manage our companies in accordance with the goals, plans, policies, and procedures established by the Board of Directors.

The Executive Board is supported by six non-statutory executive committees: Credit and Collections Executive Committee; Biofuels and Petroleum Derivatives Supply Executive Committee; Safety, Health and Environment Executive Committee; Derivatives Risks Executive Committee; Investment Executive Committee; and Innovation Executive Committee.



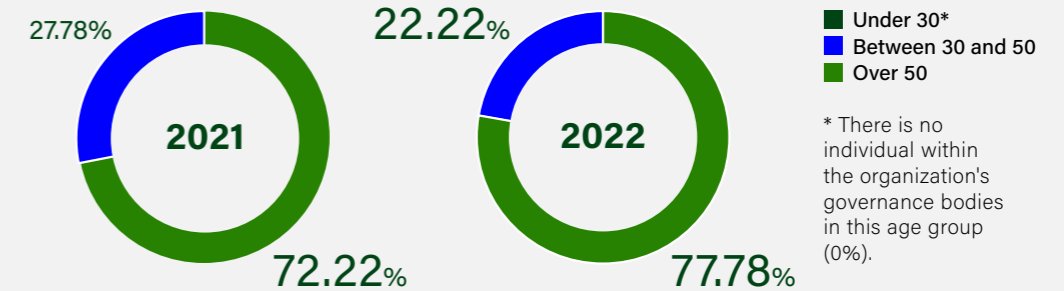
## New president

Ernesto Pousada assumed the position of President of Vibra on February 1, 2023, taking a central role in the search for the balance that Vibra aims to achieve to be able to continue to grow and be one of the largest companies in the energy sector, while also reinforcing its leading position in the process of progressing toward a low-carbon economy.

Elected Value Executive in the Transportation and Logistics sector by the Valor Econômico newspaper in 2021, the executive has been at the forefront of VLI Logística for the last three years and previously worked at Dow Chemical, Suzano Papel e Celulose and Ingredion.

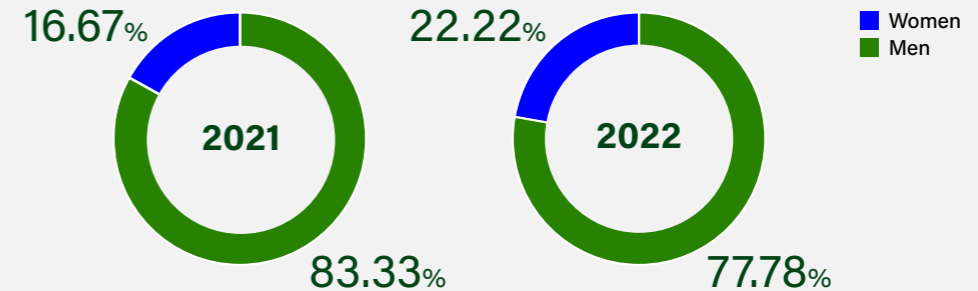
### Individuals within the organization's governance bodies, by age group (%)

GRI 405-1



### Individuals within the organization's governance bodies, by gender (%)

GRI 405-1





# Risk management

GRI 2-12, 2-13

Vibra is aware of the risks, ambiguities and potential issues that could have a negative impact on its operations and hinder them in a variety of ways. The Board of Directors (BoD), in addition to approving the risk management policy, also reviews our Corporate Risk Matrix on a regular basis, keeping an eye on the risks with the highest severity. Vibra's risk management process includes identification, analysis, treatment and monitoring of the main risks to which the company is exposed. The head office risks are grouped into five categories: ESG, business, compliance, financial and digital.

The Executive Board (EB), Statutory Audit Committee (CAE), and the Board of Directors are periodically presented with risks that have a high or very high severity. These groups then discuss the need for additional measures to address the risks, develop recommendations, and create action plans. Periodically, modifications to the matrix are discussed and may be added to make it more accurately reflect the situation to which Vibra is subjected. The company deals with risk severity levels that fall into the following categories: Very Low, Low, Medium, High, and Very High.


*In 2022, we set clear parameters of our **risk appetite**, establishing five levels of positioning*

We completed a key task for our long-term planning in 2022 by establishing clear risk appetite guidelines. Five levels of risk positioning were defined: averse, conservative, moderate, prone and bold. Each of these categories carries a set of standards and criteria for analysis that explicitly define how much Vibra wants to expose itself. For instance, we find that we are risk-averse when it comes to cybersecurity and integrity. On the other hand, in the new business segments, we are prone to risk. On average, considering all segments, we define Vibra as a company with a moderate risk appetite. [GRI 418-1](#)

Naturally, Vibra is aware of climate risks and the impacts and opportunities they can have on its business. In order to address this, Vibra looks for technological solutions and new positioning as a multi-energy platform, investing in projects like electromobility and advanced biofuels, among others (learn more about climate opportunities and risks on page 85).

Vibra's management of tax risks is informed by transparency, adherence to moral standards, and the development of a partnership and respectful relationship with the treasury bodies. As a result of Vibra's corporate structure, which is devoted to the evaluation of standards, tax compliance and risk management, the company is able to implement its strategic initiatives in accordance with the relevant tax laws and Vibra's Corporate Risk Management Policy. [GRI 207-1, 207-2](#)

*Vibra describes the risk factors that may adversely affect it in the Reference Form.*






# Investor Relations

GRI 2-29, 3-3

Vibra's relations with its investors are based on transparency and credibility. 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 hold meetings whenever necessary with investors and market analysts. In addition, we participate in national and international conferences organized by investment banks. In 2022, we attended 11 national and international conferences and more than 360 group and individual meetings.

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. Annually, we organize the Annual Shareholders Meeting and, when necessary, Extraordinary Shareholders Meetings.

*We make available on our **site** all detailed and updated data about our businesses, corporate governance, annual and quarterly financial reports, market communications, shareholder notices, material facts and our Contact Us channel for requests, questions and information.*



**+360**  
meetings with investors  
and market analysts  
were held in 2022



# Institutional Relations

We closely monitor the debates and publications related to our businesses, contributing our technical expertise to the development of public policies and sector regulations. Our interactions with public authorities and representative institutions are guided by integrity and transparency, with the goal of improving the regulatory framework for the sector.

We actively participate in the construction of standards and laws that impact our activities, defending the safety of facilities and the quality of products and services, as well as encouraging investment, innovation and sustainable development.

We advocate for a healthy competitive environment, assisting authorities in the fight against fraud and encouraging fair competition for economic and social development.

Furthermore, we have contributed to the improvement of the fuel sector through our collaboration with specialized entities that represent it, such as the Brazilian Institute of Oil and Gas (IBP), the Legal Fuel Institute (ICL) and the National Union of Fuel and Lubricant Distribution Companies (SINDICOM).

We recognize the importance of reducing carbon emissions and transitioning to cleaner and renewable energy sources. We support initiatives like adding anhydrous ethanol to gasoline, using biodiesel in diesel engines, and the RenovaBio program. We advocate for public policies and regulations that encourage the development of new technologies, such as carbon market regulation, green diesel oil, and aviation biokerosene, in order to efficiently meet our decarbonization targets.

We advocate for the fulfillment of freely concluded contracts as well as the clear definition of roles and responsibilities in the sector, with the goal of promoting equal treatment for all agents performing the same activity. We seek to ensure legal and regulatory certainty, as well as balanced competition, both of which are critical to strengthening the business environment and boosting economic development.

We support tax reform that encourages the implementation of monophasia for all fuels as well as the standardization of specific rates (ad rem) across all states. This measure aims to simplify taxation and combat distortions that may exist in the current system. [GRI 207-3](#)

It is worth mentioning that Vibra does not make financial contributions or donations of any kind to politicians, in office or not, candidates in electoral disputes and political parties. [GRI 415-1](#)

*We follow the debates on topics that may impact our areas of activity*



# How Vibra **operates**

GRI 2-6, 3-3

- Fuel distribution
- Chemicals
- Service station
- Aviation
- Lubricants
- Automotive lubrication center
- Convenience
- Multi-energy platform



Vibra aspires to be the energy solutions provider of choice for its customers and consumers. In order to achieve this objective, we are working to become one of the largest energy platforms in Brazil, offering a comprehensive portfolio of products to meet a variety of needs. In 2022, we reviewed long-term plans, a task that directly involved the engagement of more than a hundred leaders of our company.

Our goal over the medium and long term is to expand our portfolio of energy solutions based on renewable sources and segments that reduce our carbon footprint and the carbon footprints of our customers and consumers. This strategy is rooted in our market actions, including the acquisition of shares and formation of strategic alliances. As part of efforts to combat climate change, we wish to serve as agents of change for businesses that seek to expand while reducing their greenhouse gas emissions.

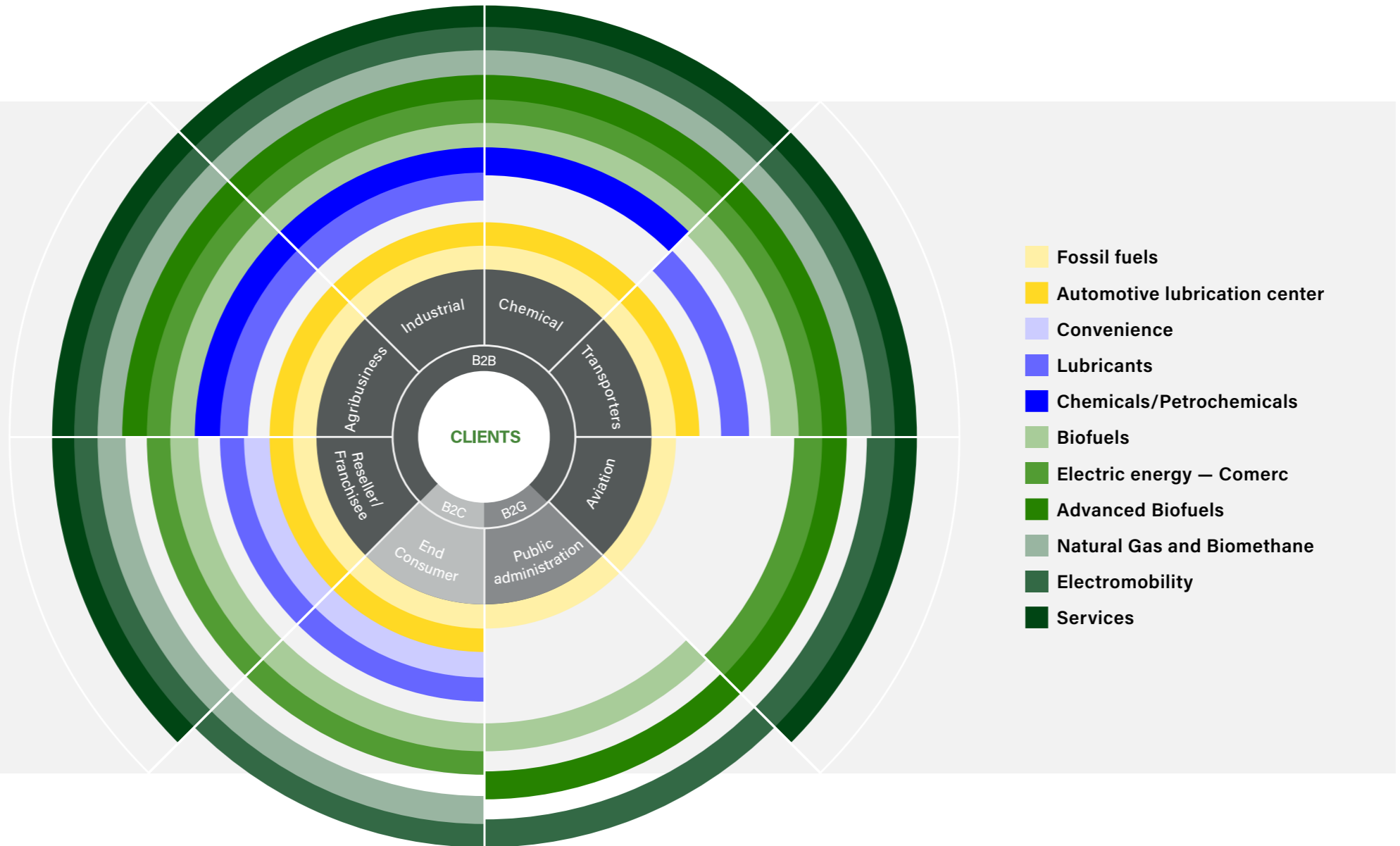
To this end, we are protagonists in Brazil's energy transition, maintaining our commitment to remain leaders in the distribution and supply of high-tech fuels and lubricants that are vital to the economy's continued operation. Our products have been designed to reduce the impact of hydrocarbon-based matrices. Our product line consists of gasoline, ethanol, diesel, biodiesel, biogas, biomethane, marine diesel, aviation fuels and solids.

*Our goal is to increase our portfolio of energy solutions derived from renewable sources*



## Client-centric

*Our focus is on the customer. We aim to be the leading choice for energy solutions for our clients and consumers. We aim to offer a comprehensive portfolio of products for different requirements and be prepared to serve companies regarding their energy transition initiatives.*



- Fossil fuels
- Automotive lubrication center
- Convenience
- Lubricants
- Chemicals/Petrochemicals
- Biofuels
- Electric energy – Comerc
- Advanced Biofuels
- Natural Gas and Biomethane
- Electromobility
- Services

## Fuel distribution

GRI 3-3

According to the National Union of Fuel and Lubricant Distribution Companies (SINDICOM), we are national leaders in the distribution of fuel and lubricants. We provide our technologies and all of the innovation we generate as a comprehensive package of energy and consulting services. This guideline is a component of our quality policy, which demonstrates our ongoing commitment to exceeding customer expectations in terms of product and service quality and supply conditions.

We ensure the quality of the fuels we distribute by controlling their receipt, storage, and shipment at our distribution centers. In

accordance with the applicable laws and regulations, our processes are structured and include laboratories, computerized systems, and document controls. We maintain service channels for problems discovered in the product quality we supply, as well as procedures for recording and dealing with non-conformities in order to analyze and repair the cases that have been identified.

The National Petroleum Agency and other associated bodies conduct periodic inspections to identify potential nonconformities in fuels sold in the country. We track the results and use the

data to calculate our non-conformity indicator (INC), which is determined by the proportion of infraction notifications and samples collected for compliance analysis by the agency. In 2020, the percentage was 6%, rising to 8.6% in 2021 and reaching 11.9% in 2022. The target for 2023 is to reverse this upward trend by reducing the number of notifications.

In 2022, our reseller stations, which use the licensed Petrobras brand, presented a compliance index of 97.9% in the ANP Fuel Quality Monitoring Program (PMQC).

## Chemicals

We operate in the distribution of chemicals, for the downstream and upstream segments. Vibra has a broad portfolio of products such as sulfur, solvents, process oils, as well as commodities and specialty chemicals for the Oil and Gas market. We are a national leader in the distribution of hydrocarbon solvents and the largest supplier of chemicals to the Oil and Natural Gas Exploration and Production (E&P) industry.

*We are leaders in the national fuel distribution market*

Product recalls			
	2020	2021	2022
Total product recall cases	0	1*	0

\* Case with cost of BRL 973,727.02. This relates to 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.



## Service station

Vibra has 8,383 gas stations licensed under the Petrobras brand name, which are located in 2,354 cities across 26 states and the Federal District. Based on these figures, we are the fuel distributor with the most service stations in the country. Of these, 143 are part of the Siga Bem Network, which aims to provide truck drivers with superior services. Currently, 30 million individual clients conduct transactions in our service station network every month.

In 2022, we maintained the rate of fuel acquisition and importation, thereby ensuring a network that was stocked and ready to serve the Brazilian consumer despite the challenges posed by the international situation, which included an armed conflict between Russia and Ukraine involving a region significant to the international oil market.

We recorded an increase in brand franchisees, with more than 450 new adherences. This movement seems to connect with the desire of some gas station owners to enter into a more perennial relationship in the face of supply fluctuations, as well as the impacts of the new ICMS tax law and the decision that unified state tax rates.

As exclusive distributors of Petrobras Grid, a complete line of additive fuels composed of gasoline and ethanol, Petrobras Podium line, with gasoline and diesel of high octane and high number of cetane, respectively, and Diesel Verana, the only premium diesel oil in the nautical market, we upheld our commitment to having a base of excellent products in our service stations.

In 2022, we launched a new generation of Petrobras Grid and Petrobras Podium gasoline and Ethanol Grid. All with new Tecno 3 additive technology developed in collaboration with the German company BASF. With it, our fuels add three main benefits: cleaning, protection and savings. They function in such a way that they protect vehicles from wear and tear, resulting in lower engine maintenance costs.

The addition of these products contributed to a jump in the share of additive products in our mix: going from 15.14% in 2021 to 18.20% in 2022, and, for the first time in the history of the Company, we took the lead in the market share of additive products, with a 30.5% share.



## Two thousand service stations with the new image

We accelerated the pace of service station adjustments within Vibra's new visual identity, which was launched in 2020. Station owners rely on the Merchandising Team for assistance in this process, which performs all necessary monitoring to ensure the adoption of the visual identity within the planned molds, avoiding image distortions. In addition, we provide a specific financing line for the renovation and a list of Vibra-approved suppliers to make the contracting process easier.

To achieve the desired progress in 2022, it was necessary to circumvent an unforeseen event: the restriction of

access to international suppliers to meet our demand for a special glue to be used on the top space of the service stations as a result of the conflict in Ukraine. In addition to resolving the scarcity issue, the solution consisted of the development of a fully domestic adhesive, which resulted in reduced operating costs.

Consequently, between April 2022 and February 2023, we reached an additional 1,000 gas stations with the new image, for a grand total of 2,000 service stations featuring our new layout, designed to facilitate service and be inviting to the public while maintaining a carefully crafted brand concept.

*In 2022, we assumed the leadership of the additive products market, reaching 30.5% market share*

## Aviation

In the handling of aviation products, we follow the strict international standards of the Joint Inspection Group (JIG), an entity to which we are affiliated and which is a world reference in the subject. The correct application of these standards, in turn, is measured not only through audits of customers and airline associations, such as IATA (International Air Transport Association), but also through a systematic inspection routine in our Aircraft Supply Parks (PAAs) and in our Aircraft Supply Units (UAAs), present in the more than 90 airports in which BR Aviation, a brand licensed to Vibra by Petrobras, operates. In addition, all Aircraft Supply Operators operating within the BR Aviation network are Vibra-certified after completing the company-determined training program. All of these efforts are aimed at ensuring the quality and safety of the aviation industry's operations throughout the entire production chain. We are the largest distributor of aviation fuels in Brazil as a result. We have a portfolio of more than 2,200 active customers, providing JET A (Aviation Kerosene), JET-PLUS (Additive Aviation Kerosene) and AVGAS-100LL (Aviation Gasoline). To further expand our reach, in 2022 we began operating a new PAA at Fernando de Noronha Airport (PE) with storage capacity of 105,000 liters of aviation kerosene.

According to the 2022 consolidated data compiled by the Brazilian Aviation Fuels Market Dynamic Panel Vibra holds a 67.92% market share. Our distribution network serves domestic, international, government and executive aviation. We are leaders in the domestic airline market and supply foreign customers from all over the world. In addition to the aforementioned fuels, we also offer the BR Aviation Center, a package of services for business aircraft and crew, the BR Aviation Card, a card that allows BR Aviation customers to electronically enable fueling directly at airports, giving agility to service, data reliability, and safety in operation, as well as the BR Aviation Club, a pilot-centric relationship program.

The volume of sales increased by 35.4% in 2022, the second year in a row that significant signs of recovery were observed in the segment most impacted by the covid-19 pandemic among the markets in which we operate. It is estimated, however, that it will take a few years for the market to return to pre-pandemic levels.

*In December, the Eduardo Gomes International Airport, in Manaus, became the first airport in Latin America to have a zero-emissions, 100% electric aircraft supply truck. This pilot initiative is a partnership that unites BR Aviation, Pioneiro Combustíveis and Volkswagen Caminhões e Ônibus.*



## Women in aircraft fueling

In 2022, our aircraft fuel supply operations began to include women, which was a first for the industry. We revised our standards to eliminate ergonomic bottlenecks after mapping out a variety of aircraft supply scenarios and conditions. Although we found that there are mechanical and legal limitations on the supply of larger

passenger aircraft, there is still room for improvements in other operations, such as the service and supply of small and business aircraft. As a result, a member of the BR Aviation team became Vibra's first female aircraft refueling operator, thus opening the door for numerous other women. We vibrate with joy!





*We shipped more than 17,000 m<sup>3</sup> of lubricants abroad in 2022, setting a new record for export volume*

## Lubricants

### GRI 3-3

We serve the lubricants market through Lubrax, the most remembered lubricants brand (Top Of Mind Award 2022 category “Lubricating oil”) and the most purchased in the country (according to a survey carried out by the magazine O Mecânico - 2022 edition). We sell Lubrax products to more than 80,000 customers nationwide. Vibra manufactures high-tech lubricants for the most diverse market segments at the Lubricants Industrial Complex in Duque de Caxias (RJ). There are more than 130 product families for automotive, industrial, maritime, and railway applications, totaling over 600 products on the shelf.

In 2022, new products were added to our line of lubricants. The Lubrax Top Turbo Essential is designed to extend engine life by conforming to the API CI-4 specification. The Lubrax Top Turbo Pro S is an innovation for diesel engines with an exhaust gas recirculation system (EGR).

It was an important year for the segment. We made significant progress in our distribution program, resulting in a major revamping of our distribution channels in São Paulo, Minas Gerais, Paraná, and the Northeast Region. All is done in accordance with the tenets of the program of excellence with distributors, which establishes

parameters for good practices, standardization, and product placement at sales points.

In 2022, we set a new export volume record for lubricants. We exported more than 17,000 m<sup>3</sup>. Our products are sold to Argentina, Bolivia, Uruguay, Paraguay, Chile and Colombia. We recorded 28% higher profitability in 2022 compared to the previous year. Additionally, Vibra has a sizable regional presence in the Brazilian market and is available at more than 120,000 sales points. The largest in the nation in the segment, there are more than 8,300 service stations with the Petrobras brand and 1,700 Lubrax+ automotive services franchises.

It is important to note that 2022 saw significant disruptions in the additives production. The war in Ukraine impacted the supply chain and affected logistics. We solved this problem by applying our expertise and creating new formulas to guarantee customer supply.

Vibra wagers on the development of new technologies, the efficacy of its production processes, and circularity (see more on page 99) in the creation of its lubricants. Additionally, we follow a strict quality control procedure

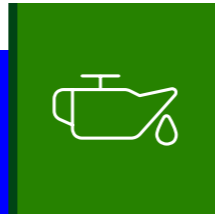
throughout the entire lubricants value chain, from the arrival of raw materials through all phases of production to the shipment of finished goods. We follow a regular schedule for evaluating the strategic inputs that must have their processes guaranteed. We also preserve samples of every batch produced in our (own and partner) facilities so that we can demonstrate, in the event of a dispute, the conditions under which the product was shipped from our facilities.

To clearly communicate the risks, safety precautions, and emergency procedures associated with using or handling our products, our packaging adheres to the international GHS standard. We offer a dedicated channel through

SAC Vibra to address concerns about the quality of our lubricants. The demands received are broken down internally for investigation, response actions (such as batch collection and exchange, for example), evaluation of potential root causes and actions to prevent recurrences. Our quality processes are fully traceable and routinely audited pursuant to the requirements of ISO 9001, 14001, 45001 and IATF standards: the latter is a new certification obtained in 2022 after improvements to our internal processes to meet the needs of the automotive sector's clientele.



## Half a century producing lubricants



In 2022, our Lubricants Industrial Complex turned 50. We continued the plan for plant improvements, focusing on updating equipment, expanding storage capacity, and implementing automation and control systems in order to boost the facility's efficiency and output. The stages of

assembly for significant components, including the automated vertical warehouse, the new tank basin, and the new mixture system, were completed. The actions aim to expand the installed capacity from the current 28,000 m<sup>3</sup> per month to 42,000 m<sup>3</sup> per month.

## Automotive lubrication center

We have the tenth largest franchise in Brazil, according to the ABF 2022 Ranking, and the largest oil change franchise in the country: Lubrax+, our automotive lubrication center. There are 1,770 stores spread across Brazil, covering 21% of the Petrobras network service stations. Gas station sales account for 34% of the total volume of Lubrax lubricants sold in the country.

Lubrax+ is an advanced lubrication center that adds value to sale points and is thus an asset to station owners, with a presence in all states and the Federal District. The franchise helps attract new customers, retain existing ones and increase the filling station's profitability. Our goal with Lubrax+ centers is to provide a highly qualified service point in a single location. In 2022, among

customers who used Lubrax+ services, 95% declared their intention to return. In addition, 44% of consumers consider Lubrax+ the best oil change service, according to a Tracking Consumidor survey. The network also provides exclusive promotional offers and combos via the Premmia app, as well as benefits such as online service scheduling.

In 2022, 7 million liters of lubricants were sold at our Lubrax+ points of sale. The franchise network accounted for more than 590,000 oil changes in 2022 and totaled approximately 2 million transactions in the year, including the rendering of other services. In comparison to the consolidated data until January 2021, we saw a 27.8% increase in average revenue, a 16.9% increase in exchanges, and a 7.6% increase in cumulative revenue.



1,770  
Lubrax+ stores  
around Brazil



## Convenience

BR Mania is another key component of Vibra's gas station strategy. According to a survey conducted by Cognatis Applied Intelligence, service stations that install a BR Mania unit increase their volume of fuel sales by another 18%.

This franchise has a history of more than 25 years and is the 13th largest in Brazil, according to the ABF 2022 Ranking. BR Mania offers over 100 different products and 25 private label items and strives to create a welcoming environment in the gas stations that can meet small needs other than vehicle care. We opened 121 new stores in 2022 and served over 53 million customers across the chain. The result of this was a turnover of BRL 1.35 billion, 22% higher compared to 2021. Our market share is 29.3% in the segment.

As disclosed in Material Facts in February 2022, Vibra and Americanas S.A. formed a partnership to exploit the business of small retail stores, inside and outside gas stations, through Local and BR Mania stores, with the establishment of Vem Conveniência. However, due to events involving Americanas S.A. that resulted in changes in the basic premises that led to the setting up of the partnership, we notified its immediate termination on January 23, 2023. In the next phases, we will implement the procedures and take the necessary

steps required for the return of the businesses (Local and BR Mania) to the respective original partners. We believe that in the future, an independent company with its own management and governance for the BR Mania chain will be able to provide sustainability in the conduct of its values and businesses.

121  
BR Mania stores opened in 2022

# Multi-energy platform

GRI 3-3, 201-2

## ETHANOL

On June 1, 2022, Vibra and Copersucar S.A. joined forces to create Evolua Ethanol, a joint venture structured to be an open, fluid, value-generating platform with scale to serve the national and global markets.

In addition to having exclusive distribution rights for ethanol produced by Copersucar's 34 plants, Evolua is free to purchase ethanol in the market and sell it to customers other than Vibra, including other distributors.

We believe that this partnership strengthens our position in the biofuels market and adds value through a number of potential synergies. We already have a well-established presence in the ethanol sector, and the venture brings us closer to the producer, allowing us to gain a comprehensive understanding of all the processes in the value chain. The action is consistent with our energy transition strategy, as ethanol is a key component in Brazil's decarbonization efforts.

The schedule foresees that Evolua will be in full activity in the sugarcane crop that begins in April 2023 and runs until March 2024. The first harvest was transported during the first few

months of operation in part by Vibra and in part by Copersucar. This will eventually be unified by Evolua. We introduced Ethanol Grid, a fuel with a new set of additives. It allows for more efficient engine operation and, as a result, a reduction in emissions.

## ELECTROMOBILITY

GRI 3-3

With the goal of having the largest and most robust electric recharging network in Brazil, we have strengthened our partnership with mobility startup Easy Volt (EZVolt), the first company in Brazil to offer electric vehicle recharging as a service and the largest electric charging chain in the country, with more than 200 electric chargers. The agreement was sealed through an investment of BRL 5 million in the corporate venture capital model. This amount may be converted by Vibra into an equity interest in the company. We consider that the ties established with EZVolt are a central part of our plan to include diversification by offering energy services at service stations. We want to build a multi-energy platform based on renewable and sustainable matrices to increase supply. We plan to offer electric vehicle charging in 25% of our service station network by 2030.

In December, Vibra and EZVolt inaugurated Brazil's first all-electric service station in the Jardim Anália Franco neighborhood of São Paulo. The unit offers ultra-fast charging and the space has been planned exclusively for recharging electric vehicles. Thus, in addition to a dedicated layout for cars, trucks, and buses, the service station includes an entertainment and rest area designed with the customer in mind while they wait for their vehicles to be recharged.

In addition, we began the installation of the first smart charging stations for electric or hybrid vehicles in two Burger King® restaurants (Rio de Janeiro and Barueri). The goal of this electromobility project is to add value to the points and save customers time when looking for vehicle charging stations. In this instance, it enables customers to recharge their vehicle batteries while dining. The expansion plan foresees, in its first phase, another 18 recharge points in Burger King® branches, totaling ten stations in Greater São Paulo, five in Belo Horizonte and five in Rio de Janeiro.



# Highway electric recharging network

We announced the start of the project in June 2022, with the goal of building the largest network of electric charging stations in Brazil, most of which will be on highways connecting seven states, by the end of 2023. The objective is to establish a belt of approximately 9,000 kilometers of electric vehicle coverage.

The first unit was inaugurated in the municipality of Roseira, at kilometer 82 of the Presidente Dutra Highway heading towards Rio de Janeiro. The site has an ultra-fast circuit with three charging points. Depending on the vehicle, the equipment can supply 80% of the battery in up to 20 minutes. The strategy is to give drivers of electric vehicles in the São Paulo-Rio corridor greater autonomy. Vibra plans to offer electric vehicle recharging at a significant portion of its service station network by 2030.



*By means of Comerc, we position ourselves as one of Brazil's leading energy sellers*

**ENERGY**

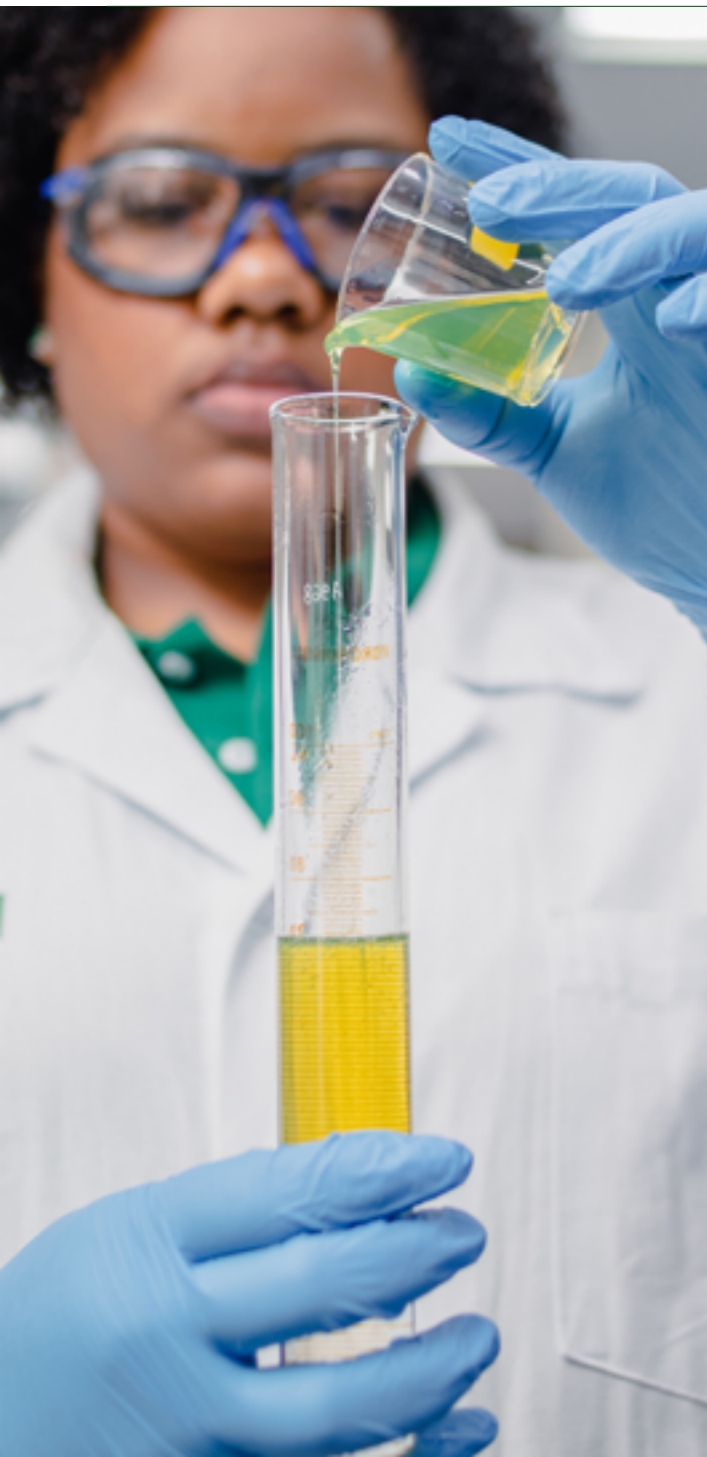
**GRI 3-3**

Vibra began holding 48.7% of Comerc's share capital in 2022 after entering the energy trading market in 2021 through the merger of Targus Energia and exercising operational control alongside Comerc's founding shareholders. Comerc is one of the main energy traders in Brazil, with extensive experience in renewable energy sources. Our long-term objective is to become the biggest company in the nation's free energy market. The data indicates that we are on track to meet this goal.

Comerc Trading's operations in 2022 totaled 36,686 GWh (18,360 GWh for sale and 18,326 GWh purchased). With 158 MWp installed and 162 MWp in the implementation stage, Comerc is not only one of the biggest trading companies in Brazil but also one of the largest Distributed Generation (DG) platforms, with commercial operation dates set for 2023. The installed solar and wind energy capacity for the Centralized Generation (CG) vertical is 690 MW. In addition, the company has projects under implementation that will bring total installed capacity to 1.8 GW by the first quarter of 2024. With the potential to expand even further in the upcoming years, all of these data points place our partnership at the top of the energy market.

Our main goal is to help our clients on their decarbonization journey and to work with them to develop an ESG (Environmental, Social, and Governance) agenda that is relevant to the energy transition topic. This initial phase of the agreement resulted in more than 350 closed deals with Vibra customers, who are currently being served by Comerc's products and services, including renewable energy, I-RECs, and carbon credits. In accordance with our objective, the Comerc Energia Group introduced new solutions to the market in 2022 as part of its integrated service platform, which aims to guide businesses toward decarbonization through the application of effective sustainable solutions. The Comerc Impacta platform conducts a comprehensive analysis of the client's greenhouse gas (GHG) inventory and presents a plan of action with decarbonization solutions.

We see a variety of cross-business opportunities in this union. One is that we have utilized Comerc's expertise in renewable energy sources to develop innovative solutions, such as the composition of a system in which electric vehicle charging stations are entirely powered by renewable energy sources. Thus, we have created a sustainable consumption chain involving two of our new business fronts: energy and electromobility. In uniting automobiles and renewable energy in the same context, this initiative carries with it significant symbolic significance.



The integration of Comerc into Vibra's portfolio brought with it a platform of energy solutions with experience in distributed generation, centralized generation, energy efficiency, energy storage, energy monitoring, energy trading, I-RECs, carbon credits, and other products and services that, when combined with Vibra's expertise in seeking the best energy solutions for its customers, will be consolidated as a significant source of revenue for the company.

As of 2026, Vibra will have the option to acquire 100% of Comerc's shares at amounts defined at the time by independent evaluations of its equity value.

**ADVANCED BIOFUELS**

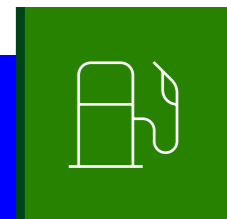
GRI 3-3

We invest in technology to facilitate advancements in our customer service. In April 2022, we announced a new partnership with Brasil BioFuels (BBF) for the production and sale of Sustainable Aviation Fuel (SAF). In 2021, Vibra and BBF had already closed an agreement for the purchase and sale of HVO (hydrotreated vegetable oil), known as green diesel.

Green diesel is considered highly efficient and has the potential to reduce greenhouse gas emissions by as much as 90% compared to fossil-based diesel. It can be used mixed with normal or pure diesel.

The partnership signed in 2022 stipulates that Vibra will act as an independent purchaser of the volumes produced by SAF and HVO. BBF is expected to invest approximately BRL 2 billion in the construction of the biorefinery in the Manaus Free Trade Zone, which will produce SAF and HVO. This biorefinery's SAF and HVO are expected to be available in 2025/2026.

Vibra also supplied 365,000 liters of Vibra Renewable Diesel in 2022, which is made up of R5 Diesel and the required biodiesel blend. A portion of the fuel supplied was destined for an initiative in Curitiba (PR) to evaluate operational, logistics, distribution, and commercialization aspects. Diesel R5 is produced by co-processing vegetable oils or animal fat with mineral diesel oil, consisting of 95% mineral diesel and 5% renewable diesel.



## HVO: present-day application of future-generation diesel

While we invest to have sufficient operating volume to include HVO in our distribution network, we are looking for ways to already include its use in our operations and initiatives.

BR Aviation began using HVO blended with traditional diesel in December 2022 to reduce the operating footprint of its supply trucks at Rio de Janeiro's Galeão/Tom Jobim International Airport.

HVO also contributed to the energy of Salvador's carnival. The Vibra-supplied product was used to power the generators of Carlinhos Brown's trio during their participation in the festivities. The action was recognized with the Sustainable Carnival Seal 2023, bestowed by the city of Salvador's Sustainability, Resilience and Welfare and Animal Protection Secretariat.

**GAS**

**GRI 3-3**

Aiming to join the biomethane chain and to add it to its portfolio, as well as to act in the development of this market in Brazil, Vibra signed a partnership in 2021 with ZEG Biogás e Energia S.A., a company with expertise and technology in the biomethane. At the time, Vibra had identified a biomethane production capacity of 10 billion m<sup>3</sup> by offering its ethanol suppliers, which comprised a network of over 300 plants, an integrated solution for the production of biomethane from vinasse (waste from the industrial process that produces ethanol).

We estimate that exploiting the full potential of vinasse to replace fossil fuels could eliminate millions of tons of GHG per year. In this manner, we connect two of our business lines, as Evoluta Ethanol (see more on page 53) will promote a pertinent approach of Vibra with producers.

On July 4, 2022, Vibra signed an agreement to acquire 50% of the share capital of ZEG Biogás e Energia S.A. We invested approximately BRL 129 million for the acquisition of this stake in the company. Capital injections of up to BRL 412 million are also expected in the coming years to develop new biomethane projects. This composition will play a key role in building a clean

energy solution for fuel stations, by working with EZVolt, as well as meeting the demands of our B2B customer base.

Vibra decided to sell its stake in ESGás (49% of the common shares and 60.02% of the total share capital), a mixed-capital company controlled by the state of Espirito Santo with 51% of the common shares. The decision was made in response to Vibra's resolution to focus its operations on the unregulated gas market. As a result, we see that the company is no longer strategically aligned with the business model we intend. According to a Material Fact communicated to the market on March 31, 2023, an auction was held for the sale of all shares, with Energiasa S/A presenting the winning bid.

*We acquired 50% of ZEG Biogas's share capital to assist in the development of the Brazilian biomethane market*







# Innovation

GRI 3-3

ESG Challenge  
Operational efficiency

Vibra is among the 20 most innovative companies in Brazil according to a study conducted in 2022 by MIT Technology Review. It was the first time this survey, for the Innovative Workplaces award, was conducted in Brazil and evaluated the innovation potential of over a thousand businesses. Vibra also moved up 69 positions in the Innovation category in the *Estadão Empresas Mais* ranking, and was in the top 50 in the 2022 edition. It also advanced in the 2022 Innovation Value Award, climbing more than 80 positions compared to 2021. We are also one of the top 20 (2nd in the Retail and Distribution category) in the TOP 100 Open Corps 2022, which selects the companies in Brazil that engage in the most open innovation with startups. We are one of the top 20 companies in the English consultancy The Bakery's survey of the best companies for the Brazilian startup ecosystem in 2022.

These mentions help put the work we do in the search for innovation into context. In addition, in 2021, we took a strategic step toward identifying and strengthening relationships with innovative groups by establishing Vibra co.lab, an innovation platform that brings together various agents from the Vibra spectrum such as universities, research centers, incubators, funders, and stakeholders. Vibra co.lab's mission is to act as an instrument for articulating and orchestrating Vibra's innovation intentions, working on three horizons

to foster innovation: Horizon 1 - improve our core business products, making our existing portfolio more efficient; Horizon 2 - develop new products and services that somehow have a connection with current businesses; and Horizon 3 - research and development of disruptive products and services without connection to current models, but that can help in the composition and robustness of our range of businesses.

In 2022, we increased our innovation ecosystem by adding startups to our database. More than 400 of them are currently on our close-in radar. Furthermore, we increased the number of startups that work directly with us to develop solutions in the three horizons of our innovation landscape from 41 to 60. Easy Volt (EZVolt) startup, the largest company in Brazil to offer electric vehicle charging as a service, is a successful example of the orbit created by the Vibra co.lab (see page 53 for more details).

Our innovation agenda is essentially divided into five major axes, each of which represents a distinct phase of the creation and development process. We concentrate our efforts and assets on the pursuit of innovation on them. The goal of open innovation is to bring into our habitat those startups that can help us with the challenges of our business. Another axis is based on Vibra Ventures (see more in the box on this page). We look for startups in it that are



*Vibra is among the 20 most innovative companies in Brazil according to a study conducted in 2022 by MIT Technology Review*



developing work that is more concentrated on our horizons 2 and 3, with the intention of taking a minority stake. We also have what we refer to as intrapreneurship, which is an axis made up of the Innovation Circuit (a training program that has already coached more than 2,000 employees in some line of learning) and the Recognize+ (read more on page) 70) and co.laborar programs, which evaluate and put new ideas into practice. In 2022, co-laborar generated 160 more opportunities, which are undergoing a journey of validation and acceleration.

Vibra also orients its innovation agenda through the axis represented by the Innovation Committee, a forum that dialogues on our innovation theses on a regular basis, discussing topics such as production bottlenecks, risk appetite, and business strategies, among others, and the Agile Treadmill, an axis that deals with the projects conceived by Vibra co.lab, managing their development in a differentiated manner through the stage-gate innovation method.

## ESG Challenge

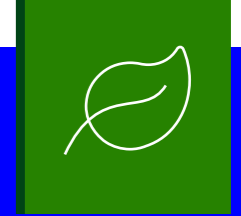
We organized the first Vibra's ESG Challenge in 2022. The goal was to identify startups capable of developing innovative and environmentally friendly business models and assisting us in the construction of the future. In the same way that we look to startups for new products, services, and solutions to our business challenges from our traditional portfolio, we employ the same strategy for our ESG agenda.

The objective was to enter a spectrum of innovation and creativity that could contribute to our efforts to find impactful solutions for constructing a low-carbon future in the fields of energy, mobility, logistics and operations. The action attracted the attention and interest of 109 startups, with four of them selected.

## BRL 150 million for innovation projects

We established a corporate venture capital fund in 2022 to support our projects with startups and scaleups. The fund, called Vibra Ventures, was set up with BRL 150 million to be used over the next five years to foster opportunities and innovative technologies complementary to Vibra's field of expertise, as well as new businesses, products, and services.

The fund's goal is to encourage entrepreneurship and open innovation processes. The focus is on areas such as energy transition, mobility, convenience, retail and means of payments.



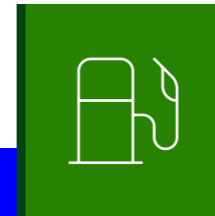
## Operational efficiency

Our business adheres to the Lean philosophy, a management system that aims to optimize resources, eliminate waste, and perform efficiently with minimal effort. The implementation of this management model was based on the centralization and rationalization of processes. Efforts to eliminate a variety of obsolete procedures are a crucial component of this landscape. The operations sector is fundamentally comprised of three dimensions: risks, costs, and time. We have made significant progress in these three dimensions thanks to the Lean methodology and the emergence of organic actions that propagate this mindset.

One of them is Bate Papo Lean, a community exchange of experiences through weekly dialogues on topics related to aspects of efficiency and with a focus on productivity and management processes. Several novel procedures have emerged from this forum. We foster an environment conducive to the generation of innovative ideas. Numerous processes pertinent to day-to-day activities originate from effective field actions.

Vibra encourages and rewards small employee initiatives that generate processes and equipment that solve problems or generate efficiency gains so uniquely that they are systematized, incorporated, and subsequently recognized by top management. In this context, the importance of recognition programs, such as Recognize+ (learn more on page 70), is evident.

*We rely on a community to share experiences regarding efficiency and productivity*

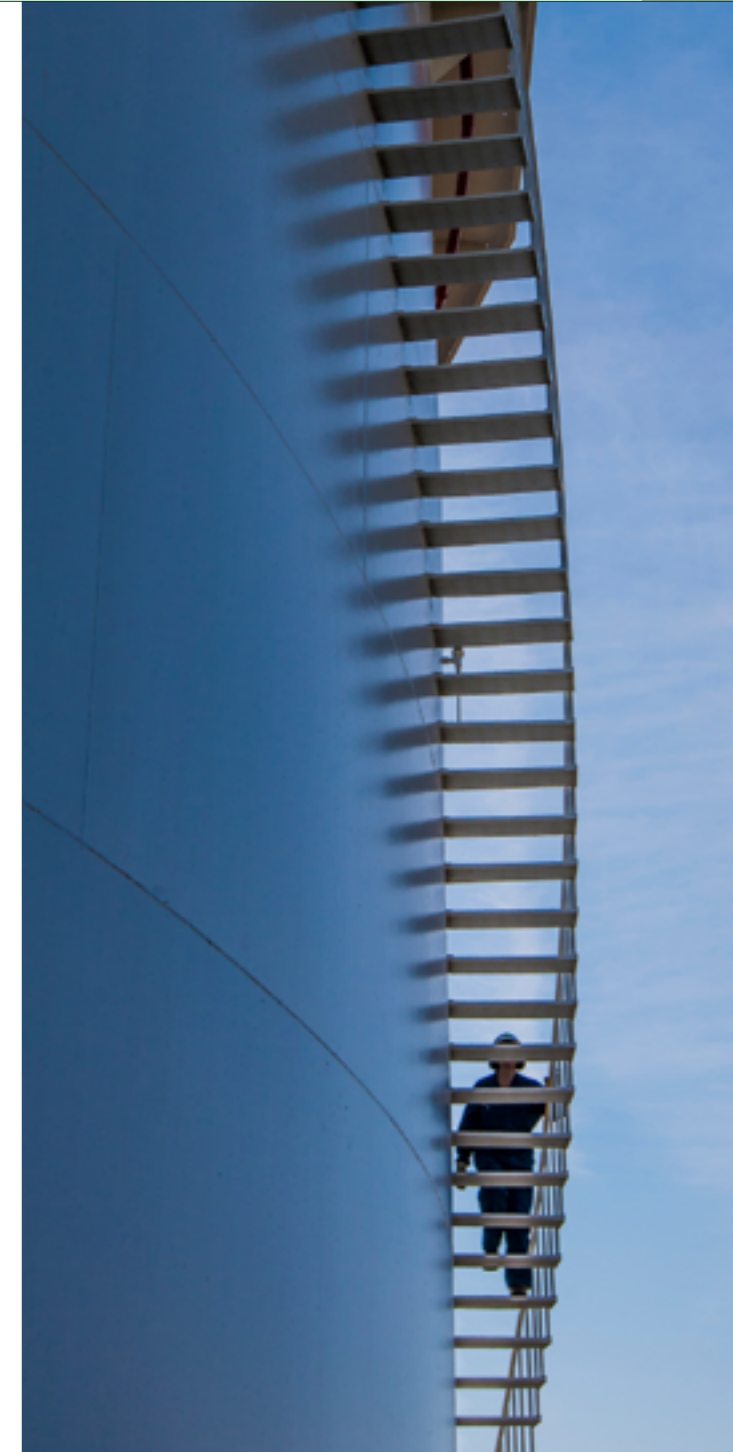


## Self-service generating efficiency

In 2022, we expanded the self-service operation in our operational bases. The procedure fully automates the loading experience. The driver arriving at one of our operating units follows a self-service totem

step-by-step to the exit, being loaded and sealed and fully prepared for the delivery trip.

Our drivers' journey in our operating units are now safer, faster and more efficient because of this.



# Culture and People

Cultural transformation  
Attraction, retention and selection  
Benefits, compensation and recognition  
Occupational health and safety  
Diversity and Inclusion

# Cultural transformation

Our most important source of energy comes from the people who make Vibra work every day. A team of 3,364 employees dedicated to moving Brazil forward with the best energy available.

Since being transformed into a true corporation, we have worked to provide our teams with the organizational vision required to meet our new strategic objectives, which are expressed in our values (learn more on page 18). Vibra believes that cultural transformation is accomplished through leadership. To this end, we want to build a leadership profile that is focused, aligned, and empowered to carry out the transformation processes. We created a leadership training program focused on innovation and unconscious biases in 2022, with the goal of broadening leaders' understanding of topics like innovative processes, diversity, and inclusion.

We set up Culture Ambassadors, who represent all vice presidencies and various locations, to disseminate fundamental corporate culture guidelines. Furthermore, our Online Learning Platform has been enhanced in collaboration with a provider that offers content signed by authors and teachers from renowned business schools around the world. We launched the Values Trail, which offered over 50 training options to employees, empowering them based on the desired culture's expected behavior and increasing their autonomy in their own development.

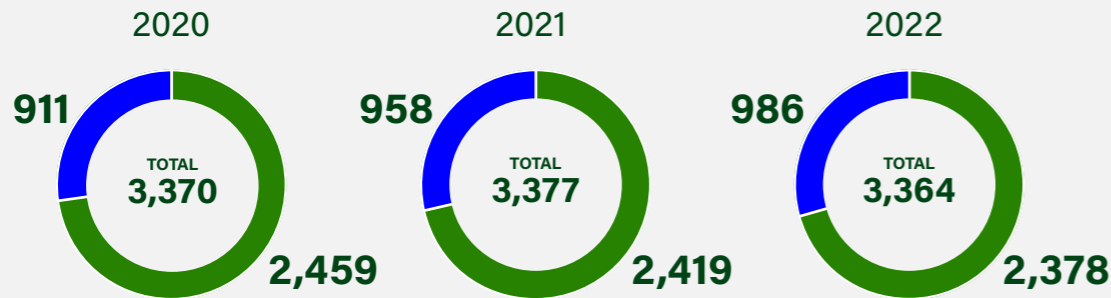
*Our most important source of energy comes from the people who make Vibra work every day*



**Employees by type of employment contract and region\* GRI 2-7**

Region	2020			2021			2022		
	Fixed-term	Unspecified term	Total	Fixed-term	Unspecified term	Total	Fixed-term	Unspecified term	Total
North	0	224	224		189	189	2	227	229
Northeast	0	498	498	1	428	429	6	513	519
Center-West	0	222	222	1	183	184	1	214	215
Southeast	5	2,214	2,219	16	2,395	2,411	12	2,186	2,198
South	0	207	207		164	164		203	203
<b>Total</b>	<b>5</b>	<b>3,365</b>	<b>3,370</b>	<b>18</b>	<b>3,359</b>	<b>3,377</b>	<b>21</b>	<b>3,343</b>	<b>3,364</b>

**Employees by type of employment and gender\* GRI 2-7**



■ Women  
■ Men

\* There are no employees on a part-time basis; everyone works full-time.

**Employees by type of employment and region\* GRI 2-7**

Region	2022	
	Full-time	Total
North	229	229
Northeast	519	519
Center-West	215	215
Southeast	2,198	2,198
South	203	203
<b>Total</b>	<b>3,364</b>	<b>3,364</b>

\* There are no employees on a part-time basis; everyone works full-time.

# Attraction, retention and selection

GRI 2-7, 2-29, 3-3

We are consolidating our recruitment and selection processes. We reached very significant numbers in 2022: we received 142,935 new registrations on our external platform; 503 vacancies were opened and 383 admissions were made (9% more than the previous year), considering management positions (tactical and strategic level), in addition to vacancies for all areas of the company, in various locations throughout the country. And, even with the increase in the number of admissions, we were able to achieve the SLA goals previously defined for the completion of the selection processes.

The development of internal recruitment procedures was a significant step taken by Vibra in 2022. Our model has been exhaustively parameterized with regulations and systems so that it is the most open and equitable. Vibra hopes that by using it, its employees will be better able to see their opportunities for advancement and career development within the

business. Between August (when the platform was launched) and December, we recorded 240 accesses to the platform, 30 open positions and six approvals.

We also continued our Internship Program, with 70 admissions throughout the year, and the Young Apprentice Program, with 46 admissions. We created a new Onboarding Program to improve these educational opportunities. There were lectures, conversations with internship and apprentice supervisors and a special event in celebration of Intern Day. In 2022, we hired 22 interns and one young apprentice, reinforcing our commitment to ongoing development.

As a retention strategy, we conducted a pulse survey in 2022 with the goal of tracking employee satisfaction with quality of life and other relevant indicators. We verified a higher level of confidence among employees in participating in the survey in this edition, with no concerns about

spontaneous positions. We recorded an 80% participation rate for the 2022 edition.

Everyone is welcome to respond to the survey anonymously and rate the following topics: quality of life, long-term perspective, meritocracy, recognition, leadership, innovation, engagement, and organizational agility. In addition, we also tracked employees' NPS\* (Net Promoter Score) when asking if they would indicate Vibra as a good place to work.

\* Because Vibra regards the NPS indicator measured in the surveys as confidential data, it is not disclosed in this report





With the survey result, we delved into the themes through the realization of focus groups. After this phase, enhancements are introduced in accordance with the team's requirements and the organizational strategy.

In August 2022, Vibra Conecta was launched, an intranet platform that centralizes access to the company's news, in addition to the main systems, such as the Personnel Management Portal and the Process Portal, among others. Aligned with the new culture, the platform aims to enable more agile communication, encourage collaboration and enable greater productivity. [GRI 413-2](#)

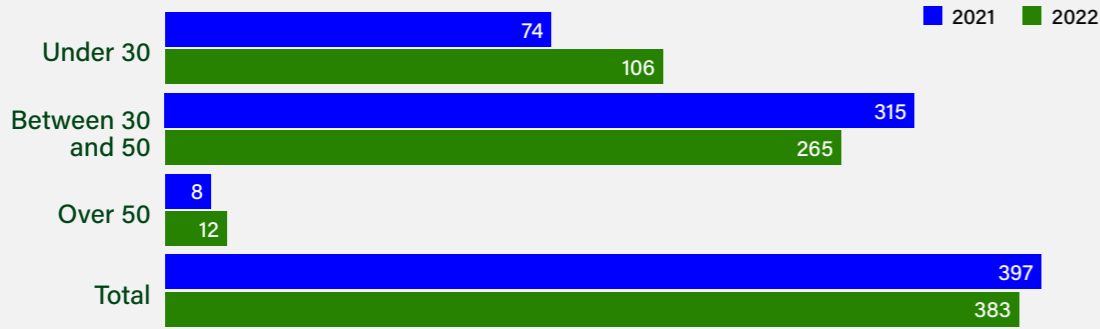
The year 2022 was also fruitful in terms of important work with leaders and potential successors. Many of our positions require not only specific knowledge, but also experience with procedures and Vibra's own way of doing things. We then mapped the successors groups in leadership positions to avoid turbulence that could compromise our business in cases of substitution.

In terms of career development actions, we have structured training programs aimed at specific audiences, such as leadership courses, Operations Academy (Operations Technicians and Shift Leaders), Commercial Academy (B2B and Retail Sales Executives), and Values Trail (all employees).

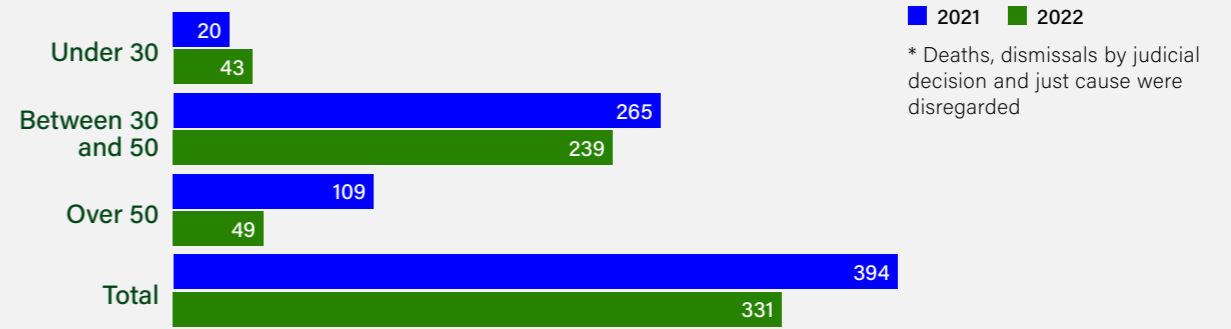
*We launched Vibra Conecta, improving our communication with employees*



**Hired employees by age group** GRI 401-1



**Employees who left the company, by age group\*** GRI 401-1



**Hired employees, by gender** GRI 401-1

	2021	2022
	No.	No.
Men	251	236
Women	146	147
<b>Total</b>	<b>397</b>	<b>383</b>

**Hired employees, by region** GRI 401-1

	2021	2022
	No.	No.
North	11	23
Northeast	20	41
Center-West	24	1
Southeast	338	285
South	4	15
<b>Total</b>	<b>397</b>	<b>383</b>

**Employees who left the company, by gender** GRI 401-1

	2021	2022
	No.	No.
Men	293	240
Women	101	91
<b>Total</b>	<b>394</b>	<b>331</b>

\* Deaths, dismissals by judicial decision and just cause were disregarded.

**Employees who left the company, by region\*** GRI 401-1

	2021	2022
	No.	No.
North	14	14
Northeast	22	26
Center-West	17	15
Southeast	331	269
South	1	7
<b>Total</b>	<b>394</b>	<b>331</b>

\* Deaths, dismissals by judicial decision and just cause were disregarded

**Turnover rate** \* GRI 401-1

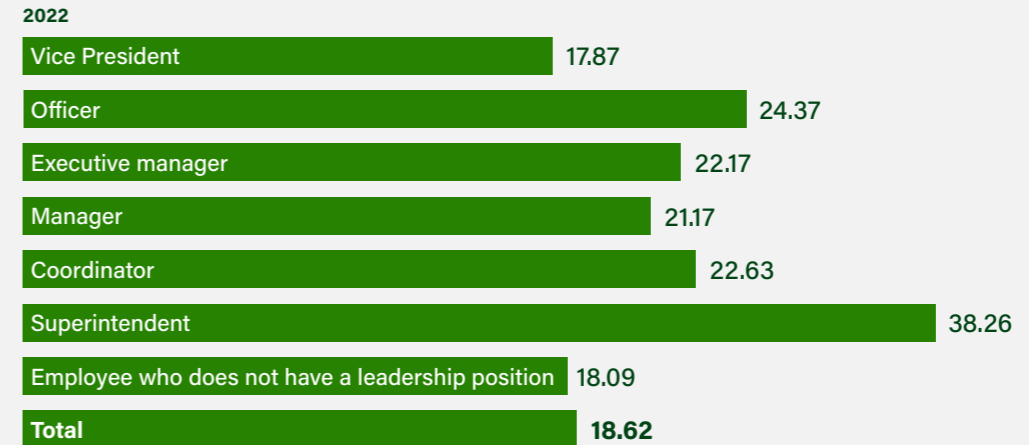
	2021	2022
Total headcount	3,377	3,364
<b>By gender</b>		
Men	8.0%	7.1%
Women	3.6%	3.5%
<b>By age group</b>		
Under 30	1.4%	2.2%
Between 30 and 50	8.6%	7.5%
Over 50	1.7%	0.9%
<b>By region</b>		
North	0.4%	0.5%
Northeast	0.6%	1.0%
Center-West	0.6%	0.5%
Southeast	9.9%	8.2%
South	0.2%	0.3%
<b>Total</b>	<b>11.7%</b>	<b>10.6%</b>

\* Calculation methodology: [(Hired employees + employees who left the company/2)/total headcount]

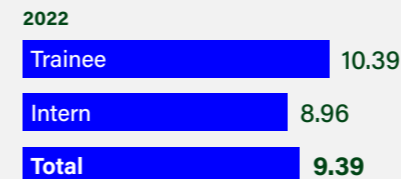
**Average monthly hours of employee training by gender** GRI 404-1

	2022
Men	20.84
Women	13.27
<b>Total</b>	<b>18.62</b>

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



**Average hours of workers training by job category** GRI 404-1



**Average amount spent on training per employee**





# Benefits, compensation and recognition

**GRI 2-19, 2-20**

Vibra offers its employees an attractive benefits policy, wages compatible with those of the market and performance bonuses. The benefits can be direct or indirect, compatible with market practices and aligned with the total remuneration strategy, and include, among other things, a health plan, a private pension, life insurance, travel insurance, and an education benefit, including daycare and school assistance. At Vibra, we also adopt 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.

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, variable compensation, benefit programs, and long-term incentive program (LTI).

Proposals are presented and voted on at the General Shareholders' Meeting.

In 2022, we worked on goal-setting from a new perspective: results-management, differentiation models, and performance recognition. Throughout the year, we also conducted a survey to measure quality of life, meritocracy, recognition, long-term vision and leadership. We recognize the need to improve agility and advance in terms of task delegation by managers in our self-assessment processes. In the coming cycles, we will use this data to make improvements in these areas. In addition, our performance appraisal process is under development, expected to launch in 2023.

**GRI 404-3**

We can say that our results-oriented management model is constantly evolving. It derives the finalistic goals established for all levels of leadership and with variable

remuneration, which is paid to all managers with a share of individual results. To the so-called short-term incentive goals (SIGs), which are based on annual objectives, we add compensation plans that use exceeded benchmarks as a basis. They were distributed to the sales team, traders and expense package managers. In them, unfolded goals were established, controlled, and individual performances were evaluated. [GRI 2-19](#)

Vibra's short-term incentive program is tied to the achievement of ESG-related goals. The program employs the trigger goal concept, which requires achievement of the top goals as a minimum condition for payment of the incentive. As a result, all goals have an impact on the program's outcome, either directly or indirectly, because the trigger is not activated unless the main goals are met. The payment is made in proportion to the weight of each goal achieved, considering the basic salary and the multiple of the employee's salary. The short-term incentive is open to leaders and employees as long as certain eligibility requirements are met.


In 2022, the following objectives were set for the short-term incentive program: percentage of hiring women, scope 1 and 2 emissions reduction, performance in the Arabesque rating, training of employees in the integrity trail, recordable accident rate, transport accidents

frequency rate, and leakage rate of oil products with environmental impact, with the goal of preventing catastrophic accidents serving as the Company's trigger-goal. In addition, we monitor Integrity Management System indicators (see page 32 for more information).

Moreover, we continue with our Long-Term Incentive Program (LIP), whose primary objectives are to reinforce the long-term vision in decision-making, ensure the sustainability of the business, align executive interests with those of shareholders, and retain talent. In this instance, share-based compensation plans (stock options and performance shares) are available.

*More information on the total compensation of the Board of Directors and the Executive Board can be found in the **Reference Form, item 8.1.***

**GRI 2-19**




## Recognize+

We continued Recognize+, a corporate recognition program with four strategic pillars for Vibra, in 2022. The action encourages both individual and group

initiatives, as well as the presentation of ideas and solutions and the adoption of positive attitudes in daily life.

**We ended the year with more than 87% of active employees accessing the website designed specifically for program management.**

Pillar	Description	Result
Take action	Recognizes day-to-day attitudes aligned with the values of the new culture	+11,287 recognitions
Transform	Prioritizes improvements in operational and administrative routines	+117 registered initiatives
Innovate <b>GRI 3-3</b>	Values innovative ideas for four challenges: energy, mobility, experience and customer service, and infrastructure and logistics	+24 registered initiatives
Prevent <b>GRI 3-3</b>	Strengthens the prevention and safety culture	+64 registered initiatives

### Ratio between the lowest wage and the minimum wage, by gender\* GRI 202-1

	2022	
	Men	Women
Lowest wage paid by the organization	2,445	2,445
Minimum wage determined by legislation or labor union	2,445	2,445
Ratio	1	1

\* The discussion and negotiation for the Collective Bargaining Agreement with SINDICOM of a 3rd wage-base/admission salary was concluded in the amount of BRL 2,445, with the addition of a dangerous duty premium, when applicable. In 2022, the admissions salary at Vibra Energia was 88% higher than the minimum wage (BRL 1,302) in Brazil. The calculation of local minimum wage does not apply, as there is no regional difference since it is defined as a basis for the position, salary range and remuneration grade.

### Ratio between the remuneration of the highest paid individual and the average annual remuneration of all employees GRI 2-21

	2020	2021	2022
Ratio	0.06	0.06	0.03

### Percentage increase in total annual compensation \* GRI 2-21

	2020	2021	2022
Ratio	-7.02	0.50	-0.64**

\* The calculation considers only base salary (short-term, non-variable guaranteed monetary remuneration). Due to the confidentiality of data involving the compensation of individuals, only the item's remuneration ratio value was reported.

\*\* Reduction compared to 2021 due to the significant increase in the sample of employees with a full company year or 95% of the year worked.

**Ratio of basic salary and remuneration of women to men - by job category** [GRI 405-2](#)

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Vice President*	-	-	-	-	1.26	1.94
Officer	1.36	1.96	1.41	1.83	1.54	1.56
Executive manager	-	-	1.62	1.58	1.38	1.31
Manager	2.01	2.16	1.61	1.69	1.19	1.24
Coordinator	2.03	2.12	1.39	1.74	1.16	1.12
Superintendent	0.20	-	1.36	1.26	1.03	1.09
Employee who does not have a leadership position	1.41	1.43	1.30	1.24	1.05	1.07

\* The mathematical ratio took into account the proportion of base salary (guaranteed, short-term, non-variable monetary compensation) and compensation (base salary + bonus + short-term incentive + long-term incentive). Benefits were not factored into the remuneration calculation because they are equal between genders.

\*\* As of March/2022 all the departments were called Vice Presidencies.

**Maternity/paternity leave** [GRI 401-3](#)

		2021	2022
Employees who were entitled to take parental leave	men	2,414	2,379
	women	958	985
Employees who took parental leave	men	62	69
	women	27	50
Employees who returned to work in the reporting period after parental leave ended	men	62	68
	women	27	54
Employees who returned to work after parental leave ended and remained employed 12 months after return*	men	58	66
	women	26	48
Return rate	men	1	1
	women	1	1
Retention rate	men	0.93	0.97
	women	0.96	0.96



# Occupational health and safety

GRI 3-3, 403-1, 403-3, 403-4, 403-6, 403-7

## Health and well-being

We work to ensure that Vibra's work environments are safe and healthy for our employees. We focus on prevention and aim to promote well-being and quality of life.

We provide health insurance for employees and eligible dependents, with national coverage. The plan has outpatient, hospital, obstetric and dental coverage, in addition to the possibility of reimbursing expenses and using a telemedicine platform. We also offer 180-day maternity leave and 20 consecutive days paternity leave. Vibra has breastfeeding rooms in the two largest units and offers leave for nursing mothers, with working hours reduced to six hours per day for six months after maternity leave ends, with no reduction in pay. There are also monitoring programs for pregnant women, patients with non-communicable chronic diseases and spinal pathologies.

Throughout the year, we carry out the EstarBem Program, a wellness initiative that features informative lectures and educational activities in the units. Employees can also benefit from social monitoring, emotional health programs (with ongoing online psychological care), nutrition (individualized online consultations with nutritionists), and physical activity (via the Gympass app).

Vibra's units present various risks that are identified by the Risk Management Program (PGR) and classified into five categories based on the causal agents, generating source(s) and/or means of propagation: physical, chemical, biological, ergonomic, and mechanical/accidents. Vibra's health, safety, and environment service implements integrated actions to prevent the risks identified through training and presentations carried out since the admission process, where occupational risks related to the intended function are pointed out; training with occupational safety before starting activities in the company, with the

goal of informing the Company's golden rules; supplying individual and/or collective protection equipment; and biological monitoring according to the risk indicated by function and unit within the organization. In 2022, there was only one case of occupational disease of mandatory communication caused by osteo-myoligamentary pathology. The Vibra health team was not aware of cases of occupational diseases among outsourced employees. The employees are considered in the detailed control of these occurrences. [GRI 403-10](#)

Vibra's health area collaborates with the Occupational Safety area to ensure reliable and robust data for employee biological monitoring. Occupational Safety and Health are integrated in our management system. This software enables us to monitor occupational exams, absenteeism, and health campaigns, communicate the required information to eSocial, and generate statistical data for decision-making purposes. Service providers must follow Vibra's practices as specified in the Vibra Supplier Manual.



To protect the employees privacy , clinical evaluations and biological monitoring (when indicated and according to the risk identified by the PGR) are kept in files that are accessible only by health professionals. Personal information pertaining to an employee's health is not shared with other company departments. We adhere to the General Data Protection Law regulations and the professional secrecy resolutions of the respective class councils.

## Safety

[GRI 2-12, 2-13, 2-23, 3-3, 403-2, 403-4, 403-5, 403-9, SASB EM-RM-320a.2](#)

The physical integrity of employees is a priority for Vibra. We constantly strive to reduce accidents, strongly based on actions to prevent, control and mitigate risks. Our Occupational Health and Safety management system is based on the [Health, Safety and Environment \(HSE\) Policy](#) and its 15 guidelines, as well as internal management procedures. We are always guided by compliance with current legislation, especially with regard to Regulatory Standards (NRs).

We hold monthly meetings of the HSE Committee and Commission with senior management participation (CEO, vice presidents, directors and executive managers) to discuss topics pertaining to Safety, Health, and Environment promoting integrated HSE management and participation of the whole Company. As main themes, we highlight corporate performance indicators, as well as good practices and actions taken. We examined the operational units as part of the Safety, Health, and Environment (HSE) Audit Program, evaluating each one's components along five dimensions: Integrity Management and Social Responsibility, Facility Safety, Transport Safety, Environment and Health. Our employees are involved in the creation, implementation, and evaluation of the HSE management system and the Internal Accident Prevention Commissions (CIPA). The HSE Break Program, which aims to educate employees on a variety of topics relating to accident prevention and care for their safety and health, is one of the highlights of the actions to promote the safety culture. At least once per month, the operational unit employees assemble for this time of reflection and education.

Using the Risk Analysis Studies (EARs), we conduct risk assessments of our operational units. Routine Risk Assessments are included in procedures, while occasional ones are performed through Preliminary Risk Analyses (APRs) and Task Safety Analyses (ASTs). Only after the issuance of Permits to Work (PTs) are activities conducted. The outcomes of these evaluations are constantly fed into our management system.

Behavioral audits are one of the tools used to report potentially dangerous situations. The auditees who commit deviations are instructed to rectify them so that they do not experience 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. During the behavioral audits in 2022, approximately 7,000 deviations were identified and corrected, thereby contributing to the risk prevention and, consequently, accidents.

For prevention, the Occupational Safety and Health teams develop integrated actions, and if occupational pathology develops, they convene to determine the cause of the change and initiate treatment immediately.

We have a procedure for handling HSE anomalies that provides direction for the entirety of the process, from communication to investigation and analysis of causes, to disclosure and coverage via HSE Alerts distributed to the entire Workforce. In the event of a transport accident, a contracted emergency manager dispatches inspectors to the scene of the incident to collect data and aid in the analysis and investigation process.



Also in the field of prevention, the Training Matrix, in conjunction with the Risk Management Program – PGR (NR01), examines specific and general training requirements. We have a qualified team of instructors and, when necessary, we hire specific companies for this function.

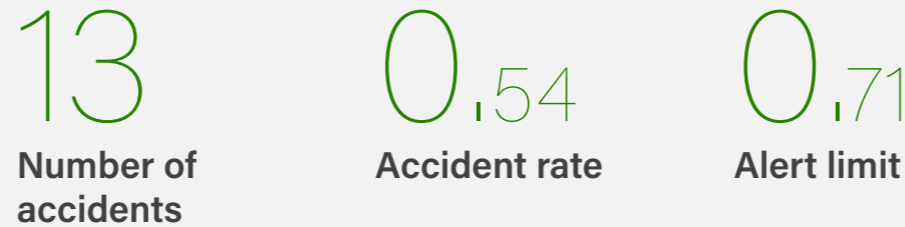
We also use the Health, Safety, and Environment Dialogues to communicate information to the team, as well as the monthly Breaks and Reports to discuss an important safety topic. We also carry out training cycles for emergencies, which prepares teams in case of eventual occurrences.

Our engineers and safety technicians disseminate information regarding regulatory standards, accident analysis and investigation, and Regulatory Standard 20, which addresses the dangers of operating with flammables and fuels, in particular.

We train employees using an online platform that is integrated into the Personnel Management processes. The contents are mapped and developed in collaboration with the company's Security area.

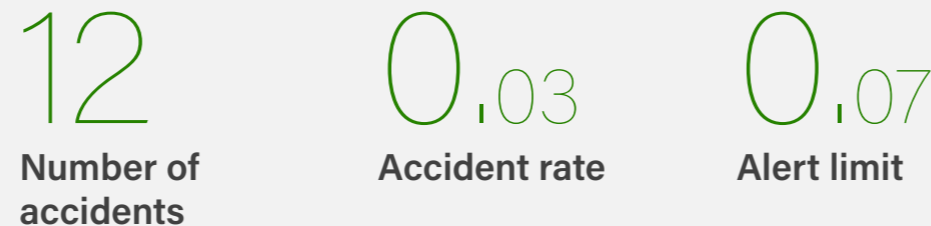


**TAR - RECORDABLE INJURY RATE**



The Recordable Injury Rate (TAR) in 2022 was 0.54, below our Alert Limit (0.71). This result reflects the effectiveness of the accident prevention programs implemented, as well as the commitment of top leadership to the employees' health and safety.

**TFAT - TRANSPORTATION ACCIDENT FREQUENCY RATE**



The transportation accident frequency rate - calculated per million kilometers traveled - (TFAT) in 2022 was 0.03, below our Alert Limit (0.07). This is the best result of the historical series, reflecting the effectiveness of our Transportation Risk Management Program.

For 2023, the alert limit will be: 0.69 (TAR) and 0.06 (TFAT).



**Total Recordable Incident Rate (TRIR)\* SASB EM-RM-320a.1**

Variable	Result
TTIR	0.83
Fatality rate	0.04

\*Vibra does not have a near-miss accident frequency rate.

**Workers covered by an occupational health and safety management system** [GRI 403-8](#)

Numbers and percentages of workers

		2021		2022	
		Employees	Non-employee workers, but whose work and/or workplace is controlled by the organization*	Employees**	Non-employee workers, but whose work and/or workplace is controlled by the organization*
Total number of individuals	No.	3,377	3,064	3,420	3,390
Individuals covered by an occupational health and safety management system based on recognized legal requirements and/or standards/guidelines	No.	3,377	3,064	3,420	3,390
	%	100%	100%	100	100
Individuals covered by an occupational health and safety management system that has been internally audited and is based on legal requirements and/or recognized standards/guidelines.	No.	3,377	3,064	3,420	3,390
	%	100%	100%	100	100
Individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines audited or certified by an external party.	No.	3,377	3,064	3,420	3,390
	%	100%	100%	100	100

\* We factor in contractors and drivers who have contracts that are longer than six months with Vibra Energia.

\*\* For the employees calculation we consider the total number of employees, including the 4 statutory VPs and half of the trainees.

**Work-related injuries** GRI 403-9

	2020		2021		2022	
	Employees	Workers who are not employees but whose work and/or workplace is controlled by the organization	Employees	Workers who are not employees but whose work and/or workplace is controlled by the organization	Employees	Workers who are not employees but whose work and/or workplace is controlled by the organization
Number of hours worked	5,298,167	19,390,917	6,876,667	17,105,167	6,782,500	17,297,058
Number of fatalities due to work-related injuries		1				1
Rate** of fatalities resulting from work-related injuries		0.05				0.06
Number of high-consequence work-related injuries (excludes fatalities)*		5	2	8	4	6
Rate of High-consequence work-related injuries ** (excludes fatalities)		0.26	0.29	0.47	0.59	0.35
Number of recordable work-related injuries (includes fatalities)	3	20	5	14	7	13
Rate** of recordable work-related injuries (includes fatalities)	0.57	1.03	0.73	0.82	1.03	0.75

\* We consider serious injuries those that result in a leave of absence.

\*\* Rates are calculated taking into consideration 1 million hours worked, and their calculations consider employees, contractors and drivers who have contracts longer than six months with Vibra Energia.



# Diversity and Inclusion

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

We work together to promote an environment of diversity, inclusion and trust, where we all face adversity together. As a result, we have sought to align ourselves with best practices in order to achieve gender and racial equity, disability inclusion, and LGBTQIAP+ rights promotion. These agendas are a priority for us.

We are signatories to 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 an Ethics Management System in place,

which includes the Code of Ethical Conduct, the Guide to Competitive Conduct and an Ethics Committee, among other mechanisms for internally monitoring these issues.

We were able to surpass our goal of hiring 30% women by 2022. We reached 38.4% at the end of the year. We feel that there is still room for improvement, particularly in the operational areas where the structures have been improved to accommodate the professionals we have attracted from the market.

Additionally, we want to increase the diversity of people in leadership roles. By 2025, we hope to have 30% of women in top management (positions such as executive manager, director, and vice president) and 20% of blacks (blacks and browns) in leadership (manager, executive manager, director, and vice president).

Respect for diversity is expressed in the Code of Ethical Conduct. We do not tolerate discrimination based on race, color, religion, gender, age, national origin, sexual orientation, marital status, or any other personal characteristic, and we strive to combat all forms of prejudice by fostering an environment without discrimination and with equal opportunities for everyone. In 2022, two complaints related to discrimination were registered on Vibra's Ethics Channel. One case dealt with gender discrimination, in which the employee claimed that a coworker had used abusive language toward her as a result of her being a woman. Although the denounced party apologized to the complainant, other conduct-related issues that led to his dismissal were identified.

The other complaint referred to racial discrimination, in which the plaintiff stated that the accused had made disrespectful comments about Black Consciousness Day. In this instance, the Ombudsman team observed the defendant's lack of knowledge on the subject. The accused was instructed by the Ombudsman to complete courses on unconscious biases and non-violent communication after formally apologizing to the complainant. [GRI 406-1](#)

### AFFINITY GROUPS

For Vibra, trust is one of the fundamental guiding principles and primary levers for eradicating the culture of fear, thereby fostering communication and organizational fluidity. Therefore, the organization seeks to cultivate a trustworthy environment for the promotion of diversity, equity, and inclusion.

Aligned with a culture guided by learning, innovation and cultural evolution, we seek to expand corporate knowledge on the subject and strengthen our commitment to the consolidation of our affinity groups: Vibra por Elas (gender), Entre Raízes (ethnic-racial), Pride+

(LGBTQIAP+), and, in the final phase of analysis, Parenting and People with Disabilities .

Leaders and collaborators from across Brazil gather in these collective construction forums to share experiences and raise awareness about how to build and align diversity and inclusion in the workplace.

Vibra affinity groups meet on a regular basis to discuss the challenges of creating a more inclusive culture at Vibra, and they have met with top management.

*Through their actions, Vibra's affinity groups contribute to the development of a more inclusive environment*



**Percentage of gender and racial/ethnic group representation for managers and all other**

SASB CG-MR-330a employees.1

	Managers*	All other employees	Percentage
Blacks	9	252	3.6%
Indigenous		8	0.0%
Men	211	2,167	9.7%
Women	62	924	6.7%

\* Considers only non-statutory employees in leadership positions (Superintendent, Coordinator, Manager, Executive Manager, Director, Vice President and President).

**Employees\* by type of contract and region GRI 2-7**

Type of contract	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Unspecified term	2,454	911	3,365	2,408	951	3,359	2,372	971	3,343
Fixed-term	5		5	11	7	18	6	15	21
<b>Total</b>	<b>2,459</b>	<b>911</b>	<b>3,370</b>	<b>2,419</b>	<b>958</b>	<b>3,377</b>	<b>2,378</b>	<b>986</b>	<b>3,364</b>

\* Considers only non-statutory employees.

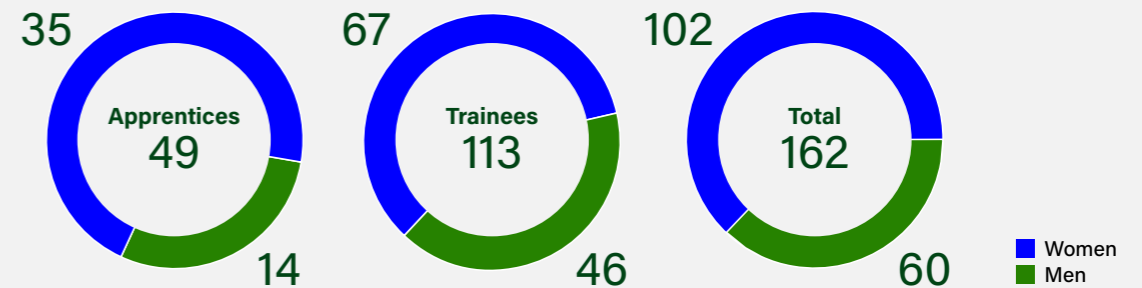
**Employees\* by gender and by region GRI 2-7**

Region	2022		Total
	Men	Women	
North	182	47	229
Northeast	425	94	519
Center-West	177	38	215
Southeast	1,427	771	2,198
South	167	36	203
<b>Total</b>	<b>2,378</b>	<b>986</b>	<b>3,364</b>

\* Considers only non-statutory employees.

**Workers by job category and gender**

GRI 2-8



**Employees, by job category and gender (%) GRI 405-1**

	2021			2022		
	Men	Women	Total	Men	Women	Total
President	100%	0%	100%	100%	0%	100%
Vice President*	-	-	-	87.5%	12.5%	100%
Director	88.89%	11.11%	100%	80%	20%	100%
Executive manager	73.91%	26.09%	100%	72.22%	27.78%	100%
Manager	82.57%	17.43%	100%	72.81%	27.19%	100%
Coordinator	65.45%	34.55%	100%	75.44%	24.56%	100%
Superintendent	89.13%	10.87%	100%	89.13%	10.87%	100%
Employee who does not have a leadership position	71.03%	28.97%	100%	70.11%	29.89%	100%
<b>Total</b>	<b>71.63%</b>	<b>28.37%</b>	<b>100%</b>	<b>70.69%</b>	<b>29.31%</b>	<b>100%</b>

\* As of March/2022 all the departments were called Vice Presidencies

**Workers, by job category and gender (%) GRI 405-1**

	2021			2022		
	Men	Women	Total	Men	Women	Total
Apprentices	32%	68%	100%	28.57%	71.43%	100%
Trainees	48.7%	51.3%	100%	40.71%	59.29%	100%
<b>Total</b>	<b>43.64%</b>	<b>56.36%</b>	<b>100%</b>	<b>37.04%</b>	<b>62.96%</b>	<b>100%</b>



**Employees, by job category and age group (%)** [GRI 405-1](#)

	2021			2022		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
Vice President*	-	-	-	0%	50%	50%
Director	0%	44.44%	55.56%	0%	83.33%	16.67%
Executive manager	0%	73.91%	26.09%	0%	55.56%	44.44%
Manager	0%	76.15%	23.85%	0%	76.32%	23.68%
Coordinator	0%	80%	20%	0%	80.7%	19.3%
Superintendent	2.17%	63.04%	34.78%	0%	60.87%	39.13%
Employee who does not have a leadership position	10.66%	77.41%	11.93%	10.32%	76.71%	12.97%
<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>

\* As of March/2022 all the departments were called Vice Presidencies

**Workers, by job category and age group (%)** [GRI 405-1](#)

	2021			2022		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50 years
Apprentices	100%	0%	0%	100%	0%	0%
Trainees	92.17%	7.83%	0%	91.15%	8.85%	0%
<b>Total</b>	<b>94.55%</b>	<b>5.45%</b>	<b>0%</b>	<b>93.83%</b>	<b>6.17%</b>	<b>0%</b>

**Employees of minority groups by job category (%) GRI 405-1**

	2021		2022	
	Black and Brown	PWDs	Black and Brown	PWDs
Vice President*	-	-	12.5%	0%
Director	11.11%	0%	6.67%	0%
Executive manager	0%	0%	11.11%	0%
Manager	18.35%	0%	16.67%	0%
Coordinator	10.91%	0%	21.05%	0%
Superintendent	39.13%	0%	41.30%	0%
Employee who does not have a leadership position	42.66%	0.96%	43.25%	1%
<b>Total</b>	<b>40.92%</b>	<b>0.89%</b>	<b>41.38%</b>	<b>0.92%</b>

\* As of March/2022 all the departments were called Vice Presidencies

**Workers of minority groups by job category (%) GRI 405-1**

	2021		2022	
	Black and Brown	PWDs	Black and Brown	PWDs
Apprentices	12%	0%	10.2%	0%
Trainees	5.22%	0%	2.65%	0%
<b>Total</b>	<b>7.27%</b>	<b>0%</b>	<b>4.94%</b>	<b>0%</b>



# Climate change

GRI 3-3, 201-2

Risks associated with climate change  
Emissions

Vibra is aware of the significance of climate change's effects on people's lives and business continuity. We believe that immediate action is required, which is why we have made commitments to reduce our emissions and incorporated climate risks into our Risk Matrix, with monitoring and mitigation actions structured accordingly. As a company whose business is largely dependent on fossil fuels, we recognize our significance in this journey and are already adapting our business strategy by diversifying our portfolio of solutions in order to become a multi-energy platform and guide our customers along a structured path towards the energy transition.

The topic of climate change is part of Vibra's HSE Policy, making it a commitment to consider its impacts on business decisions. The subject is also addressed in the Social Responsibility Policy, in which we pledge to contribute to sustainable development and climate change mitigation in accordance with the national and international agreements to which we are signatories.

In addition, we have a robust atmospheric emissions management procedure that includes an emissions inventory, emission control and reduction measures, emission indicator monitoring and an action plan in the event of deviations, mapping of reduction opportunities, critical analysis of the emissions indicator and new business/products, project expansions and

reviews, and monitoring of legislation. The procedure includes guidelines for both internal (operation within our units and fleet of light vehicles) and external (product transportation, commercial activities, and acquisition of biofuels and energy) processes.

We also acknowledge the importance of addressing the issue within our value chain. We began this process by engaging the companies contracted to transport our products, with whom we are developing a number of initiatives (see page 115 for more details).

Internally, we assume climate change as a cross-cutting theme that requires action from several areas. As a result, we established training cycles involving everyone from leadership to technicians, allowing for the collection of contributions to improve theme management. Over a hundred people from operations, aviation, marketing, investor relations, management, logistics, energy, and risk participated in the sessions. In addition, we have integrated several associations and initiatives (see more on page 21), in which we participate in discussion groups related to ESG topics, including climate change. In these forums, we can monitor and contribute to the development of regulatory measures, learn better market practices, and connect with other companies and sectors, all of which will help us evolve and strengthen Vibra's climate change management.



*Our HSE policy requires us to consider the effects of climate change when making business decisions*



# Risks associated with **climate change**

Vibra has mapped the principal risks associated with climate change that can have financial and business strategy repercussions. We work to design and implement action plans to mitigate risks and, whenever possible, incorporate a window of opportunity for the business.

One of the risks is related to the requirement of additional regulatory measures, which may increase operating costs. As a result, we conduct assessments to assess the severity of threats and potential opportunities, as well as the regulatory impact on our operations and results. One of the main analyses is related to the RenovaBio Program, which prices CO<sub>2</sub> emissions from the market share that the distributor occupies in relation to fossil fuels. It is worth noting that we supported the initiative from the start and were able to actively promote improvements.

[SASB EM-RM-530a.1](#)

Vibra is interested in the evolution of technologies that involve the replacement of fossil fuels (for example, electric vehicles), and it

hires market studies to try to predict how new technologies will evolve, as well as their impacts and adherence to society. Changes in market dynamics and consumer preferences in pursuit of a cleaner energy matrix tend to reduce the demand for fossil fuels, making room for the demand for renewable fuels to increase. In our business strategy, these two risks have also been viewed as new business opportunities to strengthen our position as an active participant in the energy transition of the nation.

Extreme weather events, such as floods, cyclones, and large fires, are present in the company's facilities as warning indicators that can result in business interruption and property damage. Vibra implements stringent safety procedures at all of its units, including employee training and safety audits. The Company's distribution chain may also be impacted by severe weather events, requiring us to seek alternative routes that may not meet our requirements.

We also determined that changes in precipitation patterns and extreme climate variations have an impact on the productivity of the agricultural sector and, as a result, may jeopardize Vibra's supply chain, which relies on the sector's output for the acquisition of relevant inputs, such as ethanol and biodiesel.

*Learn more about our climate risk management in our **TCDF Report**.*



# Emissions

SASB EM-RM-110a.2

Vibra works within a plan to neutralize its Scope 1 and Scope 2 emissions from 2025 and ambitiously neutralize Scope 3 emissions as of 2050. To achieve this commitment, we prioritize efforts in emission reduction initiatives, which will be complemented with investment in projects to offset emissions that cannot be avoided or reduced. In this sense, our primary strategy for reducing emissions entails increasing the use of renewable energy and the energy efficiency of our operational units. We also aim to achieve a 67% reduction in our emissions by 2026 (base year 2019), a large part of this reduction resulting from the deactivation of a thermal plant operated by Vibra in the northern region of the country, an area that will now be served by the National Interconnected System.

Our efforts are focused on initiatives aimed at reducing scope 1 and scope 2 emissions. In scope 1, the following initiatives are currently underway: the use of ethanol in the fleet of light vehicles and cleaner energy in aviation trucks, including the use of electric and green diesel (pilot projects); and the scheduled deactivation of a thermal plant in

2026. In scope 2, the initiatives are: use of electricity from renewable sources; search for energy efficiency based on reducing electricity consumption; and reduction of steam losses.

In 2022, we reduced our scope 1 and 2 emissions by 12% (compared to the base year of 2019), exceeding the 4% target initially established. A third of this decrease is attributable to the decreased diesel consumption at our thermal plant, a result of the lower demand for power generation at that facility. The anticipation of the initiative to reduce steam consumption, which was originally scheduled to begin in 2023, was sufficient to surpass the target. In 2022, we reduced steam consumption by 22% (compared to the 2019 consumption index) after engineering interventions in two units. This represented a 3.6% reduction in total emissions.

The use of ethanol as a fuel for 31% of our light vehicle fleet and the procurement of 34% of our electricity from renewable sources via the free energy market also contributed to the reduction of our emissions. We intend to make progress in

*We are targeting the neutralization of our Scope 1 and 2 emissions as of 2025*





this field. We are currently testing an electric truck as part of the experimental phase of designing the vehicle fleet for aircraft refueling operations. Additionally, Vibra has been using fuel with 10% more renewable content than commercial diesel as a result of part of the vehicle fleet at the Galeo Airport in Rio de Janeiro switching from 10% fossil diesel to green diesel (HVO).

By 2023, the goal is to reduce emissions by 6% compared to 2019. Additionally, we follow the work of the Science Based Targets Initiative (SBTi) to develop a science-based target setting method for the oil and gas sector. For the management of our emissions, we use a computerized management system with monthly monitoring, data analysis, and reporting in the company's goal system. Annually, the emissions inventory is subjected to external verification and reported in the public emissions registry of the Brazilian GHG Protocol Program, for which we have been awarded the gold seal in every year of our participation.

Vibra has already announced its aspirational commitment to neutralize Scope 3 emissions by 2050. For this to happen, we are developing a multi-energy platform. In it, we provide our customers with products and services that have a reduced environmental impact, fostering the energy transition. Its resilience has been ensured by strategic partnerships and the expansion of our operations in the segments of ethanol, advanced biofuels, biomethane and biogas, energy and electromobility, as well as the prospecting of new segments such as gas and hydrogen. We have already invested BRL 3.7 billion in these partnerships and our goal is to generate 30% of our EBITDA from new energy sources by 2030. [GRI 3-3](#)

The search for emission reduction in the transport of our products is an additional aspect of scope 3 that has been the target of specific actions. Vibra's transportation strategy is built around three main pillars: the use of more efficient modes, increased logistics efficiency, and performance in the value chain with our carriers (learn more on page 115).

BRL 3.7

**billions invested in strategic partnerships to promote emissions reductions**

*We have a computerized system in place to manage our emissions, with monthly monitoring and data analysis*

**Scope 1 global gross emissions** SASB EM-RM-110a.1

Variable	Result
Scope 1 global gross emissions	44,281 tCO <sub>2</sub> e
Percentage covered by emission limitation regulations	100%

**Direct (Scope 1) GHG emissions (tCO<sub>2</sub> equivalent)\*** GRI 305-1

	2020	2021	2022
Generation of electricity, heat or steam	38,487	38,535	38,424
Transportation of materials, products, waste, employees and passengers**	88,570	4,947	5,709
Fugitive emissions	935	89	107
<b>Total gross direct (Scope 1) GHG emissions</b>	<b>127,992</b>	<b>43,570</b>	<b>44,240</b>

\* Gases included: CO<sub>2</sub> - carbon dioxide; CH<sub>4</sub> - methane; N<sub>2</sub>O - nitrous oxide; HFCs – hydrofluorocarbons. GWP: IPCC AR5 (2014); Emission factors: GHG Protocol; Conversion factors: BEN 2022 (National Energy Balance).

\*\* The product transportation was revised for scope 3 following a detailed ESG diagnosis of Vibra's highway transportation. It was determined that the level of emissions management is limited because the contracted carrier is the responsible party and has authority over decisions regarding the variables that determine GHG emissions. Vibra is responsible for supervising the services rendered. For comparability purposes, excluding the transportation of products from scope 1 of 2020, we issued 43,485 tCO<sub>2</sub>e.

**Biogenic CO<sub>2</sub> emissions (tCO<sub>2</sub> equivalent)** GRI 305-1

	2020	2021	2022
	4,851	4,909	4,700

\* GWP: IPCC AR5 (2014); Emission factors: GHG Protocol; Conversion factors: BEN 2022 (National Energy Balance). For comparability purposes, excluding the transportation of products from scope 1 of 2020, we had the issuance of 4,865 tCO<sub>2</sub>e.

**Indirect (Scope 2) GHG emissions (tCO<sub>2</sub> equivalent) \*** GRI 305-2

	2020	2021	2022
Location approach	18,027	19,587	13,639
Market-based approach	-	18,260**	12,871

\* 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 2022 (National Energy Balance). In 2022, seven Vibra units consumed renewable energy in the free (unregulated) market. To prove the traceability of this energy, we acquired 18,000 I-RECs, which is equivalent to 18,000 MWh, corresponding to the consumption of these ten units as well as other units that are on our migration schedule for the free energy market.

**Other indirect (Scope 3) GHG emissions (tCO<sub>2</sub> equivalent)\*** GRI 305-3

	2020	2021	2022
<b>Upstream</b>			
Upstream transportation and distribution**	220,484	234,468	317,574
Goods and services procured	-	-	15,338,069
Business travel	-	374	1,139
<b>Subtotal</b>	<b>220,484</b>	<b>234,842</b>	<b>15,656,782</b>
<b>Downstream</b>			
Downstream transportation and distribution***	1,634	98,558	102,935
Use of sold products	75,174,351	80,670,555	80,238,436
<b>Subtotal</b>	<b>75,175,985</b>	<b>80,750,661</b>	<b>80,341,371</b>
<b>Total</b>	<b>75,396,469</b>	<b>81,003,955</b>	<b>95,998,153</b>

\* Gases included: CO<sub>2</sub> - carbon dioxide; CH<sub>4</sub> - methane; N<sub>2</sub>O - nitrous oxide. 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 2022 (National Energy Balance).

\*\* In 2022, we will include transport emissions related to the importation of products. Due to the increase in imports in 2022, there was an increase in emissions from upstream transportation.

\*\*\* For comparability purposes, including in scope 3 the portion of product transportation that was previously accounted for as scope 1, in 2020 we had the issue in downstream transportation of 86,141 tCO<sub>2</sub>e.



### Biogenic CO<sub>2</sub> emissions (tCO<sub>2</sub> equivalent)\* [GRI 305-3](#)

	2020	2021	2022
	12,683,660	12,998,618	12,903,260

\* 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 2022 (National Energy Balance). Reference values of RenovaBio - Category of acquisition of goods and services. For comparability purposes, including in scope 3 the portion of product transportation that was previously accounted for as scope 1, in 2020 we had biogenic emissions of 12,693,558tCO<sub>2</sub> and biogenic.

### GHG emissions intensity (scopes 1 and 2)\* [GRI 305-4](#)

	2020	2021	2022
Total GHG emissions (tCO <sub>2</sub> equivalent) - Location approach	61,512	63,157	57,920
Total GHG emissions (tCO <sub>2</sub> equivalent) - Location approach	-	61,830	57,152
Greenhouse gas emissions intensity (tCO <sub>2</sub> e/thousand m <sup>3</sup> - Location approach)	2.09**	2.02**	1.86
Greenhouse gas emissions intensity (tCO <sub>2</sub> e/thousand m <sup>3</sup> ) - Location approach	-	1.98**	1.84

\* Included scopes 1 and 2 emissions. The gases included in the calculation were CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs and PFCs.

\*\* Restatements of information [GRI 2-4](#)

### GHG emissions intensity [GRI 305-4](#)

SPECIFIC METRIC (DENOMINATOR)*	2020	2021	2022
Total volume of products sold in m <sup>3</sup>	29,477 thousand	31,286 thousand	31,121 thousand

\* We reviewed the indicator denominator for products sold in thousand m<sup>3</sup> and considering only the operational and administrative units managed and operated by Vibra for better efficiency evaluation [GRI 2-4](#)

### Reduction of GHG emissions(tCO<sub>2</sub> equivalent)\* [GRI 305-5](#)

	2020**	2021	2022
Reductions of direct GHG emissions (Scope 1)	6,609	-	185
Reductions of energy indirect GHG emissions (Scope 2)	325	1,579	2,671***
Reductions of other indirect GHG emissions (Scope 3)	11,714	-	9,860
Total GHG emission reductions	18,648	1,579	12,716

\* The gases included in the calculation were CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.

\*\* The product transportation was revised for scope 3 following a detailed ESG diagnosis of Vibra's highway transportation. It was determined that the level of emissions management is limited because the contracted carrier is the responsible party and has authority over decisions regarding the variables that determine GHG emissions. Vibra is responsible for supervising the services rendered.

\*\*\* In 2022, we accounted for the reduction of steam losses, increased use of renewable energy in the free market, acquisition of I-RECs, in addition to reducing the GRID emission factor.

### Significant atmospheric emissions (t) [GRI 305-7, SASB EM-RM-120a.1](#)

	2021	2022
NO <sub>x</sub>	1,133.98	1,113
SO <sub>x</sub>	7.13	8
Particulate Matter (PM)	79.92	78

Source of emission factors: EPA AP 42 and 1st National Inventory of Atmospheric Emissions by Road Motor Vehicles, January 2011. Methodology adopted: AP 42, Fifth Edition Compilation of Air Pollutant Emissions Factors

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; use of bottom-loading fuels, which reduces 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.



# Environmental performance

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

# Environmental management

GRI 2-12, 2-13, 2-23

Our environmental management is guided by the internal Health, Environment and Safety (HSE) policy, comprising the best market practices in terms of guidelines and corporate 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 Directors. In addition, we have an Environmental Coordination in the Vice Presidency of Operations, Logistics and Sourcing.

We prioritize legal compliance in our operations, the prevention and mitigation of environmental liabilities, and the conservation of biodiversity. We have planned actions to reduce the use of natural resources and the waste generation in our processes, to minimize atmospheric emissions, and to develop energy-efficient projects.

In 2022, we maintained the SGI (Integrated Management System/ISO 14001, ISO 45001, and ISO 9001) certification of eight operational units and managed the internal HSE audit program (SIGA), thereby contributing to maintain compliance and improve our safety, environment, health, and social responsibility management practices. We ended the year with 21 internally audited units (SIGA, internal IMS) and 13 externally audited units (external IMS, Conama 306 and related).

Additionally, the AudiGEO internal audit program conducted an audit of 43 Vibra operational units in 2022. In addition to operational and maintenance aspects, AudiGEO also verifies compliance with Health, Safety and Environment (HSE) requirements.

*We act to prevent and mitigate environmental liabilities and preserve biodiversity*



# Biodiversity

We work to protect fauna and flora in the environments where we operate. We have internal standards for biodiversity management in our operational units, with guidelines for the management of flora and eventual fauna that may enter our units. We surveyed aspects and impacts on biodiversity and mapped sensitive and protected areas around our activities to support our environmental and risk management actions.

3%

increase in our energy efficiency in 2022



# Energy Efficiency

GRI 3-3, 302-1, SASB CG-MR-130a.1

Our commitment to the country's energy transition is also reflected in our day-to-day operations. We work to promote changes in our facilities that will increase their energy efficiency, and we also take steps to increase our use of renewable energy.

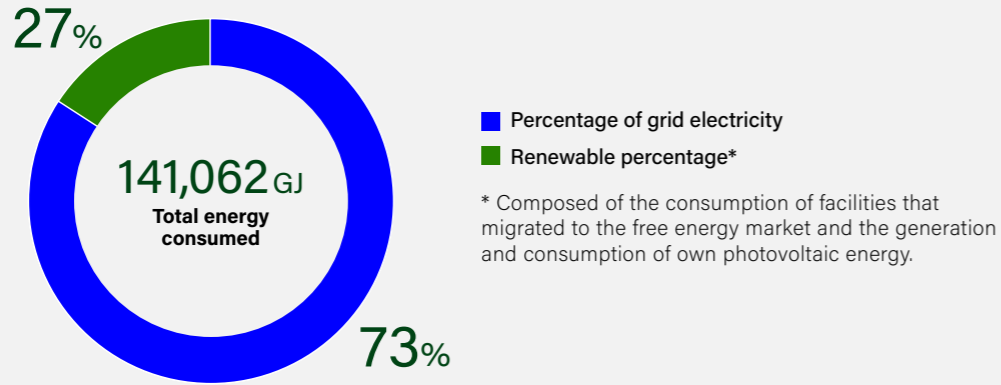
In 2022, our organization's energy intensity decreased, indicating less energy consumption per unit of production and a subsequent increase in efficiency. Compared to 2021, we saw a 3% increase in energy efficiency. Regarding energy consumption outside the organization, we have recorded an increase over the last few years. This is due to the consumption of fuel in the transportation of our inputs and products, and is associated with the increase in distances traveled throughout the year.

On the other hand, two more operational facilities migrated to the free energy market in 2022. In addition to reduced energy costs, this resulted in the migration of nine Vibra management units to 100% renewable energy. It is anticipated that 14

more units will be migrated by 2024. Utilizing the expertise and professional management of our Comerc investee, we mitigate any potential operational risks associated with this migration and monitor monthly the consumption and savings generated by the initiative.

We increased our light vehicle fleet's biofuel consumption and begun refueling aircraft with electric vehicles (see page 48 for more details), and we have reduced our steam consumption through operational improvements. All of these measures are intended to increase operational efficiency, in accordance with our goal of achieving a 4% reduction in electricity consumption in our facilities by the end of 2024, compared to the base year of 2019, before the pandemic. We achieved a 1% reduction in 2022. It is important to note that, when compared to 2021, electricity consumption increased due to the return of in-person work (in hybrid regime) at our headquarters in Rio de Janeiro and the increase in work at our operational facilities.

**Total energy consumed, percentage of grid electricity and renewable percentage** SASB CG-MR-130a.1



**Energy consumed - purchased (GJ)** GRI 302-1

	2020	2021	2022
Electricity – Captive market	126,193	109,848	103,824
Electricity – Free market	7,714	25,998	37,238
Electricity – Photovoltaic self-generation*	382	362	353
Steam	255,639	254,210	197,193
<b>Total</b>	<b>389,928</b>	<b>390,418</b>	<b>338,608</b>

\* Photovoltaic power from Vibra's headquarters

**Fuels consumption from non-renewable sources (GJ)** GRI 302-1

	2020*	2021*	2022
Diesel oil	531,316	543,678	551,470
Automotive gasoline*	13,684	16,860	17,224
Fuel oil	16,348	17,744	19,847
LPG	4,010	8,575	7,898
CNG	5,255	4,136	2,637
<b>Total</b>	<b>570,614</b>	<b>590,993</b>	<b>599,076</b>

\* The automotive gasoline data was altered because the conversion factor already included 27.5% anhydrous ethanol. This change increased automotive gasoline consumption in 2020 and 2021. [GRI 2-4](#)

**Fuels consumption from renewable sources (GJ)** GRI 302-1

	2020*	2021*	2022
Biodiesel	62,752	63,296	56,790
Hydrous Ethanol*	-	-	4,275
<b>Total</b>	<b>62,752</b>	<b>63,296</b>	<b>61,065</b>

\* Hydrated ethanol began to be used in the light vehicle fleet in 2022. Ethanol consumption 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](#)

**Total energy consumption within the organization (GJ) GRI 302-1**

	2020***	2021	2022
Fuels from non-renewable sources*	570,614	590,993	599,076
Fuels from renewable sources*	62,752	63,296	61,065
Energy consumed**	389,928	390,418	338,608
<b>Total</b>	<b>1,023,294</b>	<b>1,044,707</b>	<b>998,749</b>

\* The calculation took into account all fuel consumed from renewable (biodiesel and hydrous ethanol) and non-renewable sources (diesel, automotive gasoline, fuel oil, LPG, and CNG) in the operation of the Vibra management units. Primary equipment includes generators, motor pumps, personal vehicles, and boilers. The consumption of diesel for distributed generation at the Juruti Thermoelectric Plant was also considered.

\*\* All the consumption of electricity from own generation (photovoltaic) and purchased (captive and unregulated market) was considered, as well as the consumption of steam purchased for heating ducts and fuel oil tanks.

\*\*\* Hydrated ethanol began to be used in the light vehicle fleet in 2022. Ethanol consumption 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 outside the organization\* (GJ) GRI 302-2**

	2020	2021	2022
Energy consumed outside the organization	4,489,675	4,871,302	5,280,502

\* To calculate the energy consumed outside the organization, the consumption of fuels and biofuels for product transport (collection, transfer, and delivery) via road, rail, river and sea were taken into account.

\*\* We made adjustments to the 2020 calculation. Within the organization, the transportation of goods for delivery via highway road transport mode was considered, as were other highway and modal transport systems. The reason for the change was that contracted carriers, rather than Vibra's own fleet, are now also used to transport deliveries to its customers, even though these carriers already report this consumption as internal. [GRI 2-4](#)

**Energy intensity \* GRI 302-3**

SPECIFIC METRIC (DENOMINATOR)	2020	2021	2022
Total volume of products sold (in thousand m <sup>3</sup> )*	29,477	31,286	31,121

\* The reference metric was updated for each year that is being shown and was determined by the total volume of goods handled or shipped by all facilities that Vibra operates and/or was operating in the reference year. [GRI 2-4](#)

**Energy intensity \* GRI 302-3**

	2020	2021	2022
Within the organization	34.71	33.39	32.08
Outside the organization	152.31	155,704	169.68
<b>Total</b>	<b>187.03</b>	<b>189.09</b>	<b>201.76</b>

\* The denominator reference metric for the calculation of energy intensity was revised for all years presented and established by the total volume of products sold by all facilities under Vibra management in the reference year. [GRI 2-4](#)

**Energy intensity GRI 302-3**

	2020*	2021**	2022
Proportion of energy intensity inside/outside the organization	0.23	0.21	0.19

\* We made adjustments to the 2020 calculation. Within the organization, the transportation of goods for delivery via highway road transport mode was considered, as were other highway and modal transport systems. The reason for the change was that contracted carriers, rather than Vibra's own fleet, are now also used to transport deliveries to its customers, even though these carriers already report this consumption as internal. [GRI 2-4](#)

\*\* The change in the 2021 data occurred due to the change in the calculation of automotive gasoline consumption. [GRI 2-4](#)

**Reductions of energy consumption obtained as a result of improvements in conservation and efficiency (GJ) GRI 302-4**

	2020	2021	2022
Operational changes and asset reductions	5,884*	1,902.11*	22,622**
Process redesign	465,012	-	-
Infrastructure Improvement	-	11,713	28,565***
<b>Total</b>	<b>470,896</b>	<b>13,615.11</b>	<b>51,187.00</b>

\* Permanence of the *home office* regime throughout 2021, improvements in conservation and sell-off of assets.

\*\* Process optimization aimed at reducing steam consumption for heating.

\*\*\* Infrastructure improvement aimed at reducing losses and steam consumption.

# Water and effluents

[GRI 303-1](#), [303-2](#), [303-3](#), [303-4](#), [303-5](#)

Our production processes do not require the intensive use of water. In our facilities, water is primarily used to produce steam (20%), store it in case firefighting is necessary, and for construction, cleaning, and human supply. Nevertheless, we strive to encourage the wise and effective use of water resources for preservation purposes. We set a target in 2022 to cut back on water withdrawal in our facilities by at least 10% by the end of 2024 compared to the amount used in 2019 (the base year before the pandemic).

We track the monthly water usage of the facilities using a computerized management system to spot any increases or decreases and their root causes, and we then implement an action plan as needed. In 2022, despite an increase of approximately 2% in the volume of withdrawals compared to 2021, mainly due to the return of face-to-face work (in hybrid regime) at our administrative headquarters and the increase in the number of construction projects in our operational facilities, we ensured a reduction of 12% compared to 2019, exceeding the proposed target for 2024. We have plans for process and infrastructure upgrades for 2023 that will primarily lower the amount of steam used by our operational units.

At our administrative headquarters located in Rio de Janeiro and at one of our operational facilities located in Duque de Caxias (RJ), we have rainwater harvesting and water treatment systems for reuse. In 2022, more than 2 million liters of water were reused in these facilities, contributing to a smaller volume withdrawn from water sources. In addition to water abstraction, we manage the effluents generated by our operational units. This is because the contact of rainwater with our products can generate potentially contaminated effluents. As a result, these effluents are routed to treatment systems, which separate potential contaminants. The release at the disposal points is monitored on a regular basis to ensure that it meets the environmental quality standards set by the regulatory environmental agencies. In regions and municipalities where there is no specific legislation on the minimum standards for the discharge of operational effluent, we refer to CONAMA Resolution No. 430. In addition, we monitor the quality of operational effluent releases from all units that discharge it into the water body, ensuring that the necessary standards are met to maintain the water body's quality. We follow the monitoring frequency

specified by each location's environmental agency, and the results are analyzed by Vibra's Environment department, which determines the corrective action plan in the event of non-compliance. In our facilities, there is no salinized water collection.

*12% decrease in water consumption in 2022 relative to 2019*



**Total water withdrawal from all areas and all areas with water stress, by source (ML) GRI 303-3**

Source	2020		2021		2022	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress***
Surface water (Total)	4.04	-	4.42	-	9.33	
Fresh Water (≤1000 mg/l Total Dissolved Solids)	4.04	-	4.42	-	9.33	
Groundwater (Total)	67.18	-	47.90	0.01	45.4	
Fresh Water (≤1000 mg/l Total Dissolved Solids)	67.18	-	47.90	0.01	45.4	
Produced waters (Total)*	0.50	-	2.08	0.002	2.88	
Fresh Water (≤1000 mg/l Total Dissolved Solids)	0.50	-	2.08	0.002	2.88	
Third party water (Total)**	264.77	-	276.90	0.13	280.93	10.58
Fresh Water (≤1000 mg/l Total Dissolved Solids)	264.77	-	276.90	0.13	280.93	10.58
<b>Total</b>	<b>336.50</b>	<b>-</b>	<b>331.3</b>	<b>0.14</b>	<b>338.55</b>	<b>10.58</b>

\* For the Produced Waters indicator, the total volume of rainwater collected and water reuse was considered.

\*\* In the Third Party Water sum, all water purchased from public supply distributors, other companies and from water trucks was considered.

\*\*\* In 2022, we reviewed the geographic mapping of facilities located in areas of water stress and considered those that were classified as high by the World Resources Institute's WRI Aqueduct tool.

**Water consumption GRI 303-5**

	All areas (ML)	Areas with water stress* (ML)
Water consumption	338.55	10.58

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

Percentage of recycled water	0.85%
Percentage in regions with high or extremely high levels of stress and water competition*	0.004%

\* In 2022, we reviewed the geographic mapping of facilities located in areas of water stress and considered those with a "high" classification by the World Resources Institute's WRI Aqueduct tool.





# Waste and materials

[GRI 306-1, 306-2, 306-3, 306-4, SASB CG-MR-410a.3](#)

At Vibra, we pay special attention to the management of material consumption and waste generation. This is due to the fact that our primary activity is the production, storage, and distribution of fuels, biofuels, lubricating oils, and chemicals with characteristics that classify them as hazardous products and with the potential for environmental contamination in the event of improper handling and/or incorrect disposal.

Our actions are guided by our Safety, Health and Environment Policy and are based on the National Solid Waste Policy. Efforts are being made to reduce and recover waste in order to increase its value and reintroduce it to the market while minimizing its environmental impact.

In our fuel, biofuel and chemical product distribution activities, risks related to hazardous waste are associated with storage, handling, and transportation, all of which carry the risk of leaks, spills, and improper disposal of oil and post-consumer packaging, which can lead to soil and water contamination.

Aside from the raw material, our fuel and biofuel storage units receive additives and markers, which are then added to our products before they are sold. These additives are delivered in 200-liter metal drums, and the supplier's obligation to collect and perform reverse-logistics for these empty drums is stipulated in the contract. In 2022, approximately 65 tons of metal additive drums were sent for reconditioning through this reverse logistics process.

*In 2022, we sent 84% of hazardous waste for reuse processing*

In turn, our Lubricants Industrial Complex receives a large amount of plastic and metal packaging to be filled with our product line. The plastic containers for our lubricants line are transported on wooden pallets and wrapped in plastic stretch film to protect the products and ensure the employees safety. All pallets are FSC-certified (code FSC-C010673 - valid until 7/16/2023). All cardboard boxes used in our factory are 100% ecological, made of sugarcane bagasse and discarded cardboard, while the conventional pulp is replaced by the pulp extracted from the recycling of long-life packaging. Lubricant packaging is made entirely of virgin high density polyethylene (HDPE), and research is being conducted to improve the circularity of such packaging and reduce the amount of virgin raw material used.

It is worth mentioning that all our facilities have a solid waste management plan with mapping and actions at all stages from generation to proper disposal. The waste transport and disposal, especially hazardous waste, are carried out by contracted and licensed companies for this purpose. All waste is sent with an online Waste Transportation Manifest (MTR) to ensure proper receipt, treatment and issuance of the disposal certificate. The data generated by online MTRs are 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, validated and reported.

In accordance with our waste management policy, we send the vast majority of generated hazardous waste to a recycling process. In 2022, we sent more hazardous waste for treatment than in 2021, primarily due to the large number of construction projects at our operating facilities. According to NBR 10004:2004, our waste is classified as hazardous due to its flammability; consequently, the vast majority of it has a high calorific value and can be used as fuel in cement mills. In 2022, we sent approximately 2,300 tons of hazardous waste for energy reuse through co-processing. In 2022, 84% of the mass of hazardous waste - class I was sent for reuse, when these values are added to the remainder that is sent to other recovery operations such as recycling.

Reaffirming our commitment to maximize the use of available resources and aiming for the sustainable management of our waste, we have set a goal for 2023 of sending at least 85% by total weight of hazardous waste for recovery, including the co-processing of those waste with calorific value, such as the petroleum oil sludge that is the primary hazardous waste generated by Vibra in fuel tank maintenance and other operational areas. [SASB EM-RM-150a.1](#)



<b>Amount of hazardous waste generated and percentage recycled SASB EM-RM-150a.1</b>	
Variable	Result
Amount of hazardous waste generated	3,564.27 t
Percent recycled	19.1%*
Legal and Regulatory Frameworks	NBR 10004:2004 - Solid waste - Classification and GRI Standards.

\* Only considers waste that has been recycled or reused, does not include co-processed waste.

## Actions in favor of reverse logistics and circular economy SASB CG-MR-410a.3

We adhere to the principles of the circular economy and seek to improve the value of our waste. Currently, we have a researcher who focuses on the study of circularity in order to identify the gaps and opportunities for waste recovery, process optimization, service provision, inclusion of circular inputs, and product design within Vibra and the market, in order to find new ways to improve our circularity indicators with an eye toward a more sustainable future.

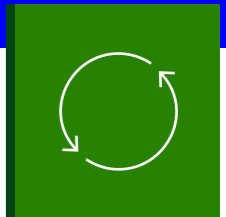
We are founding members of the Jogue Limpo Institute, introducing reverse logistics of plastic packaging of used lubricating oil and used or contaminated lubricating oil (OLUC). In 2022, we

certified the collection and recycling of approximately 969 tons of post-consumer packaging, which represents 26% of the total sold, above the target of 21.5% initially stipulated for the year.

In the case of OLUC, we certified the collection and sent for re-refining of approximately 75,000 tons, representing 39% of the total marketed in 2022. Additionally, we used a total volume of 19,000 m<sup>3</sup> (approximately 16,981 tons) of re-refined oil in the production of lubricating oils, representing more than 30% of the basic generated from the OLUC we collected and approximately 9% of the total basic acquired

during the year. In the past two years, a great deal of technological effort has been devoted to enabling the use of re-refined oil, which was previously thought to be possible only in lower-performance products, in nobler applications and with high proven performance, sometimes even superior to that of basic oils from the first national refinery. Currently, we offer over 20 products with formulations approved for the use of re-refined base oil in manufacturing, including formulations approved internationally by automakers. The use of re-refined base oil also helps us in our decarbonization process, reducing the carbon footprint of our products.

In 2022, we advanced our reverse logistics efforts by introducing Reverse Packaging Logistics, a solution for B2B clients. The initiative entails the collection and shipment of post-consumer metal packaging (200L drums) for reconditioning by our lubricant customers at no cost to the customer. The initiative, which began as a pilot project, made it possible to refurbish 19.02 tons (approximately 1,000 units).



### Total Waste generated (t) GRI 306-3

	2020	2021	2022
Hazardous Waste - Class I	1,992.07	1,798.5	3,564.27
Non-Hazardous Waste - Class II A and B	4,622.16	2,165.23	2,618.09
<b>Total</b>	<b>6,614.23</b>	<b>3,963.73</b>	<b>6,182.36</b>

*In 2022, we certified the collection and recycling of approximately 969 tons of post-consumer packaging*

**Total waste diverted from disposal, per operation, in metric tons (t) GRI 306-4**

	2020			2021			2022		
	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	279.0		279.0	5.0		5.0			
Recycling	828.0		828.0	944.46		944.46	1,869.06		1,869.06
Composting	0.03		0.03	11.24		11.24	33.15		33.15
<b>Total</b>	<b>1,107.03</b>		<b>1,107.03</b>	<b>960.70</b>		<b>960.70</b>	<b>1,902.21</b>		<b>1,902.21</b>
<b>Hazardous waste</b>									
Preparation for reuse*	14.0	70,755.0**	70,769.0	11.26	79,562.0**	79,573.26		75,063.19**	75,063.19
Recycling	514.0	1,071.0***	1,585.0	582.71	1,046	1,628.71	680.85	968.84***	1,649.69
<b>Total</b>	<b>528.0</b>	<b>71,826.0</b>	<b>72,354</b>	<b>593.97</b>	<b>80,608.0</b>	<b>81,202.0</b>	<b>680.85</b>	<b>76,032.03</b>	<b>76,712.88</b>
<b>Total waste not sent for final disposal</b>	<b>1,635.03</b>	<b>71,826.0</b>	<b>73,461.03</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>

\* Treatment is associated with recovered and re-refined oils.

\*\* Volume of used lubricating oil (OLUC) collected from customers and sent for re-refining and subsequent reuse.

\*\*\* Volume of lubricant packages collected from customers and sent to recycling companies.

**Total waste directed to disposal, per operation, in metric tons (t)** [GRI 306-5](#)

	2020			2021			2022		
	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>Hazardous waste</b>									
Incineration (with energy recovery)	1,202.22		1,202.22	939.61		939.61	2,332.86		2,332.86
Incineration (without energy recovery)	227.69		227.69	217.55		217.55	126.25		126.25
Landfill confinement	34.16		34.16	47.37		47.37	424.30		424.30
<b>Total Hazardous Waste</b>	<b>1,464.07</b>		<b>1,464.07</b>	<b>1,204.53</b>		<b>1,204.53</b>	<b>2,883.41</b>		<b>2,883.41</b>
<b>Non-hazardous waste</b>									
Incineration (with energy recovery)	14.17		14.17	56.39		56.39	47.90		47.90
Incineration (without energy recovery)	60.79		60.79	64.37		64.37	102.31		102.31
Landfill confinement	3,440.17		3,440.17	1,693.49		1,693.49	1,245.66		1,245.66
<b>Total non-hazardous waste</b>	<b>3,515.13</b>		<b>3,515.13</b>	<b>1,814.25</b>		<b>1,814.25</b>	<b>1,395.87</b>		<b>1,395.87</b>
<b>Total waste destined for final disposal</b>	<b>4,979.20</b>		<b>4,979.20</b>	<b>3,018.78</b>		<b>3,018.78</b>	<b>4,279.28</b>		<b>4,279.28</b>

**Percentage of reclaimed products and their packaging materials GRI 301-3**

Lubricants			
Material	2020	2021	2022
Collection of waste and/or contaminated oils	39%	44%	39%
Collection of used and/or contaminated packaging of 1 liter	20%	29%	26%
Agricultural Oils*			
Material	2020	2021	2022
Metal Drum Steel 200L	80%	80%	80%
20L HDPE drums with lid	94%	94%	94%

\* We are members of the Campo Limpo System, which is run by the National Institute for the Processing of Empty Packaging (INPEV) to promote the collection and proper treatment of empty packaging of agricultural oils across the nation.

**Materials used in production and packaging GRI 301-1**

Lubricants						
Material name	Used in the final product or packaging	Renewable/non-renewable source	Unit of measure	2020	2021	2022
Additive	Final product	Non-renewable	tons	24,409.92	27,395.75	29,517.64
Basic oils	Final product	Non-renewable	tons	232,180.45	218,578.87	181,584.57
Wood Pallets	Packaging	Renewable	tons	1,223.75	1,913.89	2,630.70
1,000-liter plastic container	Packaging	Non-renewable	tons	165.32	224.07	212.94
Labels	Packaging	Non-renewable	tons	145.12	134.31	148.90
20-liter metal bucket	Packaging	Non-renewable	tons	2,118.83	2,582.53	1,318.12
20-liter plastic canisters	Packaging	Non-renewable	tons	2,253.95	2,592.80	2,441.05
200-liter metal drums	Packaging	Non-renewable	tons	4,022.40	4,705.89	4,751.81
Plastic bottles (0.5, 1 and 3 liters)	Packaging	Non-renewable	tons	5,111.91	4,625.64	6,921.69
Plastic covers (38, 43 and 50 mm)	Packaging	Non-renewable	tons	321.73	346.99	278.17
Stretch film	Packaging	Non-renewable	tons	93.77	80.35	90.30
Cardboard box	Packaging	Renewable	tons	1,580.91	1,525.10	1,441.77
Scotch Tape	Packaging	Non-renewable	tons	0.28	0.60	3.08

\* Materials used to manufacture lubricants in our factory located in Duque de Caxias (RJ).

### Materials used in production and packaging [GRI 301-1](#)

#### Agricultural oils\*

Material name	Used in the final product or packaging	Renewable/non-renewable source	Unit of measure	2020	2021	2022
Agricultural mineral oil	Final product	Non-renewable	tons	353.8	164.6	51.2
Emulsifier	Final product	Non-renewable	tons	16.7	7.8	2.4
<i>Pallets</i>	Packaging	Renewable	tons	1.2	1.9	1.6
20-liter plastic canisters	Packaging	Non-renewable	tons	2,2	2.6	2.0
200-liter metal drums	Packaging	Non-renewable	tons	4.0	4.7	2.0

\* This is the production and sale of the OPPA Puro and OPPA AD product bottled in canisters and drums. Calculations made from product sales reports. Production is done on a demand basis.

### Percentage of recycled input materials used to manufacture the organization's primary products and services in 2022\* [GRI 301-2](#)

Material	Unit	Amount used	Quantity of material from recycling	Percentage
Basic Oil	kg	181,584,571	16,325,279	8.99

\* Basic oil from re-refining used by the lubricants factory.

# Soil and groundwater

GRI 3-3, 306-3

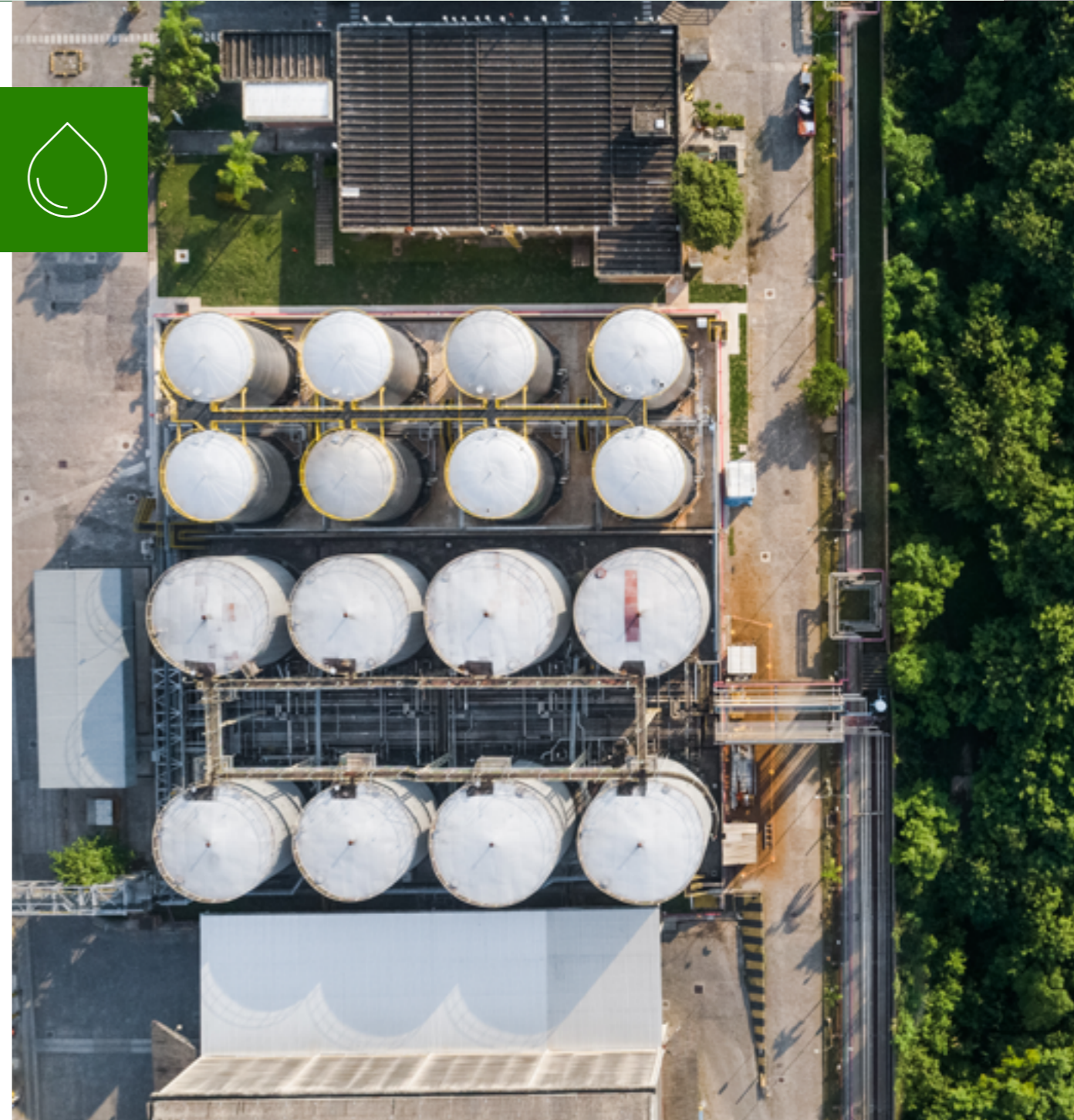
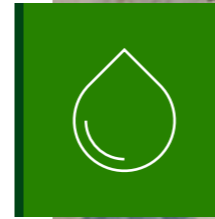
We are aware that we work with potentially polluting products, and we are constantly striving to prevent and minimize the negative effects of our activities on soil and groundwater. As a result, we take preventive and corrective measures, as well as conduct risk analyses and management for our operations. This involves investigating and monitoring potential and suspected sources of contamination, as well as managing the impact on the underground environment in our units in accordance with internal standards and environmental regulations.

We participate in external discussion forums on best practices for managing contaminated areas

and share our HSE excellence practices with suppliers, partners, and customers via internal and external events. We have open channels where we receive community messages. We investigate, process and answer the submissions and their queries; and our customer service and ombudsman areas monitor these responses.

We promote technical support, training, and assistance in environmental contingency actions for our clients and partners, working collaboratively to prevent and mitigate environmental liabilities. We conduct preventive watertightness tests on equipment, internal and external audits, and periodic inspections in our

*We have a 24-hour, seven-day-a-week Emergency Call Center (CAE) to respond to potential incidents, involving leaks or not*







own units and customers as part of our environmental liability prevention measures. We encourage training for our customers through the Maximum Capacity Program with the goal of promoting ethical behavior to reduce environmental damage.

We act diligently in mitigating environmental liabilities. As part of our management of contaminated areas, we focus on the investigation, remediation and monitoring of liabilities pursuant with current environmental laws and organizational practices. Our team is dedicated to the management and prevention of liabilities, and we work with accredited and certified suppliers, acting responsibly and with due consideration for the environment. Our Emergency Service Center (ESC) operates 24 hours a day, seven days a week, communicating and directing incidents to contingency teams and managers in accordance with the accident communication flow stipulated in our internal procedure. The ESC is notified of all incidents, regardless of whether there are leaks with potential environmental consequences.

We have contracts with companies specializing in responding to environmental emergencies that cover the entire national territory, and Vibra's employees receive training on a continual basis to act in such circumstances. When an event

occurs, procedures are activated to investigate the underlying causes, and blocking actions are implemented to prevent future occurrences. The most serious accidents are reported to the Executive Board and the CEO on a monthly basis in the HSE Executive Committee proceedings.

In 2022, we recorded an occurrence in transport with partial cargo leakage, in which it was not possible to recover about 240 liters of S500 Diesel. The accident was caused by the rupture of a tanker truck's tire in the municipality of Jaraguá (GO). Depending on its concentration, the product has the potential to pose a risk to human health and the environment. In this instance, there was no human exposure, and the site had sandy soil, no nearby waterways, and minimal environmental diversity. Considering the preceding, it was an event with a relatively small and brief environmental impact.

The indicator of oil and derivative leaks (VAZO) ended the year at 0.24 m<sup>3</sup>, one of the best results in the series' history. This result was due to the continuous improvement of our accident prevention and emergency response processes, which included emergency drills, HSE audits, and corporate programs in our operational units aimed at raising awareness and protagonism of employees and drivers, as well as bolstering leak prevention practices.

Concerning transportation and logistics, we emphasize the performance of previous travel risk analyses, travel monitoring, the requirement of on-board cameras, and the Quality and HSE Management Audit of the carriers.

*The VAZO indicator recorded 0.24 m<sup>3</sup> in 2022, one of the best results in our historical series*

# Stakeholder engagement

Our brand vibrates in the direction of the public

- Clients
- Consumers
- Resellers and service station attendants
- Supply chain
- Transportation suppliers
- Communities



# Our **brand** vibrates in the direction of the **public**

In May 2022, we inaugurated Vibra São Paulo. The largest venue for concerts, shows, and events in the capital of São Paulo received the naming rights of Vibra, beginning in June, with a packed schedule of performances by national and international music superstars. The agreement has an initial duration of four years and signifies the return of Vibra's support for the

culture. During the months of May and June 2022, we hosted Vibra Open Air, an additional acquisition of naming rights as part of Vibra's sponsorship strategy, with the aim of supporting culture and establishing its presence through the "Energy that approaches" concept. The event, which occupied the Jockey Club of São Paulo, featured musical performances, a food court area and the projection of 24 films on the largest movie screen in the world, at 325 m<sup>2</sup> (the size of a tennis court).

We took the Vibra brand to two other major musical events: Rock Brasil 40 and Rio Winter Festival. Both had a special flavor for those who attended, as events of this type, bringing together large audiences and live music with important artists, had been unable to take place for two years due to the pandemic.

We have maintained our support for motorsport. In addition to the Lubrax | Podium Stock Car Team, sponsored by Vibra, we took part in the first-ever Stock Car Galeão GP, held at the Tom Jobim International Airport in Rio de Janeiro. Driver Felipe Massa contested the podium with a commemorative painting featuring the Petrobras Podium fuel logo emblazoned on his car. Premium gasoline has also been the official Stock Car fuel since 2015.



*In August 2022, Vibra received the silver medal in the Graphic Design category of the Latin American Design Awards | LADAWARDS 22. The award annually recognizes the best ideas and design pieces based on their innovation, impact and creativity.*



# Clients

GRI2-29, 3-3

In line with our positioning to provide the best energy to our customers, we promoted a restructuring of our commercial service area for companies in 2022. The previously segmented team was unified, allowing it to offer our full portfolio.

The change allows us to move from a more transactional-focused relationship to something broader, which involves a consulting vision, strongly linked to understanding the needs and specificities of each client's business. As a result, Vibra positions itself as a strategic partner capable of collaborating with the challenges associated with achieving its decarbonization

and sustainability goals through our products and energy consulting strategies.

It's an important change: our performance, which was previously based on product sales, is now also capable of offering services and solutions. To assist our sales team in this challenge, we took the first steps in 2022 to establish our Commercial Academy, a virtual environment with specific courses to develop the skills required for this new era.

We have also advanced significantly in the stages of automation and digitalization of our service processes, making the way customers interact

*Our positioning is as a strategic partner to help our customers achieve their decarbonization objectives*



with us more agile and fluid, from obtaining product and service information to formalizing orders and monitoring deliveries.

Our customers seek quick and accurate solutions and we have been able to understand and deliver this. When we inserted customer satisfaction data into the scanning tools, we saw an increase in repeat purchases. They shop more frequently and explore the variety we offer more thoroughly.

Furthermore, we provide various channels for our customers to contact us, including social media, a website, a Business Channel, a phone service, and, of course, direct contact with the sales team. We aim to determine the level of client satisfaction with our products and services. We conducted an NPS survey\* online with our B2B customers, by sending a questionnaire via e-mail, because the face-to-face application proved unfeasible due to the nature, diversity, and sheer numbers of our B2B portfolio. In 2022, we conducted two NPS pulse measurements in May and November, as well as a relational satisfaction survey that included NPS in August and September.

Similar to what we observed in the dealer survey, the effects of Ukraine's war on product availability and fuel prices in the first half of the year impacted the result of the May measurement. The NPS indicator registered a level lower than those verified in 2021. The drop in fuel prices in the second half contributed to the indicator's recovery, which achieved a slightly higher result in November and December than in 2021 measurements.



*We are market leaders in B2B fuel distribution, with a portfolio of 9,000 customers comprised of private and public entities from various sectors.*

\* Because Vibra regards the NPS indicator measured in the surveys as confidential data, it is not disclosed in this report.



# Consumers

GRI 2-29, 3-3

We offer consumers who attend our service stations network a relationship program replete with advantages: Premmia. In it, purchases are converted into points that can be used to purchase tickets to cultural and sporting events, air miles, fuel vouchers and discounts across the network of partners associated with the program.

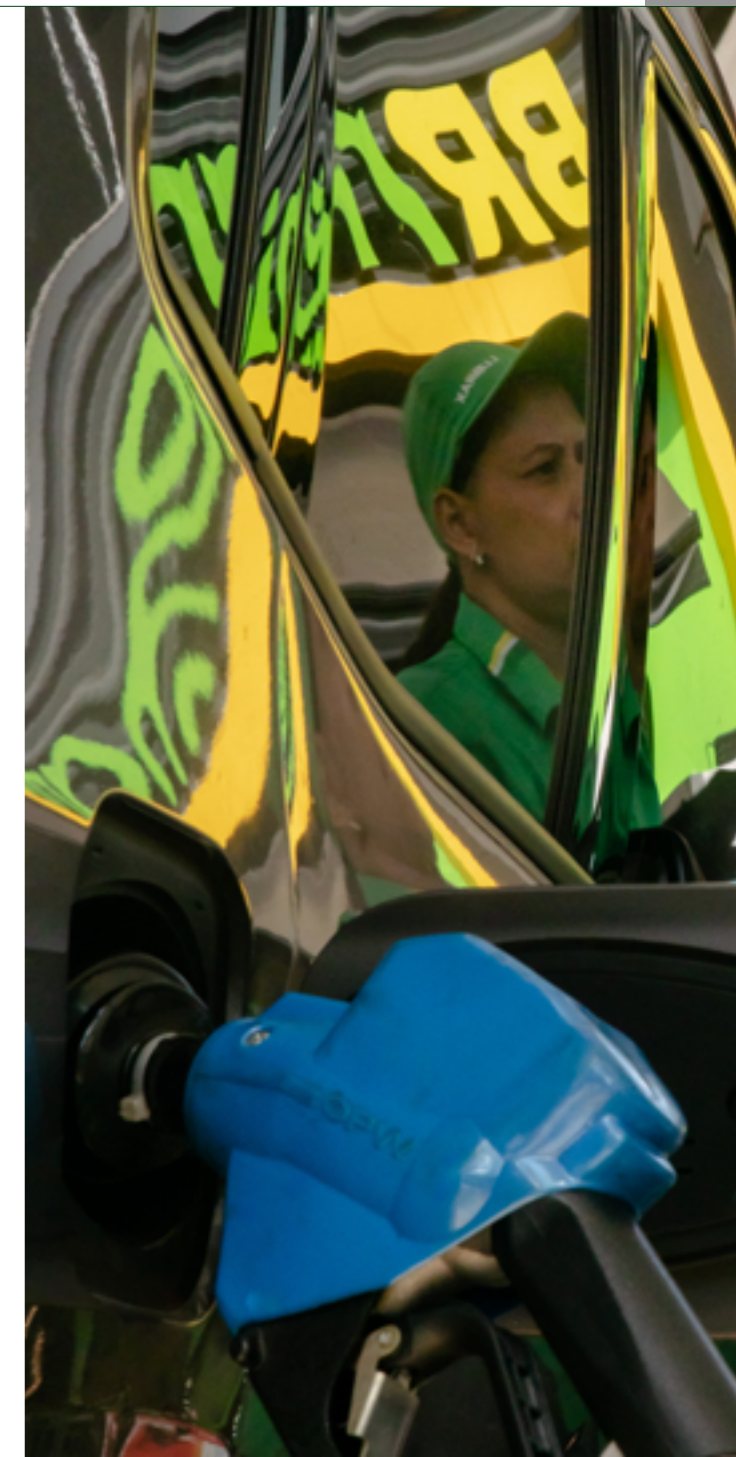
In 2022, we added a new feature to the app that allows payment to be integrated with station automation. Payments can be made using this tool based on the identification number of the supply pump, with all transaction information provided automatically. In addition, the customer can choose to pay via Pix directly through the application.

In addition to this relationship action, we are always attentive to consumer feedback on our products and services. We have conducted the Consumer Tracker survey on an annual basis since 2001. Its target audience consists of drivers who are responsible for the fueling decision and who use the vehicle for non-professional purposes (ride or personal displacement) at least twice a month (regardless of brand). Since 2019, this survey has been conducted four times per year. The locations surveyed include the major Brazilian capitals and metropolitan areas. We expanded the sample in 2022 to include some locations relevant to our business. One of the items evaluated in the study is the "image

indicator" of Petrobras Stations, which is an index calculated by averaging the grades given for "best service," "best fuel," and "most reliable brand." In 2022, the indicator revealed a statistically significant improvement in "Best Service" and variations within the margin of error for "Best Fuel" and "Most Reliable Brand." The image indicator is one of the factors that affect the variable compensation of Vibra's Marketing managers and employees.



*In 2022, Premmia registered approximately 19 million participants and distributed more than BRL 251 million in bonuses*



# Resellers and service station attendants

GRI 2-29, 3-3

The Maximum Capacity Program is a training plan created by Vibra that covers professionals who work in urban and highway filling stations. It includes operational modules - focusing on gas station attendants, Lubrax + lubrication technicians, promoters and attendants at BR Mania stores, - and managerial modules, aimed at track managers and BR Mania stores, dealers and franchisees.

The program includes more than 70 courses on topics such as environmental licensing, environmental liabilities, human rights, recruitment and selection, ethics competition practices, effluent treatment, ethics, sales technique, and Vibra-specific training packages.

**More than 70 courses** are available through the *Maximum Capacity Program*

Since April 2021, Vibra has conducted periodic Net Promoter Score (NPS)\* and Satisfaction surveys with its Reseller customers, counting on the support of IPSOS Brasil, which is responsible for both the planning and execution of the surveys as well as the analysis of the results.

With the assistance of IPSOS, we reviewed the method and scope of this research at the end of 2021. The changes implemented aimed to boost the efficiency of information collection and enable more reliable results. They also enabled the creation of a sample that more accurately reflects the regional distribution of resale and a shift in the customer approach method. In 2022, the application was in-person. Comparability between 2022 and 2021 results decreased due to this change.

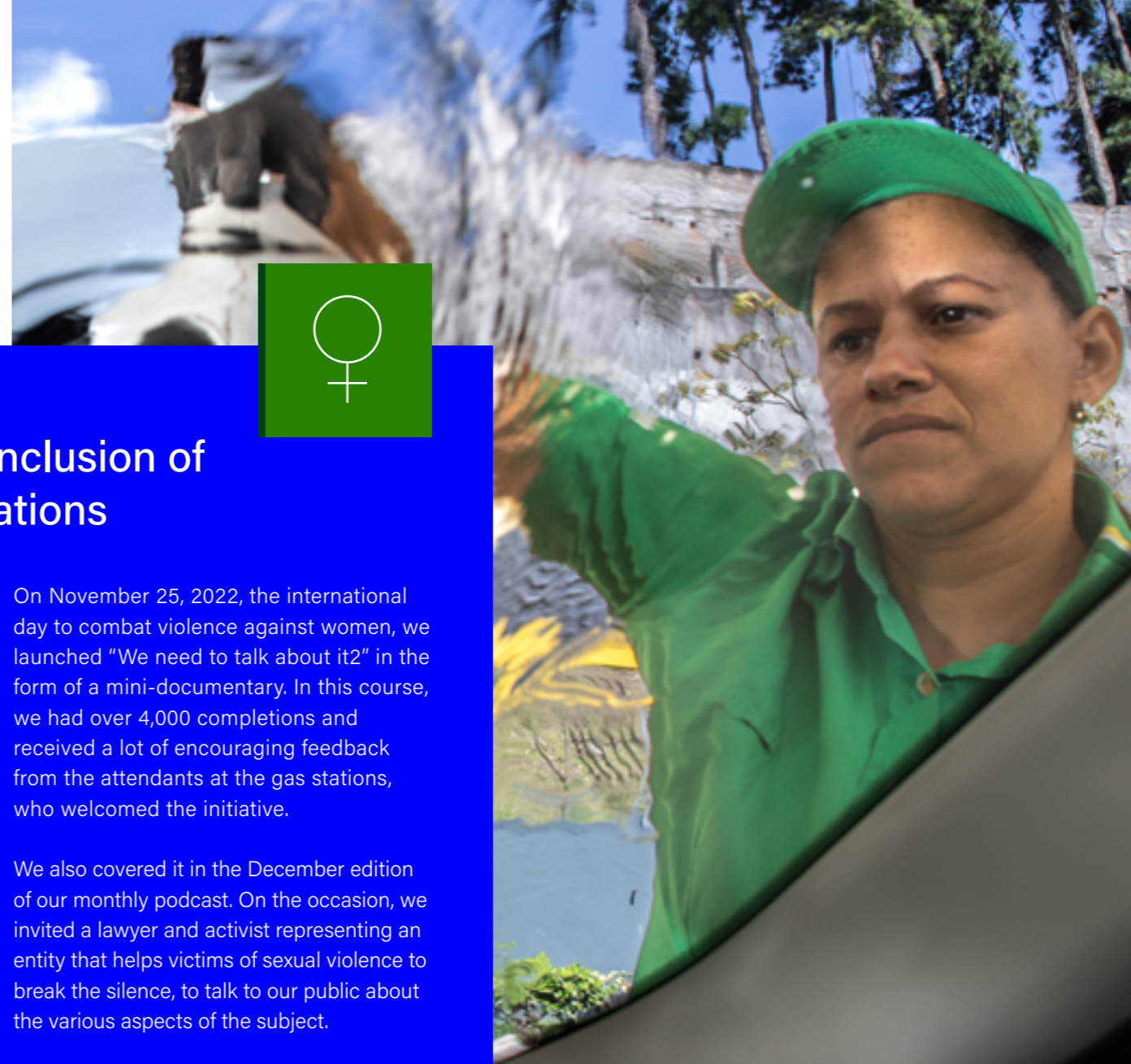
\* Because Vibra regards the NPS indicator measured in the surveys as confidential data, it is not disclosed in this report



In 2022, three waves of the NPS and Satisfaction surveys were carried out, in the months of January and February, June and July, and October and December. In each application, 380 interviews were conducted with resellers, totaling 1,140 interviews in the year. Although we have only recently begun monitoring this indicator, we have discovered that its outcome is highly sensitive to price changes and that its fluctuations have a strong correlation with the NPS that we discovered with the fuel station consumer.

In this sense, the external context of the Ukrainian war, as well as its effects on product availability and fuel price increases in the first half of 2022, was reflected in the NPS result of the Resale of the second wave. This registered a significant drop compared to the first wave. On the other hand, the reduction in fuel ICMS in July 2022, accompanied by a decline in prices, acted in the opposite direction, contributing to the recovery of the indicator, which ended the third wave at a higher level than the first wave of 2022.

It is worth mentioning that we maintain several communication channels with Vibra's resellers, such as Business Channel, WhatsApp; SMS; Communication in the +Business app; customer service chatbot, in addition to sending weekly and monthly newsletters.



## Promoting respect and inclusion of women in our service stations

In 2022, we created a series of actions to address the issue of violence against women, including the series "We need to talk about it" for the Maximum Capacity Program course platform.

The first episode was released on October 26, 2022 and included the dissemination of channels for reporting and information on forms of welcoming women who have suffered a situation of violence. This video received over 2,000 views in the first week since its release, a viewership that typically takes months to achieve.

On November 25, 2022, the international day to combat violence against women, we launched "We need to talk about it2" in the form of a mini-documentary. In this course, we had over 4,000 completions and received a lot of encouraging feedback from the attendants at the gas stations, who welcomed the initiative.

We also covered it in the December edition of our monthly podcast. On the occasion, we invited a lawyer and activist representing an entity that helps victims of sexual violence to break the silence, to talk to our public about the various aspects of the subject.





# Supply chain

GRI 2-6, 2-29, 3-3, 408-1, 409-1, 414-1

Our supply chain is composed of indirect suppliers to support Vibra's activities, such as engineering, operation, IT services, consulting and legal, among others; and direct suppliers, such as petroleum oil derivatives, biofuels, additives, chemicals, inputs for lubricants and carriers.

All suppliers are monitored for legal and labor compliance, economic and financial evaluation, technical qualification, compliance with established technical specifications, contractual management and supervision and integrity due diligence, in the case of critical suppliers.

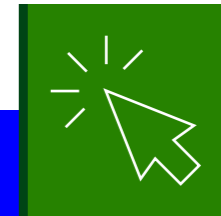
Critical suppliers are those who provide essential supplies or services for Vibra's core activity who have contracts that last more than 12 months, a high financial volume and the potential to violate human rights.

We have contractual provisions that address the respect for human rights, the prohibition of child and slave labor, the fight against discrimination

and the promotion of diversity, as well as other provisions that call for the termination of business relationships with suppliers, clients, and partners who are found to be infringing on human rights.

As a signatory to the National Pact for the Eradication of Slave Labor, we do not engage commercially with persons and companies listed by the Ministry of Labor in the Employers Register who have subjected workers to slavery analogous conditions . In addition to encouraging adherence to the institute, we also demand the same attitude from our suppliers.

Throughout 2022, we evaluated 1,026 indirect suppliers, 210 carriers, and 71 suppliers of our Lubricants Factory, totaling 1,307 suppliers with active/homologated registrations, by consulting the Registry of Unfit and Suspended Companies (CEIS), the National Register of Punished Companies (CNEP), and the Slave Work List . In addition to these consultations, indirect suppliers were evaluated in Ibama's public databases,



- **SUPPLIERS MANUAL**
- **BUSINESS CONDUCT GUIDELINES TO THIRD PARTIES**

certificate of debts related to federal tax credits and the Federal Government's active debt, TST certificate, and regularity with the FGTS. Moreover, 141 suppliers underwent our integrity due diligence, which is mandatory for more critical processes.

Our biofuels (ethanol and biodiesel) suppliers face a higher risk of child labor and/or slavery-like conditions. To mitigate this risk, all our contracts have clauses that deal with respect for human rights and others that provide for termination of the commercial relationship, in case of violation of these rights. These suppliers are also subject to our integrity due diligence process because they are deemed critical.

We have a specific qualification process for our lubricant input suppliers. These suppliers are evaluated based on a self-declaration form that includes requirements for environmental, social, and occupational health and safety. The self-assessment is performed on a regular basis, depending on the criticality of each supplier. We ended 2022 with 55 active suppliers and 47 responses to the self-assessment questionnaire. Furthermore, we have implemented IATF Standard 16949, a technical specification for quality management systems in the automotive industry that indicates the reduction of variations and waste in the supply chain. To help our business partners conform to the requirements of

the standard in the coming years, we have put in place action plans for them to improve their ISO 9001 certified quality management systems, enabling them to become IATF 16949 certified.



## Vibra Shopping

To simplify and speed up the process of purchasing non-critical indirect products, we have a marketplace tool that allows us to bring together a number of suppliers of non-critical, indirect products in one place: Vibra Shopping. The platform aids in the

organization and optimization of the resources and inputs utilized by the various Company divisions, with purchases made at market-competitive prices. As a result of a partnership with Nimbi, a company that develops supply solutions for multinational corporations, Vibra

Shopping is an intuitive and user-friendly environment because it is modeled after the website layouts of large retail chains. Vibra Shopping was named the best procurement project at the 19th Purchasing and Sourcing Forum.

# Transportation suppliers

GRI 2-6, 2-29, 3-3

Our transporters travel more than 35 million kilometers per month in order to assist us in supplying all regions of the nation. This is an expressive number that, by itself, justifies the pursuit of efficiency and novel avenues that allow us to cut costs and reduce our carbon footprint in the transportation sector.

Over the last year, Vibra has reduced the number of carriers with whom it collaborates as part of a correction initiative and ongoing pursuit of higher quality, safety and efficiency. We began using trucks with a capacity increase, from 45,000 to 60,000 liters, reducing the number of trips and the associated GHG emissions. During this process, we increased the use of return freight (for instance, a truck transporting ethanol can also transport diesel back to the biofuel plant), thereby reducing the number of idle vehicles. In addition, we encourage our carriers to utilize cleaner energies such as natural gas and biomethane. In 2022, there were 10 gas and/or hybrid trucks in the fleet and 32 trucks using green diesel (Diesel R5, see page 55 for more information) in the southern region where the product is available.

We also work with our carriers to encourage the more efficient use of fossil fuels. We have advanced the progress of the ESG diagnostic efforts performed with contracted carriers, and in 2022 we incorporated ESG requirements into the audit conducted with carriers. To support our partners, we published an ESG good practices handbook for cargo transportation and started a pilot project for economic management training in partnership with SEST/SENAT.

To ensure efficiency in distribution routes, we rely on the Logistics Efficiency and Safety and Environment 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. The Tower also plays a significant role in ensuring the safety of logistics operations and the well-being of drivers: it monitors and equips all trucks in Vibra's service with cameras that aid in fleet management and prevent accidents through proactive measures.



In addition, our transportation suppliers undergo external auditing and evaluation. In 2022, 83 suppliers were audited, both road and fluvial transporters. In the audits, points pertaining to our Transportation Manual are scrutinized in an effort to identify the most effective transport management procedures. In addition to HSE prerequisites, it is important to highlight the Manual's discussions of the supplier's organizational commitment, ESG topics,

*In 2022, we had ten gas and/or hybrid trucks in the fleet, as well as 32 green diesel trucks*



organizational strategy, performance indicators, and legal and regulatory requirements. All items must also be distributed to subcontractors, who are expected to observe the same guidelines as our transportation suppliers. In addition to audits, our carriers can undergo integrity due diligence. This management and evaluation system has already yielded positive results, such as a 57% decrease in the occurrence of accidents compared to 2020.

Vibra created a Purchasing Club with Fachinni and Volkswagen to offer its transport partners discounts and purchasing options for discounted implements and trucks. This partnership aims to improve the purchasing conditions from this equipment's suppliers - which account for approximately 25% of freight costs. As a result, Vibra will be able to optimize freight and ensure the renewal of the contracted truckfleet, with an emphasis on safety, sustainability and the incorporation of more technology.

We have multiple communication channels and direct interactions with the partner carriers. We disseminate content through the [Business Channel](#); the QDT channel (Vibra's CIF carrier qualification system); WhatsApp group; email marketing and the DEZtaque Driver Program website, in which we address security and ESG

topics. We also monitor the training provided by our partners to their drivers, including the generation of a Carrier Valuation bonus.

We send communications to drivers of our partners using MDriver screens and in-unit self-service totems. To identify issues and potential fixes, we hold monthly Lessons Learned sessions. We promote quarterly Safety, Health, and Environment forums to facilitate the exchange of information and knowledge, as well as the identification of problems through research.

Initiatives are also carried out to disseminate a self-checklist management and safety questionnaire; visits to operational units and garages of the carriers to verify management and safety practices; application of an action plan with a schedule to improve lower-than-expected requirements for management and safety criteria; routine monthly performance evaluation using specially crafted indicators previously agreed with the carriers; and meetings with Vibra teams to analyze and evaluate the performance achieved by the transportation suppliers.

The CIF carrier of Vibra is invited to participate in a monthly Lessons Learned forum as a listener and occasional presenter of reference cases. Vibra consultants, who specialize in CIF transport, also

schedule routine meetings to obtain returns and generate best practices for various operational performance metrics.

As a member company, we continue to participate in the Green Logistics Brazil Program, which contributes to the improvement of our logistics chain's sustainability management.

In addition, we have attempted to position ourselves favorably in terms of infrastructure. We strengthened our logistical position in the North, Northeast, and Southeast regions with significant reinforcements at bases in Santarém (PA), Belém (PA), Cabedelo (PB), Suape (PE), and Vitória (ES). One of the main guidelines of all of our planning in this sector is to reduce the environmental impact of our operations.

*57% was the reduction of accidents recorded in 2022 compared to 2020*

## DEZtaque Driver Program

GRI 3-3

Every day, over 8,000 trucks in the service of Vibra travel on Brazilian roads. They are an essential part of our operations. Daily, the drivers in our service make enough trips around Brazil that, summed together, would be sufficient to circumnavigate the planet Earth 27 times.

DEZtaqueDriver, the largest program in Brazil devoted to transport operators, is designed to recognize and show appreciation for these professionals. The incentive program recognizes transport drivers and fueling operators who adhere to the Zero Accident Pact (PAZ), the Golden Rules, and safe driving and operating practices during the loading and unloading of our products and aircraft fueling operations.

In 2022, celebrating ten years since its creation, 102 professionals who drove more safely in 2022 were honored. In addition, ten aircraft supply operators at airports where

we operate received special recognition. In total, 10,000 drivers participated and the value of the awards exceeded BRL 1 million. Five cars, 13 prize vouchers, and three rounds of award cards were distributed, in addition to a phase involving only operators and the distribution of 50 award cards. Throughout the program, ESG training was directly applied to the carrier.

We created a women's ranking award for the first time. In 2022, two female drivers were honored for their professionalism on the highways during the year.

We engage our drivers who participate in the DEZtaque Program to act as protectors of children and adolescents on the roads, through Na Mão Certa Program, by Childhood Brasil. In 2022, 10,000 drivers received information on preventing the sexual exploitation of children and teens.

## Multimodal action

GRI 3-3

One of our goals is to develop alternatives to road transportation in the search for more efficient and environmentally responsible modes. In 2022, we expanded our operations in fluvial, rail and cabotage modals.

In the rail modal, we recorded an increase of 8% in relation to the volume handled in the previous year, resulting in about 3,300 tons of CO<sub>2</sub> avoided. This value corresponds to what would have been emitted if the additional rail volume in 2022 had been transported by road. We increased our volume by 9% in the fluvialmode compared to 2021, which also helps to reduce pollutant emissions.

The emphasis, however, is on cabotage. We broke our record for transporting biodiesel via cabotage in 2022. There were more than 63 million liters of biodiesel transported from the Port of Rio Grande

(RS) to Suape (PE). Initially, we aimed to increase our annual load in this mode by 20%, but we ended up increasing it by 33%, owing to increased demand for biodiesel in the Northeast states. Cabotage is not limited to biodiesel. We also transported ethanol in this manner throughout 2022. In the 12 months, 173 million liters went from ports in the Southeast to Suape, an increase of 51% compared to 2021.

In practice, the new South/Southeast – Northeast cabotage routes allow for cost savings and emissions reductions in transportation. In 2022 alone, the mode saved over 4,300 truck trips that would have consumed 5.6 million liters of diesel, resulting in a reduction of 9,860 tons of CO<sub>2</sub>e emissions and generating environmental gains across the process. Furthermore, the total loading of the two biofuels via cabotage resulted in BRL 36 million in savings.

### TOTAL CABOTAGE VOLUME

63 million  
of liters of biodiesel

173 million  
of liters of ethanol

9,860 tons  
reduction of CO<sub>2</sub>e emitted

# Communities

GRI 2-29, 3-3, 413-1

Vibra is committed to the relationship with society, particularly with the neighboring communities which in some way influence our activities. We are guided by respect for human rights and have commitments made to the UN Global Compact and Women's Empowerment Principle, the National Pact for the Eradication of Slave Labor and the Na Mão Certa Program, among others.

Reinforcing our commitment to human rights, we have participated, since 2019, in the Na Mão Certa Program, by Childhood Brasil,, and we seek to engage our audiences on this topic, publicizing our commitment and encouraging our suppliers to join it. In 2022, the 10,000 drivers in the DEZtaque Driver Program received information on combating the sexual exploitation of children and adolescents, as well as disclosure of Dial 100, a channel for reporting human rights violations. The topic is also covered in our Vibra Suppliers Manual and our ESG Good Practices handbook for Carriers.

In our Social Responsibility Policy, we pledge to act "responsibly with the communities where we operate" and to manage "the relationship with the communities located in the coverage area based on a continuous and transparent dialogue, contributing to the viability of our business and local development." Since 2009, we have periodically updated the registration of communities located near our units in order<sup>1</sup> to fortify our relationship with the local populace. On the basis of these mapped communities and the needs of each location, we developed an action plan for each locale.

<sup>1</sup> We intend to update our Community Mapping program during 2023.





We continued to support social projects around our headquarters building in the Cidade Nova neighborhood of Rio de Janeiro. In 2022, we supported the [Social Circus Project](#) developed by Circo Crescer e Viver, which serves more than 200 children through circus arts classes. In the same region, we also support the [Reinforcement of the Future Project](#), of the Meta Educação Institute, which works with more than one hundred children in activities involving school reinforcement and learning support.

We have also partnered with other companies and organizations to contribute donations and assistance to social initiatives. We assisted the Central Única das Favelas shantytown support group to transport donations to victims of heavy rains in Petrópolis, using our freight carriers to haul donations collected in Rio de Janeiro to the nearby mountain city. We also began a donation collection drive at the Stock Car debut race.

Vibra signed an agreement with the Banco do Brasil Foundation through the Brazilians for Brazil Program and, in the first quarter of 2022, donated more than 3,000 basic food hampers from almost 700 family farmers to five neighboring communities from five of our operating units: Crato (CE), Cruzeiro do Sul (AC), Caracaraí (RO), Cuiabá (MT) and Duque de Caxias (RJ).

At the end of 2022, we made a contribution to the Childhood and Adolescence Fund (FIA), in partnership with the Amigo de Valor Program. Through this initiative, we support two projects: "Training of Rural Entrepreneurial Adolescents in Family Agriculture," from the President Tancredo Neves Rural Family House in Tancredo Neves, Bahia; and "Singular - RBC in Rural Communities," from the Child Stimulation and Rehabilitation Service in Gravatá, Pernambuco. The first provides a technical agriculture course integrated into high school for 110 children of vulnerable farmers, while the second serves 81 children and adolescents with disabilities from rural communities.

At the end of 2022, we began supporting the [Douradinho Project](#), with the goal of encouraging reading through the book "Amiga Lata, Amigo Rio." The project will be implemented in public schools in Marabá, Pará, during the 2023 school year, and will include teacher training, cultural activities and a face-to-face meeting with the book's author.

Together with other companies and community leaders in the region, we serve on the Advisory Community Council of Campos Elseos, Duque de Caxias (RJ), the Community Committee of São José dos Campos (SP), and the Welcoming

Community Network of Cidade Nova (RJ). In the community close to our operational unit in São José dos Campos (SP), we have a monitoring process for measurements in the community homes, related to an environmental remediation process on site.

In 2022, we received a complaint from a neighboring community regarding improper waste disposal by drivers near our unit. In addition to cleaning the site, drivers employed by Vibra were educated on proper waste disposal practices.

**Percentage of operations with local community engagement, impact assessments, and development programs** [GRI 413-1](#)

Type of initiative	2020		2021		2022	
	Number of operations that have the initiative	%	Number of operations that have the initiative	%	Number of operations that have the initiative	%
Social impact assessments, including gender impact assessments, based on participatory processes*	50	41.32%			0	0
Environmental impact assessments and ongoing monitoring**	66	100%	60	100%	59	100%
Local community development programs based on local communities' needs	1	0.83%	7	11.67%	7	11.86%
Stakeholder engagement plans based on stakeholder mapping (Community Relations Plans)	2	1.65%	3	5%	3	5.08%
Broad based local community consultation committees and processes that include vulnerable groups	2	1.65%	3	5%	3	5.08%
Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts	-	-	2	3.33%	3	5.08%
Formal local community grievance processes	-	-	60	100%	59	100%

\* We consider only the units operated directly by us. We included the units that updated the community registrations, including social impacts, while excluding aviation units and individual areas.

\*\* We include the units that have LAIPDs, APRs or EARs, considering Environmental Aspects and Impacts Assessment Practices. We have not publicly disclosed the results of environmental and social impact assessments.

**Operations with significant actual and potential negative impacts on local communities** [GRI 413-2](#)

	Operation location	Impact location	Description of the significant actual and potential negative impacts of operations
1.	Storage and distribution of fuels and production, storage and distribution of lubricants	Vibra Operating Units	Increased truck traffic, increased movement of vehicles and people around our units and construction work. Groundwater and soil contamination; impacts caused by traffic accidents; alteration of air quality, removal of communities and expropriation of properties.
2.	Operation for the acquisition of biofuels	Suppliers (ethanol and biodiesel production facilities and farms)	Potential impacts of contemporary slave labor on the cultivation of sugarcane, corn and other inputs.





# Economic-financial **performance**

The year 2022 was full of challenges. Despite this, we delivered a solid result, with net income of BRL 1,537 million in 2022. The number strengthens the course of profitability that has been our brand, always achieved in accordance with Vibra's ESG agenda. We recorded a 6% growth in pro formaadjusted EBITDA , reaching BRL 5,263 million, which represents adjusted EBITDA of BRL 137/m<sup>3</sup> for the year. Gross profit in 2022 was 9.3% higher than in the previous year: we went from BRL 6.8 billion to BRL 7.4 billion. The role played by the increase in the diesel and Otto cycle market share, as well as by the growth in the average sales margin, weighed heavily on this result. Due to price adjustments verified during the year, there was also a relevant aspect in the valuation of our inventories throughout 2022. On the other hand, we recorded a reduction of 19.37% in operational expenses in relation to 2021.

Vibra recorded an increase of 39.4% in net sales revenue, reaching BRL 181.4 billion in 2022. Although the majority of this variation was attributable to the increase in average marketing prices, part of this percentage is associated with growth in sales volume. In that regard we verified an evolution in the sales of diesel (2.7%), Otto cycle (6.7%) and aviation fuels (35.4%). Fuel oil sales declined by 51% in 2022, primarily due to the lower thermoelectric plant activation.

See more details of our financial performance in the **Financial Statements**  
GRI 201-1



BRL 1,537 million was Vibra's profit in 2022



**Direct Economic Value generated (BRL) GRI 201-1**

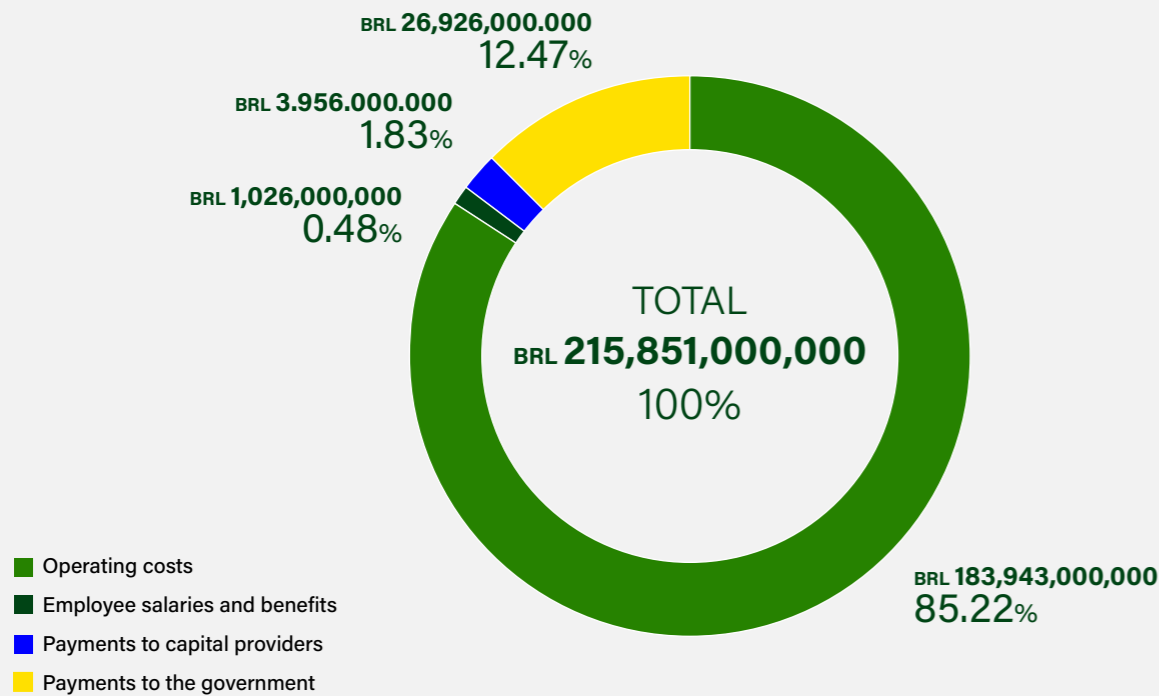
	2022
Revenues	216,564,000,000

**Economic value retained: 'direct economic value generated' less 'economic value distributed' GRI 201-1**

	2022
	713,000,000

**Economic value distributed (BRL and %) GRI 201-1**

GRI 201-1



**Total monetary value of financial assistance received by the organization from any government (BRL)\* GRI 201-4**

Assistance type	2022
Tax benefits and credits**	162,529,424.8
Total	162,529,424.8

\* There was no financial support received from the government.

\*\* The above amount appears as the balance of the bookkeeping account 3409600005 - REC.C/CRED.FISCAL PRESUMIDO-ICMS and refers to presumed/granted credits that were awarded by the states to Vibra during 2022.

# GRI and SASB content index

Statement of use	Vibra has reported in accordance with the GRI Standards for the period of January to December of 2022.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>General disclosures</b>					
GRI 2: General Disclosures 2021	2-1 Organizational details	4, 15			
	2-2 Entities included in the organization's sustainability reporting	4. The content takes into account all Vibra Energia businesses and 100% controlled investees: Vibra Trading Importadora and Exportadora Ltda., Vibra Trading BV, and FII-FCM (for accounting purposes only).			
	2-3 Reporting period, frequency and contact point	4			
	2-4 Restatements of information	4, 34, 89, 93, 94			
	2-5 External assurance	139			
	2-6 Activities, value chain and other business relationships	15, 43, 113, 115			
	2-7 Employees	15, 28, 63, 64, 79. Data calculated based on the headcount as at 12/31/2022.			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	79			
	2-9 Governance structure and composition	35, 36			
	2-10 Nomination and selection of the highest governance body	36			
	2-11 Chair of the highest governance body	35, 36			
	2-12 Role of the highest governance body in overseeing the management of impacts	36, 39, 73, 91			
	2-13 Delegation of responsibility for managing impacts	39, 73, 91			
	2-14 Role of the highest governance body in sustainability reporting	4			
	2-15 Conflicts of interest	29			
	2-16 Communication of critical concerns	32, 33			
	2-17 Collective knowledge of the highest governance body	37			
	2-18 Evaluation of the performance of the highest governance body	37			
	2-19 Remuneration policies	68, 69			
	2-20 Process to determine remuneration	68			
	2-21 Annual total compensation ratio	70			
	2-22 Statement on sustainable development strategy	5, 7, 36			
	2-23 Policy commitments	20, 27, 29, 30, 73, 91			
	2-24 Embedding policy commitments	25, 29			
2-25 Processes to remediate negative impacts	32				
2-26 Mechanisms for seeking advice and raising concerns	29, 32				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Vibra was required to pay a sizable fine (BRL 62,290,894.61), in 2022 as a result of a legal dispute with Cade over the alleged creation of artificial entry barriers and difficulties in gaining access to crucial infrastructure in the QAV market at Guarulhos Airport. In order to settle the conflict, a court annulment action was brought, and a successful injunction was granted to suspend the obligation and the payment of the fine imposed by Cade.			
	2-28 Membership associations	21			
	2-29 Approach to stakeholder engagement	9, 41, 64, 108, 110, 111, 113, 115, 118			
	2-30 Collective bargaining agreements	All (100%) employees are covered by one of the various collective agreements of their professional categories. In all, Vibra's employees are represented by 38 union entities (36 unions and 2 federations).			
<b>Material topics</b>					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	9			
	3-2 List of material topics	9			
<b>[Energy transition and renewable energy]</b>					
GRI 302: Energy 2016	GRI 3: Material Topics 2021	3-3 Management of material topics	43, 53, 54, 55, 56, 87, 92		
	302-1 Energy consumption within the organization	92, 93, 94			
	302-2 Energy consumption outside of the organization	94			
	302-3 Energy intensity	94			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 302: Energy 2016	302-4 Reduction of energy consumption	94			
	302-5 Reductions in energy requirements of products and services			Not applicable	Products sold by Vibra do not have energy requirements.
GRI: Oil and Gas Sector	OG14 Volume of biofuels produced and purchased meeting sustainability criteria	Vibra uses renewable raw materials (sugar cane and corn for Ethanol and soybean oil, and animal fats, among others for Biodiesel). In addition, all plants currently operating in Brazil have the Social Biofuel Label, which contemplates the use of family farming in the production of the raw material. We do not directly produce biofuels; rather, we acquire them through Evolua, the sourcing and ethanol area that is a joint venture between Vibra and Copersucar. In 2022, the total was 718,3891,269 L.			
SASB: Multiline and Specialty Retailers & Distributors	CG-MR-130a.1 Energy Management in Retail & Distribution	92, 93			
<b>[Ethics, integrity and compliance]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	29			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	33			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	33, 34	Communication to business partners	It is not possible to extract a report that quantifies business partners communicated about the anti-corruption policies and procedures adopted by the organization, segregated by territorial region.	

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	33			
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	40			
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	There were no cases of non-compliance regarding marketing communication in 2022.			
<b>[Fight against climate change]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	53, 54, 55, 56, 83, 117			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	53, 83			
	305-1 Direct (Scope 1) GHG emissions	88			
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	88			
	305-3 Other indirect (Scope 3) GHG emissions	88, 89			
	305-4 GHG emissions intensity	89			
	305-5 Reduction of GHG emissions	89			
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	We have no emissions of ozone depleting substances (SDOs) 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.			
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	89			
SASB: Oil & Gas – Refining & Marketing	EM-RM-110a.1 Greenhouse Gas Emissions – Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	88			



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
SASB: Oil & Gas – Refining & Marketing	EM-RM-110a.2 Greenhouse Gas Emissions - Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	86			
<b>[Market transparency and product pricing]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	30			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	122, 123			
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	<p>The estimated value of the liabilities of the pension plans on 12/31/2022 was BRL 4,205,914,078.57 (PPSP-R: R\$ 2,789,432,062.13, PPSP-NR: BRL 1,117,934,188.98 and PP2: BRL 298,547,827.46). Estimate of the extent to which the plan's liability is covered by the assets allocated for this purpose: BRL 3,437,453,580.28 (PPSP-R: BRL 2,378,839,994.19, PPSP-NR: BRL 754,505,963.52 and PP2: BRL 304,107,622.57). (Estimate made on 12/31/2021, based on the fair value of the assets).</p> <p>The manager of the plans, the Petros Foundation, set up funds to meet the financial commitments.</p> <p>Given that there were insufficient funds to cover the deficit, the PED - Deficit Equation Program was implemented. Participants and sponsors were each given a proportionate share of the account, with a contributing parity of 1:1.</p> <p>The contribution is organized per plan and each contains a predefined range:</p> <p>PPSP Employee: range between 1.96 to 14.9%</p> <p>PP2 Employee: range between 6% to 11%</p> <p>FlexPrev Employee: range between 1% to 11%</p> <p>Employer: Equal in all plans</p>			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	30			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes			Not applicable	There is no provision for minimum deadlines for implementing operational changes in a collective norm.
<b>[Safety, health and well-being]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	70, 72, 73			
	403-1 Occupational health and safety management system	72			
	403-2 Hazard identification, risk assessment, and incident investigation	73			
	403-3 Occupational health services	72			
	403-4 Worker participation, consultation, and communication on occupational health and safety	72, 73			
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	73			
	403-6 Promotion of worker health	72			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	72			
	403-8 Workers covered by an occupational health and safety management system	75			
	403-9 Work-related injuries	73, 76			
	403-10 Work-related ill health	72			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	27, 40			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
SASB: Oil & Gas – Refining & Marketing	EM-RM-320a.1 Workforce health and safety – (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	74			
	EM-RM-320a.2 Workforce health and safety – Discussion of management systems used to integrate a culture of safety	73			
<b>[Innovation and technology]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	57, 70			
<b>[Product quality and safety]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	46, 49			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	102, 103			
	301-2 Recycled input materials used	103			
	301-3 Reclaimed products and their packaging materials	102			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100% of products and services that have an effect on Safety and Health are evaluated for enhancements.			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No non-conformities, notifications and/or assessments pertaining to the items previously mentioned regarding the health of Vibra Energia employees were observed.			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	The Lubricant Marketing sector hires an advertising agency to design the labels, and the safety information is described in accordance with the GHS (Globally Harmonized System of Classification and Labeling of Chemicals) and the ABNT NBR 14725-3 labeling standard item 6, which is made available by the Technological Development Management. This information is mandatory on labels or Material Safety Data Sheets (MSDSs).			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	There were no cases of non-compliance regarding information and labeling of products and services.			
SASB: Oil & Gas – Refining & Marketing	EM-RM-150a.1 Hazardous materials management	98			
SASB: Multiline and Specialty Retailers & Distributors	CG-MR-410a.1 Product sourcing, packaging and marketing – Revenue from products third-party certified to environmental and/or social sustainability standards	Revenue from products certified by third parties to Vibra's environmental and/or social sustainability standards in 2022 was BRL 3,930,931,477.27 (value considering all taxes, that is, it is the total amount invoiced). The sum is equal to the cost that Vibra incurred in 2022 for ethanol plants with Bonsucro certification or an equivalent.			
	CG-MR-410a.3 Product sourcing, packaging and marketing – Discussion of strategies to reduce the environmental impact of packaging	97, 99			
<b>[Employees attraction, development and retention]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	66, 67			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Educational incentives, transportation, Gympass and life insurance benefits are only offered to full-time employees.			
	401-3 Parental leave	71			
	404-1 Average hours of training per year per employee	67			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	We do not have specific training for career transition, that is, those aimed at facilitating continued employability and end-of-career management due to retirement or termination of employment.			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	68			
SASB: Multiline and Specialty Retailers & Distributors	CG-MR-310a.3 Labor Practices	In 2022, we incurred a total of BRL 24,433,268.58 for the settlement of labor law violation-related lawsuits. This amount was comprised of BRL 7,119,282.95 for lawsuits involving outsourcing and BRL 17,313,985.65 for own employees.			
<b>[Management of environmental liabilities]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	104			
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	95			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	97			
	306-2 Management of significant waste-related impacts	97			
	306-3 Waste generated	97, 99			
GRI 306: Effluents and Waste 2016	306-3 Significant spills	104			
GRI 306: Waste 2020	306-4 Waste diverted from disposal	97, 100			
	306-5 Waste directed to disposal	101			
SASB: Oil & Gas – Refining & Marketing	EM-RM-530a.1 Management of the Legal & Regulatory Environment	85			
Vibra's KPI	VAZO – Leakage of oil and derivatives with impact on the environment	105			
<b>[Supply chain management]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	113, 115, 117			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
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	Vibra guarantees freedom of association and the right to Collective Bargaining. We are signatories to the UN Global Compact and are committed to supporting freedom of association and the recognition of the right to collective bargaining, in accordance with Principle 3 of the initiative. Furthermore, we advise our partners to provide decent working conditions for their employees in our Booklet of Good Practices for Customers, Suppliers and Partners.			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	113			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	113			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	113			
<b>[Diversity, inclusion and equity]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	77			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	70			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	38, 80, 81, 82			
	405-2 Ratio of basic salary and remuneration of women to men	71			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	78			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
SASB: Multiline and Specialty Retailers & Distributors	CG-MR-330a.1 Workforce diversity & inclusion	77, 79			
<b>[Development of local and traditional communities]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	118			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	We are not aware of cases of violation of indigenous peoples' rights as a result of Vibra's activities.			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	118, 120			
	413-2 Operations with significant actual and potential negative impacts on local communities	65, 120			
<b>[Data privacy and security]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	27			
SASB: Multiline and Specialty Retailers & Distributors	CG-MR-230a.1 Data security	28			
<b>[Relationship and communication with priority audiences]</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 108, 110, 111			
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	42			
<b>Non-material Topics</b>					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	95			
	303-3 Water withdrawal	95, 96			
GRI 303: Water and effluents 2018	303-4 Water discharge	95			
	303-5 Water consumption	95, 96			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	123			
GRI 207: Tax 2019	207-1 Approach to tax	40			
GRI 415: Public Policy 2016	415-1 Political contributions	42			
SASB: Oil & Gas – Refining & Marketing	EM-RM-120a.1 Air Quality	89			
	EM-RM-140a.1 Water Management – (1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High and Extremely High Baseline Water Stress	96			
	EM-RM-140a.2 Water Management – Number of incidentes of non-compliance associated with water quality permits, standards, and regulations	Internal and external environmental audits revealed two instances of nonconformities related to obtaining effluent release permits/authorizations. The environmental agencies are still processing the requests.			



# Statement of conformity

**INDEPENDENT ASSURANCE** No. 589.003/23

The validity of this statement of assurance may be confirmed at the following electronic address: [www.abnt.org.br](http://www.abnt.org.br). (CNPJ: 33.402.892/0001-06 – Tel.: (21) 3974-2300).

To the members of Senior Management and other stakeholders of Vibra ENERGIA S.A., this Assurance Statement documents that the ABNT has carried out verification activities (independent assurance) in accordance with the standards and principles of the Global Reporting Initiative (GRI) and PE-493 – Procedure for Verification of Sustainability Report GRI of:

**VIBRA ENERGIA S.A.**  
CNPJ: 34.274.233/0001-02

## SUBJECT OF THE STATEMENT:

The Sustainability Report regarding the rendering of accounts for the period from January 1 to December 31, 2022.

## VERIFYING TEAM:

Mariana Fellows Garcia – Lead Verifier

## TRUST LEVEL ADOPTED:

Limited

## INTRODUCTION:

Vibra Energia was responsible for gathering data and information on its performance to prepare its Sustainability Report, as well as making available the evidence used in this statement. ABNT was responsible for verifying the evidence and the Sustainability Report in relation to the applicable requirements established by the GRI.

The information published in the report is the sole responsibility of Vibra Energia's management.

## METHODOLOGY:

The verification began with the analysis of the final version of the Sustainability Report and the records of the materiality study and those of the stakeholder engagement process. Meetings were held with those responsible for preparing the report on these processes. Thus, it was possible to plan the interviews with those responsible for the data and information used in the preparation of the report.

Using the Microsoft Teams application, which enables the sharing of data and information, remote interviews were conducted on the organization's processes as well as on data and information related to indicators.

Such evidence was analyzed in the light of the criteria established by the GRI, taking into account the data and information itself and the control and data analysis systems used in the preparation of the Sustainability Report. The report's authors were informed of the resulting findings, and they made the necessary corrections to produce the final version.

A basic sampling was performed with limited information collection and traceability, sufficient to verify that the Reporting Principles (GRI 1: 2021 Fundamentals) were observed. Compliance with the general contents (GRI Standard 2) was thoroughly analyzed, and the data and information of the other contents were sample-verified, in light of the examination of the Report's material topics.

## DECLARATION OF INDEPENDENCE AND IMPARTIALITY:

ABNT is an independent conformity assessment company that adheres to international principles and procedures that ensure the technical rigor, dependability, independence and objectivity of the services offered.

We certify that we have evaluated any potential conflicts of interest between ABNT, its team and Vibra Energia that could impede the performance of the service.

The team that conducted this verification for Coamo has extensive knowledge in verification information and systems that involve environmental, social, health, safety and ethical issues, which combined with the experience in these areas, allows us a clear understanding of the presentation and verification of good corporate responsibility practices.

**OPINION ON THE SUSTAINABILITY REPORT:**

1. In 2022, the organization reviewed the materiality study to update the material topics, aligning them with the current version of the GRI standards. Both internal documents and those from the oil and gas industry were consulted for the study. The mapped topics were analyzed from a socio-environmental and financial perspective by consulting with experts in both fields. A stakeholder perception survey was also conducted to identify the most important topics for these interest groups. Thus, the 14 material topics addressed in the sustainability report were identified.
2. Throughout the Verification, compliance with the GRI standards and principles was assessed, and opportunities for improving the information's clarity were identified. The organization swiftly addressed such

opportunities for improvement.

3. In the message of the Board of Directors, the commitment to social issues and the energy transition is affirmed, while at the same time efforts are made to optimize the use of fossil fuels. In the sustainability report there is also a message from the President, who took over on February 1, 2023, but also assumed the commitments made by the organization regarding ESG issues.
4. The financial statements are accessible through the Investor Relations section of the organization's website. This website provides information on corporate governance, disclosure of financial results, and other services for investors.
5. Indicators of the environment consist of climate change, energy efficiency, water and effluents, waste and material management, and soil and groundwater data. A comparison of performance since 2020 is made for the majority of the indicators under consideration, illustrating the process of continuous improvement in performance in general.
6. Regarding people, the organization has developed programs that value and welcome its employees. The organization promotes actions aimed at consolidating the recruitment and selection processes of individuals, fostering leadership, and promoting cultural transformation. It also maintains benefit, compensation and recognition programs.

7. In terms of governance, the report describes the processes that ensure the organization's ethical integrity in the face of adverse market conditions, compliance, privacy, and information security, among other issues.

**CONCLUSION**

After all assurance procedures were carried out, nothing was identified that could indicate that the information contained in the sustainability report is not consistent and reliable. Likewise, nothing was found that points to the fact that Vibra Energia has not established adequate systems for the collection, compilation and analysis of quantitative and qualitative data, used in the preparation of the sustainability report and that the report does not meet the Principles for defining content and quality in accordance with the GRI Standards for sustainability reports.

Rio de Janeiro, May 31, 2023.

**Guy Ladvoat**  
Systems Certification Manager

# Credits

**Vibra Energia**  
Coordination  
ESG Executive Management

**GRI Integrated editorial design,  
materiality and consulting**

grupo report - rpt.sustentabilidade

**Editorial content and reporting**

Luciana Fleury and Marcel Frota

**GRI Consulting:**

Camila Severgnini

**Project management and relationship**

Pamela Jabbour and Taynah Capecci

**Graphic design and layout**

Alexandre Telles, Cecilia Costa and Fábio de Assis

**Translation**

Steve Yolen

**Photos**

Camila Picolo, Vibra archives and Shutterstock