

Annual
**SUS
TAI
NABI
LITY** 20
23
Report



100% BIODIESEL
POWERED BY
BIODIESEL



Leading sustainable evolution.

FAITH • PEOPLE • INTEGRITY
CREDIBILITY • INNOVATION
SUSTAINABILITY



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President's message

Arnoldo Hammerschmidt
President of
Grupo Potencial



Dear friends,

At 69 years old, I have seen many changes in the world. In my commitment to writing the letter for the new version of our Sustainability Report, I found a great challenge: “communicating with a world that wants a lot and is in a big hurry”. I was born at a time when cities and urban mobility were undergoing transformations. Those were times of adaptation. Patience was a valuable skill. It was a society that sought evolution amid scientific and technological limitations.

Resilient as we were, we always had a horizon of opportunities in sight, an infinite number of possibilities that led us to where we are today. There is time for everything in this world and, on my journey to make my dreams come true, I learned to understand the timing of things. At Posto da Mariental, working alongside my father and grandfather, I made the best of my present while always planning for the future.

Like many businessmen in this world, I planted my feet on a ground that received little or no care. These were times when the planet was an afterthought. Things from the middle of the last century. And it was at that time that Grupo Potencial was born, as a fossil fuel distribution company

This is our DNA.
A legacy of honest origin, built with work, dedication, and ethics.

However, as the years passed, I found myself questioning how a fossil fuel-powered business could survive the long-awaited 21st century. Focused on studies, as I always have been, I sought knowledge about the future. Science showed that the planet could not withstand such exploitation, pollution, and degradation for long. Society needed to be sustainable.

Energy transition was the watchword, a pillar of the much-discussed sustainability. Grupo Potencial aligned its future by taking care of the next generations. Amidst the immediacy of net requirements, satisfied in digital lives, we kept and still keep looking a little further ahead. A humanized and sustainable vision.

For all of this, we set our guidelines on three pillars for the new times: Environment, Social, and Governance (ESG). The importance of this acronym is reflected in assets in the global market. The North American company Bloomberg LP, based in New York and a reference for the financial market, states that the ESG market currently corresponds to US\$30 trillion, and is expected to reach US\$53 trillion by 2025.

With so much at stake, it is clear that there is no room for setbacks in the world. Society demands this and the values of global ESG assets prove this desire.

Adopting practices that converge with the environment, combined with social development and good management practices, means taking a leading role in a world that is changing rapidly.

Grupo Potencial's Biodiesel division plays a prominent role in the energy transition in Brazil and the world. Today, with a production capacity of 900 million liters/year of biofuel, we contribute daily to reducing polluting gas emissions into the atmosphere, as biodiesel alone reduces, on average, 70% of CO2 emissions.



Decarbonizing the air is more than a gesture of care for the environment, it is also a movement of love for human beings. The World Health Organization (WHO) pointed out that more than 7 million people die every year from diseases resulting from polluted air. In the Americas, there are at least 300 thousand every year. Among adults, ischemic heart attack and stroke are the most common.

Authorities draw attention to the pollution emitted by fossil fuels. A single particle of these pollutants, which is twenty times smaller than a grain of sand, can enter the bloodstream and cause cardiovascular and respiratory damage. Cleaner air, with fewer pollutants, means reduced risks of respiratory diseases.

We are not, and have never been, oblivious to this problem. In tune with the pillars of the future, sustainability has also become a reality in our fossil fuel distribution division. Today, the group annually produces 50% more CBIOs (decarbonization credits) than the total issued per year. We are not only compensating for the damage caused by the emission of polluting gasses, but also building a new business and sustainability mindset.



New times, new directions

In a unique project, we began the process of converting our fleet of diesel trucks to run on 100% biodiesel. Our first 100%-biodiesel truck has already reached 50 thousand kilometers and the results in performance, wear, and pollutant emissions have exceeded all expectations. 100%-biodiesel trucks not only perform better than diesel-cycle trucks, but also emit 90% less polluting gasses into the atmosphere.

Over the last nine years, our circular economy actions have already collected more than 30 million liters of oil for use as raw material in the production of biodiesel. This made it possible to protect around 750 billion liters of water from contamination by used cooking oil.

All of the group's investments are made with 70% of its own financial resources through programmed and rigorously planned actions. We strive for integrity, transparency, and economic security of expenses and investments.

Our employees work in an environment of clear purpose and objectives. We are a company that prioritizes the well-being of its employees and pays attention to human beings. Equality,

gender equity, respect for human beings, and respect for plurality are our trademarks too. Respect! This is the watchword at Potencial.

New directions, new times. A reality that we have paid attention to since our inception. Therefore, we are publishing our new Sustainability Report, an annually updated document that records and reinforces our actions and efforts towards sustainability.

**Arnoldo
Hammerschmidt
President of
Grupo Potencial**

HIGHLIGHTS 2023

Restructuring of the management model

New governance structure

Inauguration of the **AUS 32 plant** | July 2023

Inauguration of **BTAR** | Betim Terminal de Armazenagem (Betim Storage Terminal)

1,925 MILLION
of liters of fuel sold.

650 million
liters of biodiesel produced.

60,480 m³

of recovered water and a reduction in consumption of **2,654,905 kg** of wood chips in the process of returning condensate to the plant.

GPTW Certification



Recycling used uniforms into school backpacks for employees' children | Partnership with the NGO Associação Borda Viva

- First truck in Brazil converted from B-13 to B-100 diesel cycle
- First scope 1 and 2 emissions inventory | GHG protocol

Acquisition of the sanitary Sewage Treatment Plant (STP) for Potencial Biodiesel



GRUPO
POTENCIAL

New cultural signature





INTRODUCTION

- **About the report**
- **Materiality**



“

Our commitment to sustainability is rooted in our 29-year history of operation. We recognize that the prosperity of our business is intrinsically linked to the health of the planet. Therefore, we constantly seek to integrate sustainable practices into all facets of our operations. From optimizing resources to promoting social equity, we are committed to building a more sustainable future for generations to come, taking responsibility as agents of positive change.

Jackson Benjamin Ferreira
IT Manager

”





[GRI 2-3 | GRI 2-14 | GRI 11]

About the report

By publishing Grupo Potencial's second Annual Sustainability Report, we reaffirm our commitment to transparency before the company's stakeholders, sharing our performance in environmental, social, and governance (ESG) aspects. On these pages, we seek to share our journey to implement not only good practices related to ESG aspects, but also an effective commitment to playing our role in the energy transition and promoting a sustainability-oriented business culture. Therefore, in 2023, we began a process of diagnosis and transformation with the goal of achieving excellence in the management of risks, impacts, and opportunities related to our activities.

To develop our ESG strategy and prepare this report, we relied on the materiality analysis carried out in 2023 and adopted the GRI (Global Reporting Initiative) standards, specifically the GRI 11: Oil and Gas sector standard, published in 2021.

Conducted by the Corporate Governance area, the preparation of this document involved several sectors of the company and received approval from senior management.



Questions and suggestions can be forwarded to Grupo Potencial's Corporate Governance area:

telephone: +55 41 21041850

email: esg@grpotencial.com.br



[GRI 2-2]

Entities included in the Sustainability Report and Financial Statements

The Potential Group's Individual and Consolidated Financial Statements are audited annually in accordance with the accounting practices adopted in Brazil. These practices include the rules of Brazilian corporate legislation, as well as the guidelines, interpretations, and pronouncements issued by the Accounting Pronouncements Committee (APC). The consolidation of Financial Statements covers information from the following companies:

		INCLUSION IN THE SUSTAINABILITY REPORT
Grupo Potencial S.A. Company	Parent	
Potencial Energy Participações S.A.	Controlled	✓
Potencial Petróleo Ltda.	Controlled	✓
Potencial Biodiesel Ltda.	Controlled	✓
BTAR Betim Terminal de Armazenagem Ltda.	Controlled	✓
Bear Participações S.A.	Controlled	✓
BWT Transporte e Logística S.A.	Controlled	✓
Jeta Comércio de Combustíveis Ltda.	Controlled	✓
BWI Trading Comercial Importadora e Exportadora Ltda.	Controlled	Not included due to operational changes in the structure that paused this company's shares in the period covered by the report.
ABI Administração e Locação de Bens Ltda.	Controlled	Companies operating in the real estate sector, not related to the group's main operation.
HR Loteamentos SPE Ltda.	Controlled	
SADIPE – Serviços Auxiliares de Distribuição de Petróleo Ltda.	Indirectly Controlled	Companies not controlled by Grupo Potencial.
BEST – Base de Armazenamento de Combustíveis Esteio Ltda.	Indirect Subsidiary	
RDP Armazenagem e Logística Ltda.	Indirect Subsidiary	



[GRI 3 | GRI 3-1 | GRI 3-2 | GRI 11]

Materiality

This report was prepared based on the material themes identified in 2023 during the materiality analysis process, carried out in accordance with the GRI Sector Standard 11: Oil and Gas Sector 2021, and the GRI 3 booklet: Material Themes. This approach ensures that the information presented here aligns with the issues most relevant to the group, as reported in our **2022 Sustainability Report**.

 [CHECK OUT THE 2022 REPORT](#)



MATERIALITY
MATERIALITY
MATERIALITY

Material themes

Material theme	Ambition and scope	Related Sustainable Development Goals (SDGs)
Energy transition	The company's guiding principle is to be a reference in sustainable energy transition. To this end, we look for solutions capable of contributing to the planet, such as the production of sustainable fuels. The transition from fossil fuels to clean energy sources is present in the strategic planning.	
GHG emissions, climate issues, and biodiversity	Emissions and ways to mitigate greenhouse gasses (direct and indirect) are topics present in all of the company's operations to contribute to measures related to climate change. In its operations, the company is also concerned with the preservation and conservation of the ecosystem.	
Management of energy, water, effluents, and waste	The consumption and, above all, the management of natural resources in the production process and administrative use require actions aimed at environmental conservation. The efficient use and correct allocation of resources are priorities for sustainable evolution.	
Compliance	Compliance actions that represent governance and business ethics with mechanisms that involve actions such as anti-corruption practices, risks, fraud, and all illicit actions that can influence the operation.	
Economic impacts	Grupo Potencial adopts strategies that take into account the impacts of the business. Building a consolidated value chain is the ambition of the senior management in favor of sustainable development.	
Clean production and circular economy	Practices aimed at making the production process sustainable, from the product development phase to the selection of suppliers, transformation, distribution, and use, are fundamental to building an efficient circular economy. Creation of sustainable processes in the production sphere, such as the use of by-products and allocation of materials to feed new cycles.	
Employee well-being	Social actions begin internally, with employees at the center. Practices involving recognition are essential for corporate management and employee appreciation.	
Occupational health and safety	Actions that provide a safe environment and guarantee employee health. Practices to prevent accidents and mitigate risks and damage to health.	
Equality and diversity	Opportunities aiming at including different audiences in the business environment, considering equal opportunities and diversity in the corporate environment.	
Education and impact on local communities	Local economic development in the areas of operation, involving activities related to the company's business. Relationships and building partnerships to foster a sustainable ecosystem in the communities.	



OUR BUSINESSES

- **Grupo Potencial**
- **Value chain**
- **Commitments and policies**
- **Governance structure**



“

We have ethics, sustainability, and social responsibility in our DNA as our main vectors that direct our steps. We are more than a business, we are a branch of good practices that values the environment and human beings. We want our boldness to inspire people and companies, as we believe that the world will be better when everyone evolves with responsibility and passion for what they do.

”

Eder Frank de Oliveira
Director of Operations





[GRI 2-1 | GRI 2-6 | GRI 11]

Grupo Potencial



A privately-held corporation, Grupo Potencial began its activities in 1994, with the creation of Potencial Petróleo, dedicated to fuel distribution. However, the company's history dates back to 1954, when the Hammerschmidt family opened its first gas station in the city of Lapa, in Paraná.

DISCOVER THE GROUP'S HISTORY

1994



Potencial Petróleo

In 1994, Potencial Petróleo was founded in Araucária, Paraná.

2012



Potencial Biodiesel

A renewable energy production plant, was born in Lapa.

2012



Jeta

Also in 2012, Jeta, a TRR company operating in the state of Paraná, was founded.

2018



BWI Trading

In 2018, BWI Trading also became part of Grupo Potencial: an independent petrochemical, biodiesel, and fuel company, connected to the global market.

2018



BWT Transporte

Specializing in the transport of liquid and bulk cargo, BWT Transporte was founded and operates in the states of PR, SC, RS, SP, and MG.

2018



Potencial Glycerin

Also in the city of Lapa, a new unit was opened to distill blonde glycerin and transform it into refined glycerin.

2020



Plant expansion

In October 2020, we started operating a second biodiesel plant, with production of 1,500 m³/day.



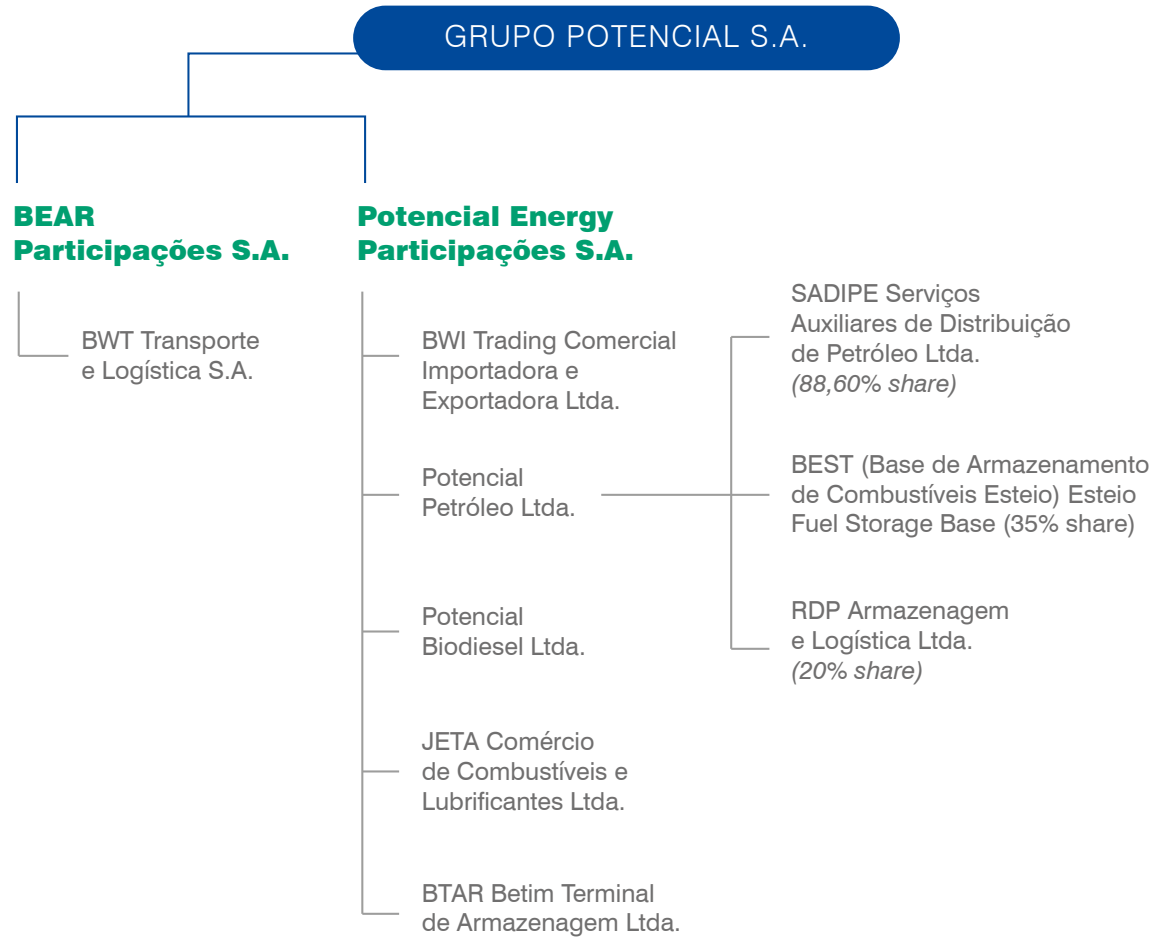
[GRI 2-1 | GRI 2-6]

Since its foundation, responsible and strategic management has favored business expansion and diversification, culminating in the formation of Grupo Potencial.

The group's expansion has followed the verticalization strategy adopted by management to ensure greater autonomy and control of the business. At the heart of the business's growth and diversification strategy is the ambition to take an active role in Brazil's energy transition.

Currently headquartered in Curitiba, the group brings together companies spread across six states (PR, SC, RS, SP, MG, and MT), operating robustly in the segments of production, storage, transportation, and distribution of fuels and biofuels.

With a wide range of solutions in the Brazilian market and a growing international presence, Grupo Potencial is recognized in its various areas of activity.





PRODUCTS PRODUCED

- Biodiesel
- Crude glycerin
- Refined glycerin
- AUS 32
- Tocopherol
- Lysogoma

SERVICES

- Road transport of liquid cargo
- Fuel and biofuel storage base
- Wholesale trade of fuels and biofuels

- Wholesale fuel trade carried out by TRR
- Biofuel manufacturing
- Laboratory Services

MAIN PRODUCTS SOLD

- Fuels: diesel oil S500, diesel oil S10, gasoline C
- Biofuels: B100 biodiesel, hydrated ethanol
- Crude glycerin
- Refined glycerin
- AUS 32
- Olein
- Tocopherol
- Lysogoma

BRAZILIAN MARKET

Operating in 11 Brazilian states

- Bahia, Espírito Santo, Goiás, Mato Grosso do Sul, Mato Grosso, Paraná, Rio de Janeiro, Rio Grande do Sul, Santa Catarina, São Paulo

International market

Imports

- Paraguay: beef tallow
- USA: methanol
- China: sodium methylated
- Uruguay: fatty acid

Exports

- America: USA, Paraguay
- Europe: Switzerland, Sweden, Czech Republic, England
- Asia: Cyprus, China, Hong Kong, United Arab Emirates, Singapore, Japan



Value chain

PRODUCTION



Effluent treatment plant

Reuse of water in the production process

STORAGE

FUELS AND BIOFUELS

Nominal capacity of **22 million liters**

TRANSPORT

FUELS, BIOFUELS, REDUCING AGENT, AND LIQUID CHEMICALS

DISTRIBUTION

- Resources
- Energy
- Water
- General inputs
- Technical inputs
- Regulatory agencies ANP | ANTT

Potencial Petróleo

Approximately 130 gas stations
Branches in six states across the country

- Reseller stations
- Liquid fuel distributors
- TRR
- Large consumers

Jeta (TRR)

Own storage base:
160,000 liters 100% of delivery made by own fleet

- Final consumers with a tankage of less than 15m³

DISTRIBUTION

FUELS, BIOFUELS, AND REDUCING AGENT

1st

100%
POWERED BY
BIODIESEL

Truck

- SOLID WASTE
- EFFLUENTS

Potencial Biodiesel

Biodiesel
Crude glycerin Refined glycerin
Other by-products

- Fuel distributors
- Food, pharmaceutical, automotive, and other industries

Potencial Petróleo AUS 32

- Reseller stations
- End consumers

BTAR

Inauguration in 2023 with a nominal capacity of 22 million liters

- Fuel and biofuel distributors

Potencial Petróleo

Own fleet with approximately 70 trucks

- Reseller stations
- Liquid fuel distributors
- TRR
- Large consumers

BWT

Own fleet with more than 60 trucks

- Fuel and biofuel distributors
- Biofuel plants
- Reseller stations
- End consumers
- Others



[GRI 3-3 | GRI 2-6 | GRI 11.10.1 | GRI 11.10.8 | GRI 11.14.6]

Value chain

In 2023, Grupo Potencial made R\$6.5 million in payments to suppliers, 80% of which went to local suppliers (Paraná). Regardless of the purpose, all commercial relationships with suppliers are established through contractual instruments, whether short- or long-term, based on projects, events, or specific services, in accordance with the procedures adopted by Grupo Potencial.

All our contracts include comprehensive clauses that require compliance with Brazilian legislation, especially in the labor, social, social security, environmental, civil, and administrative areas. Furthermore, there are detailed provisions for each of these obligations. In relation to environmental issues, we stipulate the obligation to adopt measures to prevent, combat, and reduce significant impacts resulting from the activities contemplated in the contract.

In the labor sphere, in addition to the safety and responsibility clauses, we require the use of personal protective equipment (PPE) appropriate to the planned activity. The contracts also establish clear clauses on human rights, notably against the exploitation of child labor and any type of forced or slavery-like labor, as well as a commitment not to hire or purchase products from suppliers who exploit these practices, directly or indirectly, in any location. These provisions reflect our unwavering commitment to protecting human rights and respecting the dignity of all workers involved in our operations and supply chain.

Finally, our contracts include precise provisions on compliance, specifically with regard to relations with government bodies. We have established clauses that explicitly prohibit the promise, offer, or granting of undue advantages

to public agents or third parties related to these bodies, either directly or indirectly. Furthermore, we require a commitment not to hinder any investigation or inspection activities carried out by government bodies, entities, or public agents. This includes non-interference in its activities, even in the context of regulatory agencies and supervisory bodies of the National Financial System.





Click to find out more



Main companies of Grupo Potencial



The inauguration of the AUS 32 plant in July 2023 represents a significant milestone in our trajectory of excellence in industrial production. Equipped with an installed capacity capable of reaching up to 1 million liters per month, our plant stands out for its efficiency and innovation within the sector. Designed in 304 stainless steel – a material recognized for having the highest levels of compatibility and inertia on the market – the infrastructure was meticulously built to prevent any cross-contamination during the production process.

Supported by its own verticalized process, which extends from the acquisition of raw materials to shipping, the plant operates with total dedication and exclusivity to AUS 32. The almost fully automated infrastructure favors

productivity with quality, operating with a lean and efficient team. Validation analyzes are conducted internally in a dedicated laboratory, by a responsible chemist, ensuring compliance with the requirements of Ibama's ordinances and product quality, attested by Inmetro, ISO 9001, and ISO 22241 certifications.





Click to find out more



Main companies of Grupo Potencial

[GRI 2-6]

Potencial Petróleo

Made up of experienced professionals in the fuel market, Potencial Petróleo operates with the commitment to offering differentiated and committed service to its customers, reflected in a simplified and practical approach. The company has bases strategically located in the states where it operates and its own fleet of modern tanker trucks to serve Potential's gas stations, unbranded gas stations, and large consumers. Our vehicles ensure agility in delivering products to resellers with safety and security until their destination, meeting the dynamic demands of the market.



RETAIL TRADE OF FUEL AND BIOFUELS



29 YEARS OF ACTIVITY

PRODUCTS SOLD

Gasoline C, diesel S500, diesel S10, hydrated ethanol, AUS 32

MANUFACTURED PRODUCT

AUS 32

VOLUME SOLD IN 2023

1,250 million liters

127 GAS STATIONS

+ 400 MUNICIPALITIES

BRAZILIAN MARKET

Paraná, Santa Catarina, Rio Grande do Sul, São Paulo, Minas Gerais, Mato Grosso



Click to find out more



Main companies of Grupo Potencial

[GRI 2-6]

Potencial Biodiesel

With cutting-edge technology and a daily production capacity of 2.5 million liters of biodiesel, Potencial Biodiesel favors solutions included in the circular economy. It was the first plant in Brazil to implement the glycerolysis process, which reuses biodiesel by-products, such as fatty acid and sludge, transforming them into synthetic oil that returns as raw material for the biodiesel production chain. Furthermore, the crude glycerin from the transesterification operation is refined and sold for industrial use. The plant also produces tocopherol, a powerful antioxidant found in vitamin E that plays a crucial role in protecting human cells against diseases and alterations in DNA, helping to prevent problems such as premature aging and cancer.



MANUFACTURE OF BIOFUELS



13 YEARS OF ACTIVITY

MANUFACTURED PRODUCTS

Biodiesel B100, sludge, crude glycerin, refined glycerin, olein, tocopherol, lysogoma

VOLUME SOLD IN 2023

Biodiesel: 650 million liters
Others: 102,528 tons

DAILY BIODIESEL PRODUCTION CAPACITY 2.5 MILLION LITERS

BRAZILIAN MARKET

Bahia, Espírito Santo, Goiás, Minas Gerais, Mato Grosso do Sul, Mato Grosso, Paraná, Rio de Janeiro, Rio Grande do Sul, Santa Catarina, São Paulo

EXPORT

USA, Paraguay, Switzerland, Sweden, Czech Republic, England, Cyprus, China, Hong Kong, United Arab Emirates, Singapore, Japan





USP grade: the maximum purity of refined glycerin

Since 2018, Potencial Biodiesel has been producing refined glycerin, an important raw material used in the manufacture of a wide range of products, including medicine capsules, anesthetics, ointments, antibiotics, syrups, candies, cakes, resins, and much more. Glycerin in its raw (or blonde) state is a by-product of the transesterification reaction, one of the stages in the biodiesel production process. Through a rigorous purification process, which includes drying, distillation, deodorization, bleaching, and filtration, we remove water, methanol, chlorides, and other impurities, achieving a product with a purity level close to 100%. This quality standard meets the strict criteria of USP* and European pharmacopeias, resulting in USP Grade Refined Glycerin.

With the total glycerin production from Brazilian plants reaching 120,000 tons per year, Potencial's plant, with a production capacity of 45,000 tons per year, is currently the main producer of double-distilled glycerin in the country, contributing more than a third of national production.

*United States Pharmacopeia (USP) - non-profit scientific organization that determines public quality standards for medicines and other products (www.usp.org).



GLYCERIN
GLYCERIN
GLYCERIN
GLYCERIN





Click to find out more



Main companies of Grupo Potencial

[GRI 2-6]

Transport and Logistics

With the mission of optimizing and making the Grupo Potencial's fleet profitable, BWT seeks to reach and serve customers who are looking for 100% safe and modern transport. All vehicles have on-board intelligence, tracking, and redundancy for tracking control, incorporating on-board camera and telemetry to ensure safety and efficiency during operations.



ROAD TRANSPORT OF HAZARDOUS AND CHEMICAL PRODUCTS



7 YEARS OF ACTIVITY

PRODUCTS TRANSPORTED

Gasoline, diesel, ethanol, methanol, bio-diesel, degummed oil, crude and refined glycerin, methylated

VOLUME TRANSPORTED IN 2023

446 million liters

BRAZILIAN MARKET

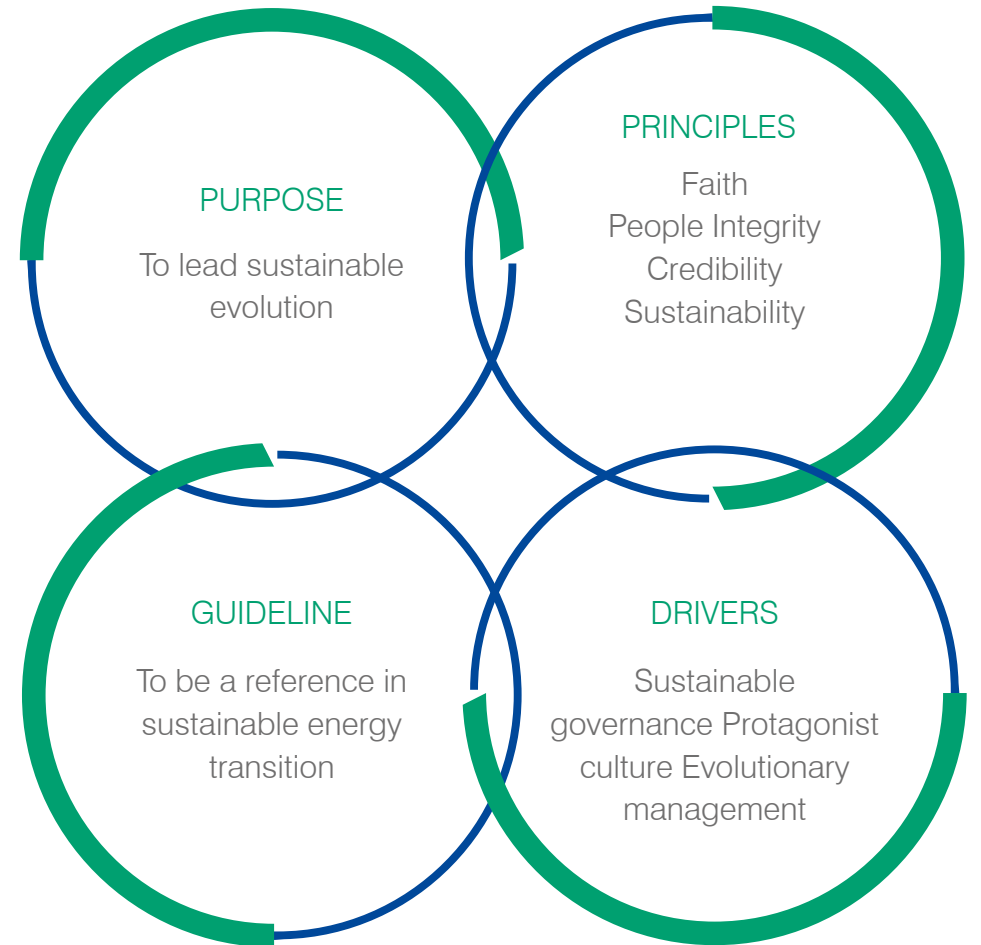
Paraná, Santa Catarina, Rio Grande do Sul, São Paulo, Minas Gerais, Mato Grosso, Mato Grosso do Sul, Goiás

Commitments and policies

Grupo Potencial has a Corporate Governance area, responsible for activities related to the development and incorporation of the company's processes and policies and the implementation of the compliance system.

Evolution of the brand signature

In 2023, we identified the need to evolve the brand signature, ensuring coherence with Grupo Potencial's growth trajectory. With the support of an external consultancy company, all the company's leaders were involved in identifying the principles and objectives that guide the company's current situation and its commitment to sustainable evolution that is integrated with the community. The adopted signature maintains the principles that have guided Potencial's trajectory since its founding, thus maintaining the essence of the brand, allied to the group's current context. The group's entire organizational, operational, and commercial strategy is based on the signature elements.





[GRI 2-23 | GRI 2-24 | GRI 11.20.3]

Compliance

Our Code of Ethics includes commitments to human rights, notably the right to life, freedom and safety, and the right to non-discrimination. The code is aimed at all group companies, their employees, customers, and suppliers. All employees receive training on the Code of Ethics during their professional integration process and can consult the document on the intranet at any time. Members of the governance bodies are fully aware of the group's Code of Ethics.

In 2023, we began a process of review and standardization of the group's policies. Currently, seven policies have been approved by the Board of Directors.

- Asset Management Policy (approved in 2023)
- Financial Investment Policy (approved in 2023)
- Information and Communication Security Management Policy
- Administrative Staff Policy
- Drivers' Working Hours Policy
- Vehicle-Driver Sanctions Policy
- Policy Against the Use of Alcohol and Drugs

During this process, several policies related to variable remuneration were compiled, updated, and transformed into a "Variable Reward Program", the content of which is available to all employees on the group's intranet. The review process continues to formalize new policies that prove to be important and necessary.

[GRI 2-28 | GRI 2-29]

Dialogue with society



Grupo Potencial operates in a strategic and essential sector of activity for local and global sustainable development, mobilizing investments, labor, and large-scale infrastructure in its value chain. Aware of our role in this context, we value continuous and constructive dialogue with society, maintaining communication channels with the main stakeholders and constantly listening to our employees and customers.

We actively participate in debates related to the evolution and impacts of our segment of activity through our presence with sectoral associations and movements linked to our business areas:

- Federação Nacional das Distribuidoras de Combustíveis, Gás Natural, e Biocombustíveis (BRASILCOM) - National

Federation of Fuel, Natural Gas, and Biofuel Distributors

- Sindicato das Empresas Distribuidoras de Combustíveis do Estado do Paraná (Sicompar) - Union of Fuel Distribution Companies of the State of Paraná

- União Brasileira do Biodiesel e Bioquerosene (Ubrabio) - Brazilian Union of Biodiesel and Biokerosene

- Lide Paraná

We also believe that the inclusion and involvement of stakeholders, through periodic and/or sporadic consultations, depending on the relevance of each group, provide us with a systemic and integrated view of the business, contributing to the decision-making process.

In all group's companies, satisfaction surveys are a valuable tool for capturing customers' views, just as internal surveys help to better understand employees' expectations and perceptions. Such practices reinforce the company's commitment to transparency, stakeholder engagement, and the continuous search for improvement.

In addition, professionals in the relationship areas maintain a calendar of periodic visits to business partners and representatives of public authorities according to the specific activities of each unit. In these meetings, topics relevant to the business and the community are discussed, strengthening proximity and engagement.

Participation in the Board of Directors is restricted to members of the Hammerschmidt family, upon nomination by shareholders. The resumes of nominees are analyzed at the General Meeting, where up to six directors are elected, as stipulated in the Bylaws. A family succession program is underway, aiming to ensure the continuity of the business.

At its current stage of development, the company's performance is closely linked to the management and strategic vision of the group's founding and majority shareholder, who simultaneously holds the positions of Chairman of the Board and Chief Executive Officer of the company. In addition, three advisors guide and direct the company's management in their respective areas of activity, occupying the positions of Vice President: VP Commercial, Institutional Relations and New Investments; VP People, Culture and Communication; and VP Legal, Governance, ESG, and Institute.

Committees

Two committees support the Board of Directors, playing an important role in decision-making, management, and the formulation of strategies related to sustainability practices.

The challenges inherent to sustainability have been present in the company's strategic management since its foundation, led by guidelines that seek sustainable and responsible evolution.

PERMANENT STRATEGIC PLANNING COMMITTEE

Made up of a president, a vice-president, and seven members, one member being a board member and the others being company executives.

PERMANENT SUSTAINABILITY COMMITTEE

Composed of a president and ten members, it is chaired by a member of the Board of Directors. The other members are company executives.

Committee members are appointed by the Executive Board and their resumes are submitted to the Board of Directors, which decides by vote according to the number of members defined by the Internal Regulations of each committee.





[GRI 2-9]

Board of Directors

Luciana Hammerschmidt Wolff

Arnoldo Hammerschmidt
President

Adriana Hammerschmidt

Carlos Eduardo Hammerschmidt

Mariana Hammerschmidt Depiccoli

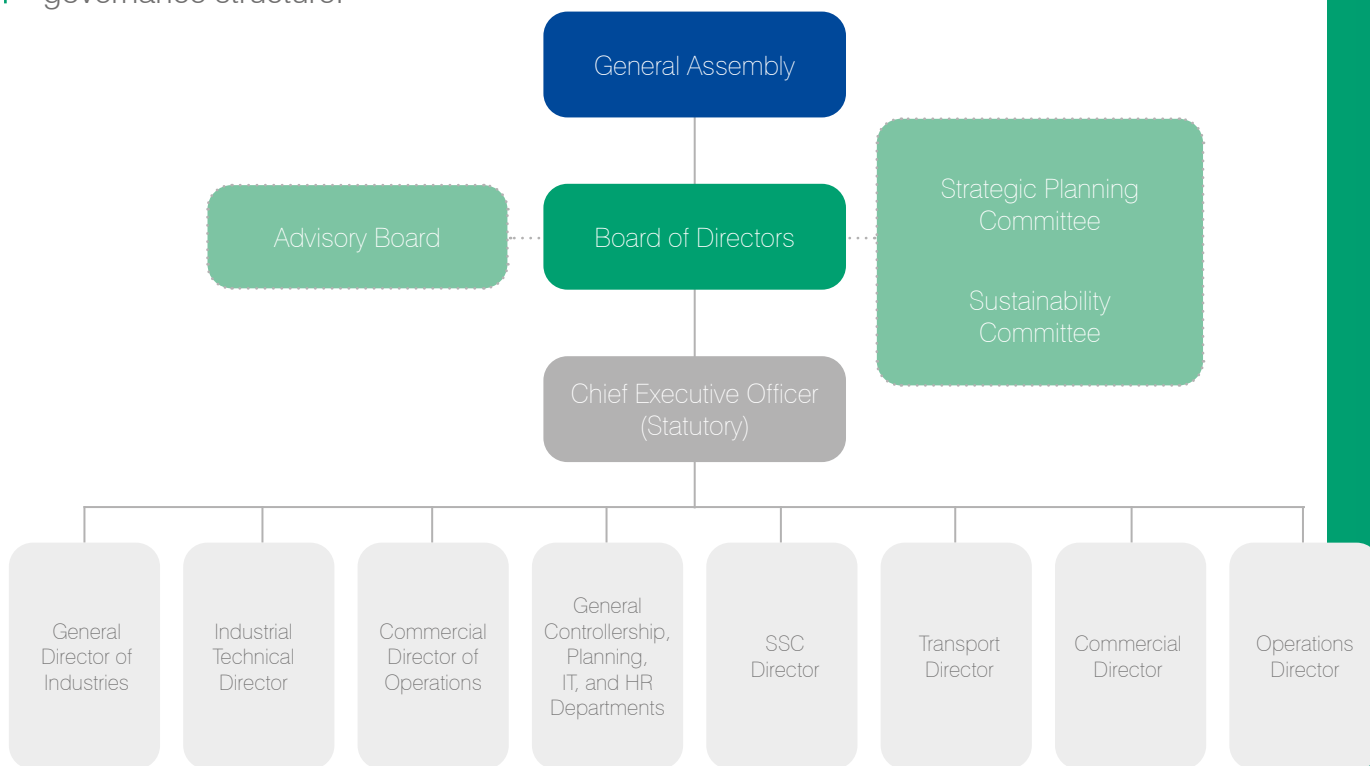
GOVERNANCE

GOVERNANCE

In 2023, a restructuring of the company's management model determined a new composition of the Grupo Potencial's governance structure.

[GRI 2-9]

Governance structure



Shared Services Center (SSC)

The Shared Services Center (SSC), which unifies the common structure and services of Grupo Potencial companies, had its scope expanded in 2023. Currently, the following activities are part of the SSC's responsibilities:

- **HR – Human Resources**
- **Administrative**
- **OHD – Organizational Human Development**
- **Consumables Purchases**
- **Governance and ESG**
- **IT – Information Technology**
- **Legal**
- **Engineering**
- **Finance and Tax**
- **Marketing**
- **Transport and Logistics**

[GRI 2-12 | GRI 2-13 | GRI 2-25]

Impact management

Annually, Grupo Potencial's Executive Board, together with other managers, carries out a critical analysis of the processes. Although this assessment is not shared during Board meetings, the Board of Directors is informed about the relevant issues identified, related to climate and other ESG impacts, through the directors who perform an advisory role with the board.



The strategic planning of the group's activities is the responsibility of the permanent committee dedicated to the topic, under the guidance of the Board, based on an analysis of the organizational context that considers both the internal and external environment, including identified social or environmental impacts. This planning defines and prioritizes the goals, which are broken down into a plan of actions and essential deliverables for the organization. Additionally, periodic internal and external audits ensure the monitoring and evaluation of the progress and effectiveness of the implemented measures.

The annual planning includes actions aimed at the energy transition, directing investments towards clean and renewable energy sources. It also considers the verticalization of business, which results in positive impacts on the environment, society, and the economy.

It is the role of the Sustainability Committee to monitor the management of impacts on society, whether positive or negative. Negative impacts are identified and dealt with within the areas responsible for the causative activity, directly or indirectly, under the responsibility of the manager of the area involved. To manage and deal with these impacts, all areas of the company use a single tool: the Corrective or Preventive Action Request (CPAR). When a CPAR is issued, after the impact has been identified, it triggers the implementation of corrective and preventative measures to avoid similar occurrences in the future. The CPAR system integrates an effectiveness analysis field to monitor the effectiveness of the proposed actions. The company also has a Change Management tool available to all employees. This mechanism triggers a review request that can be carried out at any time by the process manager. The continuous improvement of its processes is a practice encouraged by the company.



[GRI 2-15 | GRI 2-19 | GRI 2-20]

CONFLICTS OF INTEREST AND REMUNERATION

Any conflicts of interest concerning directors must be dealt with in a timely manner by the Board of Directors, which decides on the measures to be taken, as specified in the Internal Regulations.

Currently, board members are not remunerated, while senior executives receive fixed remuneration with the possibility of bonuses based on results. Senior executives and some shareholders participate in the development of remuneration policies with the support of an independent consultancy. All remuneration policies and proposals are evaluated and endorsed by the Board of Directors.



[GRI 11.21.1 | GRI 11.21.4 | GRI 11.21.5 | GRI 11.21.6]

Tax and fiscal approach

The group's Governance and Fiscal Control structure is made up of the Tax, Accounting, and Controllership sectors and the entity's senior management, each acting independently, but sharing information for more effective control of fiscal risks. The constant monitoring of developments in tax legislation applicable to the company's different tax domiciles and the monitoring of taxes of our products, in addition to mapping future risks related to tax changes, contributes to the decision-making process, notably in the Tax, Supplies, and Sales areas. Analyzes of tax scenarios, carried out in collaboration with internal and external stakeholders, are periodically reported

to the Executive Board. In conjunction with the sectors mentioned above, the Board of Directors decides and approves the tax strategy, prioritizing risk mitigation and the identification of favorable alternatives. The company's tax reports are subject to external audits to ensure the reporting process and the veracity of the information.

Information from consultancies, tools, and audits may lead to revisions in tax procedures, conducted by Tax Management in conjunction with the group's Board of Directors.





ENVIRONMENT



- **Grupo Potencial:**
leading role in the energy transition
- **Greenhouse gas (GHG) emissions**
- **Potencial Biodiesel:**
pilot for transformation
- **Waste**
- **Biodiversity**
- **Water and effluents**
- **Sanitary effluent management**



Grupo Potencial stands out for its careful management of natural resources, incorporating environmentally responsible practices in all its operations. The commitment to environmental preservation is in our DNA, evidenced by constant investments in innovation and sustainability.

Mariana de Sarges Machado
Environment Manager





With a production capacity of 900 million liters per year, Grupo Potencial's biodiesel plant represents an important contribution to reducing polluting gas emissions into the atmosphere. The biodiesel produced by the company reduces, on average, 70% of CO2 emissions when compared to fossil fuels, a viable and effective solution for mitigating environmental impacts resulting from vehicle circulation.



The relevance of this initiative is highlighted by the alarming statistics from the World Health Organization (WHO), which points to air pollution as the main cause of death on the planet, resulting in more than 7 million victims annually, at least 300,000 in the Americas. Diseases such as ischemic heart attack and stroke are the most lethal among adults.

Always committed to its role, Grupo Potencial is anticipating the future by conditioning its main projects to energy transition objectives. Studies are already underway for the local development of other sources of renewable energy, such as HVO (hydrotreated vegetable oil, or green diesel) and SAF (sustainable aviation fuel), as well as wind and solar energy.



[GRI 11.1.5 | GRI 11.1.6 | GRI 11.2.3 | GRI 11.3.2]

Greenhouse gas (GHG) emissions

To ensure transparency and rigor in controlling and reducing emissions, in 2024 the group began preparing a consolidated emissions inventory in accordance with the methodology of the Brazilian GHG Protocol Program. The methodology determines the emission factors and global warming potential (GWP) indices used.

Summary of greenhouse gas (GHG) emissions by scope and category | Base year 2023

SCOPE 1 EMISSIONS (t)

	Stationary combustion	Mobile combustion	Fugitive emissions	Change in the use of land	Waste (solid waste of land+effluents)	Total emissions Scope 1
CO ₂	8,131.40	10,88	0.36	3,178.69	-	11,321.33
CH ₄	38.56	-	-	-	1,545.91	1,584.47
N ₂ O	5.16	0.00	-	-	0.10	5.26
HFC			0.09			0,09
Total of CO₂e	10,579,303	11,413	174,239	3,178,692	43,311,687	57,255,334
Biogenic CO emissions	142,520,336	2,777		-	-	142,523,113

SCOPE 2 EMISSIONS (t)

	Electricity (location approach)	Transmission and distribution losses (location approach)	Purchase of thermal energy	Total Scope 2 emissions (location approach)
Total of CO₂e	1,199.02	-	-	1,199.02

EMISSION INTENSITY¹

Sources	Escopo 1+2	NO _x , SO _x , AND CO emissions (t/year)	
Acquisition of electricity, heating, refrigeration, and steam for own consumption	0.000075	NO _x	74.60
		SO _x	0.27
		CO	287.21

¹ Intensity considers emissions (tons of CO equivalent) per liter of fuel sold. Considers emissions of CO₂, CH₄, N₂O, HFC.



Potencial Biodiesel: pilot for transformation

In addition to playing an essential role in adapting the group's activities to the challenges of the energy transition, the biodiesel plant is a pilot for the implementation of clean production and circular economy practices, as well as innovative solutions that drive product diversification and services.

[GRI 11.5.1]

Circular economy

NEW PRODUCTS FROM BIODIESEL PRODUCTION WASTE

The biodiesel manufactured by Potencial comes from three main raw materials: degummed soybean oil, animal fat waste (beef, pork, poultry), and used cooking oil. These raw materials go through a pre-treatment process to remove impurities and acidity, transforming them into neutralized oils and de-acidified fats, which are used in the manufacture of biodiesel. During this process, by-products such as sludge, fatty acid, and tocopherol are generated.

Glycerolysis

In 2020, Potencial opened the glycerolysis unit, becoming the first plant in Brazil to adopt this innovation. In this unit, sludge and fatty acid are transformed into a new type of oil, called synthetic oil, which is also used as raw material for making biodiesel. This initiative not only optimizes resources, but also contributes to the sustainability of the company's biodiesel production process.

Olein

As for olein, as with sludge and fatty acid, it also becomes raw material for the manufacture of biodiesel with the implementation of the glycerolysis unit.

Tocopherol

Also in 2020, Potencial started a project to produce tocopherol, a powerful antioxidant found in vitamin E. Tocopherol plays a crucial role in protecting human cells against diseases and alterations in DNA, helping to prevent problems such as premature aging and cancer.



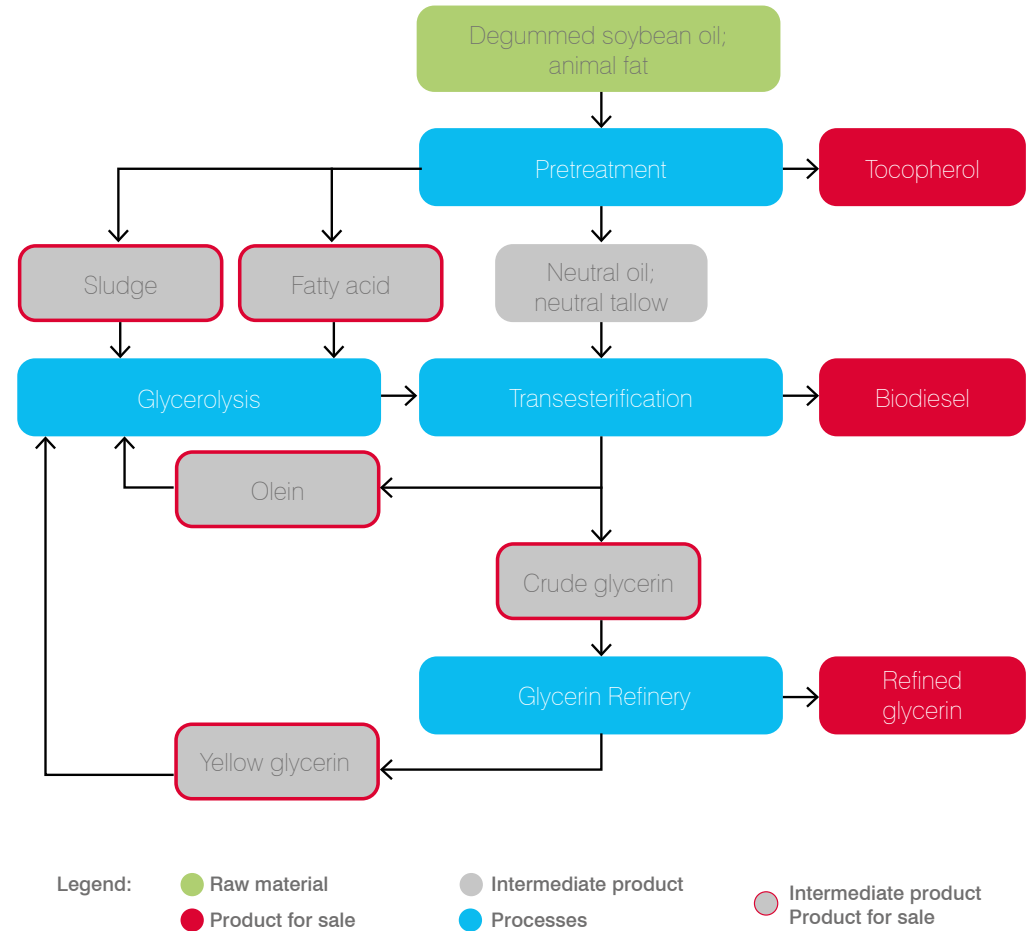
[GRI 11.5.1]

Refined glycerin

Potencial, which previously exported almost all of its crude glycerin at 80% concentration, invested in 2018 in the construction of a glycerin refining unit. This unit transforms raw glycerin into refined glycerin, with 99.9% concentration. With this innovation, Potencial became the largest producer of refined glycerin in Brazil and now exports this product to several countries with greater added value.

These processes, essential in the Grupo Potencial's value chain, contribute to the consolidation of the circular-economy concept that guides our production system.

FLOWS OF RAW MATERIALS AND INTERMEDIATE PRODUCTS WITHIN THE PRODUCTION CYCLE





[GRI 11.6.1]

Plant II High Condensate Return Project

In August 2022, Potencial Biodiesel implemented the Plant II High Condensate Return project, with the aim of promoting sustainability and energy efficiency. The project consisted of installing a system that returns condensate from the Transesterification II plant to Boilers I and II. Condensate is water that condenses after being used to heat and facilitate chemical reactions in the biodiesel production process.

This condensate may contain small amounts of volatile components that evaporated during the process. It is now reused in the boiler system, saving water and fuel and contributing to the sustainability of the operation.



The implementation of this system brought significant environmental gains, notably:



Water saving

The system has resulted in water savings of 60,480 m³ per year, contributing to the conservation of this vital resource and reducing the demand for new water. The volume saved corresponds to the total consumption of the municipality of Lapa (PR) over an 11-day period.

Fuel saving

The reuse of condensate has resulted in savings of 2,654,905 kg of eucalyptus chips per year, which is equivalent to 6.8 hectares of eucalyptus planted over seven years. This fuel savings not only reduces operating costs but also minimizes the environmental impact associated with the extraction and use of natural resources.

This project exemplifies Grupo Potencial's commitment to sustainability, energy efficiency, and continuous innovation. By investing in technologies that promote the reuse of resources and fuel savings, the company not only improves its operational efficiency, but also contributes to the environmental preservation and sustainable development.



Material	Origin (generation point)	Packaging	Storage	Collection frequency	Destination	Total waste generated (t)
CLASS II						
030308 - Paper and cardboard sorting waste intended for recycling, and 200101- Paper and cardboard	Industrial and administrative process	Containers from 30 L to 50 L (internal); 1000 L containers (external)	Covered area with waterproof floor and containment	Fortnightly	Recycling	12.23
070213 - Plastic waste and scrap, and 200139 - Plastics	Industrial and administrative process	Containers from 30 L to 50 L (internal); 1000 L containers (external)	Covered area with waterproof floor and containment	Fortnightly	Recycling	3.39
070799 - Other waste not previously specified (activated carbon)	Industrial process	Buckets from 7 m ³ to 27 m ³	Covered area with waterproof floor and containment	Monthly	Recycling	62.02
070799 - Other waste not previously specified (filter elements)	Industrial process	Buckets from 7 m ³ to 27 m ³	Covered area with waterproof floor and containment	Daily	Coprocessing	1,469.39
070799 - Other waste not previously specified (salt)	Industrial process	Buckets from 7 m ³	Covered area with waterproof floor and containment	Daily	Recycling	454.89
070799 - Other waste not previously specified (salt)	Industrial process	Buckets from 7 m ³	Covered area with waterproof floor and containment	Daily	Industrial landfill	1,816.28
100101 - Ash, slag, and dust from boilers (excluding dust from boilers covered in 10 01 04 (*)) 190116 - Ash from boilers not covered in 19 01 15 (*)	Boiler	Buckets from 7 m ³ to 27 m ³	Covered area with waterproof floor	Daily	Coprocessing	1,247.81
150102 - Plastic packaging	Industrial and administrative process	Containers from 30 L to 50 L (internal); 1000 L containers (external)	Covered area with waterproof floor and containment	Fortnightly	Recycling	0.31
170407 - Mixture of scrap (class B according to Conama Resolution 307/02)	Industrial and administrative process	Containers from 30 L to 50 L (internal); 1000 L containers (external)	Covered area with waterproof floor and containment	Fortnightly	Recycling	9.04
200140 - Metals	Industrial and administrative process	Containers from 30 L to 50 L (internal); 1000 L containers (external)	Covered area with waterproof floor and containment	Fortnightly	Recycling	9.75
200304 - Septic tank sludge	STP	Tanks	Effluent treatment plant	Semiannual	Effluent treatment	50.25
TOTAL WASTE GENERATED						5,204.56



OTHER OPERATIONAL UNITS

Company	Material	Detailing	Origin (generation point)	Packaging	Storage	Collection frequency	Destination	Intended for final disposal (t)	Not intended for final disposal (t)	Total waste generated (t)
CLASS I										
BWT Transporte e Logística S.A.	Solids contaminated by hazardous substances	Empty packaging contaminated with lubricating oil Cloth or tow fiber with oil Oil filter Air filter Seals Plastics with fuel Used lubricating oil	Mechanical workshop	Metal bucket	Waterproof floor in covered area	Bimonthly	Coprocessing	8.63	0	8.63
Jeta Comércio de Combustíveis e Lubrificantes Ltda.	Solids contaminated by hazardous substances	Empty packaging contaminated with lubricating oil Cloth or tow fiber with oil Oil filter Air filter Seals Plastics with fuel Used lubricating oil	Mechanical workshop	Metal bucket	Waterproof floor in covered area	Bimonthly	Coprocessing	0.78	0	0.78
Potencial Petróleo Ltda.	Solids contaminated by hazardous substances	Empty packaging contaminated with lubricating oil Cloth or tow fiber with oil Oil filter Air filter Seals Plastics with fuel Used lubricating oil	Mechanical workshop	Metal bucket	Waterproof floor in covered area	Bimonthly	Coprocessing	5.88	0	5.88



Company	Material	Detailing	Origin (generation point)	Packaging	Storage	Collection frequency	Destination	Intended for final disposal (t)	Not intended for final disposal (t)	Total waste generated (t)
CLASS I										
BWT Transporte e Logística S.A.	Contaminated liquids	Oily residues from the oil and water separator system	Separator boxes	Separator boxes	Separator boxes	Quarterly	Coprocessing	5.88	0	5.88
Jeta Comércio de Combustíveis e Lubrificantes Ltda.	Contaminated liquids	Oily residues from the oil and water separator system	Separator boxes	Separator boxes	Separator boxes	Quarterly	Coprocessing	0.56	0	0.56
Potencial Petróleo Ltda.	Contaminated liquids	Oily residues from the oil and water separator system	Separator boxes	Separator boxes	Separator boxes	Quarterly	Coprocessing	5.73	0	5.73
BWT Transporte e Logística S.A.	Contaminated liquids	Oily residues from the oil and water separator system	Mechanical workshop	Air tank	Covered area with waterproof floor and containment	Semiannual	Re-refining	0	7.93	7.93
Jeta Comércio de Combustíveis e Lubrificantes Ltda.	Contaminated liquids	Oily residues from the oil and water separator system	Mechanical workshop	Air tank	Covered area with waterproof floor and containment	Semiannual	Re-refining	0	0.6	0.60
Potencial Petróleo Ltda.	Contaminated liquids	Oily residues from the oil and water separator system	Mechanical workshop	Air tank	Covered area with waterproof floor and containment	Semiannual	Re-refining	0	5.81	5.81
Jeta Comércio de Combustíveis e Lubrificantes Ltda.	Contaminated liquids	Contaminated water	Spill	Tank	Tank	Occasional	Effluent treatment	0	1	1.00
Potencial Petróleo Ltda.	Electronic products	Fluorescent lamps, batteries	Business in general	Plastic container	Plastic container	Occasional	External recycling	0	0.014	0.01

[GRI 11.5.2 | GRI 11.5.4]

Company	Material	Detailing	Origin (generation point)	Packaging	Storage	Collection frequency	Destination	Intended for final disposal (t)	Not intended for final disposal (t)	Total waste generated (t)
CLASS I										
BWT Transporte e Logística S.A.	Recyclable solids	Paper, cardboard, and plastic	Office	Bin	Mesh box on waterproof floor and in covered area	Quarterly	Coprocessing	5.88	0	5.88
Jeta Comércio de Combustíveis e Lubrificantes Ltda.	Recyclable solids	Paper, cardboard, and plastic	Office	Bin	Mesh box on waterproof floor and in covered area	Annual	External recycling	0	0.003	0.00
Potencial Petróleo Ltda.	Recyclable solids	Paper, cardboard, and plastic	Office	Bin	Mesh box on waterproof floor and in covered area	Annual	External recycling	0	0.032	0.03
Potencial Petróleo Ltda.	Sludge	Sludge septic tank	Office/business in general	Septic tank	Septic tank	Annual	Effluent treatment	0	6.5	6.50
Potencial Petróleo Ltda.	Wood	Wood	Office/business in general	Bin	Bin	Annual	External recycling	0	0.34	0.34
BWT Transporte e Logística S.A.	Recyclable solids	Scraps, ferrous metals	Mechanical workshop	Open bucket	Waterproof floor and open area	Semiannual	Landfill	0.18	0	0.18
Jeta Comércio de Combustíveis e Lubrificantes Ltda.	Recyclable solids	Scraps, ferrous metals	Mechanical workshop	Open bucket	Waterproof floor and open area	Semiannual	Landfill	0.01	0	0.01
Potencial Petróleo Ltda.	Recyclable solids	Scraps, ferrous metals	Mechanical workshop	Open bucket	Waterproof floor and open area	Semiannual	Landfill	0.13	0	0.13
TOTAL WASTE GENERATED								27.78	22.27	41.42

Waste by destination

POTENCIAL BIODIESEL (PLANT)

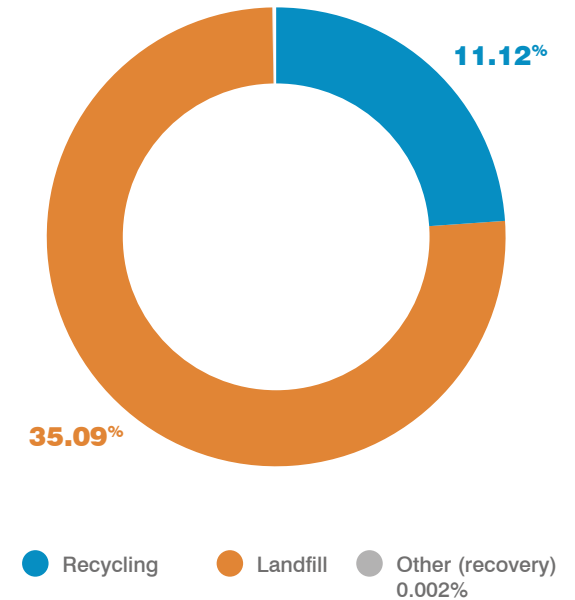
WASTE NOT INTENDED FOR FINAL DISPOSAL (T)

		Outside the organization
Hazardous	Recycling	27.02
	Other recovery operations	0.11
Total		27.13
Non-hazardous	Recycling	551.64
Total		551.64
Total		578.77

WASTE INTENDED FOR FINAL DISPOSAL (T)

		Outside the organization
Hazardous	Incineration with energy recovery (coprocessing)	31.89
	Confinement in landfill	10.17
Total		10.17
Non-hazardous	Incineration with energy recovery (coprocessing)	2,717.20
	Confinement in landfill	1,816.28
	Other disposal operations	50.25
Total		4,583.73
Total		4,593.90

WASTE DISPOSAL 2023 POTENCIAL BIODIESEL



[GRI 11.5.5 | GRI 11.5.6]

OTHER OPERATIONAL UNITS

WASTE NOT INTENDED FOR FINAL DISPOSAL (T)

BWT Transporte e Logística S.A.

Hazardous	Re-refining	7.93
Re-refining	Recycling	0.04
Total		7.97

Jeta Comércio de Combustíveis e Lubrificantes Ltda.

Hazardous	Re-refining	0.60
	Other recovery operations	1.00
Total		1.60

Potencial Petróleo Ltda.

Hazardous	Re-refining	5.81
	Other recovery operations	6.50
Total		12.31
Non-hazardous	Recycling	0.39
Total		12.70

WASTE INTENDED FOR FINAL DISPOSAL (T)

BWT Transporte e Logística S.A.

Hazardous	Incineration with energy recovery (coprocessing)	14.51
Non-hazardous	Confinement in landfill	0.18
Total		14.69

Jeta Comércio de Combustíveis e Lubrificantes Ltda.

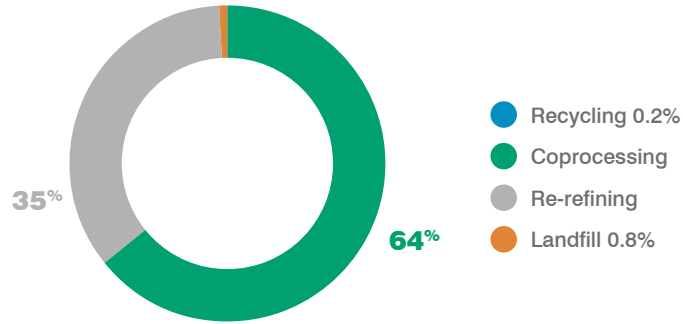
Hazardous	Incineration with energy recovery (coprocessing)	1.34
	Confinement in landfill	0.01
Total		1.35

Potencial Petróleo Ltda.

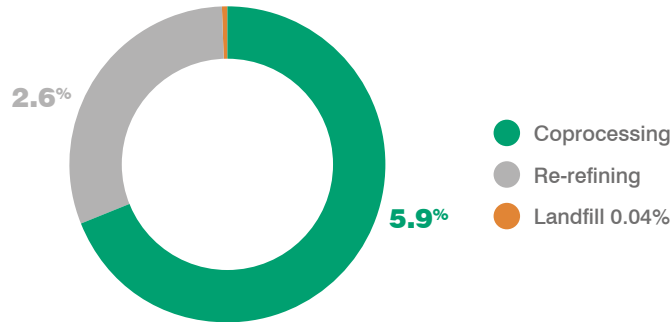
Hazardous	Incineration with energy recovery (coprocessing)	11.61
Non-hazardous	Confinement in landfill	0.13
Total		11.74

WASTE DISPOSAL 2023

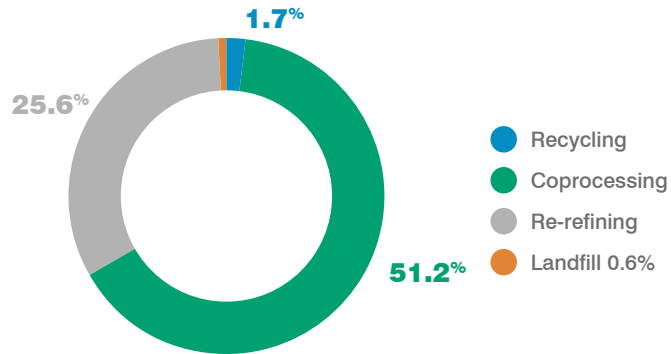
BWT



JETA



POTENCIAL PETRÓLEO



Biodiversity

Grupo Potencial monitors and manages direct or indirect impacts arising from the company's activities on biodiversity, acting in accordance with legislation and technical standards (NBR) that regulate the environmental responsibility of companies and the transport activities of hazardous products. Such impacts occur mainly in possible spills of fuel or other products. In 2023, no occurrences with a significant impact on biodiversity were recorded.



[GRI 11.6.1 | GRI 11.6.2]

Water and effluents

Each Grupo Potencial business unit manages its use of water locally, from collection and consumption to disposal, according to the particularities inherent to its activities. There is no collection or disposal in areas considered to be under water stress.

The management of water resources in the units responds to regulatory requirements and meets the obligations determined by the responsible environmental bodies, such as the periodic carrying out of chemical analyzes of effluents released to evaluate the parameters that ensure water quality, respecting the limits of contaminants established by legislation. With the exception of industrial processes, the

effluents produced by the units are temporarily stored and discarded by outsourced and licensed companies. In offices, a septic tank system is used, while in transport areas, separator boxes are used. Quarterly analyzes ensure that effluents meet the safety parameters established by legislation.

In 2023, Potencial Biodiesel invested R\$150,000 in the automation of the plant's artesian wells to adapt to the Collection Grant. Now, water intake is monitored hourly via the system, ensuring greater transparency and control of water consumption. All units that collect water from artesian wells respect the volume defined in the grant by the competent body.

WATER
EFFLUENTS
WATER
EFFLUENTS



WATER
EFFLUENTS



PEOPLE

- **Integrated people management in Grupo Potencial**
- **Local presence**

“

For Grupo Potencial, people are the driving force behind all innovations and investing in them is investing in the future of the organization. When people take the lead, are engaged, and motivated, they bring new ideas, find creative solutions, and help the company fulfill its purpose. The diversity of thoughts and experiences within the team also enriches the evolutionary process. Human capital is the source of innovation.

Cesar de Medeiros Neves
HR and Safety Manager

”





[GRI 11.10.1 | GRI 11.10.7]

Integrated people management in Grupo Potencial

We are one team

We want to build a homogeneous corporate culture and a unified vision of the relationship between the company and its employees. Thus, people management for all Potencial Group companies is integrated into the Shared Services Center (SSC), respecting the particularities, challenges, and requirements of each segment or region. The group adopts an evolutionary approach to management, which values and encourages the development of our professionals.

To this end, we have an internal procedure dedicated to training – HR PS 002 – and a talent management and assessment platform based on proactive feedback. This tool supports performance evaluation processes, feedback records, 1:1 alignment meetings, and Individual Development Plans (IDP), allowing for effective management and continuous monitoring.

External recognition

In 2023, Potencial Petróleo and Potencial Biodiesel renewed their Great Place to Work (GPTW) certification for the second and fourth consecutive years, respectively. Widely recognized in the market, the GPTW seal attests to our commitment to providing a positive and safe working environment for employees. The assessment is carried out in two main stages: an organizational climate survey and an analysis of the company's people management practices. The information resulting from this assessment is used to identify opportunities for improvement in the group's people management. To this end, we also conduct a specific climate survey for drivers in companies dedicated to logistics and distribution operations.



[GRI 11.10.1 | GRI 11.10.7]

Professional development

Planning for skills development and employee recognition is guided by the Leadership Development Program (LDP) and the Annual Training Plan (ATP).



In 2023, our employees received several training programs, including:

- Academy Mentors Program – managers and directors (aimed at consolidating a unified organizational culture in the group)
- Leaders Meeting Program – middle leadership
- Inside Sales Training – internal sales team
- Biodiesel Production Training – operational area of the plant
- Annual Driver Retraining – continuous updating of drivers
- Mandatory Recycling of Regulatory Standards (RS) – employees with activities subject to the application of RSs
- Hygiene and Good Food Handling Practices – employees from the glycerin, laboratory, IMS, and MPC sectors of the plant
- Safety drills – with the internal fire brigade and participation of the city's firefighters
- Integration – new employees



[GRI 2-8 | GRI 2-30 | GRI 11.10.1 | GRI 11.10.3 | GRI 11.13.1 | GRI 11.9.7]

Employment practices

Dialogue and transparency guide relationships between Grupo Potencial and its employees.



Grupo Potencial companies have 597 direct employees, including our interns and apprentices. All of them are covered by collective agreements and receive the benefits offered by the company, such as life insurance, health plan, maternity/paternity leave, meal vouchers for full-time workers, and dental plan. Each company has its own benefits plan, which goes beyond what is established by the collective agreement for each activity or region.

Our workforce also includes 20 outsourced workers. Some of these are employed by surveillance

and cleaning companies, with the others working under contracts to provide consultancy and support services in the areas of Human Resources, Information Technology, Legal, and Commercial.

Collective labor agreements are strictly observed, respecting the categories, economic activities of each region and freedom of association, with no particular or specific agreements. Each employee has the autonomy to decide on their union participation. In addition to collective negotiations with the company, conducted with representatives

chosen by employees, we provide employees with secure channels of individual communication.

The Communicate Channel consists of ballot boxes positioned throughout the company to receive reports, complaints, or suggestions anonymously. The content deposited in the ballot boxes is considered confidential and accessible only to HR professionals responsible for processing and forwarding the reports. A direct email channel is also available between the employee and the HR team.

Maternity/paternity leave

Number of employees entitled to take maternity/paternity leave	Men	470
	Women	127
	Total	597
Number of employees who took maternity/paternity leave	Men	11
	Women	1
	Total	12
Number of employees who returned to work after the end of maternity/paternity leave	Men	10
	Women	1
	Total	11
Number of employees who should return to work after the end of maternity/paternity leave	Men	11
	Women	1
	Total	12
Number of employees who returned to work after the end of maternity/paternity leave and continued to be employed 12 months after returning to work	Men	10
	Women	1
	Total	11

RETURN TO WORK RATES AND RETENTION OF EMPLOYEES WHO TAKE MATERNITY/PATERNITY LEAVE

Return to work rate	Men	0.91
	Women	1.00
	Total	0.92
Retention rate	Men	1.43
	Women	0.25
	Total	1.00

[GRI 2-7]

Profile

EMPLOYEES BY TYPE OF CONTRACT, GENDER, AND REGION

Region	Gender	2022			2023		
		Full-time	Part-time	Total	Full-time	Part-time	Total
South	Men	404	13	417	434	10	444
	Women	109	9	118	111	7	118
	Total for the region	513	22	535	545	17	562
Southeast	Men	16	-	16	26	-	26
	Women	5	-	5	7	-	7
	Total for the region	21	-	21	33	-	33
Midwest	Men	-	-	-	-	-	-
	Women	2	-	2	2	-	2
	Total for the region	2	-	2	2	-	2
TOTAL	Men	420	13	433	460	10	470
	Women	116	9	125	120	7	127
	Total	536	22	558	580	17	597

Part-time contracts relate to our apprentices and interns.

[GRI 11.10.2]

NUMBER AND RATE OF NEW HIRES BY GENDER, AGE GROUP, AND REGION

		2022				2023			
		Age range			hires rate	Age range			hires rate
		<30	30 a 50	>50		<30	30 a 50	>50	
South	Men	15	53	14	78%	39	70	17	93%
	Women	14	7	1	21%	0	0	0	0%
	Subtotal	29	60	15	99%	39	70	17	93%
Southeast	Men	0	0	0	0%	3	7	0	7%
	Women	1	0	0	1%	0	0	0	0%
	Subtotal	1	-	-	1%	3	7	-	7%
Midwest	Men	0	0	0	0%	0	0	0	0%
	Women	0	0	0	0%	0	0	0	0%
	Subtotal	-	-	-	0%	-	-	-	0%
Total hires		30	60	15		42	77	17	
Hiring rate		29%	57%	14%		31%	57%	13%	

[GRI 11.10.2]

TERMINATIONS AND TURNOVER RATE BY GENDER, AGE GROUP, AND REGION

Terminations by gender	2022		2023	
	Total	Rate	Total	Rate
Men	104	0.21	106	0.18
Women	21	0.18	30	0.12
Terminations by age group				
Under 30 years old	27	0.15	35	0.11
From 30 to 50 years old	75	0.22	80	0.13
Over 50 years old	23	0.31	21	0.56
Terminations by region				
South region	125	0.21	136	0.17
Southeast region	0	0.02	0	0.05
Midwest Region	0	0.00	0	0.00
Turnover rate	125	0.21	136	0.23

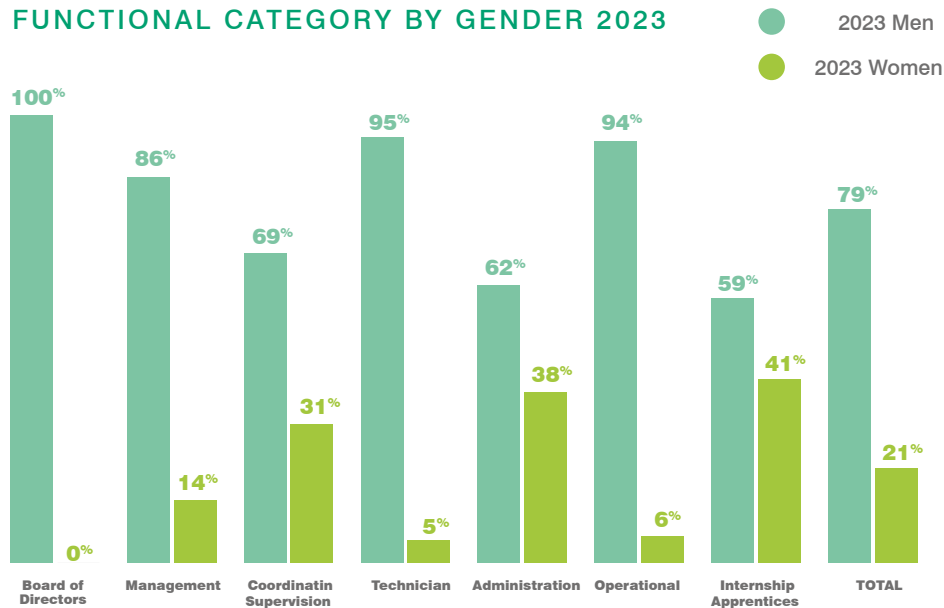
Diversity

Enhancing female protagonism is an essential initiative to promote gender equality and promote significant evolution in the organizational structure. Committed to strengthening this ideal, Grupo Potencial created the "Reveal the Extraordinary" program, which begins in 2024 with the aim of encouraging the transformation and growth of female leadership within the company.

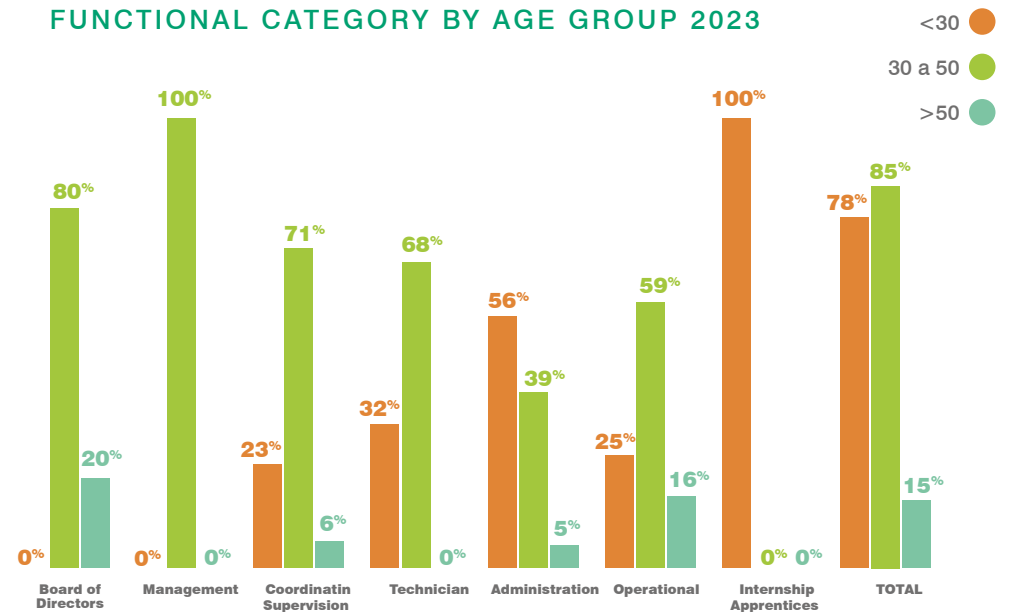
One of the pillars of this initiative is "Women with Potential", a mentoring program with six fortnightly meetings. Led by experienced facilitators from Mex Brasil - Espaço Mulheres Executivas (Executive Women Space), the meetings aim not only at professional training, but also at personal development, encouraging

participants to explore and maximize their extraordinary potential. Mex Brasil is an organization dedicated to connecting entrepreneur and executive women, aiming for personal and professional development, thus stimulating the promotion of business and strengthening business relationships.

FUNCTIONAL CATEGORY BY GENDER 2023



FUNCTIONAL CATEGORY BY AGE GROUP 2023





Remuneration

[GRI 2-21 | GRI 11.11.6]

MATHEMATICAL PAY RATIO BETWEEN WOMEN AND MEN

	2022	2023
Board of Directors	-	-
Management	0.68	0.85
Coordination Supervision	0.91	1.06
Technical	0.52	0.50
Administrative	0.87	0.86
Operational	0.96	0.99
Internship	0.90	1.05

The ratio between the total annual remuneration of the highest paid individual in the organization and the average total annual compensation of all employees (excluding the highest paid) is 6.99.



[GRI 11.9.1 | GRI 11.9.2 | GRI 11.9.9]

Safety, health, and well-being at work

Worker safety is a priority for Grupo Potencial. As part of the HR area, we have a team dedicated to safety, made up of an occupational safety supervisor, three occupational safety technicians, and two administrative assistants.

Safety management is included in the Integrated Management System (IMS), linked to ISO 9001 certification, with the exception of the BWT Transporte e Logística and Jeta Comércio de Combustíveis units. The carrier is in the ISO 9001 certification process and currently adopts procedures that comply with the SASSMAQ standard, a health, safety, environmental, and quality assessment system that makes it possible to evaluate the performance of companies that provide services to the chemical industry.



SAFETY
HEALTH
WELL-BEING
SAFETY
HEALTH

At Potencial Biodiesel, a Safety Committee is made up of managers, including the Board of Directors and management. In this committee, issues related to safety are discussed in detail and the sector indicators are closely monitored, ensuring efficient and proactive management of safety-related issues in the workplace.

All workers operating in areas controlled by Grupo Potencial, whether they are its employees or those of third parties, are subject to the safety standards implemented in accordance with the activities carried out.



[GRI 11.9.3 | GRI 11.9.8]

Hazard identification, risk assessment, and accident investigation

A Risk Management Program (RMP) was developed for each operational unit, with the collaboration of a partner company, and was implemented by the occupational safety team.

To identify and assess risks on a routine basis, the security team works in partnership with the Internal Commission for Accident and Harassment Prevention (ICAHP), implementing actions designed to identify hazards and mitigate the risks of workplace accidents, with the help of tools as:

- **Work authorization** – defines mandatory preventive measures for safe execution, in accordance with the detailed description of the activity and considering safety, quality, and the environment;
- **Behavioral Audit** – verifies compliance with safety regulations and the correct use of PPE by employees, allowing them to report unsafe conditions. Non-conformities found are dealt with and monitored; and
- **Reports** – evaluate process risks based on the Area Classification Study, the TRWEC (Technical Report on Working Environment Conditions), Hazop (qualitative methodology for identifying risk linked to processes), and the SPAD (System for Protection against Atmospheric Discharges);



- **CPAR (Corrective and Preventive Action Request)** – document issued after the identification of a risk or occurrence of accidents considered critical;
- **Accident Analysis Procedure** – defines the treatment applied after opening the CPAR. The analysis is completed within 10 days, involving the injured person, the manager, the occupational safety team, and a multidisciplinary team, using quality tools such as the 5 Whys and/or Ishikawa;

- **Communicate Safety** – tool available to all employees, allowing anonymous reporting of unsafe acts and conditions, incidents, or suggestions for safety improvements;
- **PBBIOS system** – own platform, developed internally, where the analysis and action plan generated after an accident or incident related to safety are recorded and monitored. The resulting data is evaluated and taken into account when preparing and updating the accident risk management plan; and
- **Evacuation Procedures** – ICAHP constantly monitors safety conditions and can suspend activities if necessary, while the Emergency Response Plan guides quick and safe evacuation, with defined meeting points and immediate action by the fire brigade.

Critical cases are discussed in periodic meetings with the company's management, and their closure is also decided at these meetings. Minor incidents recorded in the Communicate Safety tool are handled on a daily basis by the workplace safety team.

In 2023, an external audit process of safety procedures and risk assessment was initiated by the company Ambientec. Potential Biodiesel was the first company audited, with a high level of compliance with the assessed items. BWT Transportes will receive the results of the audit in 2024. Subsequently, the audit will be extended to the other companies in the group.



Choose a resource and click to learn more

[GRI 11.15.2]



Institutions benefiting from incentive laws in 2023

Culture Incentive Law | R\$ 778,871

Planeta Brasil | Laughathon

Spirit Animation Studios | Mysterious Tales of Ketchup Jack

State Fund for Childhood and Adolescence - FIA/PR | R\$ 184,062

Associação Amigos da Educação | Emerging Technologies - Tec Inova

Município de Ita – SC | Recycle Well, Do Good

Hospital Pequeno Príncipe | For the Right to Life

AFECE | The person is cared for, the disability is treated

Paraná State Fund for the Rights of the Elderly – FIPAR | R\$ 182,581

Hospital Angelina Caron | Best Care for the Elderly 2023 and Elderly 360 II

Instituto de Pesquisas e Projetos Empreendedores – IPPE | Turbocharged Entrepreneurship

Sports Incentive Law | R\$ 386,434

Instituto Zeca Muggiati | Muggiati Stock Series III

Nosso Time Associação Esportiva | Paraná Racing Circuit

National Cancer Care Support Program – Pronon | R\$ 31,008

Hospital São Vicente - Fundação de Estudos das Doenças do Fígado | Enabling high-resolution exams

GRI content index

Statement of use	Grupo Potencial has reported in accordance with the GRI Standards for the period 01/01/2023 to 31/12/2023					
GRI 1 used	GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector 2021					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	GRI SECTOR STANDARD REF. NO.	LOCATION	ANSWER	OMISSION	
					REASON	EXPLANATION
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	1. The organization and its reporting practices					
	2-1 Organizational details					
	2-2 Entities included in the organization's sustainability reporting					
	2-3 Reporting period, frequency and contact point					
	2-4 Restatements of information					
	2-5 External assurance					
	2. Activities and workers					
	2-6 Activities, value chain and other business relationships					
	2-7 Employees					
	2-8 Workers who are not employees					
	3. Governance					
	2-9 Governance structure and composition					
	2-10 Nomination and selection of the highest governance body					
	2-11 Chair of the highest governance body					
	2-12 Role of the highest governance body in overseeing the management of impacts					
	2-13 Delegation of responsibility for managing impacts					
	2-14 Role of the highest governance body in sustainability reporting					
2-15 Conflicts of interest						
2-16 Communication of critical concerns						
2-17 Collective knowledge of the highest governance body						

GRI STANDARD/OTHER SOURCE	DISCLOSURE	GRI SECTOR STANDARD REF. NO.	LOCATION	ANSWER	OMISSION	
					REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body					
	2-19 Remuneration policies					
	2-20 Process to determine remuneration					
	2-21 Annual total compensation ratio					
	4. Strategy, policies and practices					
	2-22 Statement on sustainable development strategy					
	2-23 Policy commitments					
	2-24 Embedding policy commitments					
	2-25 Processes to remediate negative impacts					
	2-26 Mechanisms for seeking advice and raising concerns					
	2-27 Compliance with laws and regulations					
	2-28 Membership associations					
	5. Stakeholder engagement					
	2-29 Approach to stakeholder engagement					
2-30 Collective bargaining agreements						
MATERIAL TOPICS						
"GRI 3: Material Topics 2021"	3-1 Process to determine material topics					
	3-2 List of material topics					
Economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	11.14.1				
		11.21.1				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	11.14.2				
		11.21.2				
	201-2 Financial implications and other risks and opportunities due to climate change	11.2.2				
	201-4 Financial assistance received from government	11.21.3				

GRI STANDARD/OTHER SOURCE	DISCLOSURE	GRI SECTOR STANDARD REF. NO.	LOCATION	ANSWER	OMISSION	
					REASON	EXPLANATION
Compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	11.19.1				
		11.20.1				
		11.21.1				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	11.19.2				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	11.20.2				
	205-2 Communication and training about anti-corruption policies and procedures	11.20.3				
	205-3 Confirmed incidents of corruption and actions taken	11.20.4				
GRI 207: Tax 2019	207-1 Approach to tax	11.21.4				
	207-2 Tax governance, control, and risk management	11.21.5				
	207-3 Stakeholder engagement and management of concerns related to tax	11.21.6				
	207-4 Country-by-country reporting	11.21.7				
Energy transition						
GRI 3: Material Topics 2021	3-3 Management of material topics	11.2.1				
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	11.2.3				
GHG emissions, climate issues, and biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	11.1.1				
		11.3.1				
		11.4.1				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	11.1.5				
	305-2 Energy indirect (Scope 2) GHG emissions	11.1.6				
	305-3 Other indirect (Scope 3) GHG emissions	11.1.7				
	305-4 GHG emissions intensity	11.1.8				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	11.3.2				

GRI STANDARD/OTHER SOURCE	DISCLOSURE	GRI SECTOR STANDARD REF. NO.	LOCATION	ANSWER	OMISSION	
					REASON	EXPLANATION
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	11.3.3				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	11.4.2				
	304-2 Significant impacts of activities, products and services on biodiversity	11.4.3				
Clean production and circular economy Management of energy, water, effluents, and waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	11.5.1				
		11.6.1				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	11.1.2				
	302-2 Energy consumption outside of the organization	11.1.3				
	302-3 Energy intensity	11.1.4				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	11.5.2				
	306-2 Management of significant waste-related impacts	11.5.3				
	306-3 Waste generated	11.5.4				
	306-4 Waste diverted from disposal	11.5.5				
	306-5 Waste directed to disposal	11.5.6				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	11.6.2				
	303-2 Management of water discharge-related impacts	11.6.3				
	303-3 Water withdrawal	11.6.4				
	303-4 Water discharge	11.6.5				
	303-5 Water consumption	11.6.6				
GRI 306: Effluents and Waste 2016	306-3 Significant spills	11.8.2				
Employee well-being						
GRI 3: Material Topics 2021	3-3 Management of material topics	11.10.1				
		11.13.1				

GRI STANDARD/OTHER SOURCE	DISCLOSURE	GRI SECTOR STANDARD REF. NO.	LOCATION	ANSWER	OMISSION	
					REASON	EXPLANATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	11.10.2				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	11.10.3				
	401-3 Parental leave	11.10.4 11.11.3				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	11.10.5				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	11.10.6 11.11.4				
	404-2 Programs for upgrading employee skills and transition assistance programs	11.10.7				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	11.10.8				
	414-2 Negative social impacts in the supply chain and actions taken	11.10.9				
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	11.13.2				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	11.9.1				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	11.9.2				
	403-2 Hazard identification, risk assessment, and incident investigation	11.9.3				
	403-3 Occupational health services	11.9.4				
	403-4 Worker participation, consultation, and communication on occupational health and safety	11.9.5				
	403-5 Worker training on occupational health and safety	11.9.6				
	403-6 Promotion of worker health	11.9.7				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	11.9.8				
	403-8 Workers covered by an occupational health and safety management system	11.9.9				
	403-9 Work-related injuries	11.9.10				
	403-10 Work-related ill health	11.9.11				

GRI STANDARD/OTHER SOURCE	DISCLOSURE	GRI SECTOR STANDARD REF. NO.	LOCATION	ANSWER	OMISSION	
					REASON	EXPLANATION
Equality and diversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	11.11.1				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	11.11.5				
	405-2 Ratio of basic salary and remuneration of women to men	11.11.6				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	11.11.7				
Education and impact on local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	11.14.1				
		11.15.1				
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	11.11.2				
		11.14.3				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	11.14.4				
		203-2 Significant indirect economic impacts	11.14.5			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	11.14.6				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	11.15.2				
		413-2 Operations with significant actual and potential negative impacts on local communities	11.15.3			

TOPICS IN THE APPLICABLE GRI SECTOR STANDARDS DETERMINED AS NOT MATERIAL

GRI 11: Oil and Gas Sector 2021

TOPIC	EXPLANATION
Topic 11.7 Closure and rehabilitation	Grupo Potencial is in the verticalization and expansion phase of its activities and has not closed or rehabilitated any activities in the period nor does it plan to do so in the short- or medium-term.
Topic 11.12 Forced labor and modern slavery	There are no significant risks in Grupo Potencial's supply chain related to forced labor or modern slavery.
Topic 11.16 Land and resource rights	There are no significant impacts related to the use of land and natural resources.
Topic 11.17 Rights of indigenous peoples	The group's operations do not imply a relationship or involvement with indigenous peoples.
Topic 11.18 Conflict and security	There are no operations in conflict areas.
Topic 11.22 Public policy	Grupo Potencial does not influence public policies.



SUSTAINABILITY REPORT **GRUPO POTENCIAL 2023**

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