



Empresa



Certificada

Integrated
Annual Report



2024

mov(da)

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Message from the CEO

GRI 2-22



We are proud to present the work carried out by Movida in 2024.

Work delivered with excellence, passion, ownership, and a strong focus on our CUSTOMERS' experience. That's why I want to begin by thanking OUR PEOPLE: Movida is made up of engaged and committed individuals, and it was their dedication that brought us to where we are today.

The year 2024 was a milestone for Movida.

A year of transformation in operational and financial performance, demonstrating discipline and a strong focus on executing our strategic plan.

We achieved record results in net revenue, EBITDA, and EBIT, surpassing all the targets we had set, sooner than expected. We closed 2024 with a total fleet of 268,000 cars and net revenue of R\$13.5 billion, a 30.4% increase compared to 2023. EBITDA reached R\$4.7 billion, up 33.5% from the previous year.

We focused our efforts on improving processes that positively impact the experience of our CUSTOMERS. We innovated and developed systems that enhance the customer journey, delivering greater convenience, speed, and safety. We updated systems and restructured procedures, always with the goal of delivering excellence at every stage of our relationship with the CUSTOMER.

We earned and maintained important recognitions for our business strategy, which incorporates sound environmental, social, and governance (ESG) practices, such as our B Corporation recertification, our inclusion in the S&P Global

Sustainability Yearbook and the B3 Corporate Sustainability Index, as well as being named one of the 500 fastest-growing sustainable companies in the world by TIME magazine. In 2023, Movida became the first car rental company in the Americas and the second in the world to have its greenhouse gas emissions reduction targets approved by the Science Based Targets initiative. We continue to implement practices aligned with this strategy.

These achievements give us the confidence to keep working with discipline, maximizing the value of our assets, generating returns for our shareholders, and delivering satisfaction to our customers – an equation that ensures the sustainable and long-term growth of our business.

Delivering 2024 with results that exceeded our expectations gives us even more determination and confidence for 2025.

Once again, I would like to thank OUR PEOPLE for their dedication, hard work, and commitment. And also extend our thanks to our shareholders, suppliers, and CUSTOMERS for their trust.

As our purpose says, we will continue to deliver the best of the car so that everyone can enjoy the best of life.

After all, Movida is DRIVEN BY YOU!

Gustavo Moscatelli
CEO of Movida

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02

Highlights

2024



Economic and operational



268,000 cars make up Movida’s total fleet

116,000 vehicles in the total Rent a Car (RAC) fleet

103,700 cars sold in Seminovos

1,351 active contracts in CS Frota

30% growth in Fleet Management and Outsourcing (GTF)



85% NPS, an index that measures customer satisfaction

7 stores opened and another **20 expanded** in Brazil

Environmental

We neutralized all carbon emissions from the 2024 Convention



22.6% increase in the volume of daily rentals contracted with Carbon Free

84 stores powered by self-generated photovoltaic energy



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Social

1,870+
internal transfers and
850+
employees promoted

3,870+
new hires

104,000+ hours
of training

Governance

The only company in the car rental sector to join **ISE B3**

Part of the
S&P Global Sustainability Yearbook 2025, one of the world's largest sustainability ratings

5,404 professionals underwent compliance and transparency training



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About the report

GRI 2-2, 2-3, 2-5



For the seventh consecutive year, Movida is publishing this report to present, in a clear and transparent manner, the main results, highlights, and challenges for the period from January 1 to December 31, 2024 (same period as the Financial Statements). Coordinated by the Sustainability Committee, the content was validated by the Sustainability Committee, an advisory body to the Board of Directors, and submitted for assurance by KPMG, whose verification report is attached at the end of this document.

This document covers the operations of Movida Participações¹ and its subsidiaries (Movida Aluguel de Carros, Drive On Holidays, and CS Participações, which includes CS Frotas) and provides all of the company's stakeholders with economic, operational, social, and environmental data in line with its Financial Statements (FS).

In addition to meet all the [Integrated Report \(IR\) requirements of the International Integrated Reporting Council \(IIRC\)](#) in accordance with Technical Guidance CPC 09 and to ensure that no information has been omitted, this material presents its information in accordance with the [Global Reporting Initiative \(GRI\)](#) in its 2021 Standard version and in accordance with the standards of the [Sustainability Accounting Standards Board \(SASB\)](#) and the International Financial Reporting Standards (IFRS). It is important to note that

the publication also took into account the principles of the United Nations (UN) [Global Compact](#), the [UN Sustainable Development Goals](#) (SDGs), and the recommendations of the [Task Force on Climate-Related Financial Disclosures](#) (TCFD).

» Comments and questions regarding this publication should be sent by email to sustentabilidade@movida.com.br.

1. Movida's CNPJ (nationwide registry of corporations) and its commercial/legal name have been changed. Previously, there were two companies, Movida Locações de Veículos and Movida Participações S.A. The former ceased to exist, leaving only Movida Participações, under CNPJ 21.314.559/0001-66. In other words, we no longer report Movida Locações de Veículos in the integrated report.

Materiality

GRI 3-1, 3-2

Conducted in 2022, the review process of Movida’s priority topics involved four stages:

1. Analysis of studies, policies, and secondary sources to identify topics related to the area and the business.
2. . Direct consultation with stakeholders to map perceptions and prioritize topics. A total of 3,346 people participated in this stage, including customers, employees, suppliers, shareholders, investors, financiers, communities, civil society organizations, the press, and companies in the sector. Thirteen company executives/advisors and industry experts were also interviewed.
3. Assessment of results and organization of issues, linking them to indicators, commitments, and agendas.
4. Final approval by senior management.



Please click on the buttons to view the themes.



Ethics, corporate governance and responsibility in the value chain

Customer experience

Climate strategy and environmental management

Development, inclusion and appreciation of employees

Economic-financial performance

Road safety and inclusive mobility¹

Innovation

Positive impact on communities²

Stakeholder engagement

GRI 2-29

To ensure transparency in its actions, Movida continuously strengthens communication with all its stakeholders. This initiative is part of the company’s daily routine and is reinforced by the Stakeholder Engagement Plan, which encompasses short- and long-term business decisions focused on employees, customers, suppliers, investors, shareholders, communities, and regulators.

This plan involves defining business strategies, including investments, new facilities, and product and service launches, as well as ensuring open and continuous dialogue to meet the specific needs of each group. Movida identifies these needs through active consultation, open dialogue, collaborative actions, and training, using its various communication channels.

Movida’s stakeholder mapping structure covers two main categories: internal and external. Internal stakeholders include employees, senior leadership, and advisors, while external stakeholders involve customers, suppliers, investors, shareholders, regulators, and communities. Each of these stakeholders is the target of a structured engagement process developed by the company.

Audience	Objectives	Main channels
Customers	It addresses issues such as urban mobility, quality of service and customer satisfaction, in addition to providing leasing offers, service contract terms and conditions, and handling requests and feedback.	<ul style="list-style-type: none">• Satisfaction survey;• Customer Service (SAC);• Reporting Channel;• Transparency Line;• Institutional website;• Apps;• Social media (LinkedIn, Facebook, and Instagram);• Events and meetings; and• Integrated Annual Report.
Employees	The communication channels address topics such as safety, health and well-being, training and development, benefits, fair compensation, career and family values.	<ul style="list-style-type: none">• Internal communication networks;• Training platform;• Climate survey;• Transparency Line;• Reporting Channel;• Social media;• Institutional website;• People Cycle;• Integrated Annual Report; and• Ligado em Você (Connected to You) program and social, financial, psychological, legal, and health support programs.
Local communities	It provides information on support and development of social projects or actions.	<ul style="list-style-type: none">• Events and meetings;• Campaigns;• Social media;• Whistleblowing channel;• Transparency hotline;• Institutional website;• Integrated Annual Report; and• Direct and indirect partnerships throught Julio Simões Institute.

Audience	Objectives	Main channels
Suppliers, automakers, and accredited repair shops	The objective is to maintain the quality of services and products offered, valuing relationships and long-term partnerships.	<ul style="list-style-type: none">• Commercial contact;• Communication channels with automakers and accredited repair shops;• Code of Conduct;• Surveys and questionnaires;• Social media;• Disclosure of results, awards, and certifications;• Networking via corporate communications;• Investor Relations website;• Quarterly reports;• Mailing list;• Press releases and material facts;• Ratings; and• Integrated Annual Report.
Investors and shareholders	Topics such as reputation, transparency, performance, financial stability, capital allocation, and medium- and long-term business strategies are addressed.	<ul style="list-style-type: none">• Investor Relations website;• Integrated Annual Report;• Quarterly results presentation and conference call;• Quarterly reports;• Mailing list;• Press releases and material facts;• Ratings;• Contact with the Investor Relations team;• Social media; and• Institutional website.
Service providers and third parties	It addresses topics such as service delivery and quality, as well as compliance with deadlines and alignment with values and internal culture.	<ul style="list-style-type: none">• Transparency Hotline;• Commercial area contact; and• Integrated Annual Report.

To improve this process, in 2023, the Stakeholder Engagement Policy was developed, which promotes transparency and seeks to expand Movida’s dialogue with its stakeholders on issues related to the impact on society, the environment, biodiversity, and business. A new review to update the topics is scheduled to take place in 2025.





ATITUDE
DE
DONO

Se fosse meu e
para mim, eu faria
desse jeito?

movida

SIMPLICIDADE

04

Who we are

GRI 2-1





Who we are

Intellectual and
organizational
capital

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and financial
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Corporate credits

Part of the SIMPAR Group, Movida Participações S.A. is the second-largest car rental company in Brazil. Headquartered in São Paulo, the company operates a large, modern fleet of 268,000 vehicles and has 348 service locations across 121 cities in every Brazilian state and the Federal District. In addition, it has operations in Portugal through the acquisition of Drive on Holidays in 2022, which includes 7 rental branches.

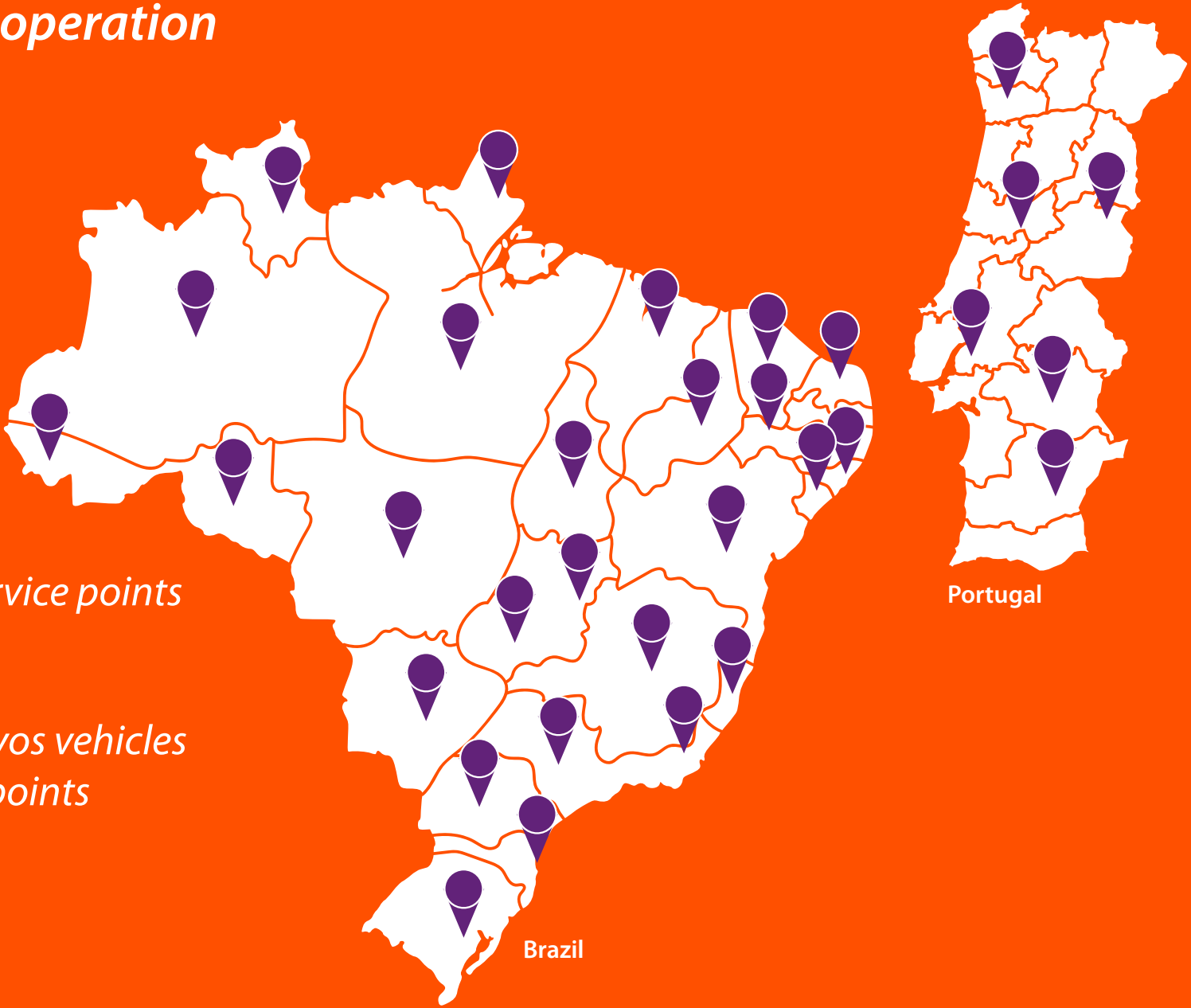
With modern and innovative solutions that offer customers convenience, speed, and safety, Movida’s services go beyond Rent a Car (RAC), it also stands out in Fleet Management and Outsourcing (GTF) and in the sale of Seminovos vehicles. In 2023, the company’s business was complemented by Moover, a brand designed especially for professional drivers.

The way it manages its business, combining the pursuit of profitability with the promotion of benefits for society, places Movida in a select group of companies with B certification in Brazil and worldwide. The company is also the only one in the light vehicle rental sector to be included in the Corporate Sustainability Index (ISE B3) and is listed on the Carbon Efficient Index of B3 S.A. – Brasil, Bolsa, Balcão (ICO2 B3).

Area of operation

259 RAC service points

89 Seminovos vehicles
service points



Business segments

GRI 2-6



Rent a Car (RAC)

Rental services for individuals and companies, with contracts of up to 18 months. The fleet is modern, with an average age of 12 months, offering a variety of rental options and 259 service locations across Brazil and Portugal. The operation also includes Moover, a rental company specialized in vehicles for professional drivers, currently operating five service locations in São Paulo.



Car Subscription

Subscription rental service for individuals with contracts of more than 12 months and a complete package of 24-hour assistance, protection, and maintenance as provided in the model manual.



Seminovos

Vehicle sales division with a network of 89 service points that brings agility not only to the renewal of Movida's portfolio, but also to customers, with the possibility of 100% online purchase through the website or app.



Fleet Management and Outsourcing (GTF)

Light vehicle rental service for at least one year for companies of all sizes seeking convenience, efficiency, and savings. This segment includes the CS Frotas brand, dedicated to serving public and mixed-economy companies through public tenders.



SAT

A company with the goal of providing greater safety and agility to customers with telemetry tracking services and 24-hour assistance, which today offers innovative and efficient fleet management solutions for various companies, with more than 300,000 vehicles tracked.



[Click here](#) to learn more about **Movida**.



[Click here](#) to learn more about **SAT**.



Movida brings modern and innovative solutions to all customers

Purpose

To bring you the best in cars so you can enjoy the best in life.

Vision

To create and transform opportunities into advanced mobility solutions that stand out for:

- Quality of service;
- Anticipating new developments; and
- Asset management and turnover.

Beliefs

Customer

The reason for our business existence.

People

Our greatest asset.

Simplicity

Being simple to be agile.

Ownership

If it were mine and for me, would I do it this way?

Sustainability

Every action counts.

Profit

Everyone's mission.

Beliefs

What we believe in:

- Ethics;
- Long-term relationships based on truth and transparency;
- Workforce;
- Doing better every day;
- Knowing the customer, anticipating their needs, and serving them better and better, thereby generating new business; and
- Continuously improve the quality of our services and our economic and financial results to contribute to the development of the company, our people, our customers, our shareholders, and society as a whole.

We will not compromise on:

Safety. Nothing is more important than working safely. Don't try it! Don't risk your life!

Ethics and compliance. Familiarize yourself with our internal regulations. Laws, rules, and policies are made to be followed. Practice them!

Respect for people. We respect and value all people. We contribute to others. We do not tolerate disrespect!

Awards and recognition

- **Gold Seal in the Brazilian GHG Protocol Program**, for the fifth consecutive year in 2024.
- Listed in the **S&P Global Sustainability Yearbook 2025** as one of the **most sustainable companies**.
- Recertified as a **B Corporation by Sistema B Brasil**, with a score of **82.3**.
- **RA1000 Seal in Car Subscription**, the largest and most important certification from the **Reclame Aqui** website.
- **TOP-SP Best Partners Award 2024, presented by ABAV** – Movida was recognized as an important **partner in the tourism sector**.
- **Chega de Saudade Award from Infraero** – Movida was awarded a trophy in recognition of its outstanding role as a **partner of Infraero throughout the year**.
- Among the **fastest-growing Brazilian publicly traded companies in 2024**, according to the selection by **Elite | Infomoney magazine**.
- **Arara Azul Award**, in the category of **Top Services sold by Azul Viagens**.
- **Estadão Mobility Award 2025**, in the category of **Best Car Subscription Service**.
- **Rentcars Customer Choice Award** - recognition from Rentcars for the most outstanding **rental companies of the year**.
- **Champion in the Vehicle & Machinery Rental sector at the Fincon Awards 2024**, an initiative promoted by the MZ Group that recognizes excellence in **financial communication by Brazilian publicly traded companies**.
- Recognized as **Best Independent Supplier – America by Cartrawlers**, a renowned **B2B** technology platform.



*Among the 500 best
companies in the
world in sustainable
growth, by
TIME Magazine*



05

*Intellectual and
organizational
capital*



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Strategy and management

Movida’s operating model is guided by operational and financial efficiency, always seeking sustainable results and profitability for the business.

Through the constant evolution of all areas of operation and integrated work between vehicle leasing, fleet management and outsourcing, and the sale of pre-owned vehicles, the company implements its long-term strategy, generating business opportunities and expanding its potential to offer products and services across all lines.

In addition, Movida’s commitment to the highest standards of governance and sustainability promotes the efficiency of its processes, opens up new market opportunities, and drives the creation of innovative solutions.



STRATEGIC CAPITALS



Human

People as our core value and main differentiator, acting as business owners and with potential for professional growth at Movida.



Manufacturing

Service points, RAC, and pre-owned vehicles.



Financial

Consolidation of operations and focus on optimizing existing assets and maximizing profitability.



Intellectual and reputational

People as our core value and main differentiator, acting as business owners and with potential for professional growth at Movida.



Social and relationships

Business based on understanding in order to serve and identify opportunities for new customer needs, with fair commercial relationships that promote strong, long-term partnerships, as well as social investments in the surrounding area.



Natural

Use of natural resources, energy consumption, and waste management.

Business Model

Strategic guidelines



Movida Operating Model

- Car rental, fleet management, and used car sales
- Fundraising
- Vehicle purchases
- Customer-focused operations

Sustainability Agenda 2020–2030

- Better Mobility
- Better Company
- Better Planet

[Click here for more information](#)

VALUE GENERATION

- 41.3% of leadership positions were held by women and 30.9% by black people;
- 78,800 hours of training, focused on development, for operational staff;
- 26,640 hours of training were dedicated to integrating and guiding newly hired employees (RAC training stores); and
- 76.9% participation in the Climate Survey, with a score of 8 on a scale of 0 to 10.

- Stabilization of depreciation in RAC and GTF due to improvement in the fleet mix and renewal of contracts;
- Average operating fleet of 89,000 cars in RAC, up 7.3% compared to 2023;
- Average operating fleet of 121,000 cars in GTF, up 18.4% compared to 2023;
- In Seminovos Vehicles, improvement in the liquidity of the car mix, with 66% of the inventory consisting of hatchback models in 2024; and
- 103,700 cars sold in Seminovos Vehicles, up 36.1% compared to 2023.

- R\$13.5 billion in net revenue – a record for Movida;
- R\$4.7 billion in EBITDA – a record for Movida;
- Improved operating performance across all business lines;
- Restructuring of daily rates in RAC; and
- Robust cash position of R\$4.3 billion.

- 21 innovation and technology projects focused on the advancement and continuous improvement of Movida's various areas and lines of business;
- Self-service kiosk in Guarulhos;
- 75-inch tablet in the arrival area at Congonhas Airport; and
- Two years of operation of SAT, Movida's business vertical created to control the management and operation of technology processes.

- Support for the CRI Soma project to revitalize housing that will benefit more than 100 families in downtown São Paulo; and
- Positive impact on communities through the SP+B project, a movement that aims to improve the city of São Paulo based on sustainability and social responsibility practices, led by Sistema B.

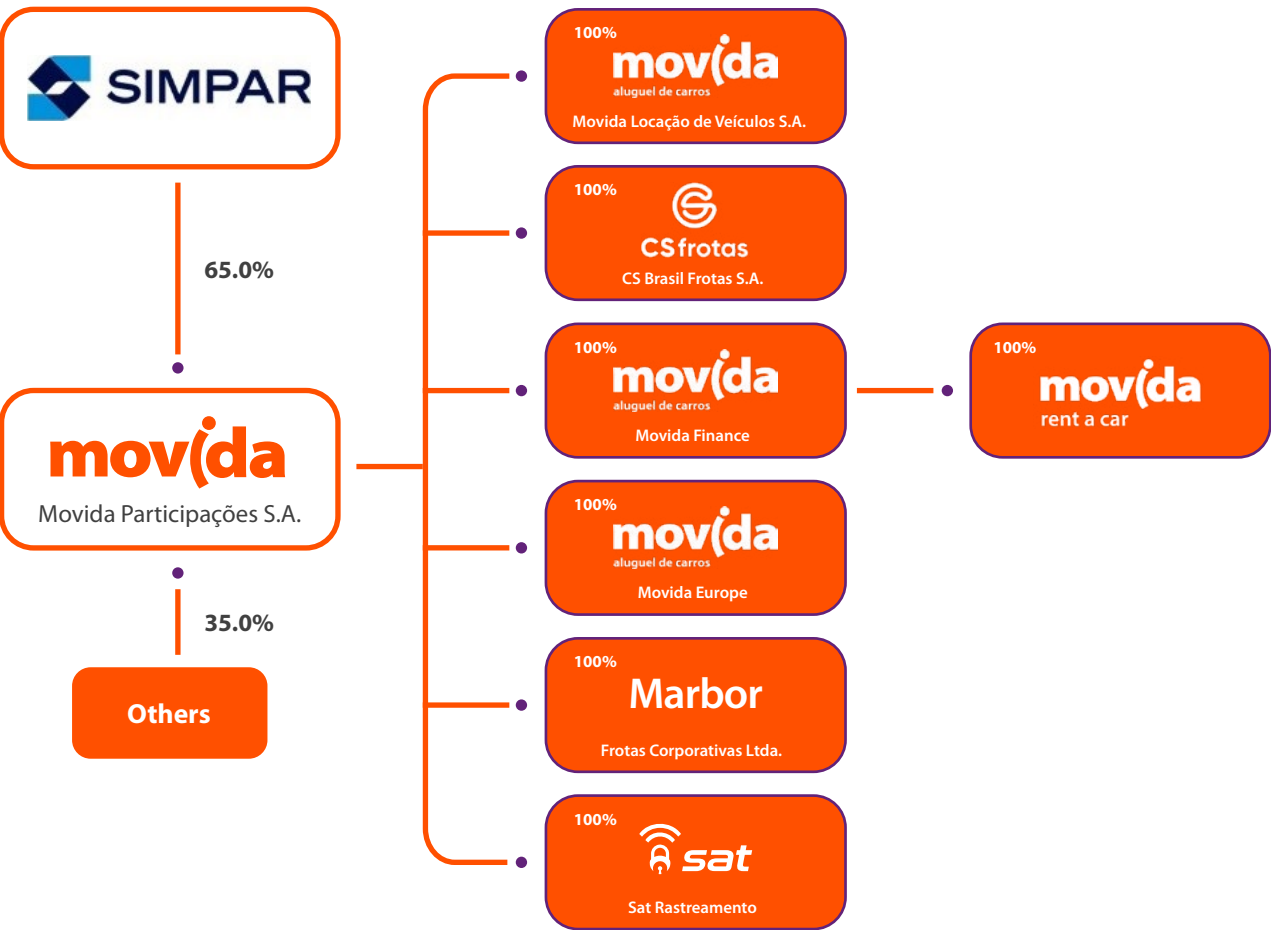
- Gold Seal in the GHG Protocol since 2019, for the fifth consecutive year in 2024;
- Grade B in the CDP Climate Change (Carbon Disclosure Project);
- AA score in the MSCI ESG Rating for the fourth consecutive year;
- Best-rated light vehicle rental company in Latin America by S&P Global Corporate Sustainability Assessment;
- 22.6% increase in the volume of daily rentals contracted with Carbon Free;
- Recycling of 136 tons of materials through its waste management program; and
- Integration of 84 stores with self-generated electricity through solar energy.

Corporate governance

GRI 2-9

As part of the SIMPAR Group, Movida’s governance model is guided by the guidelines of the parent company. Its structure consists of a General Shareholders’ Meeting, a Board of Directors and its four advisory committees, an Executive Board, and areas dedicated to Compliance and Risk Management.

Movida’s shareholding structure



The General Shareholders’ Meeting is responsible for electing and dismissing members of the Board, analyzing financial statements, defining the overall annual remuneration of the members of the Board of Directors and the Executive Board, as well as allocating net income for the fiscal year and distributing dividends or paying interest on equity. Ordinary meetings are held within four months after the end of each fiscal year and, extraordinarily, whenever required and in accordance with the rules set forth in the Bylaws.

Following the highest standards of governance and the strict criteria of the Novo Mercado, the company’s Board of Directors is composed of five members (elected and removable by the General Meeting), two of whom are independent. In accordance with the Novo Mercado Regulations, the positions of Chairman of the Board of Directors and Chief Executive Officer are not held by the same person, and the Chairman of the Board does not perform any executive function in the management of Movida. The composition of the governance bodies is available on the [Investor Relations](#) website. **GRI 2-10, 2-11**

In order to form a group aligned with corporate principles and values, the selection

of these directors considers experience, behavior, cultural aspects, among others related to diversity, thus ensuring a plurality of arguments and a more qualified and secure decision-making process. **GRI 2-10, 2-17**


The directors, who have two-year terms and may be re-elected, meet ordinarily four times a year and extraordinarily whenever called. In 2024, in addition to the ordinary meetings, 16 extraordinary meetings were held, as recorded in the minutes posted on the [Investor Relations](#) website.

Among the topics discussed at the meetings throughout the year, the following stand out: general guidance on the company’s business; definition of policies and setting of budgetary strategies for conducting business; election and dismissal of officers and definition of their respective duties; review of the company’s quarterly and annual results; periodic assessment of the risks to which the company is exposed; and the effectiveness of risk management systems, internal controls, and the integrity/ compliance system. In these discussions, the directors are advised by committees that assist in the management of economic, environmental, and people issues and their associated impacts. **GRI 2-12**

To continuously improve their effectiveness and establish action plans for the ongoing improvement of the body, the members of the Board conduct an annual formal assessment of their performance as a collegiate body, of each of its members individually, of the committees, of the Chairman of the Board of Directors, and of the CEO. The chairman of the Board of Directors is responsible for conducting the evaluation process, and the use of specialized external advisors is optional. In 2024, the company hired an external consulting firm to assist in the evaluation of the effectiveness of the Board of Directors, having conducted an internal evaluation of the effectiveness of the advisory committees.

Regarding the methodology adopted, the last evaluation process comprised the following steps: application of instruments, questionnaires, individual interviews, and listening sessions to collect the necessary data; benchmarking with Brazilian companies listed on B3 S.A. – Brasil, Bolsa, Balcão (B3), most of which are family-controlled; and tabulation of data for the production of the report and subsequent presentation to the Board of Directors.

The assessment process was structured taking into account the specific characteristics and responsibilities of the Board of Directors, its members, its chairman, and each of the committees, thus seeking to achieve a high level of specialization during the assessment. The main criteria used were collegial dynamics, strategic alignment, cultural alignment, alignment with management, and digital awareness. Based on this assessment, the body begins to improve the dynamics of its meetings and continuously incorporate good corporate governance practices into its routine. **GRI 2-18**

 [Click here](#) to see the composition of Movida's Board of Directors.

Competencies of the Board of Directors¹ GRI 2-17

Areas	Adalberto Calil	Denys Marc Ferrez	Fernando Antonio Simões	Marcelo José Ferreira e Silva	Augusto Marques da Cruz Filho
Retail, marketing, and customer service	X		X	X	X
Capital markets	X	X		X	X
Finance and capital allocation	X	X		X	X
Investor relations	X	X		X	X
People, culture, and talent	X	X	X	X	X
Group history and involvement with the sector	X	X	X	X	X
Risk and compliance	X	X	X	X	X
Logistics and mobility operations			X	X	X
Innovation, entrepreneurship, and new business models	X		X	X	X
Social and environmental issues			X		

1. Board members and executives participate in internal meetings and external forums where environmental, social, and governance (ESG) issues are discussed.

Advisory Committees

The Board of Directors is assisted by four committees:



Audit

Evaluates compliance with legal, statutory, and regulatory standards, the adequacy of risk management processes, and the activities of the Internal Audit and independent auditors.



Finance

Advises the Board on the financial development of the company's financial business and related matters.



Ethics and Compliance

Responsible for supporting the Audit Committee, the Executive Board, and the Internal Controls, Risk and Compliance (CRC) area in managing the Compliance Program and related issues; also responsible for policies, training, and risk mapping.



Sustainability Committee

Guides the definition of priority environmental, social, and governance practices in the strategy and advises the Board of Directors on decision-making processes related to sustainability, reporting regularly on social and environmental performance. The committee meets six times a year and is also responsible for approving the information in the Integrated Annual Report, including the material topics. **GRI 2-13, 2-14**

The committees are composed of a minimum of three and a maximum of five members, who meet periodically to review matters within their competence and submit them to the Board when necessary.

The company's governance also includes two operational committees, which allow for the sharing of ideas, experiences, and demands among teams, speeding up decision-making. These are: the Pricing Committee and the Fleet Committee.



Executive Board

Responsible for ensuring the company's operational and financial performance, following the Board's decisions. Movida currently has a chief executive officer (CEO), a chief financial officer (CFO) and a commercial director, chosen by the Board of Directors for a unified two-year term, which may be extended.



Gustavo Moscatelli
CEO



Daniela Sabbag Papa
CFO and DRI



Rosangela Fernandez
People and Culture



Francine Marcheto
Marketing



Amanda de Marchi Ruzene
Quality and Customer Management



Antonio Augusto de Oliveira Pinto
Corporate Operations



Pedro Mion
Pricing



Jamyl Jarrus Jr.
RAC Operations



Emerson Santos
Operations (interim)



Marcelo Rizzi de Oliveira
Car subscription



Guilherme Delaroli
GTF



Eduardo Lazarini
Seminovos



João Bosco
CS Frotas



Pedro de Almeida
Movida in Portugal



Jorge Bau
SAT

The Executive Board, especially the Chief Financial Officer, is also responsible for environmental, social, and financial issues. Performance in these areas is monitored periodically, with reports provided to all stakeholders. **GRI 2-13**

Commitments and policies

GRI 2-19, 2-20, 2-23, 2-24

In order to ensure robust governance aligned with the company’s ethical and compliance commitments, members of Movida’s value chain – managers, employees, third parties, partners, and business consultants – are committed to the guidelines of the Code of Conduct and Anti-Corruption Policy, documents that are periodically updated based on business risk mapping. They also guide the training of all employees, who take tests to evaluate their level of knowledge and the need for further awareness reinforcement.

The Code of Conduct is given to employees upon hiring so that they can read and sign it, attesting to and formalizing their commitment to complying with its principles by signing the Term of Commitment. Movida also has a Code of Conduct for Third Parties with the principles and themes that must be observed by suppliers, service providers, and other business partners.

In addition to the Code of Conduct and Anti-Corruption Policy, Movida has a series of policies that reinforce the company’s principles and conduct.

The policies are approved by the company’s senior leadership, which may include the Executive Board or the Board of Directors. The commitments outlined in the policies apply to all of Movida’s activities in its relationships with all stakeholders. These policies are communicated to all employees and made publicly available on the company’s website.



Sustainability Policy

Addresses sustainability issues as cross-cutting and strategic for the company, aligning Movida’s decisions with best market practices and the principles of the Global Compact and the United Nations (UN) Sustainable Development Goals (SDGs).

Climate Change Policy

Ensures that the issue of climate change is included in the company’s decision-making process, in line with Movida’s values, beliefs, and purpose.

Health, Safety, and Environment Policy

Provides guidance on safety guidelines at all stages of operations and emphasizes the importance of efficient use of natural resources.

Social Investment Policy

Provides guidelines that align positive impact initiatives with the company’s business strategy and the needs of the communities it serves.

Human Rights Policy

Based on the UN Guiding Principles on Business and Human Rights, the policy defines conduct for the promotion and preservation of human rights at Movida and throughout its value chain.

Compensation Policy

Defines the criteria for compensation and benefits for the Executive Board (statutory and executive), members of the Board of Directors, and executive committees.

Stakeholder Engagement Policy

Defines Movida’s stakeholders, as well as communication and engagement strategies for each audience, always taking into consideration the impacts on society, the environment, and business.



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Policy for Transactions with Related Parties and Other Situations Involving Conflicts of Interest

Designed to ensure transparency and best corporate governance practices in any type of transaction and, especially, in situations with potential conflicts of interest involving any related party.

Policy on Prizes, Gifts, Entertainment, and Hospitality

Provides guidance and defines guidelines for receiving and offering prizes, gifts, hospitality, and entertainment to prevent fraud, corruption (public or private), bribery, and other illegal acts.

Policy on Interaction with Public Authorities

To prevent any type of illegal act, it defines rules for interaction with members of the public administration at all levels.

Donations and Sponsorship Policy

Lists the rules that must be taken into account in decisions regarding donations and sponsorships to ensure transparency and traceability of the process.

Public Bidding Policy

Provides clear rules for participation in public bidding processes, from the search for notices to the final stage of participation.

Risk Management Policy

Promotes the identification, assessment, treatment, monitoring, and communication of risks that may affect Movida’s strategic planning.

Policy for Appointing Members of the Board of Directors, Committees, and Executive Board

Following best corporate governance practices, determines the criteria for the composition of the Board of Directors, advisory committees, and Executive Board.

Disclosure Policy

Lists internal processes to comply with legal and regulatory provisions on the disclosure of material acts or facts, in accordance with Brazilian Securities Commission (CVM) Resolution No. 44/21.

Trading Policy

Ensures good conduct practices to prevent the misuse of privileged information by persons involved in the trading of securities issued by the company.

Data Privacy Policy

Establishes minimum standards of compliance with Federal Law No. 13,709/2018 (General Personal Data Protection Law – LGPD) and thus ensures the protection of personal data.

 The complete list of documents is available on the company’s Investor Relations website. [Click here](#) to access.

Compliance and transparency

GRI 3-3: Ethics, corporate governance, and responsibility in the value chain

The Compliance Program promotes the dissemination of knowledge and trains employees to adopt procedures and perform their activities with ethics and integrity. It is managed by the Internal Controls, Risk and Compliance (CRC) area, which reports to the Audit Committee – an independent body that ensures alignment with best market practices.

Training related to the program is conducted through digital platforms. The program includes the following initiatives:

- **LGPD:** all employees receive information to enable them to ensure the Company’s compliance with the General Personal Data Protection Law (LGPD) and to be aware of the rights and duties of personal data subjects. This action is reinforced by policies and procedures, such as the Data Privacy Policy, Privacy Notices, and the Procedure for Compliance with New Projects (Privacy by Design);
- **Safety Trail:** composed of two web series on data protection. The first, Data Protection, comprehensively addresses how to protect information and presents best practices to ensure data safety in different contexts. The second, Basic Principles of Information Security, explores essential topics in greater depth, such as social networks, logins and passwords, internal systems, and the protection of work tools, including notebooks and tablets;

- **Integrity Track :** this is mandatory training for the Compliance Program, which contains guidelines related to the Code of Conduct, conflict of interest and private corruption, bidding and public corruption, donations and sponsorship, prizes and gifts, labor relations, and employee conduct;
- **Compliance Dialogues:** monthly meetings and agenda with managers to deepen knowledge on related topics;
- **Internal communications:** emails and information with guidance on procedures to be adopted in cases of situations that raise doubts about compliance with Movida’s integrity criteria and with legislation applicable to its business are sent periodically to all employees; and
- **Supply Chain:** third-party approval process according to the criticality they represent to the business. Partners must also accept and follow the Code of Conduct for Third Parties and assume obligations related to the compliance of their businesses, formalized through contractual clauses.

In 2024, 85% of all employees underwent training. As a result of these actions, in the last four years, the company has had no reports of public corruption and has not been the target of legal actions for unfair competition, trust practices, or monopoly.

GRI 205-2, 205-3, 206-1



Movida provides its internal and external audiences with two essential channels to ensure compliance with ethical principles in all its activities and relationships:

- **Transparency Line:** intended to clarify questions related to policies, procedures, and/or the Compliance Program; and
- **Reporting Channel:** it allows for the independent, confidential, and anonymous submission of reports regarding suspected omissions, irregularities, or non-compliance with laws or internal policies, as well as suggestions for improving the channel.

The Reporting Channel is managed by an independent external company, ensuring absolute confidentiality in the recording, analysis, and forwarding of cases to Movida.

Upon receiving the report, the investigation process may be conducted by the Internal Controls, Risk and Compliance and/or Forensic Audit departments and, depending on the outcome of the investigation, the application of appropriate disciplinary measures, the creation of preventive, corrective or improvement action plans, or recommendations to the Internal Controls and Risk department to enhance the work matrices may be suggested.

The process described does not apply to reports involving statutory officers, members of the Board of Directors, the Audit Committee, and the Ethics and Compliance Committee. In such cases, the report is forwarded directly to the members of the Board of Directors or the Audit Committee, according to the criteria established in the Channel Communication Matrix, excluding the person reported. The Board of Directors and/or the Audit Committee have the prerogative to hire companies to support the process, conduct the investigation independently, and apply the measures they deem necessary for each situation. All complaints received are forwarded to the appropriate department for investigation, and a response is provided to the sender. **GRI 2-16, 2-25, 2-26, SASB FN-AC-510a.2**

Data privacy compliance is also relevant to Movida, mainly due to the nature of its business in the vehicle rental and fleet management sector, where a significant amount of personal and sensitive data is collected and processed. In this regard, the following stand out:

- **Legal compliance:** Movida must comply with data protection regulations, such as the LGPD in Brazil. This requires strict policies and security measures to ensure that customer data is handled legally and securely. Movida's Compliance Program applies to all controlled companies and aims to prevent, detect, and remedy the occurrence of misconduct, fraud, irregularities, and illegal acts, especially in the public environment, as well as to strengthen ethical principles and transparency standards; and
- **Customer trust:** protecting data privacy helps build and maintain customer trust. By demonstrating that the company takes data security and confidentiality seriously, Movida can strengthen customer loyalty and attract new business. Out of respect for the privacy and security of sensitive data, Movida aims for transparency in how it processes personal data. **GRI 418-1**



Compliance Program Channels

Transparent Line

0800 726 7250 (8 a.m. to 5:48 p.m.)
conformidade@movida.com.br

Reporting Channel

0800 726 7111
www.contatoseguro.com.br/movida

Conflict of interest

GRI 2-15

According to the Policy for Transactions with Related Parties and Other Situations Involving Conflicts of Interest, potential conflicts of interest are those in which the personal objectives of decision makers, for any reason, may not be aligned with the company's objectives on specific matters.

In view of the potential conflict of interest in such situations, the company seeks to ensure that all decisions that may confer a private benefit on any of its shareholders, managers, family members, entities or persons related to them are made with complete integrity, respecting the interests of the company.

In situations where transactions with related parties require approval under the terms of this policy, any person involved in the approval process who has a potential conflict of interest with the recommendation or decision to be made must declare themselves disqualified, explaining their involvement in the transaction and, if requested, providing details of the transaction and the parties involved.

The disqualification shall be recorded in the minutes of the meeting of the corporate body

that decides on the transaction, and the person in question shall withdraw from the discussions and deliberations. If any person in a potential conflict of interest situation does not raise the issue, any other member of the body to which they belong who is aware of the situation may do so. Failure by any decision-maker to voluntarily disclose such a situation shall be considered a violation of the principles of good corporate governance and of the policy, and such behavior shall be brought to the immediate attention of the Board of Directors.

In accordance with the Brazilian Corporate Law (Lei das S.A.), CVM Instruction No. 480, and CVM Resolution No. 642, the company is required to disclose to the market any related-party transactions it undertakes. Such disclosures must observe the legal exceptions and be included in item 16 of the Reference Form and in the notes to the Financial Statements, in accordance with regulatory deadlines. Additionally, any related-party transaction (or group of transactions) exceeding R\$ 50 million or 1% of the company's total assets must be reported to the CVM within seven business days, based on the total assets from the most recent consolidated Financial Statements.



Risk governance

Movida’s risk governance follows SIMPAR Group’s policy for its subsidiaries. In line with the Risk Management Policy, the organizational structure is established as follows:

- **Statutory Audit Committee:** formed by independent and external members, one of the committee’s duties is to evaluate the Board of Directors in risk management and monitor risk exposures, in accordance with company policy.

The strategy is based on the Coso (2017) methodology, from the Committee of Sponsoring Organizations of the Treadway Commission, in compliance with ISO 9001 and 3100 standards, and aligned with the Control Objective for Information and Related Technologies (Cobit) in aspects related to information technology, with a model that follows the continuous identification of internal and external risks, as well as their causes and consequences. The methodology consists of three important lines of defense:

- **First line of defense:** the Administration, composed of members who perform management functions, including, but not limited to, directors, statutory or non-statutory, general managers, managers, and coordinators, is responsible for acting directly in risk management, prioritizing identification, assessment, treatment, and monitoring;

- **Second line of defense:** the Internal Control, Risk and Compliance Department leads the monitoring of compliance risks, with the objective of identifying, mitigating and preventing strategic, operational, image, socio-environmental and compliance risks; in addition, it is responsible for guiding employees and third parties on the company’s international standards; and
- **Third line of defense:** the company’s Internal Audit is outsourced and has a structure and budget considered sufficient to perform its functions, as assessed by the Audit Committee. It is responsible for monitoring the quality and effectiveness of the company’s risk management and governance processes, as well as internal controls and compliance with standards and regulations associated with operations; providing the Audit Committee with independent, impartial and timely evaluations; consolidating, evaluating, monitoring and communicating the company’s risks to the Audit Committee; and evaluating the quality and effectiveness of the company’s risk management, control and governance processes.



Movida’s risk
governance follows
the SIMPAR
Group’s policy

Movida’s main risk categories

Strategic risks

These involve decisions adopted to achieve objectives and/or arising from a lack of capacity or ability to ensure protection or adaptation to changes in the environment.

Precaution: *periodic review of strategic planning.*

Operational risks

Caused by inadequacy, failure, deficiency or fraud in internal processes, in the technology environment or by people, hindering or preventing the achievement of objectives.

Precaution: *information, health, safety and environmental management actions and procedures and adaptation of operations to unforeseen events.*

Market risks

Possibility of losses resulting from changes in the market value of positions held by the company, including risks from operations subject to exchange rate fluctuations, interest rates, stock prices, and commodity prices.

Precaution: *close monitoring of market conditions and factors such as asset availability (vehicles) and exchange rate fluctuations that may hinder the organization’s positioning and efficiency.*

Liquidity risks

Possibility of failure to meet obligations within the agreed deadlines, affecting daily operations and incurring significant losses.

Precaution: *financial and asset management focused on securing cash generation, asset availability, and speed of execution.*

Credit risks

Losses associated with financing granted to customers in the operation of the business, in addition to counterparty risks assumed in treasury operations.

Precaution: *close management of the entire financing base and credit operations.*

Image risks

Risks and external factors that may cause negative perceptions by customers, shareholders, investors, and business partners, among others, causing damage to reputation, credibility, and brand.

Precaution: *close monitoring of practices, processes, and relationships in the value chain.*

Compliance risks

These result from non-compliance with laws and regulations applicable to the business, which may lead to financial losses through the payment of fines and indemnities, as well as damage to the company’s image and credibility in the market.

Precaution: *application of the Compliance Program and other good practices in operations and analysis of compliance with legislation, standards, and regulations, seeking alignment with internal integrity standards.*

Technological risks

Associated with corporate information technology management, requiring monitoring, evaluation, and analysis to ensure an adequate level of business continuity.

Precaution: *adoption of Control Objectives for Information and Related Technologies (Cobit), a framework of best practices for information technology governance with a series of resources to ensure the quality, control, and reliability of operations.*

Climate risks GRI 201-2

These consider short-term horizons while the company seeks to prepare for risks anticipated in the medium and long term. This involves mapping activities, the climate situation, and scenarios that allow for understanding the various combinations of climate-related risks, both transitional and physical, that may affect business, strategies, and financial performance over time.

Precaution: *the company is guided by the pillars of mitigation, neutralization, and adaptation, with a risk management model that can harm its operations in the medium and long term. It adopts the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to evaluate risks and opportunities related to the topic.*

Emerging risks

Movida is always attentive to market changes in order to identify any type of emerging risk that may impact the company's strategy and results. As a move to protect value, in 2025, an update will be carried out on sustainability risks and climate risks related to the mobility sector and the company's business.

Responsibilities in Movida's risk management structure

Board of Directors

Responsible for analyzing the effectiveness of internal control, integrity, and compliance processes, as well as periodically evaluating the risks to which the company is exposed.

Executive Board

Reports to the Board of Directors and deals with the effectiveness of risk management policies and systems, internal controls, as well as the Integrity and Compliance Program.

Management Areas

Directly responsible for monitoring and managing risks. Also provides information on the conduct of the process to the Audit and Risk Committees when requested.

External Controls Department

Leader in monitoring risks and the effectiveness of internal controls.

Internal Audit

Works to investigate complaints or evidence of non-compliance with internal policies or fraud reported through the Whistleblowing Channel. Monitors the quality of risk

management and governance processes, in addition to consolidating, evaluating, monitoring, and communicating risks to the Audit Committee and the Board of Directors.

Audit Committee

Supervises the quality and integrity of financial reports, compliance with legal, statutory and regulatory standards, the adequacy of risk management processes and the activities of Internal Audit and independent auditors.

Finance Committee

Advises on the assessment of financial risks and recommends actions to the Board of Directors.

Internal Control and Risk Committee

Evaluates the effectiveness and adequacy of risk management systems and controls.

»» For more information, access the [Risk Management Policy](#).

»» [Click here](#) to learn about the risks and uncertainties related to Movida's business model.



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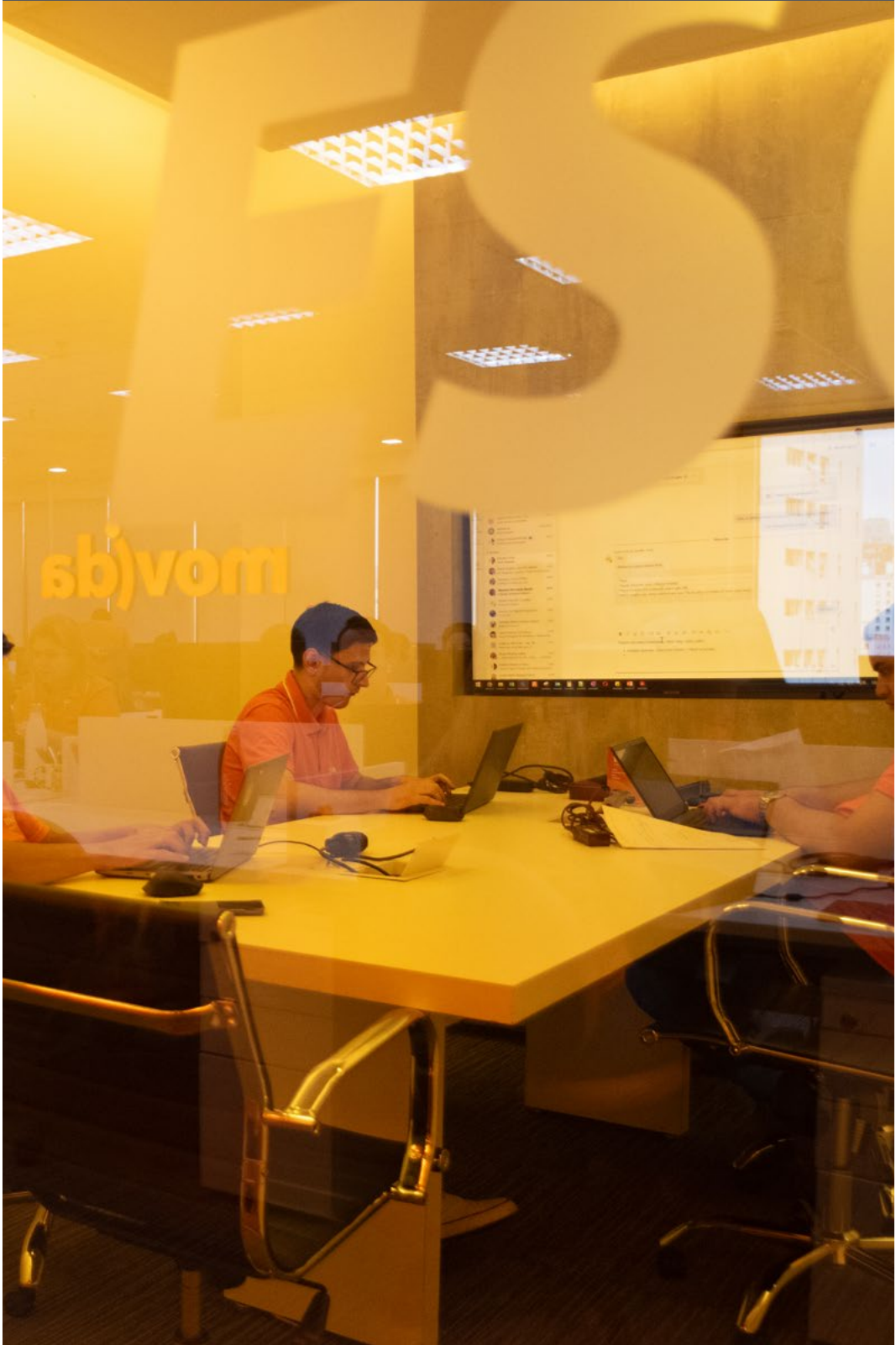
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ESG Strategy

GRI 2-24

Sustainability in action. This is how Movida continues to fulfill its commitment to working through a growth plan that combines the pursuit of profitability and the creation of value in products and services with the generation of positive impacts for the environment and society.

With a management model that involves the Board of Directors, responsible for validating the ESG strategy, and permeates the entire company with working groups that transform these guidelines into action plans, Movida brings initiatives such as the Carbon Free program to its customers and other stakeholders and stands out for the sustainable management of its fleet, with a special focus on the use of ethanol.

Certified as a **B Corporation**.

The only company in the car rental sector to join the **ISE B3**.

Listed in the **S&P Global Sustainability Yearbook 2025**, one of the world's leading sustainability ratings.

Recognized as one of the most sustainable companies in the sector, Movida's ethical, integrated, transparent, and sustainable mobility-focused approach gives it competitive advantages in line with best market practices.

Strategic cycle

1. Materiality

Regular consultation with the company’s main stakeholders (internal and external) to identify material topics, as well as risks and opportunities for Movida.

2. Action plan

Definition of initiatives in line with the business strategy.

3. Goals

Definition and monitoring of defined goals and indicators.

5. Transparency

Availability of communication channels for all stakeholders.

4. External validation

Recognition by the main market indices and certifications.



Senior management leads and defines the strategic guidelines for sustainability, approving policies and guidelines in accordance with the company’s business vision. The Sustainability Committee is responsible for validating and guiding the priorities of social and environmental governance. At the same time, all material issues, as well as those related to climate change, are properly monitored and managed by the Finance Department.

All leaders, starting with the CEO, have sustainability goals linked to variable compensation, which are related to maintaining B certification, reducing turnover, and increasing customer engagement in the Carbon Free Program.

Sustainability practices are part of the work strategy of all areas, being incorporated not only into daily processes, but also into the development of projects and actions connected to the company’s planning. All initiatives are developed in accordance with various internal policies, such as those on Sustainability, Climate Change, Health, Safety and the Environment, Social Investment and Human Rights.










Public commitments, sustainability indices and certifications

As part of its business management approach, Movida aligns its sustainability strategy with national and international best practices through public commitments, participation in indices, and investment in partnerships with institutions that are benchmarks for sustainability in Brazil and worldwide.

Since 2020, Movida has been a signatory to the UN Global Compact, participating in the Net Zero Ambition Movement and the Climate Action Platform, and, since 2022, it has been part of the Ambition 2030 strategy, focused on reducing its carbon dioxide (CO₂) emissions.

For four years, Movida has also participated in the Corporate Sustainability Assessment (CSA), a questionnaire that analyzes the sustainable practices of companies around the world, in which the company, in 2024, achieved 61 points out of a total of 100 and was ranked as the 2nd best-evaluated company in Latin America in the 2025 Sustainability Yearbook in the Transportation and Infrastructure segment.

In the B3 Corporate Sustainability Index (ISE B3), Movida is the only company in the sector to be included in the portfolio and is also part of the Carbon Efficient Index (ICO2 B3), which brings together companies that stand out in the management of greenhouse gas (GHG) emissions.

2024	
	✓
	AA
	61/100
	B
	✓
	✓
	Golden Seal
	✓
	Silver Seal

Sustainability Agenda 2020–2030

SASB FN-AC-410a.2

Better mobility	
Long term	<ol style="list-style-type: none">1. Contribute to the development of agile, safe, integrated, and sustainable mobility.2. View mobility as a collaborative economy, with a focus on addressing and solving current societal problems.3. Use mobility as a tool for social inclusion, contributing to job creation and access for all.
Short and medium term	<ol style="list-style-type: none">1. Follow the strategy of maintaining a young fleet. From the acquisition of new vehicles to the sale of pre-owned vehicles, seek to generate a positive impact throughout the entire asset cycle.2. Drive cultural change in society (use rather than ownership). In the coming years, build customer loyalty in the subscription car segment for individuals with a monthly fee.3. Expand the network of service points with exclusive services for app drivers and build customer loyalty in the utility and subscription car lines.
Progress in 2024	<ol style="list-style-type: none">1. In 2024, 21 innovation and technology projects were prioritized, focused on the advancement and continuous improvement of Movida's various areas and business lines;2. Self-service kiosk at the Guarulhos store, allowing customers to carry out their transactions quickly and conveniently;3. Inauguration of the Soma project building, offering affordable housing for 100 families;4. 76% engagement of automakers in the CDP Supply Chain and a 21% increase in the number of automakers contacted;5. Completion of the Cidades +B project, with the presentation of a paper on good practices by companies to contribute to urban mobility;6. Reduction in vehicle delivery times by 15%.

Better company	
Long term	<ol style="list-style-type: none">1. Ensure 50% of leadership positions are held by women.2. Encourage and empower suppliers and partners to act responsibly in their businesses.3. Combine profit with the generation of positive social and environmental impacts and customer satisfaction.
Short and medium term	<ol style="list-style-type: none">1. Accelerate the goal of reaching 50% women in leadership, considering that, for this topic, the practice of always having a woman among the finalists in selection processes is adopted. Work harder to implement specific actions to attract and retain women.2. Intensify the Awareness and Education Program on Sustainable Development, aiming to engage even more partners. Regardless of the stage suppliers and customers are at in their journey, support them as drivers of a “chain of good” in the face of the challenges that climate change poses to humanity.3. Maintain adherence to protocols and science, monitoring and reporting the social and environmental impacts of operations, respecting the pillars of integrity, consistency, transparency, and accuracy; as well as continuing to measure the Net Promoter Score (NPS) and conducting benchmarking with other companies, including those outside the sector, in order to identify best practices for increasingly intelligent customer service without sacrificing the human touch in relationships.
Progress in 2024	<ol style="list-style-type: none">1. In 2024, the company reached 41.3% of women in leadership positions;2. Creation of the Supplier Network area for monitoring and auditing suppliers;3. 76% engagement of automakers in the CDP Supply Chain and a 21% increase in the number of automakers consulted; and4. NPS of 85 points, an increase of 3 points compared to 2023.

Better planet	
Long term	<ol style="list-style-type: none">1. To become carbon negative by 2040.2. Purchase renewable energy at viable facilities¹.3. Reduce waste sent to landfills by 50% by 2030, driven by the circular economy and social inclusion of waste pickers and cooperatives.
Short and medium term	<ol style="list-style-type: none">1. Pursue projects and actions to reduce total emissions and study solutions available on the market to neutralize emissions that cannot be mitigated in operations, with a focus on generating positive impact.2. Install photovoltaic panels in viable facilities.3. Promote the Conscious Disposal Program, focusing on employee environmental education, the systemic structuring of indicators, and traceability throughout the company's chain.
Progress in 2024	<ol style="list-style-type: none">1. 84 stores receiving photovoltaic energy; and2. 70% of kilometers driven by RAC customers with ethanol.

1. Target reassessed after a study demonstrated technical unfeasibility at service points where Movida does not manage energy purchases.

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Innovation

GRI 3-3: Innovation

Technology and innovation play a transversal role in Movida’s operations and are fundamental to improving processes and driving innovation governance.

In 2024, the company prioritized strategic projects and investments that enabled significant progress in this strategic pillar, making technology a real driver of results. One of the focuses was on improving the customer experience, using advanced artificial intelligence models to maximize fleet efficiency, reduce operating costs, and optimize the application of the 4 Ps of marketing: price, place, product, and promotion.

When it comes to innovation, Movida believes that technology only has a real impact when there is skilled labor to operate it. Thus, the year also brought investments in team training, focusing not only on education and development, but also on reducing friction in processes and improving the customer journey, which directly reflected in improved performance indicators.

In addition, technology and artificial intelligence are increasingly being applied to fleet management, ensuring greater efficiency in asset management and improving the customer experience from the moment they arrive at the stores to after-sales service.

In 2024, 21 innovation and technology projects were prioritized, focused on the advancement and continuous improvement of Movida’s various areas and lines of business



Greater agility in customer service

With the aim of improving the customer experience and optimizing processes, Movida has implemented new technologies to make customer service more agile and efficient.

At the Guarulhos store, a self-service kiosk was launched, allowing customers to carry out their transactions quickly and conveniently. In Congonhas, a 75-inch tablet was installed in the arrivals area, enabling customers to make reservations and consult information intuitively. In addition, the company has increased the use of ticket kiosks, allowing customers to join the queue via their cell phones or directly at the kiosk itself. They can also receive updates on their position in the queue via WhatsApp. This system, inspired by practices in other segments, provides greater comfort and reduces waiting times, offering a more fluid and pleasant experience for everyone.



06

*Manufactured and
financial capital*

Financial results

GRI 3-3: Economic and financial performance

2024 was an extremely positive year for Movida, with the successful delivery of its targets and significant progress in the maturation of processes and controls. This progress allowed us not only to achieve our financial objectives, but also to raise the level of service provided to our customers.

The company achieved solid results, with growth in all key indicators: revenue, EBITDA, profit, and return on invested capital (ROIC). These performances exceeded previous years and reinforced the company’s positive trajectory. In addition, customer satisfaction, as measured by the Net Promoter Score (NPS), reached its highest level ever.

With a total fleet of 268,000 cars in 2024, Movida recorded adjusted net income of R\$ 305 million, reversing the previous year’s loss. Improved operating performance across all business lines led to record results, such as net revenue of R\$13.5 billion, up 30.4% compared to 2023, and EBITDA of R\$4.7 billion, representing an increase of 33.5% compared to 2023.

The results reflect successful repricing across all business fronts, including Rent a Car (RAC), Fleet Management and Outsourcing, Car Subscription, and Seminovos Vehicles. This strategy has been executed with great success, contributing to the generation of sustainable value.

Unlike in previous years, the company is not rapidly opening new stores, but rather consolidating its operations. The focus is now on optimizing existing assets and maximizing profitability. The solid performance in 2024 and its closing with a robust cash position (R\$4.3 billion) show that Movida is reaping the rewards of the initiatives implemented over the last few years, consolidating a new cycle of growth and value creation for shareholders, customers, and employees.

Direct economic value generated and distributed (R\$ million)

GRI 201-1

	2022	2023	2024
Revenues generated	10,242,102	11,147,802	14,527,692
Inputs purchased from third parties	-6,131,970	-6,688,172	-8,796,977
Gross value added	4,110,132	4,459,630	5,730,715
Retentions	-1,135,224	-2,237,679	-2,080,489
Net value added produced by the company	2,974,909	2,221,951	3,650,226
Value added received in transfer	509,089	273,074	378,347
Total value added to be distributed	3,483,998	2,495,025	4,028,573
Personnel	437,361	519,276	555,100
Taxes, fees, and contributions	246,055	242,572	562,925
Remuneration of third-party capital	2,244,176	2,384,028	2,679,055
Return on equity	556,406	-650,851	231,493
Distributed value added	3,483,998	2,495,025	4,028,573



To view the complete Financial Statements, [click here](#) and visit our website.



Performance by segment

Car Rental (Rent a Car – RAC)

Covering the entire country and operating in Portugal, with 259 service points and almost 4,000 employees, in 2024 the RAC business was responsible for servicing more than 2.8 million contracts.

The total fleet of 122,000 vehicles in 20 different categories reached an operating occupancy rate of 78%, generating net revenue of R\$3.3 billion – 16.9% higher than in 2023. The unit continued with the price restructuring process, recording an increase in the consolidated rate, with an average daily rate of R\$139.00 – an adjustment that brought the operating margin to healthy levels.

With a focus on service enhancement, customers are offered unique benefits such as: 27-hour daily rates (24 + 3), unlimited mileage, automatic toll service to reduce customer wait times – in partnership with Sem Parar –, rental for young drivers over 19 years of age, and industry-first payment via PIX.

In addition, Movida offers its customers a modern and diverse fleet, with an average age of up to two years, while the national fleet average is ten years.



Rental options

Daily: 24-hour rentals, with three hours free for the customer on the last day.

Monthly: monthly contracts that include maintenance and documentation services, IPVA (vehicle tax), DPVAT (compulsory insurance), registration, and licensing. With this option, customers have the option to return the vehicle at any time after 30 days of use or extend the rental for as long as they wish.

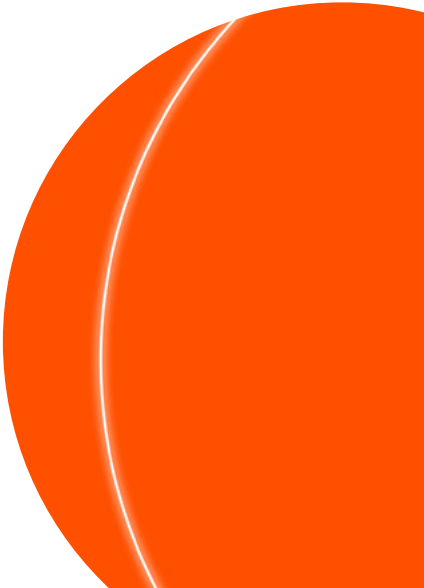
Prepaid: advance booking of up to 25 daily rentals, ensuring a fixed rental price, which can be used within 12 months. Includes the benefit of three extra hours when returning the vehicle, basic protection and administrative fee.

Moover

To keep up with a market trend of increased vehicle rentals by professional drivers, in 2023, Movida launched an exclusive rental brand for this audience – Moover – offering special conditions for those who do business in the mobility market.

Throughout 2024, Moover worked to adjust rental prices and its fleet, reducing the variety of models to meet demand according to the profile of its customers, while still covering all types of vehicles used by apps. Increasingly known and recognized among drivers, in 2024, the unit also invested in communication initiatives, with tips for drivers and event calendars in the city. In addition, both the stores and customer service are tailored to professional drivers, who value simplicity and agility in service.

Just over a year since its launch, the brand is already well established, with extensive knowledge among the target audiences. Currently, the brand has five exclusive stores, all located in São Paulo, where demand for app-based transportation services is still the highest in the country.





Fleet Management and Outsourcing (GTF)

This segment consists of renting light vehicles to companies with contracts of at least one year, offering reduced operating costs, less bureaucracy, guaranteed maintenance with more than 7,000 service points, complete protection, and transparency in performance reports for fleet management.

For GTF, 2024 was driven by a successful strategy of regionalization, sustainable growth, and financial discipline. With a total fleet of almost 147,000 vehicles, this move enabled significant sales expansion in regions outside the Rio–São Paulo axis, particularly in Minas Gerais, Paraná, Santa Catarina, and Rio Grande do Sul. As a result of the new strategy, there was a 30% growth in the number of customers and proposals closed per month, in addition to almost 1,000 customers with renegotiated contracts.

With the addition of new contracts at higher price levels and strong market demand, the business ended 2024 with net revenue of R\$3.4 billion, up 45.6% on the previous year. EBITDA was

R\$2.5 billion, 50.7% higher than in 2023. Average monthly revenue per car was R\$2,600 in 2024, an increase of 21.3% compared to 2023, reflecting discipline in pricing and in capturing new contracts.

Furthermore, to sustain this consolidation and growth process, the GTF business division has improved important projects. Among them is the enhancement of the Manager Portal, a platform for the unit’s customers that allows users (the person responsible for the customer’s fleet) to access information about leased vehicles. On the portal, which already provided access to data such as fines, billing, maintenance, delivery schedules, among other features, managers now also have a quick and clear view of lease measurement processes and implementation schedules.

In addition, there have also been improvements in the After-Sales area, with the regionalization of the team to provide more effective and personalized contact.

CS Frotas

CS Frotas is a brand within the Fleet Management and Outsourcing (GTF) segment that offers complete management and leasing services for light vehicles to government agencies and mixed-economy companies, including customization, documentation, sizing, maintenance, adaptation, and provision of dedicated backup vehicles, as well as a customer portal for fleet monitoring and management.

The entire customization and adaptation process follows high safety and quality standards, with a focus on customer service and core business. Operations are the result of public tenders conducted with processes that ensure transparency in disputes, using a management model based on sustainable value creation.

*In 2024, Movida
achieved solid
results, with
growth in all key
indicators*

30.4%
growth in
consolidated
net revenue

Car Subscription

The Car Subscription service, with contracts of over 12 months for individuals, includes 24-hour assistance, protection, and maintenance.

The focus for the year was on improving the customer experience throughout the journey, optimizing and digitizing internal processes, reducing the volume of misappropriation and early returns, and reviewing the sales channel strategy.

Throughout 2024, the unit listened to its customers to understand their main challenges and needs and launched IDA – Movida’s first virtual salesperson powered by artificial intelligence – which allows customers to sign up and finalize their subscription via WhatsApp, as well as answer user questions.

In addition, a team dedicated to documentation and after-sales, combined with more efficient processes and a rigorous review of preparation items, enabled the segment to achieve the RA1000 Seal on Reclame Aqui, the highest reputation rating available on the platform.

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Seminovos

In pursuit of maximum efficiency, in 2024, the Seminovos unit achieved a record volume of 103,700 cars sold. To meet this demand, 120 new salespeople were hired, working at 89 points of sale distributed across 60 municipalities in Brazil. In addition, it is worth noting the evolution in the liquidity of the car mix, with 66% of the inventory consisting of hatchback models in 2024, compared to 41% in 2023.

Sales growth was 30,8% higher than in the previous year, generating R\$6.8 billion in net revenue. The EBITDA margin was 1.5%, confirming the assertiveness of the residual value of the vehicles. The fleet depreciation rate is on a normalized trajectory, with an annualized value per car, in the end of 2024, of R\$6,464 stable in RAC and R\$9,968 in GTF, reflecting the renewal of the fleet with the sale of cars with approximately two years of use in RAC and three years of use in GTF.

SAT

Movida’s business vertical created to control the management and operation of technology processes that were previously outsourced, SAT completed two years of operation in October 2024.

In these two years of work, the SAT team has expanded its operations, gaining significant market share by offering services that can be customized to meet the specific needs of each customer. Among its main products are:

24-hour assistance: mechanical assistance, tire replacement, towing, breakdown service, battery recharge, locksmith. This service already stands out for its sustainability goal of reducing the number of kilometers traveled, given that SAT’s intelligent system directs the nearest tow truck to the repair shop or store closest to the incident, resulting in fuel savings and reduced emissions. In 2024, there was a 16% reduction in this number compared to the previous year. Process efficiency has also led to a reduction in the average cost per service, with savings of 14% compared to 2023.

Tracking: real-time vehicle location and monitoring, bringing greater agility in recovery in cases of theft or robbery. Covering 100% of the national territory, in 2024, this vertical closed the year with an active base of 135,000 trackers and a vehicle recovery rate of 93.4%.

With these two solutions, SAT also provides services for Fleet Management and Outsourcing, which uses intuitive tools that help optimize routes, monitor vehicle performance, and reduce operating costs.

Telemetry: smart devices that provide real-time data on vehicle behavior, contributing to greater efficiency, safety, and fuel economy. The system allows monitoring of the vehicle’s location and status, as well as recovery through geomonitoring in the event of an accident, ensuring more accurate control and improved results.

During the year, the SAT team also delivered solutions that brought more agility to the company’s internal processes. Among them are Movida Express, which was developed by the Engineering team and enabled self-service at Movida stores, and the digital checklist and inspection, incorporated into the installation and testing of Movida Express, giving technicians autonomy to perform the service more quickly.



07

*Human
capital*





Movida recognizes that sustainable growth and innovation in its business are driven by the dedication, professionalism, and competence of its employees. With an organizational culture based on integrity and excellence, the company continuously invests in initiatives that value its team, providing a more inclusive and welcoming work environment full of opportunities for professional development.

The year 2024 marked the consolidation of the People and Culture area, operating with a robust model aligned with the company's objectives. With responsibilities ranging from human resources services (covering everything from hiring and benefits to termination, carried out centrally by the SIMPAR Group) to all organizational development processes, this model allows people-related processes to be optimized, generating value and strengthening Movida's culture in all units and areas of operation.

With 6,831 active employees divided among stores, service stations, and offices in all business units, 2024 marked a 6% growth in the company's workforce compared to the previous year, justified by investments in improving operational excellence and providing a better customer experience. **GRI 2-7**

And to ensure the maintenance of the organizational climate, in 2024, a Climate Survey was conducted using the Pulse tool, which had a 76.9% participation rate among employees. On a scale of 0 to 10, Movida's score was 8, indicating a level of satisfaction classified as "good" in relation to people management practices, with emphasis on the dimensions of Alignment with the Company (affinity with the company's values, mission, vision, and history), which achieved a score of 8.8, and Ambassadorialism (sense of belonging) with 8.7. In addition, action plans were developed for all business units and departments based on the opportunities for improvement identified by the survey.



Employee journey

In line with the company’s efforts to achieve customer satisfaction and the best customer experience, investments were also made in behavioral initiatives, reinforcing the company’s culture and values with all teams and bringing attitudes that delight customers into the daily work routine.

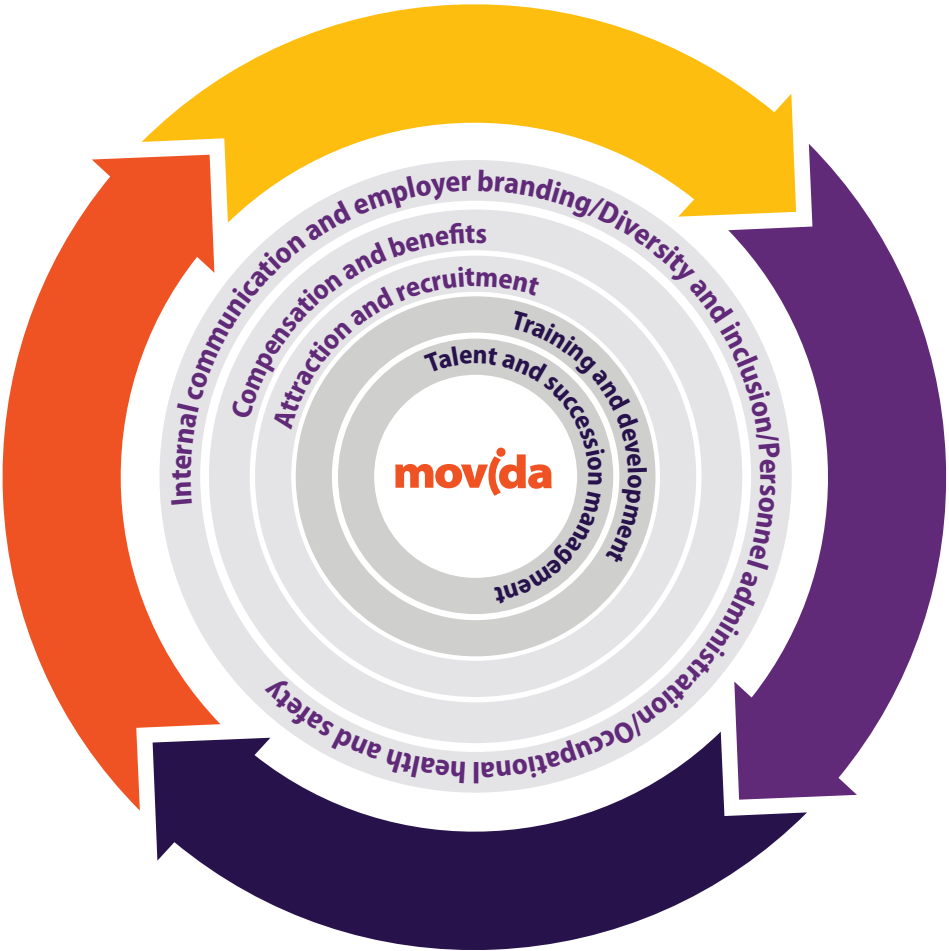
To this end, Movidá works with a series of initiatives based on four pillars that accompany the entire employee journey at the company.

#ParaSempreMOVIDA

- Exit interview
- Humanized listening & support

#SomosTodosMOVIDA

- Connected to You
- Hello HR
- Movidá University
- Growth and career opportunities
- People Cycle, feedback, and Individual Development Plan (IDP)
- Celebration of achievements and results
- Moral recognition
- Challenges and new education
- Satisfaction and climate survey



#VemSerMOVIDA

- Strengthening the employer brand
- Employee value proposition (EVP)
- Selection process
- Hiring process
- Onboarding and welcoming

#SouMOVIDA

- Physical workspace, rest areas, and meals
- Integration into the company, area, and role
- Welcome from the manager and team
- Work environment and camaraderie
- Mandatory training
- Technical and behavioral training
- Evaluation and feedback within 90 days
- Work hours
- Compensation, benefits, and social services

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Diversity

GRI 3-3: Employee development, inclusion, and appreciation

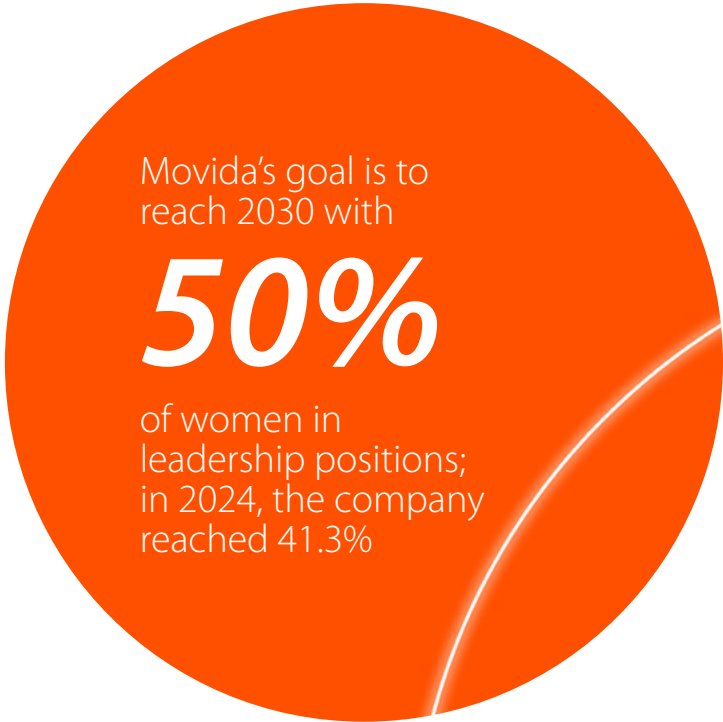
In line with its environmental, social, and governance (ESG) purpose and commitments, Movida seeks to ensure a diverse workforce, promoting complementary experiences and driving team development. With this goal in mind, the company invests in creating opportunities for entry and professional advancement and in promoting a respectful, more inclusive, and welcoming work environment.

Progress is guided by the Recruitment and Selection Policy, which has shown significant results, especially in valuing the presence of women and including minority groups. This work allowed Movida to end 2024 with 41.2% of women and 46.4% of black and brown people on its staff, with 41.3% of leadership positions held by women and 30.9% by black people.

In addition, the company also seeks generational diversity, closing the year with 124 young talents (including apprentices and interns), 187 employees aged 55+ and 283 people with disabilities (PWDs).

To reinforce the importance of diversity, the People and Management team conducted training sessions for service point leaders, promoting inclusion and encouraging at least one candidate from a minority group to be presented in the selection process for new positions.

More than just strengthening its image, the company seeks to integrate diversity and inclusion into its organizational routine. In 2024, this commitment was further strengthened with the implementation of a productive inclusion and diversity census, conducted throughout SIMPAR Group. This initiative sought to understand and value the different profiles that contribute to the company’s success, ensuring that its people management practices reflect its commitment to a more fair and representative work environment.



Development, attraction and retention

GRI 404-1, 404-2, 3-3: Employee development, inclusion, and appreciation

The continuous development of employees is a priority for Movida, which invests in training and capacity building programs that include activities such as integration of new professionals and leadership training for the company, among others. In addition to strengthening talent retention and attraction, these initiatives boost the company’s competitiveness in a dynamic and challenging market.

Among the company’s strategic priorities in people management is this process of training and continuous development through technical and behavioral education programs, preparing teams and leaders to offer customer excellence, standardization, and operational efficiency.

In 2024, Movida promoted training and development programs, totaling 95,510.15 hours of training. Structured to meet the specific needs of different areas, these programs reinforce the company’s commitment to sustainable growth and professional excellence.

The Performance and Potential Evaluation process for employees (People Cycle) had a 94% participation rate, with 3,907 employees evaluated. Based on this process, talents were identified and development plans were created to align with the company’s strategic needs. In addition, the People Cycle contributed to greater consistency in internal mobility, resulting in 847 internal promotions.

Among the most relevant programs, the highlights include:

- **Trade-In:** negotiation strategies and evaluation of pre-owned vehicles;
- **Feedback:** improvement of the communication culture and continuous development;
- **Leadership training:** development and improvement of people management skills; and
- **Mentoring program:** development focused on the exchange of experiences.

Other highlights included training at RAC’s training stores, where 26,640 hours of training were dedicated to integrating and guiding newly hired employees; the launch of Movida por Você: Attitudes that Delight, with 1,119 employees trained in customer service; the Formula Program, which accelerated the development of 37 internal talents mapped for future opportunities in leadership positions; and the Movida Seminovos Sales Excellence Program, which is training more than 800 employees (from regional managers to salespeople) in sales processes, methods, and techniques.



Movida University

The company’s online teaching platform, Movida University remains the main training tool, offering more than 490 courses organized into specific education tracks. In 2024, 89% of employees participated in training through the platform, exploring content ranging from technical skills to behavioral and managerial topics.

In-person training also played an essential role in the development of cross-cutting skills. Among the main topics covered are:

- **Emotional intelligence:** developing skills to deal with challenges and make balanced decisions;
- **Time management:** applying techniques to increase productivity and optimize task prioritization;
- **Competency-based interviewing:** training for more accurate assessments during selection processes; and
- **Individual Development Plan (IDP):** creation and implementation of effective strategies for professional growth.

Corporate training

In 2024, the company intensified its investments in employee development, reflected in the high number of training hours recorded across various fronts.

Initial Customer Service Training (SAC): 10,439 hours dedicated to initial training for the SAC team, ensuring that professionals are prepared to provide efficient service.

Initial Training at the RAC Training Store: 7,850 hours of synchronous in-person and online training, providing flexibility and direct interaction for more effective learning.

CS Frotas via Universidade Movida: 3,803 hours of specific training for CS Frotas, ensuring that employees are qualified according to company standards.

Movida Rent a Car (Portugal): 4,984 hours of training conducted for employees, ensuring adequate preparation for their roles and alignment with company standards.

Compensation and benefits

GRI 3-3: Employee development, inclusion, and appreciation, 2-30, 401-2

Employee compensation follows the criteria established by law, collective bargaining agreements, and an internal policy that considers the competence and level of responsibility assumed by the professional.

Income includes base salary and, depending on the position, a bonus based on a multiple of 0 to a maximum of 16.8 salaries, according to the activity. For management and higher levels, employees have a bonus program linked to the achievement of goals. In this case, managers participate in a goal alignment process, defining an action plan with their teams and providing monthly monitoring data to dashboards.

Teams work with various goals, such as profit, Net Promoter Score (NPS), Employee Net Promoter Score (eNPS), and performance in the Carbon Free program, for example. Directors and corporate managers are encouraged to work toward goals linked to ESG criteria, such as certifications, maintaining the company's position in the Corporate Sustainability Index (ISE), climate strategy, environmental management, and employee development, among others.

Members of the Board of Directors and Fiscal Council, statutory directors and executives, as well as members of executive committees, receive fixed compensation defined according to the complexity of the role, length of service to the company, and market values. They also receive annual variable compensation linked to the achievement of corporate and individual goals, in addition to the option to purchase company shares. **GRI 2-19, 2-20**

Remuneration takes into account the skills and level of responsibility assumed by the professional

Executives have ESG targets linked to their variable compensation

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We offer a comprehensive benefits package that reinforces our commitment to employee well-being and quality of life. This includes life insurance and health care coverage, as well as:

- **Ligado em Você Program:** specialized support for our employees and their families through a 24-hour assistance center offering confidential psychological, health, social, family, financial, and/or legal support.
- **Extended maternity and paternity leave + newborn kit:** we support new mothers and fathers with extended leave and a special kit to celebrate this important moment.
- **Back-to-school support:** we understand how important children’s and teens’ education is. At Movida, we provide assistance with the purchase of school supplies for our employees’ children.
- **Exclusive discounts:** our team has exclusive access to a discount platform covering travel, culture and entertainment, services, dining, education, and wellness.

- **Movida University:** through our corporate university, our people are empowered to learn and enhance their professional development, taking charge of their own careers.
- **Mom’s Corner:** located at our headquarters in Itaim Bibi and administrative office in Mogi das Cruzes, this dedicated space supports mothers returning from maternity leave who wish to continue breastfeeding. It’s fully equipped for milk expression and storage, ensuring privacy and comfort.
- **TotalPass:** access to a wide network of gyms, mental health services, and nutrition support, encouraging healthy habits and overall well-being.

As a Citizen Company, we continue to invest in initiatives that value and care for the people who are part of our team. All employees are covered by collective labor agreements. **GRI 2-30**



Health and safety

GRI 3-3: Traffic safety and inclusive mobility, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, SASB TR-RO-320a.3

The company maintains its commitment to its Health, Safety and Environment (SSMA) Policy through ongoing investments in adequate facilities, training, campaigns and dialogue, as well as constant monitoring of indicators to evaluate the effectiveness of actions and identify opportunities for improvement.

In 2024, Movida made significant progress in Health, Safety, and Environment (HSE), mainly due to increased involvement of store managers in initiatives related to the topic. The company also holds regional meetings that serve as forums for discussion, aiming to integrate units, clarify questions, identify needs, and reinforce procedures. Additionally, communication is strengthened through campaigns and programs across all operations, supported by employees participating in the Internal Commission for Accident Prevention (CIPA). Movida’s health and safety management system covers 100% of its employees. In line with its Code of Conduct, the company does not tolerate any form of retaliation against individuals who raise concerns about non-compliance.

Given the large volume of operations involving light vehicles, there are both positive and negative potential impacts. Among the negative impacts, traffic accidents and environmental incidents, such as chemical spills, including motor oil, stand out. On the other hand, positive impacts include the generation of direct and indirect jobs, social campaigns on traffic safety, employee training, and training focused on defensive driving and health and physical integrity.

To mitigate risks and prevent traffic accidents, the company prioritizes employee safety in all activities. This translates into continuous improvement of processes, strict monitoring, and the promotion of a safe and healthy work environment. The strategy includes training programs, educational campaigns, training, and counseling, in addition to the implementation of hazard and risk assessments. Constant monitoring of indicators allows the root cause of incidents to be identified and procedures to be improved, ensuring the evolution of safety practices.



movida
aluguel de carros

Pra ter uma frota
completa garantida,
Gestão e Terceirização
de Frotas
movida
aluguel de carros



A vida
é pra ser
movida

Além da prestação
completa, a opção de
coparticipação
é oferecida

movida
aluguel de carros



08

*Social and
relationship capital*



Customers

GRI 2-6, 3-3: Customer experience, 3-3: Traffic safety and inclusive mobility

Movida considers customer safety one of its top priorities. To this end, the company has differentiated maintenance programs for each business segment, always considering the health and well-being of consumers.

In Car Rental (Rent a Car - RAC), if a vehicle has maintenance problems, the customer can go to the nearest store to exchange it quickly and conveniently, ensuring the continuity of their experience with safety and comfort.

In Seminovos, Movida offers an after-sales service, allowing customers to request maintenance after purchasing the vehicle. In addition, it has a partner specializing in warranty services, providing greater peace of mind and reliability to consumers.

In Car Subscription and Fleet Management and Outsourcing (GTF) services, the company provides preventive and corrective maintenance, considering the prolonged use of vehicles. This ensures that cars remain in perfect working condition, prioritizing customer safety.

In addition, with a focus on further strengthening the customer experience, an active communication model is being developed in the Car Subscription segment, which notifies customers about future maintenance deadlines, ensuring that they are always informed and prepared for the vehicle's needs. For 2025, the unit is preparing a virtual environment where customers will be able to access all information about their contract.



Movida promotes annual campaigns and educational initiatives on traffic safety, reinforcing its commitment to awareness and responsibility in the use of vehicles



Communities

GRI 3-3: Positive impact on communities, 203-2, 413-2

Social responsibility is integrated into Movida’s culture, which seeks to transform its activities into a tool for generating value for the local economy. In addition to contributing to the development of the cities where it operates, the company invests in and supports initiatives that positively impact the lives of communities and society as a whole.

In 2024, Movida expanded its social impact through the SP+B project, a movement that promotes improvements in the city of São Paulo based on sustainable and socially responsible practices. The initiative, led by Sistema B Brasil, certifies companies committed to a more inclusive, equitable, and regenerative economy. As a certified company, Movida actively participates in this movement, which in 2023 presented 12 proposals focused on sustainability in the city of São Paulo. In 2024, the proposals were transformed into initiatives and presented to companies to raise funds for the execution of the projects.

In addition, in 2022, Movida supported the CRI SOMA project, which seeks to revitalize downtown São Paulo and provide decent and affordable housing for low-income families. The project, delivered in 2024, was structured through a Real Estate Receivables Certificate (CRI) and benefited more than 100 families. Movida, one of the five companies participating in CRI SOMA 1, reinforces its commitment to building a more just and sustainable city by supporting this initiative.

In addition to housing and urban initiatives, Movida promotes positive impact through its waste management program. In 2024, the recycling of materials generated R\$137,000 in extra income for cooperatives, confirming the company’s commitment to social inclusion and local development. This action not only encourages income generation, but also contributes to the promotion of circularity.

Movida’s investments in social actions are made with its own resources. The company also participates in projects conducted by the Julio Simões Institute, part of the SIMPAR holding company, allocating a fixed and regular budget to ensure the maintenance of the institution’s social initiatives.

Movida’s impact management is focused on mitigating negative impacts—such as greenhouse gas emissions, air pollution, and waste generation—while enhancing positive impacts by prioritizing benefits to biodiversity and local communities. When required by operating licenses, we conduct environmental aspects and impacts assessments, accompanied by action plans for continuous improvement. In addition to environmental impacts monitored and managed through Environmental Aspects and Impacts Surveys (LAIA), we also prioritize programs focused on diversity and inclusive employment, aligned with the priorities and expectations of our stakeholders and in line with our strategic policy agenda.

Suppliers

GRI 2-6, 408-1, 409-1

Movida maintains a broad network of suppliers, comprising more than 12,000 partners, including vehicle manufacturers, repair shops, technology companies, and administrative service providers. Contracts totaling R\$14.6 billion were signed, in line with the previous year's volume. The company conducts this relationship based on ethical principles, transparency, and sustainable development, ensuring careful and responsible management of its supply chain.

The relationship with suppliers is seen as an opportunity to generate shared value. For this reason, Movida seeks to ensure that good governance and sustainability practices are aligned with its standards and, when necessary, contribute to improving the management level of its partners, expanding their business opportunities.

To reinforce this guideline, the company disseminates the importance of adopting criteria such as integrity, definition of non-negotiable values, compliance with laws, regulations, and industry standards, as well as a commitment to ethical principles. In this context, it uses instruments such as the Code of Conduct for Third Parties, the Human Rights Policy, the Sustainability Policy, and the Corporate Procedure for Supplier Classification and Identification.

The evaluation of new suppliers is conducted based on internal regulations, with the support of external consultants to identify any practices that are incompatible with the standards required by the company. This process allows for the development of action plans to align practices and strengthen governance.

In addition, suppliers are verified through an approval and management platform, which automatically analyzes essential documentation, identifying risks and assisting in decision-making regarding the formalization of contracts. This tool makes it possible, for example, to detect companies listed on the "blacklist" of slave labor or associated with the exploitation of child labor. Suppliers classified as high risk are blocked in the system.

Partners approved during the approval stage undergo a final filter, conducted by the Internal Controls, Risks, and Compliance area, which performs an additional investigation into the company's suitability. In this way, Movida reinforces its commitment to a rigorous selection and monitoring process, ensuring business relationships that are aligned with its values and sustainability guidelines.

Suppliers, still in the registration stage, must commit to the Code of Conduct for Third Parties, an updated and widely disseminated document that serves as the basis for periodic due diligence reassessments.



A vida é pra ser mov(da)

Terminal 2
Desembarque Oeste
West Arrival
A vida é pra ser mov(da)

Terminal 2
Localize sua companhia aérea
encontre seu avião

Check-in B	
Arget	avianca
GOI	

Check-in C	
Aerolineas Argentinas	Flybendi
Aeromexico	Jet Smart
Air Europa	Royal Air Maroc
Azul	Sky Airline
BoA	TAAG
Ethiopian Airlines	

Check-in D	
Voepass	

09

Natural capital

Climate strategy

GRI 3-3: Climate strategy and environmental management

Aware of its operations in a sector that is intensive in greenhouse gas (GHG) emissions due to fuel combustion, Movida works based on a specific governance structure for managing environmental indicators, ensuring that these issues receive the same priority as financial results.

In 2024, Movida achieved significant milestones in its sustainability journey, advancing its low-carbon energy transition agenda with the integration of 84 stores with solar power generation, generating and benefiting from clean and renewable energy credits, and continued to encourage customers to use ethanol as a key fuel in mitigating GHG emissions.

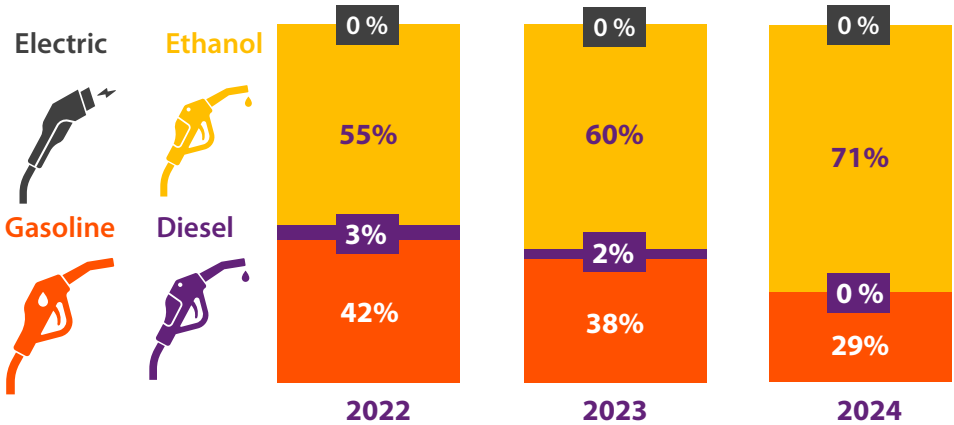
To reinforce this commitment, the company has a robust climate strategy that outlines its decarbonization journey with targets approved by the Science Based Target initiative (SBTi). In addition, part of executive compensation is linked to the achievement of environmental, social, and governance (ESG) goals and to environmental indicators disclosed quarterly.

Movida’s climate strategy is based on three pillars:

1. Mitigation: actions aimed at reducing GHG emissions.

One of the main initiatives in this pillar is prioritizing the use of ethanol in both the internal fleet and by customers. As part of this commitment, Movida ended the year with 93% of its fleet composed of flex-fuel vehicles and recorded a significant increase in the use of ethanol among its Car Rental (Rent a Car – RAC) customers. Biofuel consumption reached 71% of total kilometers traveled, up from 60% in 2023, representing a 17% increase in the period.

Type of fuel per kilometer traveled in the RAC segment (annual view)



Information on fuel type per kilometer traveled is obtained through a survey conducted with RAC segment customers. Diesel use per kilometer traveled was 0.35% and electric vehicles accounted for 0.05%.

In addition, with several operational efficiency projects, the company has achieved significant results in the categories of stationary combustion, waste, business travel, and transportation of cars on the route from the point of service to customers.



Efficient and sustainable

Ethanol is a sustainable and efficient alternative for fueling vehicles in Brazil. Produced from sugarcane, it reduces GHG emissions, contributing to the preservation of the environment, in addition to boosting the national economy by generating jobs in the agricultural and industrial sectors.

According to the Sugarcane Industry Association (Unica), ethanol is the biofuel with the lowest carbon footprint in the world, reducing emissions by up to 89% when considering the entire fuel life cycle. With wide availability and compatibility with flex technology, ethanol is consolidating itself as a viable, efficient, and environmentally responsible option for Brazilian drivers.

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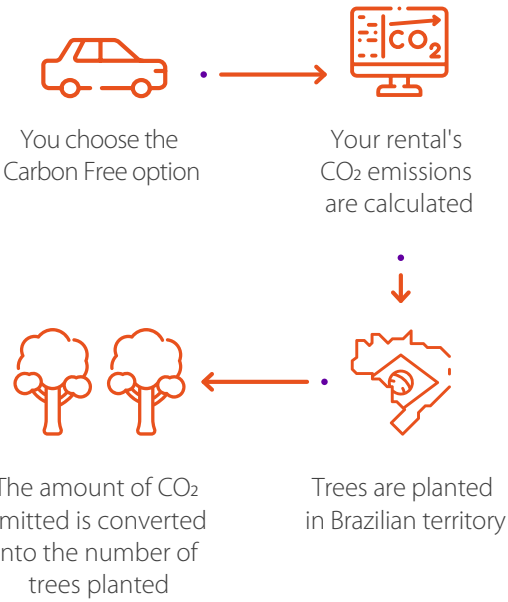
Corporate credits

2. Compensation: : action to offset emissions that could not be avoided in the operational processes.

Movida stands out in the rental sector by maintaining, since 2009, Carbon Free, a pioneering program for neutralizing GHG emissions.

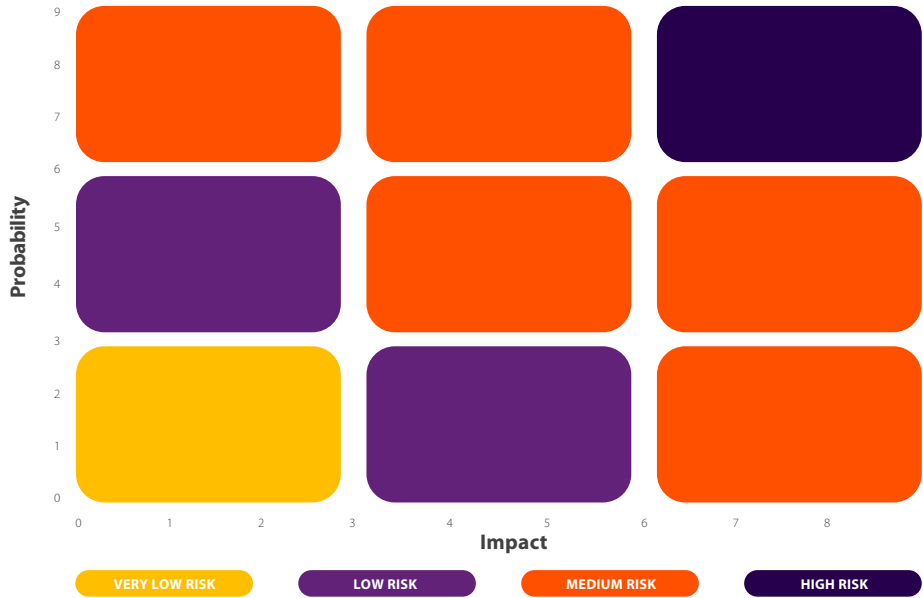
By opting for Carbon Free, customers have their emissions calculated during the rental period, and the result is converted into trees planted to offset the environmental impact. In recent years, these trees have been integrated into the Araguaia River Biodiversity Corridor, a reforestation initiative covering the Cerrado and Amazon regions. In 2024, the volume of daily rentals contracted through Carbon Free increased by 22.6% compared to 2023, with a total of around 600,000 seedlings planted since 2013.

HOW TO JOIN CARBON FREE



3. Adaptation: actions to align activities with commitments made.

Climate Risk Matrix
GRI 201-2



Note: Published information refers to a study conducted in 2022. The Climate Risk Matrix is under review, as is the company's climate strategy for the coming cycles.

Since 2022, Movida has had a robust climate risk matrix, which addresses the following issues:

Very low risk

- **RM013:** legal risk of increased exposure to climate litigation, requiring increased efforts to reduce GHG emissions; and
- **RM017:** reputational risk of failing to meet the public commitment to plant 1 million seedlings.

Low risk

- **RM011:** risk of emerging regulation associated with the establishment of public policies to reduce vehicle use in cities, leading to increased use of public transportation;
- **RM012:** legal risk of increased exposure to climate litigation in automakers and their customers; and
- **RM016:** risk of transition to lower-emission technologies, leading to the need to adopt minimum energy and water efficiency standards in buildings.

Medium risk

- **RM01:** risk of current regulation linked to the unpredictability of the value of Decarbonization Credit Certificates (CBIOS);
- **RM02:** reputational risk of not meeting the reduction target linked to the bond;
- **RM03:** reputational risk of competition from food-producing areas for biofuel production indirectly affecting the company;
- **RM04:** emerging regulatory risk associated with increased demand for biofuel origin certification;
- **RM05:** emerging regulatory risk associated with the implementation of carbon pricing mechanisms for fossil fuel producers;
- **RM06:** emerging regulatory risk associated with the creation of laws that limit the use of fossil fuels, requiring greater spending on renewable fuels;
- **RM09:** emerging regulatory risk

associated with the establishment of GHG emission limits for vehicle manufacturers;

- **RM014:** technological risk of adapting physical structures for charging electric vehicles;

- **RM018:** chronic physical risk of changes in precipitation patterns and extreme variability in climate patterns based on RCP 4.5, leading to drought and impacting Movida and its customers;

- **RM019:** chronic physical risk of changes in precipitation patterns and extreme variability in climate patterns based on RCP 8.5, leading to drought and impacting Movida and its customers;

- **RM020:** acute physical risk of increased severity and frequency of extreme weather events, such as floods based on RCP 4.5, affecting the company's facilities;

- **RM021:** acute physical risk of increased severity and frequency of extreme weather events, such as floods based on RCP 8.5, affecting the company's facilities;

- **RM022:** acute physical risk of increased severity and frequency of extreme weather events, such as strong winds based on RCP 4.5, affecting the company's facilities;

- **RM023:** acute physical risk of increased severity and frequency of extreme weather events, such as strong winds based on RCP 8.5, affecting the company's facilities;

- **RM024:** chronic physical risk of rising average temperatures, based on RCP 4.5, affecting the company and its customers; and
- **RM025:** chronic physical risk of rising average temperatures, based on RCP 8.5, affecting the company and its customers.

High risk

- **RM07:** emerging regulatory risk associated with the creation of laws that limit the use of fossil fuels, requiring investments in fleet renewal for electric vehicles;
- **RM08:** emerging regulatory risk associated with the establishment of emission limits for the transportation sector, requiring investments to reduce and offset emissions;
- **RM010:** emerging regulatory risk associated with the establishment of emission limits for the transportation sector, requiring the payment of fees and/or taxes; and
- **RM015:** technological risk of internal combustion vehicles being replaced by electric vehicles.



Emissions

GRI 305-1, 305-2, 305-4 , 3-3: Climate strategy and environmental management; SASB TR-RO-110a.2, SASB TR-AF-110a.2

Mobility must be agile, fair, safe, and above all, sustainable. Based on this belief, the company works continuously to find solutions and develop processes that help not only reduce but also manage GHG emissions.

In 2023, Movida stood out as the first car rental company in the Americas and the second in the world to have its GHG emission reduction targets approved by the SBTi. These targets cover direct emissions (scope 1), indirect emissions associated with purchased electricity (scope 2), and indirect emissions from the value chain (categories 11 and 13 of scope 3).

To ensure that its results are in line with the targets set with the SBTi, the company conducts periodic analyses and reviews to ensure that its emissions data is accurate and reliable. In addition, it closely monitors technological advances and best market practices to improve its emissions management processes.

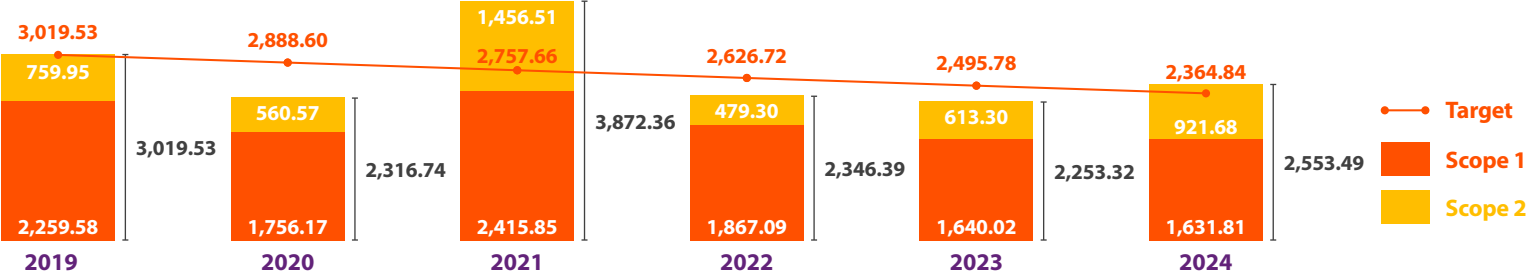
As part of this strategy, Movida has committed to reducing GHG emissions in scopes 1 and 2 by 47.7% by 2030 (compared to 2019). In scope 3, which covers sold and leased assets, the company has set a reduction target of 48.8% per passenger-kilometer on the same basis of comparison.

To this end, it maintains a robust climate strategy following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), a global organization created to develop a set of recommended climate-related disclosures. These recommendations enable companies and financial institutions to transparently inform investors, shareholders, and the general public about their climate-related financial risks, organizing themselves around four themes: Governance, Strategy, Risk Management, and Metrics and Targets.

SBTi Targets

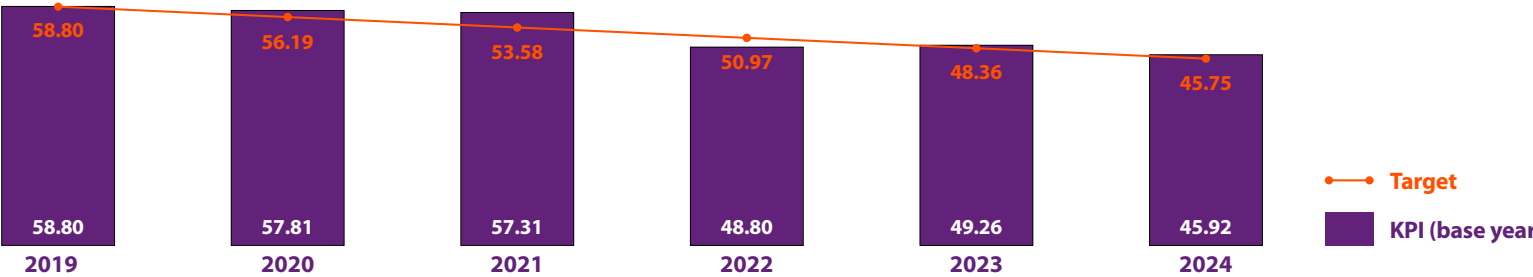
TARGET I: reduce absolute Scope 1 and 2 GHG emissions by 47.7% by 2030, based on 2019 levels.

Scopes 1 and 2



TARGET II: reduce Scope 3 GHG emissions, categories 11 and 13, by 48.8% per passenger/km by 2030, based on 2019.

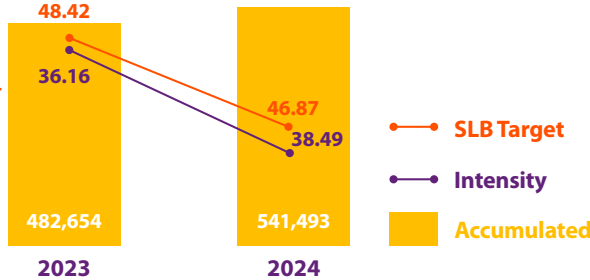
Scopes 3 | Categories 11 and 13



Category 11: use of products sold. **Category 13:** downstream leased assets. **Intensity: gCO₂e/pkm:** total emissions/(total mileage X occupancy rate)/1,000*1,000.

Bond Targets

Monthly tCO₂e Emissions - Scopes 1 + 2 + 3 Category 13 (SLB)



Scope 1: stationary (LPG, acetylene), mobile (Ticket Log, fuel, Sem Parar), fugitive (paint booth, fire extinguisher, refrigerant gas). **Scope 2:** energy. **Scope 3:** category 13. **Intensity:** tCO₂e and/R\$ million in net revenue.

Note: Emission intensity is measured in tCO₂e per million BRL of net revenue and includes the gases CO₂, CH₄, N₂O and HFCs.

Direct emissions¹ (scope 1) of GHG (tCO₂e)

GRI 305-1; SASB TR-RO-110a.1, TR-AF-110a.1

	2022	2023 ⁴	2024
Mobile combustion	1,697.3	1,577.2	1,451.7
Stationary combustion ²	28.1	0.5	99.4
Fugitive combustion ³	141.7	62.3	80.7
Subtotal	1,867.1	1,640.0	1,631.8
Biogenic emissions	2,505.4	2,864.7	3,281.8

1. The chosen consolidation approach was based on operational control. In relation to the previous publication, the GHG emissions indicators have been corrected, taking into account the audit carried out in the latest inventories and the target approved by the SBTi. Gases included in the calculation: CO₂, CH₄, and N₂O. The inventory was prepared in accordance with the GHG Protocol 2024 tool. **GRI 2-4**
2. In 2023, emissions from store generators were not accounted for.
3. For fugitive emissions, there was no maintenance involving the replacement of refrigerant gases in air conditioning systems in 2024.
4. The 2023 data was restated due to the publication and verification of the inventory in the public tool.

Indirect GHG emissions (scope 2) from energy acquisition (tCO₂e)

GRI 305-2

	2022	2023 ¹	2024
Location approach	479.3	613.3	921.7
Purchase choice approach	0	0	0

1. The 2023 data was restated due to the publication and verification of the inventory in the public tool.
- Note: The emission factors follow the GHG Protocol, using the tool from the Brazilian GHG Protocol Program (FGV, 2024). The source of the emission factors was the GWP100a (IPCC, 2013), and the adopted consolidation approach was operational control. Scope 2 includes the monitoring of CO₂ emissions. The base year for emission calculations and target setting is 2019. All years were calculated in metric tons. The chosen consolidation approach was operational control.



Other indirect emissions (scope 3) of greenhouse gases (GHG)¹ (tCO₂e) GRI 305-3

Categories	2022	2023 ¹	2024
Category 1 – Purchased goods and services	153,540.10	224,095.49	188,866.90
Category 2 – Capital goods	26,285.50	278,369.83	516,812.78
Category 3 – Fuel and energy-related activities (not included in scopes 1 and 2)	793.00	863.55	949.25
Category 4 – Transportation and distribution (upstream)	3,735.70	5,323.83	7,401.55
Category 5 – Waste generated in operations	352.40	62.40	80.06
Category 6 – Business travel	390.90	461.97	619.14
Category 7 – Employee commuting (home-to-work)	11,039.40	16,223.47	37,405.38
Category 8 – Leased assets (the organization as lessee)	0.00	0.00	0.00
Category 9 – Transportation and distribution (downstream)	13,624.50	8,183.21	17,935.93
Category 10 – Processing of products sold	0.00	0.00	0.00
Category 11 – Use of goods and services sold	0.00	480,540.30	678,021.26
Category 12 – End of life of products sold	0.00	11,207.00	14,965.03
Category 13 – Leased assets to others (organization as lessor)	436,538.40	480,400.62	539,861.21
Well to tank	84,144.60	93,685.54	69,584.36
Tank to wheel	352,393.70	386,715.08	446,781.98
Category 14 – Franchises	0.00	0.00	0.0
Category 15 – Investments	0.00	0.00	0.0
Total Scope 3	646,299.90	1,505,731.64	2,002,918.51
Biogenic emissions	209,591.90	125,566.99	745,494.19

1. The 2023 data was restated due to the publication and verification of the inventory in the public tool.
Note: The gases considered were CO₂, CH₄, N₂O, and HFCs, and methodologies aligned with the GHG Protocol (2025.0.1) and IPCC (GWP100a \IPCC, 2021)) were adopted. The base year used was 2024. The following categories were included: 1, 2, 3, 4, 5, 6, 7, 9, 11, 12, 13, as well as Well to Tank, Tank to Wheel, and

Reduction in GHG emissions¹ GRI 305-5

	2021 to 2022	2022 to 2023	2023 to 2024
Scope reductions 1	-548.80	227.20	-8.21
Scope reductions 2	-977.20	92.90	308.39
Scope reductions 3	174,584.90	870,608.30	497,186.88

	2021 to 2022	2022 to 2023	2023 to 2024
Scope 1 – Mobile Combustion	1,866.00	120.10	-125.50
Scope 1 – Stationary Combustion	-13.20	27.40	98.84
Scope 1 – Fugitive Combustion	0.00	79.80	18.43

	2021 to 2022	2022 to 2023	2023 to 2024
Scope 3 – Category 1	2,909.60	-46,761.60	-35,228.58
Scope 3 – Category 2	-	-	238,442.96
Scope 3 – Category 3	905.50	-67.37	85.71
Scope 3 – Category 4	1,818.40	-2,209.40	2,077.72
Scope 3 – Category 5	-137.10	-290.00	17.67
Scope 3 – Category 6	1,088.20	117.50	157.17
Scope 3 – Category 7	1,579.50	-3,721.00	21,181.91
Scope 3 – Category 9	-1,407.20	3,891.10	9,752.72
Scope 3 – Category 11	-	-	197,480.94
Scope 3 – Category 12	-	-	3,758.06
Scope 3 – Category 13	4,478.30	-54,522.10	59,460.60

1. Negative values represent a reduction in emissions from one year to the next, while positive values represent increases.
Note: The gases considered were CO₂, CH₄, N₂O, and HFCs, and methodologies aligned with the GHG Protocol (2025.0.1) and IPCC (GWP100a \IPCC, 2021)) were adopted. The base year used was 2024. The following categories were included: 1, 2, 3, 4, 5, 6, 7, 9, 11, 12, 13, as well as Well to Tank, Tank to Wheel, and biogenic emissions.

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Waste

GRI 306-1, 306-2, 3-3: Climate strategy and environmental management

Movida uses various raw materials and resources in its operations, resulting in the generation of waste, mostly recyclable and organic, such as paper and plastics. In vehicle maintenance, used oils are collected by authorized companies for treatment and recycling, while oil filters and tires are properly disposed of for reuse.

To minimize waste, the company adopts circular practices, such as recycling metals and plastics from unusable parts, in addition to treating automotive fluids by specialized companies. Effluents from vehicle washing undergo specific treatment before disposal. Awareness campaigns encourage employees and customers to adopt good environmental practices, ensuring that Movida operates sustainably and in compliance with environmental legislation. **GRI 303-2**

Movida is committed to reducing the amount of waste sent to landfills by 50% by 2030 and ensuring efficient and transparent management of these materials. The Waste Portal, combined with partnerships with collection providers, allows for monthly monitoring of the quantity and type of waste generated.

Movida’s strategy has evolved significantly. The implementation of the Waste Portal was a milestone, enabling effective monitoring and establishing routines in 169 units. In 2024, the approach was expanded, better detailing the types of waste generated and improving operational practices. In addition to conventional recyclables, specific vehicle maintenance waste is now considered, with collection and recycling carried out by specialized companies.

The partnership with service providers and the use of the platform for monthly waste monitoring now provide a detailed view of what has been recycled and what has still been sent to landfills, with 82% of waste being disposed of correctly and 86% being reused overall.

The variation between 2023 and 2024 is related to the structuring and expansion of our units for waste collection and MTR (Waste Transport Manifest Control System) emissions. This advance has provided greater visibility on the destination of wastes.

Water efficiency

GRI 303-1, 303-2, 3-3: Climate strategy and environmental management

With a focus on reducing water consumption, in 2024, Movida increased the use of dry cleaning to 63% of its operations, resulting in savings of 272 million liters of water, equivalent to 109 Olympic swimming pools.

Movida uses water in its operations in a conscious manner, minimizing its environmental impact. Water is mainly collected in urban areas from underground and surface sources, and consumption is concentrated in supplying facilities and washing vehicles. Water is disposed of in accordance with local legislation, and the company is always looking to improve its practices to ensure sustainability in water resource management.

The company establishes objectives and targets for resource management, aligning them with public policies and the local context of each region, monitoring their progress and continuously seeking to improve its practices to ensure sustainability in water management.



Energy efficiency

GRI 3-3: Climate strategy and environmental management

As part of its sustainability actions in 2024, Movida advanced in solar energy management by implementing an online monitoring system. This system allows the company to monitor the energy generated by the solar panels installed in its stores, ensuring more accurate data and more efficient control. In 2024, 84 service points were powered by solar energy, 55% more than in the previous year.

Although not all stores are integrated into the platform, the company is working to adapt the infrastructure to expand monitoring. The goal is that, by the end of the first half of 2025, all units will be connected to the system, optimizing the use of solar energy and expanding the benefits of this renewable source.

Regarding the use of generators, it was identified that about eight stores still use diesel generators. In some units, they function as backup in case of power outages, ensuring continuity of operations. In others, such as the new store in Cuiabá, the generator is used temporarily during the construction phase. Movida seeks alternatives to reduce the use of generators and prioritize cleaner and more sustainable energy sources.

Biodiversity

GRI 304-2, 3-3: Climate strategy and environmental management

Movida adopts a strategic approach to integrating biodiversity preservation into its operations, as set out in its Climate Change Policy. Although its activities are concentrated in urban areas, the company maps its service points and operations in relation to priority areas for biodiversity. Preliminary studies are conducted to obtain permits and licenses, ensuring environmental compliance and avoiding significant impacts on fauna and flora, which is why we do not present here the extent, duration, and reversibility or irreversibility of the impacts.

One of the main initiatives in this regard is Carbon Free, a program that promotes environmental recovery through tree planting. In recent years, work has been carried out in the Araguaia River Biodiversity Corridor, contributing to the restoration of the ecosystem and, consequently, the preservation of water resources.



GRI content summary

Statement of use	Movida reported in accordance with GRI Standards for the period from January 1, 2024 to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021.
Applicable GRI Sector Standard(s)	Not applicable.

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
General disclosures								
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 10	Movida Participações S.A., a publicly held corporation controlled by the holding company SIMPAR S.A.					
	2-2 Entities included in the organization's sustainability reporting	Page 6						
	2-3 Reporting period, frequency and contact point	Page 6						
	2-4 Restatements of information	--	Adjustments were made to the historical data series for indicators 205-3, 305-1, 305-2, and 305-3.					
	2-5 External assurance	Page 6						
	Activities and workers							
	2-6 Activities, value chain and other business relationships	Pages 12, 48, 50					-	-
	2-7 Employees	Page 41					6	8 and 10
	2-8 Workers who are not employees	Page 82					-	8
	Governance							
	2-9 Governance structure and composition	Page 18					-	5 and 16
	2-10 Nomination and selection of the highest governance body	Page 18					-	5 and 16

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Page 18					-	16
	2-12 Role of the highest governance body in overseeing the management of impact	Page 18					-	-
	2-13 Delegation of responsibility for managing impacts	Page 20					-	16
	2-14 Role of the highest governance body in sustainability reporting	Page 20					-	-
	2-15 Conflicts of interest	Page 25					-	16
	2-16 Communication of critical concerns	Page 24		Item b.	Confidentiality constraints.	We do not publicly disclose the total number or nature of critical concerns communicated to the highest governance body.	-	-
	2-17 Collective knowledge of the highest governance body	Pages 18, 19					-	-
	2-18 Evaluation of the performance of the highest governance body	Page 19					-	-
	2-19 Remuneration policies	Pages 21, 45		Itens ii to v.	Not applicable.	Signing bonuses, recruitment incentives, and clawback provisions are not included in the Group's executive compensation policies and practices.	-	-
	2-20 Process to determine remuneration	Pages 21, 45					-	-
	Strategies and practices							
	2-21 Annual total compensation ratio	Page 82					-	-
	2-22 Statement on sustainable development strategy	Page 3					-	-

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
	2-23 Policy commitments	Page 21					10	16
	2-24 Embedding policy commitments	Pages 21, 29					-	16
	2-25 Processes to remediate negative impacts	Page 24					-	16
	2-26 Mechanisms for seeking advice and raising concerns	Page 24					10	16
	2-27 Compliance with laws and regulations	Page 78					-	-
	2-28 Membership associations	Page 93					-	8
	Stakeholder engagement							
	2-29 Approach to stakeholder engagement	Page 8					-	-
	2-30 Collective bargaining agreements	Page 45	100% of employees are covered by collective bargaining agreements.				3	8
Material topics								
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 7						
	3-2 List of material topics	Page 7						
Financial balance, capital balance, and business expansion								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 35					7	1, 8, 9, 10, 12, 13, 16 and 17

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 35					-	8 and 9
	201-2 Financial implications and other risks and opportunities due to climate change	Page 27	The financial implications and costs of measures related to climate risks and opportunities are also available in the Carbon Disclosure Project (CDP) report.				7	13
GRI 207: Tax 2019	207-1 Approach to tax	--	The company adopts an ethical approach, avoiding aggressive tax planning, and discloses its policies and results to investors on a quarterly basis. Communication with stakeholders follows strict technical criteria, ensuring accuracy and clarity. The commitment to compliance is reinforced by a Compliance Program, promoting integrity and responsibility in tax practices.				-	1, 10 and 17
	207-2 Tax governance, control, and risk management	--	The company's tax strategy is dynamic and based on continuous monitoring of legislative changes. The Board of Directors reviews the tax landscape with support from SIMPAR's Tax Committee, which recommends adjustments to the Group companies' policies and assesses the company's compliance. The approach to risk management, including risks related to tax matters, can be found in the company's Reference Form, available on the Investor Relations website . Reports related to the company's tax management can be submitted through the company's Whistleblower Channel, described on page 24 of this Report.				-	1, 10 and 17



GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	--	Movida discloses its economic results and tax policies to the market on a quarterly basis through presentations to investors. In addition, the Investor Relations area is available to receive and direct any questions on the subject. The process of collecting and evaluating the opinions and concerns of internal and external stakeholders follows specific criteria, considering the target audience of the information. Given the technical nature of tax issues, any external communication is reviewed in advance by a tax specialist and a director from another area, ensuring both technical accuracy and clarity of information.				-	1, 10 and 17
	207-4 Country-by-country reporting	Page 80					-	1, 10 and 17
Employee development, inclusion, and appreciation								
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 43, 44, 45					6	3, 5, 8 and 10
GRI 202: Market Presence 2016	202-1 Ratio of standard entry level wage by gender compared to local minimum wage	Page 82					6	1, 5 and 8
	202-2 Proportion of senior management hired from the local community	Page 82					6	8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pages 83, 84, 85					6	5, 8 and 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 45					-	3, 5 and 8

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 401: Employment 2016	401-3 Parental leave	Page 86					6	5 and 8
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 44					6	4, 5, 8 and 10
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 44					-	8
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 88					6	5, 8 and 10
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 89, 90, 91, 92					6	5 and 8
	405-2 Ratio of basic salary and remuneration of women to men	Page 93					6	5, 8 and 10
GRI 202: Market Presence 2016	202-1 Ratio of the standard entry-level wage by gender compared to the local minimum wage	Page 82					6	1, 5 and 8
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Page 82					6	8
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 94					-	5, 9 and 11
Ethics, corporate governance, and responsibility in the value chain								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 33					10	16

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 77					10	16
	205-2 Communication and training about anti-corruption policies and procedures	Page 23		Item c	Information not available.	There is no data available regarding the training/communication of other external stakeholders.	10	16
	205-3 Confirmed incidents of corruption and actions taken	Page 23					10	16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 23	No legal actions for unfair competition, trust practices, or monopoly have been identified in the last three years.				-	16
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	--		All.	Information not available.	In 2024, Movida did not have environmental assessment criteria for suppliers.		
	308-2 Negative environmental impacts in the supply chain and actions taken	--		All.	Information not available.	In 2024, Movida did not have environmental assessment criteria for suppliers.		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	--	Collective agreements do not establish deadlines for operational changes, but Movida seeks to keep all employees informed and trained regarding operational changes at least 15 days in advance.				3	8
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	--	Movida considers union relations guidelines, ensuring freedom of association, always with fluid communication with employees. The Code of Conduct for Third Parties indicates that the company expects its suppliers to respect freedom of association and participation in the collective bargaining process				3	8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 79					6	5 and 8
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 50					5	8 and 16

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 50					4	8
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 94						
GRI 415: Public Policy 2016	415-1 Political contributions	--	No political contributions are made. The company is committed to complying with current legislation, which prohibits donations from legal entities to political parties and candidates.				10	16
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 24	In the last three years, no leaks, thefts, or losses of customer data have been identified, nor have any complaints been received from external parties or regulatory agencies.				-	16
Customer experience								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 48					-	16

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	--	Applied in 100% of stores, vehicles undergo periodic inspections and checklists are carried out by employees upon delivery and receipt of the vehicle. If any type of anomaly is found, the vehicle is sent for maintenance, ensuring total safety for employees and customers. Only vehicles with completed and approved inspections are released, and periodic maintenance is performed according to schedules based on dates and/or mileage, in addition to spot inspections when necessary. At CS Frotas, there is no consolidated percentage accounting for the categories of products and services evaluated that extends comprehensively to the group's companies.				-	16
	416-2 Incidents of non- compliance concerning the health and safety impacts of products and services	--	There were no cases of non-compliance. Movida implements scheduled and specific actions to control the risks associated with our services.				-	16
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non- compliance concerning marketing communication	--	No cases of non-compliance with laws and/or voluntary codes regarding the health and safety impacts caused by products and services were identified during the reporting period.				-	16
Climate strategy and environmental management								
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 52, 55, 58, 59, 60					7, 8 and 9	3, 6, 7, 8, 11, 12, 13, 14 and 15
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 96					7 and 8	7, 8, 12 and 13
	302-2 Energy consumption outside of the organization	Page 95					8	7, 8, 12 and 13

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 302: Energy 2016	302-3 Energy intensity	Page 95					8	7, 8, 12 and 13
	302-4 Reduction of energy consumption	--	There was no reduction in energy consumption in 2024. The company ended 2024 with 84 service points supplied by renewable energy, reflecting its commitment and efforts to reduce the network's energy consumption. The goal for the first half of 2025 is to complete another 24 service points supplied by renewable energy (generating or receiving credits).				8 and 9	7, 8, 12 and 13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 59					8	6 and 12
	303-2 Management of water discharge-related impacts	Page 58, 59	Regarding water resources, in addition to the volume required to supply service locations, administrative units, employees, and cleaning activities, water consumption also includes vehicle washing. All consumption is monitored and managed, with targets set by the Sustainability Committee. As a result, in recent years, Movidá has expanded the use of the waterless car wash system—in 2023, 59% of operations used waterless washing, which avoided the use of 257 million liters of water (ML) during the period, equivalent to 135 Olympic-sized swimming pools. All (100%) service locations in the city of São Paulo no longer use water for car washing. Partners that provide car wash services undergo an environmental risk assessment during the contract approval process, helping ensure that the company does not compromise its standards by identifying non-compliance before finalizing agreements.				8	6

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Page 99	The water used by the company comes from the public supply system, and there is no measurement of the water discharged. Therefore, it is assumed that 100% of the water withdrawn is discharged. The disposal of water complies with applicable environmental regulations, as well as the requirements specified in environmental permits.				7 and 8	6
	303-4 Water discharge							
	303-5 Water consumption	Page 99					8	6
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Page 60					8	6, 14 and 15
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 56					7 and 8	3, 12, 13, 14 and 15
	305-2 Energy indirect (Scope 2) GHG emissions	Page 56					7 and 8	3, 12, 13, 14 and 15
	305-3 Other indirect (Scope 3) GHG emissions	Page 57					7 and 8	3, 12, 13, 14 and 15
	305-4 GHG emissions intensity	Page 55					8	13, 14 and 15
	305-5 Reduction of GHG emissions	Page 57					8 and 9	13, 14 and 15
	305-6 Emissions of ozone-depleting substances (ODS)	--	Movida does not produce, import, or export ODS.				7 and 8	3 and 12
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 95					7 and 8	3, 12, 14 and 15

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 58					8	3, 6, 11 and 12
	306-2 Management of significant waste-related impacts	Page 58					8	3, 6, 11 and 12
	306-3 Waste generated	Page 96					8	3, 11 and 12
	306-4 Waste diverted from disposal	Page 97					8	3, 11 and 12
	306-5 Waste directed to disposal	Page 98					8	3, 11 and 12
Health and safety of people								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 46, 48					-	3, 8 and 16
GRI 3: Material Topics 2021	403-1 Occupational health and safety management system	Page 46	The company maintains an up-to-date Health, Safety, and Environmental Policy that supports its health and safety framework by establishing values and guidelines to ensure employee protection and well-being. The implemented systems comply with legal requirements and are managed through internal platforms as well as market-recognized tools such as Docnix, SOC, SAP, and AXYMA. These tools assist in the management of health and safety, promoting security across all stages of our operations.					
	403-2 Hazard identification, risk assessment, and incident investigation	Page 46						
	403-3 Occupational health services	Page 46						

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 46						
	403-5 Worker training on occupational health and safety	Page 46						
			The companies within the SIMPAR Group maintain, across their operations, the Risk Management Program and the Occupational Health Medical Control Program (PCMSO), ensuring prevention and continuous improvement of working conditions. In addition, the Ligado em Você Program offers comprehensive support to employees, focusing on health, well-being, quality of life, and personal and professional development. The program provides psychological support, clinical supervision with a psychiatrist, consultations with a general and integrative physician, and the assistance of a multidisciplinary team dedicated to addressing the diverse needs of our employees.					
	403-6 Promotion of worker health	--						
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 46						
	403-8 Workers covered by an occupational health and safety management system	Page 88					-	8
	403-9 Work-related injuries	Page 88					-	3, 8 and 16
	403-10 Work-related ill health	--	In 2024, there were no reports of occupational illnesses, nor was any data involving third parties monitored.				-	3, 8 and 16

GRI Standard/ Other source	Disclosure	Location	Response	Omission			Global Compac	SDG
				Requirement(s) omitted	Reason	Explanation		
Positive impact on communities								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 49						
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 94						
	203-2 Significant indirect economic impacts	Page 49						
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	--	No cases of violation of indigenous peoples' rights have been identified in the last six years.				1	2
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 94					1	-
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 49	The company conducts social and environmental impact studies when required for licensing purposes. SIMPAR, the holding company, corporately monitors the Social Vulnerability Index of the locations where it operates, and in 2024, the assessment of the presence of Indigenous communities was incorporated into this study.				1	1 and 2
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	--		All.	Information not available.	In 2024, Movida did not have social assessment criteria for suppliers.	2	5, 8 and 16
	414-2 Negative social impacts in the supply chain and actions taken	--		All.	Information not available.	Movida does not evaluate suppliers after approval, but is considering implementing a re-evaluation process through due diligence of critical active suppliers at defined intervals.	2	5, 8 and 16
Innovation								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 33						

SASB content summary

Code	Metrics	Comments/location
Vehicle rental and leasing		
TR-CR-250a.1	Percentage of rental fleet vehicles rated by NCAP with a 5-star overall safety rating, by region	Page 79
TR-CR-250a.2	Number of vehicles impounded	Recall control is carried out while the vehicle is active in the fleet, i.e., available for rental. At the beginning of 2024, there were 10,176 vehicles with open recall campaigns. Throughout the year, 1,520 vehicles were recalled. Currently, there are 1,926 active vehicles with open campaigns. The volume is lower than at the beginning of the year, as 6,730 vehicles are no longer active in the fleet due to demobilization for sale, asset losses, accidents, or theft by third parties. The volume of vehicles with recall campaigns is expected to increase, as new vehicles have been deployed and new recall campaigns have been launched.
TR-CR-410a.2	Fleet utilization rate	Page 79
Road Transport		
TR-RO-110a.1	Global Scope 1 gross emissions	Page 56
TR-RO-110a.1	Global Scope 1 gross emissions	Page 55
TR-RO-110a.3	(1) Total fuel consumed, (2) percentage of natural gas, and (3) percentage of renewable energy	Page 96
TR-RO-120a.1	Atmospheric emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, and (3) particulate matter (PM10)	Page 95
TR-RO-320a.3	Description of the approach to manage driver health risks in the short and long term	Page 46
Air freight and logistics		
TR-AF 100a.1	Global Scope 1 gross emissions	Page 56
TR-AF 100a.2	Discussion of the short- and long-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those target	Page 55
Asset management and custody activities		
FN-AC 410a.2	Description of the approach to incorporating environmental, social, and governance (ESG) factors into investment and/or asset management processes and strategies	Page 79

Indicators
appendix

Intellectual and
organizational capital



Operations assessed for risks related
to corruption GRI 205-1

	2022	2023	2024
Total company operations	1	1	1
Number of operations assessed	1	1	1
Percentage of operations assessed	100%	100%	100%

Note: Data from previous years have been restated, considering this as a corporate activity, with the entire Movida operation evaluated on a consolidated basis. No significant risks related to corruption were identified in the assessment processes conducted.

Governance body members informed and trained on anti-corruption policies and
procedures, by region GRI 205-2

	2022			2023			2024		
	Assets	Communicated	Trained	Assets	Communicated	Trained	Assets	Communicated	Trained
Southeast	22	11	4	16	7	4	15	6	2
	-	50.00%	18.18%	-	43.75%	25.00%	-	40.00%	13.33%

Employees who were communicated and trained, by region GRI 205-2

		2022			2023			2024		
		Active	Communicated	Trained	Active	Communicated	Trained	Active	Communicated	Trained
North	n°	210	208	181	208	206	180	224	210	170
	%	-	99.05%	86.19%	-	99.04%	86.54%	-	93.75%	75.89%
Northeast	n°	792	772	698	806	790	705	751	697	602
	%	-	97.47%	88.13%	-	98.01%	87.47%	-	92.81%	80.16%
Midwest	n°	414	405	366	378	374	332	426	403	315
	%	-	97.83%	88.41%	-	98.94%	87.83%	-	94.60%	73.94%
Southeast	n°	4,253	4,133	3,450	4,353	4,308	3,850	4,722	4,545	3,921
	%	-	97.18%	81.12%	-	98.97%	88.44%	-	96.25%	83.04%
South	n°	514	502	459	488	484	431	491	476	396
	%	-	97.67%	89.30%	-	99.18%	88.32%	-	96.95%	80.65%

Employees who were communicated and trained, by job category GRI 205-2

		2022			2023			2024		
		Active	Communicated	Trained	Active	Communicated	Trained	Active	Comunicados	Trained
	n°									
Executive	n°	21	21	15	17	17	15	22	19	10
	%	-	100.00%	71.43%	-	100.00%	88.24%	-	86.36%	45.45%
General Management (Senior Management)	n°	63	62	49	23	23	20	26	26	21
	%	-	98.41%	77.78%	-	100.00%	86.96%	-	100.00%	80.77%
Area Management	n°	108	108	95	177	175	154	196	184	167
	%	-	100.00%	87.96%	-	98.87%	87.01%	-	93.88%	85.20%
Store Management	n°	258	257	254	262	262	245	264	250	228
	%	-	99.61%	98.45%	-	100.00%	93.51%	-	94.70%	86.36%
Coordination (Junior Management)	n°	128	127	106	140	139	125	166	146	145
	%	-	99.22%	82.81%	-	99.29%	89.29%	-	87.95%	87.35%
Supervision	n°	155	152	142	150	150	141	167	160	152
	%	-	98.06%	91.61%	-	100.00%	94.00%	-	95.81%	91.02%
Administrative	n°	1,788	1,734	1,399	1,694	1,686	1,572	1,869	1,691	1,641
	%	-	96.98%	78.24%	-	99.53%	92.80%	-	90.48%	87.80%
Operational	n°	3,444	3,364	2,910	3,676	3,620	3,145	3,997	3,732	2,926
	%	-	97.68%	84.49%	-	98.48%	85.55%	-	93.37%	73.20%
Apprentice	n°	180	157	138	77	73	64	105	105	95
	%	-	87.22%	76.67%	-	94.81%	83.12%	-	100.00%	90.48%
Intern	n°	23	23	21	17	17	17	19	19	19
	%	-	100.00%	91.30%	-	100.00%	100.00%	-	100.00%	100.00%
Trainee	n°	15	15	15	0	0	0	0	0	0
	%	-	100.00%	100.00%	-	0.00%	0.00%	-	0.00%	0.00%

Confirmed incidents of corruption and actions taken¹ GRI 205-3

	2022	2023	2024
Total confirmed incidents of corruption²	0	0	7
Total confirmed incidents in which employees were dismissed or disciplined for corruption.	0	0	12
Total confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	0	0	3

1. Considers cases of corruption and fraud that have occurred within the company. No cases involving relationships with public officials have been confirmed.
2. This refers to the total number of actions taken to address the confirmed cases.

Total number of significant cases of non-compliance with laws and regulations during the reporting period¹ GRI 2-27

	2022	2023	2024
Instances for which fines were incurred	6	0	0
Instances for which non-monetary sanctions were incurred	0	0	0

1. The financial thresholds for significant instances are aligned with the reference form. The parameters are as follows: instances in which the fine is equal to or greater than R\$8,000,000.00, regardless of their nature; instances that, regardless of the amount, are relevant due to the matter and cause an impact on the Company's operations and/or image; and instances in which non-monetary sanctions were applied and that cause significant impacts on operations. The amount involved in the proceedings reported in the 2022 report was adjusted for inflation, with the risk updated in accordance with the Company's management report on December 31, 2023, and the update sent by the attorney representing the proceedings (Santa Catarina assessments). In 2024, no fines were imposed on Movida and no funds were spent on fines imposed in previous years.

Total number of incidents of discrimination GRI 406-1

	2022	2023	2024
Total number of incidents of discrimination	6	57	66
Incidents reviewed by the organization	6	19	51
Incidents with remediation plans being implemented	0	0	0
Incidents with a remediation plans that have been implemented, with results reviewed through routine internal management review processes	0	1	2
Incidents no longer subject to action (resolved, concluded)	6	19	51

Note: The numbers represent the sum of complaints investigated (valid and invalid) and pending investigation. With regard to the procedures, the following scenario may occur: the complainant classifies their complaint as moral harassment, sexual harassment, sexual assault, or discrimination; however, once the investigation is complete, it is determined that the case involves misconduct by the manager, rather than harassment or discrimination, resulting in the complaint being reclassified.

Fleet utilization rate SASB TR-CR-410a.2

	2022	2023	2024
Daily rentals used	22,965,949	23,821,250	24,578,001
Daily rentals available	24,920,515	29,816,830	31,586,085
Fleet utilization rate	92%	80%	78%

Manufactured and Financial Capital

Percentage of vehicles in the rental fleet rated by NCAP (Latin NCAP) programmes with an overall safety rating of 5 stars, by region SASB TR-CR-250a.1

	2022				2023				2024			
	Southeast	North	Northeast	Midwest	Southeast	South	Norte	Northeast	Midwest	Southeast	South	
Latin New Car Assessment Program (Latin NCAP) – %	3.0%	0.1%	0.6%	0.3%	4.5%	0.7%	0.5%	1.3%	1.0%	4.0%	0.7%	
Latin New Car Assessment Program (Latin NCAP) – Vol.	1,434	104	439	266	3,559	534	1,147	3,183	2,539	1,087	1,698	

Note: For 2022, the total number of vehicles in the fleet with 5 stars was included in the spreadsheet, as the measurement of segmentation by region began in 2023 and, for this reason, there is no traceability by region in previous years.

Tax indicators – Brazil (R\$ thousand)

2022

2023

2024

Revenue from sales by third parties

Revenue from intra-group transactions with other tax jurisdictions (Revenue from services rendered + Revenue from fleet renewal)2,660,194.00264,455.00444,175.00

Profit/loss before tax715,409.00-836,809.00309,523.00

Tangible assets other than cash and cash equivalents

Corporate income tax paid on a cash basis1,535.800.001,280.73

Corporate income tax levied on profits/losses

Reasons for the difference between corporate income tax levied on profits/losses and the tax due if the rate set by law is applied to profits/losses before tax

Total compensation for employees321,778,478.99379,593,768.45459,678,128.32

Taxes withheld at source and paid on behalf of employees32,502,238.7831,174,504.0041,302,552.00

Taxes collected from customers on behalf of a tax authority

Sectoral taxes and other taxes or payments to governments50,218.4636,264.0052,876.00

Significant uncertain tax positionsN/AN/AN/A

Balance of intercompany debt retained by entities within the tax jurisdiction and the basis for calculating the interest rate paid on the debtN/AN/AN/A

Human Capital

Number of employees by gender and employment contract GRI 2-7

	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	3,278	2,294	5,572	3,544	2,468	6,012	3,748	2,626	6,374
Temporary employees	334	277	611	228	185	413	270	187	457
Total employees	3,612	2,571	6,183	3,772	2,653	6,425	4,018	2,813	6,831
Full-time employees	3,400	2,000	5,400	3,727	2,623	6,350	3,971	2,767	6,738
Part-time employees	212	571	783	45	30	75	47	46	93
Total employees	3,612	2,571	6,183	3,772	2,653	6,425	4,018	2,813	6,831

Number of employees by region and employment contract GRI 2-7, 207-4

	2022							2023							2024						
	North	Northeast	Midwest	Southeast	South	Abroad	Total	North	Northeast	Midwest	Southeast	South	Abroad	Total	North	Northeast	Midwest	Southeast	South	Portugal	Total
Permanent employees	190	672	362	3,873	475	0	5,572	189	716	352	4,095	468	192	6,012	204	682	388	4,417	466	217	6,374
Temporary employees	19	119	40	398	35	0	611	19	90	26	258	20	0	413	20	69	38	305	25	0	457
Total employees	209	791	402	4,271	510	0	6,183	208	806	378	4,353	488	192	6,425	224	751	426	4,722	491	217	6,831
Employees without guaranteed working hours	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Full-time employees	200	768	382	3,561	489	0	5,400	205	797	370	4,315	484	179	6,350	219	740	416	4,683	479	201	6,738
Part-time employees	9	23	20	710	21	0	783	3	9	8	38	4	13	75	5	11	10	39	12	16	93
Total employees	209	791	402	4,271	510	0	6,183	208	806	378	4,353	488	192	6,425	224	751	426	4,722	491	217	6,831

Number of workers who are not employees and whose work is controlled by the organization GRI 2-8

The fluctuation between the study period and the previous period refers to contract terminations or hires in this category during the year. Newly acquired companies may contribute to positive fluctuation between periods, as well as employee turnover.

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Total	300	170	425	167	385	80

Note: In general terms, these are service providers (legal entities) in areas such as Information Technology (IT), asset security, cleaning, food services, Human Resources services, among others. The figures reflect the situation as of 12/31/2024

Annual total compensation ratio GRI 2-21

	2022	2023	2024
Ratio of highest-paid individual to average of all employees (%)	152.7	88.6	72.1
Percentage variation in the highest remuneration paid (%)	91.2%	-42.5%	-9.0%
Percentage variation in total average remuneration (%)	14.7%	-0.8%	11.7%
Proportion of the percentage variation in the highest remuneration paid by the percentage increase in total average remuneration	6.2	54.6	77.0

Additional indicator | Salary difference % of employees

	2022	2023	2024
Employees paid minimum wage	1%	3%	4%
Employees paid above minimum wage	99%	97%	96%
Full-time employees paid with Movida shares	0%	1%	0%

Ratio between the lowest salary and the local minimum wage, broken down by gender¹ GRI 202-1

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Lowest salary paid by the organization	R\$1,212.00	R\$1,212.00	R\$1,320.00	R\$1,320.00	R\$1,412.00	R\$1,412.00
Minimum wage determined by law or union	R\$1,212.00	R\$1,212.00	R\$1,302.00	R\$1,302.00	R\$1,412.00	R\$1,412.00
Ratio between the lowest salary and the local minimum wage	1.0	1.0	1.0	1.0	1.0	1.0

1. The concept of “important operating units” refers to all of the Company’s business units. As this study is based on systemic information, all information was considered, eliminating the possibility of the concept of “other workers (except employees). The concept of local minimum wage defined by Movida as a reference is the national minimum wage, which was R\$1,412.00 in 2024. Thus, there is no way for this concept to be changed between important operating units or in any other case.

Proportion of senior management hired from the local community¹ GRI 202-2

	2022		2023		2024	
	Executive²	Management	Executive	Management	Executive	Management
Total number of employees at the job level	21	177	20	211	22	486
Number of employees at the job level hired locally	4	23	6	98	19	410
Percentage of employees at the job level hired locally	19.0%	13.0%	30.0%	46.4%	86.4%	84.4%

1. The concept of “local” considers the state (UF) where the company is located and the state (UF) where the employee resides, as registered in SAP. The concept of “important operating units” considers all of the Company’s business units, grouping together their respective companies in the segment.

2. Definition of “Executive”: positions of: Directors, CEO, CFO, Vice President, President, advisors, and committee members.

Number and rate of new hires by gender, age group, race, and region GRI 401-1

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
By gender						
Men	2,164	58.8%	1,982	61.8%	2,388	61.6%
Women	1,517	41.2%	1,223	38.2%	1,489	38.4%
Total	3,681	100.0%	3,205	100.0%	3,877	100.0%
By age group						
< 24 years	1,186	32.2%	848	26.5%	1,092	28.2%
> 24 to < 30 years	875	23.8%	782	24.4%	903	23.3%
> 30 to < 50 years	1,497	40.7%	1,452	45.3%	1,679	43.3%
> 50 to < 55 years	85	2.3%	75	2.3%	133	3.4%
> 55 years	38	1.0%	48	1.5%	70	1.8%
Total	3,681	100.0%	3,205	100.0%	3,877	100.0%
By race/color						
White	1,792	48.7%	1,582	49.4%	1,901	49.0%
Yellow	56	1.5%	39	1.2%	42	1.1%
Black	387	10.5%	327	10.2%	411	10.6%
Indigenous	14	0.4%	5	0.2%	9	0.2%
Brown	1,421	38.6%	1,212	37.8%	1,377	35.5%
Not reported	11	0.3%	40	1.2%	137	3.5%
Total	3,681	100.0%	3,205	100.0%	3,877	100%

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
By region						
North	137	3.7%	102	3.2%	148	3.8%
Northeast	403	10.9%	326	10.2%	389	10.0%
Midwest	269	7.3%	251	7.8%	268	6.9%
Southeast	2,562	69.6%	2,251	70.2%	2,609	67.3%
South	310	8.4%	244	7.6%	327	8.4%
Portugal	0	0.0%	31	1.0%	136	3.5%
Total	3,681	100.0%	3,205	100.0%	3,877	100.0%

Number of terminations and voluntary and involuntary turnover rate by gender, age group, race, and region

	2022		2023		2024	
	Voluntary	Involuntary	Voluntary	Involuntary	Voluntary	Involuntary
By gender						
Men	719	544	1,096	844	1,114	1,016
Women	470	315	650	537	708	598
Total	1,189	859	1,746	1,381	1,822	1,614
By age group						
< 24 years	304	210	441	320	436	332
> 24 to < 30 years	308	191	442	284	469	414
> 30 to < 50 years	544	422	816	712	821	776
> 50 to < 55 years	26	22	30	46	63	60
> 55 years	7	14	17	19	33	32
Total	1,189	859	1,746	1,381	1,822	1,614
By race/color						
White	592	437	909	660	978	725
Yellow	15	9	16	9	36	17
Black	96	72	157	122	162	169
Indigenous	3	2	2	6	4	3
Brown	480	335	656	560	640	591
Not reported	3	4	6	24	2	109
Total	1,189	859	1,746	1,381	1,822	1,614

	2022		2023		2024	
	Voluntary	Involuntary	Voluntary	Involuntary	Voluntary	Involuntary
By region						
North	43	37	47	54	64	69
Northeast	100	94	116	191	119	210
Midwest	128	85	153	114	127	99
Southeast	823	545	1,275	883	1,342	1,011
South	95	98	155	117	170	120
Portugal	0	0	0	22	0	105
Total	1,189	859	1,746	1,381	1,822	1,614

Number of dismissals and turnover rate with and without occurrence by gender, age group, race, and region GRI 401-1

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
By gender						
Men	1,940	51.43	1,733	45.94	2,130	55.75
Women	1,187	44.74	982	37.01	1,306	48.06
Total	3,127	48.67	2,715	42.26	3,436	52.56
By age group						
< 24 years	761	59.04	509	39.49	768	59.00
> 24 to < 30 years	726	44.16	678	41.24	883	53.84
> 30 to < 50 years	1,528	48.71	1,429	45.55	1,597	49.87
> 50 to < 55 years	76	37.07	66	32.20	123	54.19
> 55 years	36	24.00	33	22.00	65	38.90
Total	3,127	48.67	2,715	42.26	3,436	52.56
By race/color						
White	1,569	49.46	1,387	43.73	1,703	52.39
Yellow	25	28.41	19	21.59	53	68.31
Black	279	49.21	237	41.80	331	57.36
Indigenous	8	114.29	7	100.00	7	85.71
Brown	1,216	50.94	1,053	44.11	1,231	51.25
Not reported	30	14.71	12	5.88	111	49.94
Total	3,127	48.67	2,715	42.26	3,436	52.56

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
By region						
North	101	48.56	85	40.87	133	61.93
Northeast	307	38.09	262	32.51	329	41.90
Midwest	267	70.63	238	62.96	226	56.48
Southeast	2,158	49.58	1,881	43.21	2,353	53.14
South	272	55.74	243	49.80	290	58.39
Portugal	22	11.46	6	3.13	105	49.37
Total	3,127	48.67	2,715	42.26	3,436	52.56

Parental leave GRI 401-3

Positive variations can be interpreted as a reflection of the increase in the number of active employees and employees who requested leave. This may be due to several factors, such as the merger of newly acquired companies and movements between companies, among others. The reasons for the negative fluctuations are inversely proportional.

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Number of employees eligible for leave	3,612	2,571	3,772	2,653	4,018	2,813
Number of employees who took leave during the period	112	100	98	109	142	150
Number of employees who returned from leave during the period	105	60	94	58	137	95
Number of employees still on leave at the end of the period	7	40	4	51	5	55
Number of employees who remained employed for at least 12 months after returning from leave	90	79	75	93	118	100
Return rate	93.8%	60.0%	95.9%	53.2%	96.5%	63.3%
Retention rate	80.4%	79.0%	76.5%	85.3%	83.1%	66.7%

Average hours of training per year GRI 404-1

The significant increase in the number of training hours between 2023 and 2024 is due to a transition period for the Training and Development team and the resulting adjustment in the data consolidation methodology, which in 2024 was the result of a combination of automated systems and manual controls that provided a comprehensive view of the company’s investment in training.

	2022		2023		2024	
	Total training hours	Average per employee	Total training hours	Average per employee	Total training hours	Average per employee
By gender						
Men	5,555.36	1.54	27,704.50	8.30	60,215.70	14.99
Women	4,194.14	1.63	24,148.12	3.61	35,294.45	12.55
Total	9,749.50	1.58	51,852.62	5.17	95,510.15	13.98
By employee category						
Executive	505.80	24.09	17.30	5.77	34.57	1.57
General Management (Senior Management)	222.50	10.85	239.80	8.88	218.67	8.41
Area Management	124.00	0.48	4,848.50	5.64	1,272.36	6.49
Store Management	98.00	0.77	3,842.00	5.16	3,895.23	14.75
Coordination (Junior Management)	933.00	7.29	4,548.90	7.72	1,179.99	7.11
Supervision	601.00	3.88	1,501.50	2.16	1,584.97	9.49
Administrative	6,451.20	3.71	10,629.50	2.98	12,648.13	6.77
Operational	488.05	0.14	21,147.47	6.49	73,365.62	18.36
Apprentice	275.95	1.53	393.00	21.83	1,142.18	10.88
Intern	50.00	2.17	2,190.30	8.46	168.42	8.86
Trainee	0.00	0.00	2,494.35	356.34	0.00	-
Total	9,749.50	1.57	51,852.62	5.17	95,510.15	13.98

Note: To calculate the average number of training hours per employee, we used the Company's asset base, including active and former employees in 2024. Headcount considered: Movida (9,904), CS Frotas (977) and Drive on Holidays (330)

Work-related injuries GRI 403-9

	2022	2023	2024
Total hours worked	9,848,560	11,137,691	12,588,576
Number of recordable accidents	4	2	4
Recordable accident rate	0.4	0.2	0.3
Number of fatalities resulting from work accidents	0	1	0
Rate of fatalities resulting from work accidents	0.0	0.1	0.0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	4
Rate of high-consequence work-related injuries (excluding fatalities)	0.0	0.0	0.3
Number of work-related accidents subject to mandatory reporting	0	2	4
Rate of work-related accidents subject to mandatory reporting	0.0	0.2	0.3
Accident severity rate	0.4	0.2	0.3

Note: This data considers only direct employees. The indicators were calculated based on 1,000,000 hours worked, according to the Internal Control Spreadsheet. All employees are covered by the management system, from administrative to operational areas. Although no significant negative impacts have been identified, all relevant processes are mapped within the Occupational Health and Safety area, which adopts preventive measures—such as accident indicators—to assess the effectiveness of actions in achieving established goals and objectives.

Workers covered by an occupational health and safety management system¹ GRI 403-8

	2021	2022	2023	2024
Total number of employees	4,542	6,183	6,425	6,831
Number of employees covered by management system	4,542	6,183	6,425	6,831
Percentage covered by management system	100%	100%	100%	100%

1. The information refers to 100% of our own employees. No third-party control is performed.

Employees receiving regular performance and career development evaluations GRI 404-3

	2022		2023		2024	
	Number of employees	% of employees evaluated	Number of employees	% of employees evaluated	Number of employees	% of employees evaluated
By gender						
Men	1,708	47.3%	1,630	82.0%	1,858	99.4%
Women	1,236	48.1%	2,165	84.0%	1,457	99.2%
Total	2,944	47.6%	3,795	83.0%	3,315	99.3%
By employee category ¹						
Executive	21	100.0%	8	67.0%	15	93.3%
General management (senior management)	63	98.4%	14	100.0%	20	95.0%
Area management	108	96.4%	96	95.0%	117	98.3%
Store management	258	100.0%	213	86.0%	210	100.0%
Coordination (junior management)	128	100.0%	86	91.0%	100	100.0%
Supervision	155	100.0%	111	88.0%	113	100.0%
Administrative	2,211	127.2%	1,149	91.0%	929	98.1%
Operational	0	0.0%	0	0.0%	1,811	99.9%
Apprentices	0	0.0%	0	0.0%	0	0%
Interns	0	0.0%	0	0.0%	0	0%
Trainees	0	0.0%	0	0.0%	0	0%
Total	2,944	47.6%	1,677	37.0%	3,315	99.3%

1. Only the number of eligible employees is considered.

Gender diversity in governance bodies GRI 405-1

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Sustainability Committee	66.67%	33.33%	66.67%	33.33%	66.67%	33.33%
Audit Committee	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%
Ethics and Compliance Committee	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%
Finance Committee	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%
Executive Board	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%
Board of Directors	100.00%	20.00%	100.00%	0.00%	100.00%	0.00%

Age diversity in governance bodies GRI 405-1

	2022					2023					2024				
	< 24 years	> 24 to < 30 years	> 30 to < 50 years	> 50 to < 55 years	> 55 years	< 24 years	> 24 to < 30 years	> 30 to < 50 years	> 50 to < 55 years	> 55 years	< 24 years	> 24 to < 30 years	> 30 to < 50 years	> 50 to < 55 years	> 55 years
Sustainability Committee	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Audit Committee	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Ethics and Compliance Committee	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	66.7%
Finance Committee	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	33.3%	66.7%
Executive Board	0.0%	0.0%	80.0%	0.0%	20.0%	0.0%	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	66.7%	0.0%	33.3%
Board of Directors	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	20.0%	80.0%

Diversidade em órgãos de governança por raça/cor GRI 405-1

	2022					2023					2024				
	White	Asian	Black	Indigenous	Brown	White	Asian	Black	Indigenous	Brown	White	Asian	Black	Indigenous	Brown
Sustainability Committee	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Audit Committee	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Ethics and Compliance Committee	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Finance Committee	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Executive Board	80.0%	0.0%	0.0%	0.0%	20.0%	75.0%	0.0%	0.0%	0.0%	25.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Board of Directors	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%

Total and percentage of employees by gender/employee category GRI 405-1

	2022				2023				2024			
	Men		Women		Men		Women		Men		Women	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Executive	18	86%	3	14%	17	85%	3	15%	17	77%	5	23%
General management (senior management)	43	67%	21	33%	18	78%	5	22%	20	77%	6	23%
Store management	77	69%	35	31%	152	58%	112	42%	143	54%	121	46%
Area management	146	57%	112	43%	129	69%	59	31%	134	68%	62	32%
Coordination (Junior Management)	82	64%	46	36%	94	61%	61	39%	100	60%	66	40%
Supervision	77	50%	78	50%	71	46%	84	54%	80	48%	87	52%
Administrative	638	37%	1,100	63%	641	35%	1,190	65%	642	34%	1,227	66%
Operational	2,451	70%	1,038	30%	2,615	71%	1,080	29%	2,831	70%	1,166	29%
Trainees	6	40%	9	60%	0	0%	0	0%	0	0%	0	0%
Interns	2	9%	21	91%	6	35%	11	65%	11	58%	8	42%
Apprentices	72	40%	108	60%	29	38%	48	62%	40	38%	65	62%
Total	3,612	58%	2,571	42%	3,772	59%	2,653	41%	4,018	58%	2,813	41%

Total and percentage of employees by race or color/employee category GRI 405-1

	2024											
	White		Asian		Black		Indigenous		Pardo		Not reported	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Executive	18	81.8%	0	0.0%	0	0.0%	0	0.0%	1	4.5%	3	13.6%
General management (senior management)	22	84.6%	0	0.0%	1	3.8%	0	0.0%	3	11.5%	0	0.0%
Area management	141	71.9%	3	1.5%	2	1.0%	0	0.0%	38	19.4%	12	6.1%
Store management	158	59.8%	7	2.7%	10	3.8%	0	0.0%	85	32.2%	4	1.5%
Coordination (Junior Management)	104	62.7%	1	0.6%	6	3.6%	0	0.0%	43	25.9%	12	7.2%
Supervision	89	53.3%	2	1.2%	13	7.8%	0	0.0%	58	34.7%	5	3.0%
Administrative	951	50.9%	19	1.0%	174	9.3%	4	0.2%	571	30.6%	150	8.0%
Operational	1,816	45.4%	44	1.1%	422	10.6%	4	0.1%	1,677	42.0%	34	0.9%
Apprentices	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Interns	13	68.4%	0	0.0%	1	5.3%	0	0.0%	5	26.3%	0	0.0%
Trainees	46	43.8%	0	0.0%	11	10.5%	1	1.0%	47	44.8%	0	0.0%
Total	3,358	49.2%	76	1.1%	640	9.4%	9	0.1%	2,528	37.0%	220	3.2%

Total and percentage of employees by gender/age group GRI 405-1

	2022				2023				2024			
	Male		Female		Male		Female		Male		Female	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
< 24 years	674	48%	736	52%	640	50%	649	50%	656	49%	694	51%
> 24 to < 30 years	899	59%	624	41%	961	58%	683	42%	980	59%	680	41%
> 30 to < 50 years	1,807	61%	1,154	39%	1,892	60%	1,245	40%	2,041	60%	1,345	40%
> 50 to < 55 years	132	77%	40	23%	157	77%	48	23%	183	74%	65	26%
> 55 years	100	85%	17	15%	122	81%	28	19%	158	84%	29	15%
Total	3,612	58%	2,571	42%	3,772	59%	2,653	41%	4,018	59%	2,813	41%

Total and percentage of employees with PWD by functional category GRI 405-1

	2022		2023		2024	
	Total	%	Total	%	Total	%
Executive	0	0.0%	0	0.0%	0	0.0%
General management (senior management)	1	3.8%	1	4.3%	1	3.8%
Area management	0	0.0%	0	0.0%	5	1.9%
Store management	1	0.4%	2	1.3%	5	2.5%
Coordination (junior management)	0	0.0%	2	1.3%	10	6.0%
Supervision	0	0.0%	4	2.6%	7	4.2%
Administrative	39	2.2%	58	3.2%	110	5.9%
Operational	42	1.2%	41	1.1%	145	3.6%
Trainees	0	0.0%	0	0.0%	0	0.0%
Interns	0	5.9%	1	9.0%	0	0.0%
Apprentices	1	0.9%	0	0.0%	0	0.0%
Total	84	1.4%	109	1.7%	283	4.1%

Ratio between base salary and total compensation received by women and men GRI 405-2

	2022		2023		2024	
	Base salary	Total Compensation	Base salary	Total Compensation	Base salary	Total Compensation
Executive	0.7	0.5	0.7	0.6	0.7	0.5
General management (senior management)	0.8	0.9	0.9	0.8	0.9	1.0
Area management	0.9	0.8	0.8	0.9	0.9	1.0
Store management	0.9	0.9	0.9	0.8	1.0	0.7
Coordination (junior management)	0.9	0.9	0.9	0.9	0.9	1.0
Supervision	0.9	1.0	1.0	0.9	1.0	0.9
Administrative	0.9	0.8	0.8	0.8	0.8	0.7
Operational	1.0	1.0	1.0	1.0	1.0	1.0
Apprentices	1.0	1.0	1.0	1.0	1.1	1.0
Interns	1.0	1.0	1.0	0.9	0.9	0.9
Trainees	0.9	0.9	0.9	0.9	N/A	N/A

Note: Includes all Movida and CS Frotas units (offices and branches).

Social and Relationship Capital

Participation in associations GRI 2-28

Through SIMPAR, Movida collaborates with the development of public policies and actions related to the businesses in its portfolio by participating in industry associations. It is important to note that the Company does not make any monetary contributions to political parties/groups/funds, in accordance with national legislation.

Relations with its stakeholders, including industry associations, are based on collaboration, with limited support and no political objectives, in line with internal regulations. In addition to being a signatory to the Global Compact since 2020, in which it is part of the Climate Action project and the Ambition 2030 strategy, Movida also participates in the following associations:

- Brazilian Association of Corporate Travel Agencies (Abracorp), since 2015.
- Brazilian Association of Travel Agencies (Abav), since 2014.
- National Association of Vehicle Rental and Fleet Management Companies (Anav), since 2018.
- Brazilian Association of Publicly Traded Companies (Abrasca), since 2019.
- Brazilian Association of Car Rental Companies (ABLA), since 2019.
- Global Compact Network Brazil.

Investments in infrastructure and support services (in R\$) GRI 203-1

	2022	2023 ¹	2024
Own resources ¹	1,062,917.50	316,002.00	725,000.00
SOMA Project	787,209.70	-	
Black Women in IT	34,800.00	-	
Incentive resources	-	-	
Total	1,884,927.20	316,002.00	

1. Amounts referring to the sum of all amounts transferred to the Julio Simões Institute, where Movida develops its social action.

Suppliers GRI 204-1

	2022	2023	2024
Spending on all suppliers (R\$)	12,146,979,827.57	14,610,770,317.39	14,608,592,702.21
Spending on local suppliers - same location as the operation (R\$)	6,711,288,914.34	9,797,682,751.44	8,665,531,819.58
Percentage of spending on local suppliers (%)	55.3%	67.1%	59.3%

Note: Suppliers located in the same state where the purchases were made are considered local.Amounts compiled from centers registered in the SAP system. The concept of “important operating units” refers to all Movida Group companies registered in the SIMPAR holding company’s SAP system

Security personnel trained in human rights policies or procedures GRI 410-1

	2022	2023	2024
Total employees in monitoring/security activities	26	32	0
Number of monitoring/security employees trained in human rights	0	-	0
Percentage of monitoring/security employees trained in human rights	0%	0%	0%
Total third parties in monitoring/security activities	317	331	347
Number of third-party monitoring/security personnel trained in human rights	0	19	0
Percentage of third-party monitoring/security personnel trained in human rights	0%	0%	0%

Engagement operations, impact assessments, and development programs focused on the local community GRI 413-1

	2022	2023	2024
Social impact assessments, including gender impact assessments, based on participatory processes	100%	100%	100%
Environmental impact assessments and ongoing monitoring	100%	100%	100%
Public disclosure of the results of environmental impact assessments	100%	100%	100%
Local development programs based on the needs of local communities	100%	100%	100%
Stakeholder engagement plans based on stakeholder mapping	100%	100%	100%
Committees and processes for broad consultation with the local community, including vulnerable groups	100%	100%	100%
Labor councils, occupational health and safety committees, and other worker representative bodies to discuss impacts	100%	100%	100%
Formal complaint processes for local communities	100%	100%	100%

Natural Capital

Emissions

Direct emissions (Scope 1) of greenhouse gases (GHG) – (tCO₂e)¹ SASB TR-RO-110a.1

	2022	2023 ²	2024
Mobile combustion	1,697.3	1,577.2	1,451.7
Stationary combustion	28.1	0.5	99.3
Fugitive combustion	141.7	62.3	80.7
Subtotal	1,867.1	1,640.0	1,631.8
Biogenic emissions	2,505.4	2,864.7	3,281.8

1. In relation to the previous publication, there is a correction to the GHG emissions indicators, considering the audit carried out in the latest inventories and the target approved by the SBTi. **GRI 2-4**
2. The 2024 inventory will be updated with the release of the GHG Protocol tool and audited by a third party, as in previous years. The base year for the calculation is 2024. Gases included in the calculation: CO₂, CH₄, and N₂O.

Atmospheric emissions of the following pollutants: NOx (excluding N₂O), SOx, and particulate matter (PM10) + NOX, SOX, and other significant atmospheric emissions GRI 305-7, SASB TR-RO-120a.1, TR-AF-120a.1

Scope 1	2022	2023	2024
NOx	1.58	1.15	0.84
Particulate matter (PM)	0.07	0.05	0.07
Carbon monoxide (CO)	5.94	4.66	4.20

Scope 1 and 3	2022	2023	2024
NOx	74.77	76.14	88.53
Particulate matter (PM)	4.11	11.52	13.44
Carbon monoxide (CO)	1,065.41	725.58	818.42
Total	1,144.29	813.24	920.39

Energy

Energy consumption outside the organization (GJ)¹ GRI 302-2

	2022	2023	2024
Consolidated	5,914,713.2	5,268,955.5	11,652,897.31
Total	5,914,713.2	5,268,955.5	11,652,897.31

1. Movida prioritizes ethanol fuel for all car rentals. Following the GHG Protocol emission factors, a tool of the Brazilian GHG Protocol Program (FGV, 2024). Source of conversion factors used: (IPCC, 2006), (BEM, 2022) and (DEFRA, 2022).

Scope 3	2022	2023	2024
NOx	73.19	74.99	87.69
Particulate matter (PM)	4.05	11.47	13.37
Carbon monoxide (CO)	1,059.47	720.92	814.22

Note: The emission factors used were based on the Cetesb Vehicle Emission Report. Emissions of SOx gases, organic pollutants, volatile organic compounds, and hazardous air pollutants are not monitored, as they are not legally required for the company. The data refer to both Scope 1 and Scope 3 emissions.

Energy intensity¹ GRI 302-3

	2022	2023	2024
Within (GJ)	296,426.8	120,543.8	135,558.36
Outside (GJ)	5,914,713.2	5,268,955.5	11,652,897.31
Revenue (thousands of R\$)	9,600.1	10,359.0	13,481.0
Energy intensity (GJ/thousands of R\$) ²	647.0	520.3	874.4

1. To calculate energy intensity, fuel and electricity consumption inside and outside the organization was considered.
2. Energy data related to electricity and fuels was included, and energy consumption inside and outside the organization was considered. The GHG protocol tool was adopted - Version 1.8 (August 2023); Anel database with average national energy tariffs; Data from ONS (National Electric System Operator); ANP database with average fuel prices.

Total fuel consumed, percentage of natural gas and percentage of renewable energy + Energy consumption within the organization¹ GRI 302-1, SASB TR-RO-110a.3, TR-AF-110a.3

	2022	2023	2024
Consumption of fuels from non-renewable sources (GJ)			
Acetylene		2.8	0.34
Diesel	37,257.6	14,705.3	13,666.59
Gasoline	18,621.5	6,113.4	6,492.73
Aviation kerosene	0.0	287.64	638.04
LPG	3.0	0.6	0.0
Total non-renewables	55,882.2	21,109.8	20,797.71
Consumption of fuels from renewable sources (GJ)			
Hydrated ethanol	191,504.4	38,488.8	44,120.13
Anhydrous ethanol	4,765.4	1,564.5	1,665.50
Biodiesel	3,699.8	1,771.9	2,013.99
Total renewables	199,969.6	41,825.2	47,799.61
Purchased energy consumption (GJ)			
Total electricity	40,575.0	57,608.8	66,961.04
Non-renewable electricity	8,885.9	6,394.6	7,857.26
Renewable electricity	31,689.1	51,214.2	59,103.78
Total purchased energy	40,575.0	57,608.8	66,961.04
Grand total	296,426.8	120,543.8	135,558.36

1. The factors used consider the 2024 PBGHG Protocol tool and the 2024 BEN Report. For electricity, the conversion factors from R\$ to MWh are based on Aneel data. The indicator has been restated, taking into account the audited GHG inventory database and the calculation tool developed by the company. The company does not consume energy for heating, cooling, or steam. Additionally, the company has not sold electricity, heating, cooling, or steam.

Waste

Waste generated (in tons)¹ GRI 306-3

The variation between 2023 and 2024 is related to the structuring and expansion of units for waste collection and Waste Transport Manifests (MTR). This advance has given us greater visibility on the destination of waste.

	2022	2023	2024
Non-hazardous waste			
Unusable used tires	105.73	68.90	24.57
Paper/cardboard/plastic	21.39	82.82	15.89
Metals	0.64	28.05	129.33
Wood	0.00	0.00	0.00
Air filters	0.00	0.00	0.00
Domestic/organic	36.21	23.20	32.22
Sanitary effluent	0.00	0.00	0.00
Biological sludge	0.00	0.00	14.00
Other waste	0.68	17.00	35.88
Subtotal	164.65	220.00	251.88
Hazardous waste			
Used lubricating oil (OLUC) ¹	0.30	26.82	57.67
Automotive batteries	41.03	12.44	0.00
Class I waste – contaminated + sludge	0.44	17.83	15.00
Contaminated containers	0.00	0.00	3.80
Light bulbs	0.00	0.00	0.00
Oil filters	0.14	1.89	3.30
Slurry	0.00	0.00	0.00
Contaminated soil	0.00	0.00	0.00
Electronic scrap	0.00	0.06	0.00
Other waste – water and oil (liters) ²	60.91	18.73	722.51
Subtotal	102.81	77.77	802.28
Total	267.46	297.82	1,054.15

1. Tons = 21,350x0.9x1/1000 = 19,215 kg, or 19.215 tons.
2. In the conversion, considering a density of 0.95 kg/l, the result was 710.60 tons.

Waste diverted from final disposal (in tons) GRI 306-4

	2022	2023	2024
Non-hazardous waste			
Unusable used tires	58.7	33.4	96.7
Paper/cardboard/plastic	21.4	82.8	15.9
Metals	0.6	28.0	23.5
Other waste	0.7	1.1	2.2
Subtotal	81.4	145.5	138.3
Hazardous waste			
Used lubricating oil (OLUC)	0.3	22.3	15.9
Automotive batteries	12.7	12.4	5.0
Class I waste – contaminated	0.0	4.3	0.0
Electronic scrap	0.0	0.1	0.0
Other waste	0.0	0.7	0.0
Subtotal	13.0	39.8	20.9
Total	94.4	185.3	159.2

	2022		2023		2024	
	Within the organization	Outside the organization	Within the organization	Outside the organization	Within the organization	Outside the organization
Non-hazardous waste						
Preparation for reuse	0.0	0.0	0.0	0.0	0.0	0.0
Recycling	0.0	81.4	0.0	138.1	0.0	138.3
Other recovery operations	0.0	0.0	0.0	7.4	0.0	0.0
Subtotal	0.0	81.4	0.0	145.5	0.0	138.3
Hazardous waste						
Preparation for reuse	0.0	0.3	0.0	0.0	0.0	0.0
Recycling	0.0	0.0	0.0	13.7	0.0	0.0
Other recovery operations	0.0	12.7	0.0	26.1	0.0	20.9
Subtotal	0.0	13.0	0.0	39.8	0.0	20.9
Total	0.0	94.4	0.0	185.3	0.0	159.2

Waste directed for final disposal (tons) GRI 306-5

	2022	2023	2024
Non-hazardous waste			
Unusable used tires	47.02	35.5	0.92
Paper/cardboard/plastic	0.00	0.00	0.00
Metals	0.00	0.00	18.27
Wood	0.00	0.00	0.00
Air filters	0.00	0.00	0.00
Domestic/organic	36.21	23.2	15.37
Other waste	0.00	15.86	64.53
Subtotal	83.23	74.58	99.09
Hazardous waste			
Used lubricating oil (OLUC)	0.00	4.45	41.81
Automotive batteries	28.35	0.00	0.00
Class I waste – contaminated + sludge	0.43	13.56	24.41
Contaminated containers	0.00	0.00	3.80
Light bulbs	0.00	0.00	0.00
Oil filters	0.14	1.89	3.30
Sludge	0.00	0.00	0.00
Contaminated soil	0.00	0.00	0.00
Electronic scrap	0.00	0.00	0.00
Other waste – water and oil (liters)	60.91	18.02	722.51
Subtotal	89.83	37.97	795.83
Total	173.06	112.55	894.92

	2022		2023		2024	
	Within the organization	Outside the organization	Within the organization	Outside the organization	Within the organization	Outside the organization
Non-hazardous waste						
Incineration with energy recovery	0.00	0.00	0.00	0.00	0.00	0.00
Incineration without energy recovery	0.00	0.00	0.00	0.00	0.00	0.00
Landfill	0.00	36.21	0.00	74.58	0.00	99.09
Other recovery operations	0.00	47.02	0.00	0.00	0.00	0.00
Subtotal	0.00	83.23	0.00	74.58	0.00	99.09
Hazardous waste						
Incineration with energy recovery	0.00	0.00	0.00	2.939	0.00	0.00
Incineration without energy recovery	0.00	0.43	0.00	1.11	0.00	7.10
Landfill	0.00	0.00	0.00	14.47	0.00	24.41
Other recovery operations	0.00	89.40	0.00	19.45	0.00	764.32
Subtotal	0.00	89.83	0.00	37.97	0.00	795.83
Total	0.00	173.06	0.00	112.55	0.00	894.92

Water

Water withdrawal GRI 303-3

Water withdrawal calculations considered water from areas with water stress based on the WRI Aqueduct (Water Risk Atlas).

Total volume of water withdrawn from all areas and areas with water stress, by source (ML)¹ GRI 303-3

	2022		2023		2024	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Freshwater	147.2	118.8	172.9	117.6	165.7	0.0
Other sources of water	0.0	0.0	0.0	0.0	0.0	0.0
Third-party water (total)	147.2	118.8	172.9	117.6	165.7	121.2
Grand total	147.2	118.8	172.9	117.6	165.7	121.2

1. Water comes from the public supply. There is no measurement of waste and consumption is considered equal to withdrawal. Accounting is based on consumption as indicated on water bills. All Movida and CS Frotas operations were included in the calculation. There was an increase due to the increase in the number of service points in all segments of the company, which is working on strategies for reduction. Throughout the year, the Dry Cleaning and Water Reuse Program was expanded, which helps reduce water consumption at service points..

Water consumption GRI 303-5

	2022	2023	2024
Total water consumption in all areas	147.2	172.9	165.7
Total water consumption in all areas with water stress	118.9	117.6	121.2

Note: Water storage is not considered a significant impact on the natural resource.

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Assurance Letter



Independent Auditors' Limited Assurance Report

(This a free translation of the original report issued in Portuguese)

To the Board of Directors and Shareholders of **Movida Participações S.A.**
São Paulo - SP

Independent Auditors' Limited Assurance Report on the Environmental, Social, and Governance (ESG) Information Included in the 2024 Integrated Annual Report of Movida Participações S.A.

Conclusion

We performed a limited assurance engagement on the environmental, social, and governance (ESG) information included in the “2024 Integrated Annual Report” (“Report”) of Movida Participações S.A. (“Company”) for the year ended December 31, 2024, prepared in accordance with the Global Reporting Initiative (GRI) Standards, CPC Guidance 09 – Integrated Annual Report (which is aligned with the Basic Conceptual Framework of the Integrated Annual Report developed by the International Integrated Reporting Council – IIRC), and the Company’s applicable internal controls (“Criteria”).

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the ESG information included in the “2024 Integrated Annual Report” of Movida Participações S.A. for the year ended December 31, 2024, was not prepared, in all material respects, in accordance with the Global Reporting Initiative (GRI) Standards, CPC Guidance 09 – Integrated Annual Report (which is aligned with the Basic Conceptual Framework of the Integrated Annual Report developed by the International Integrated Reporting Council – IIRC), and the Company’s applicable internal controls.

Our conclusion on the environmental, social and governance (ESG) information included in the Company’s 2024 Integrated Annual Report, for the fiscal year ended December 31, 2024 and prepared in accordance with the Global Reporting Initiative (GRI) - GRI Standards, with CPC Guideline 09 - Integrated Annual Report (which is correlated to the Basic Conceptual Framework of the Integrated Annual Report, prepared by the International Integrated Reporting Council - IIRC) and with the Company’s applicable internal controls, does not extend to GRI indicators 305-1, 305-2, 305-3, 305-4 and 305-5, which were not subject to limited assurance.



Basis for the Conclusion

We conducted our work in accordance with NBC TO 3000 (Revised) – Assurance Engagements Other than Audits and Reviews and ISAE 3000 (Revised) – Assurance engagements other than audits or reviews of historical financial information, issued by the Federal Accounting Council (CFC) and the International Auditing and Assurance Standards Board (IAASB), respectively. Our responsibilities under these standards are described in more detail in the “Our Responsibilities” section of this report.

We complied with the independence requirements and other ethical requirements of the Professional Code of Ethics for Accountants and the Professional Standards (including the Independence Standards) issued by the Federal Accounting Council (CFC), which are based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies NBC PA 01 – Quality Management for Firms (Legal Entities and Individuals) of Independent Auditors and ISQM 1 – Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the CFC and IAASB, respectively. This standard requires the firm to design, implement, and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of the Company’s Management for the Report

The Company’s management is responsible for:

- designing, implementing, and maintaining internal controls relevant to the preparation of the information included in the Report, ensuring it is free from material misstatement, whether due to fraud or error;
- selecting appropriate Criteria for the preparation of the information included in the Report and making proper reference to or describing the Criteria used; and
- properly preparing and presenting the information included in the Report in accordance with the Criteria.

Our Responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance as to whether the environmental, social, and governance (ESG) information included in the Company’s Report for the year ended December 31, 2024, prepared in accordance with the Criteria, is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures performed and the evidence obtained; and
- reporting our conclusion to the Company’s Board of Directors and Shareholders.

Summary of the Work Performed as a Basis for Our Conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence regarding the environmental, social, and governance (ESG) information included in the Report of Movida Participações S.A. that is sufficient and appropriate to provide a basis for our conclusion. The procedures we selected depended on our understanding of the ESG information included in the Company’s Report and other engagement circumstances, as well as our consideration of the areas where material misstatements are likely to arise. In performing our work, we:

- a. we planned the engagement considering the materiality of the aspects related to the Company’s activities, the relevance of the disclosed environmental, social, and governance (ESG) information, the volume of quantitative and qualitative information, and the operational systems and internal controls that served as the basis for the preparation of the ESG information included in the Report;
- b. obtained an understanding of the calculation methodologies and the procedures used to compile the indicators through inquiries and interviews with the managers responsible for preparing the environmental, social, and governance (ESG) information;
- c. performed analytical procedures on the quantitative information and made inquiries regarding the qualitative information and its correlation with the indicators disclosed in the information presented in the Report; and
- d. evaluated the process for preparing the Report, as well as its structure and content, in accordance with the Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing, and are less extensive than those performed in a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the level that would have been obtained had a reasonable assurance engagement been performed.

São Paulo, July 15, 2025

KPMG Auditores Independentes Ltda.
CRC 2SP-014428/O-6

ORIGINAL REPORT IN PORTUGUESE SIGNED BY
Bernardo Moreira Peixoto Neto
Contador CRC RJ-064887/O-8

Corporate credits



General Coordination

Sustentabilidade Movida

**GRI Consulting, Writing,
Editing, and Revision**

TheMediaGroup

Graphic Design and Layout

TheMediaGroup

Photos

Movida Collection/Publicity

MSCI Disclosure Statement

In 2024, Movida Participações S.A. received an AA rating (on a scale of AAA–CCC) for the fourth consecutive year in the MSCI ESG Ratings assessment. MSCI Research evaluates public companies and some private companies worldwide on a scale from AAA (leader) to CCC (laggard) according to their exposure to industry-specific environmental, social and governance (ESG) risks and their ability to manage those risks relative to their peers. Learn more about [MSCI ESG Ratings](#).



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