

*Integrated Annual Report 2022*

# movida



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LETTER OF ASSURANCE





# 1

## ALIGNMENT WITH BEST PRACTICES





## ABOUT THIS

GRI 2-212-312-412-5

For the fifth consecutive year, we publish the Integrated Annual Report to present performance – this version refers to January 1st to December 31st, 2022 – and the journey that led us to business results aligned with the commitment to the highest practices in the environmental, social and governance dimensions (ESG). The scope of this document includes our activities as Movida Participações and those of the subsidiaries Movida Aluguel de Carros and CS Participações, which includes CS Frotas, that is, the same organizations included in our financial reports.

The publication is guided by Integrated Reporting guidelines, adopting the SASB rules of the International Financial Reporting Standards (IFRS) and the Global Reporting Initiative (GRI) - prepared in accordance with the 2021 Standard -, and considers the principles of the Global Compact, of the United Nations (UN), as well as the Sustainable Development Goals (SDGs), also from the UN. We also follow the recommendations of the Task force on Climate-related Financial Disclosures (TCFD). In this report there is no restatement of information involving the basis or duration of the reporting period, nature of the business.

There are changes in some indicators in comparison with previous years, pointed out in the Report and which reflect the improvement of the report to comply with the requirements of the main ESG indices recognized by the market. Regarding acquisitions, we acquired a car rental company in Portugal – whose results are not included in the quantitative indicators of this report. There are no omissions in relation to the Integrated Reporting guidelines.

Since 2020 we have submitted our integrated reports to external verification. In this version, the Assurance Report is included at the end. The scope of work included analysis of processes for preparation, structure and content, based on the Content and Quality Principles of the Global Reporting Initiative's Sustainability Reporting Standards (GRI-Standards) and CPC Guideline 09 – Integrated Reporting, which correlates with the Basic Conceptual Framework of Integrated Reporting, developed by the International Integrated Reporting Council (IIRC).

To forward comments regarding this publication, we keep available the e-mail [sustentabilidade@movida.com.br](mailto:sustentabilidade@movida.com.br)



INTEGRATED REPORTING <IR>



Pacto Global Rede Brasil



TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES



# MATERIALITY MATRIX

GRI 3-1 | 3-2

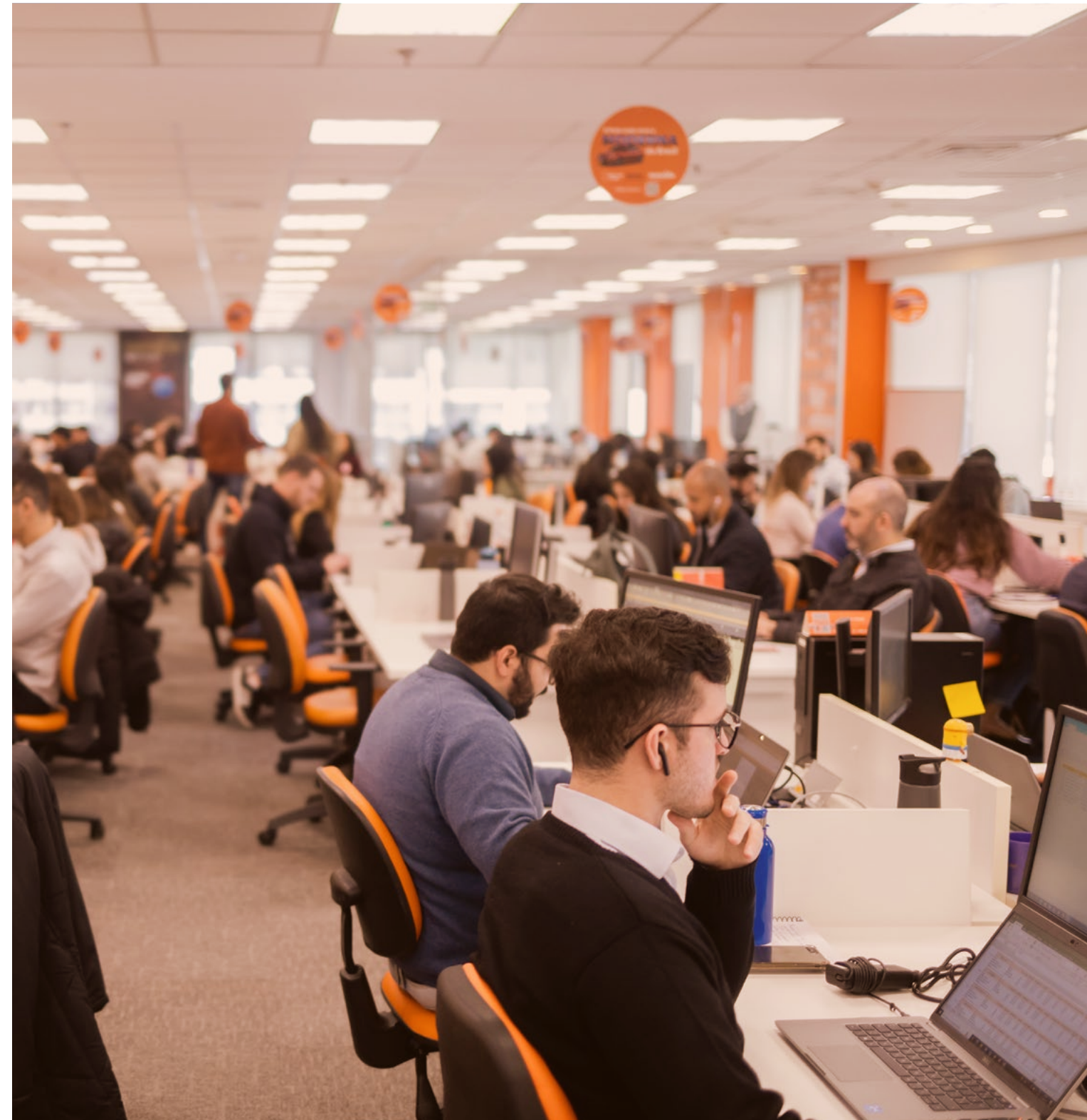
In 2022, we carried out a specific job to define material topics, following the assumptions of the Global Reporting Initiative (GRI) and the International Financial Reporting Standards Foundation (IFRS) standards, under which the Integrated Reporting framework is based, from the perspective of dual materiality. Thus, we direct projects and actions in favor of sustainability guided by the aspects that can affect our generation of value, as well as by the impacts that we cause with the activities.

In identifying these aspects and impacts, we consider: documents and assumptions that support the corporate strategy, with the perception of risks and opportunities<sup>1</sup>; content from our various stakeholder engagement channels – source of continuous assessment of audience expectations and needs<sup>2</sup>; and national and international benchmarks of the sector, as well as the perspective of the main themes associated with our value chain.

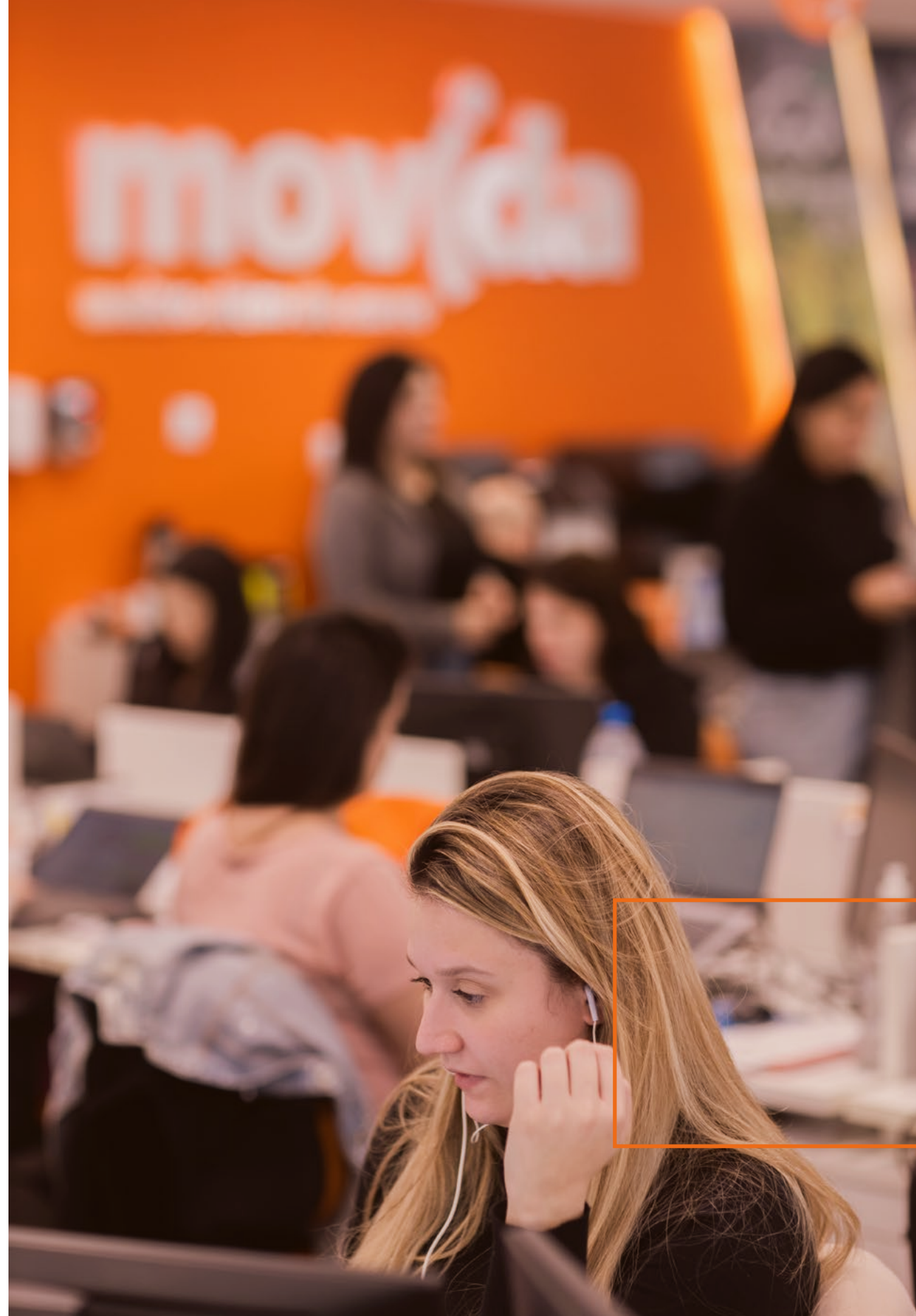
In order to confront organizational specificities with contemporary global challenges and remain aligned with the international sustainability agenda, the World Economic Forum's 2022 Global Risks Report, the UN Sustainable Development Goals (SDGs) and the parameters of the Sustainability Accounting Standards Board (SASB) were also considered in the materiality process. This process resulted in the identification of 13 initial themes, which were analyzed in qualitative interviews with executives, board members and industry specialists in order to assess the importance of each of the aspects within the scope of the business and prioritize those that represent greater scope and magnitude. The inquiry was expanded and tested through an online questionnaire from October 13 to 25, 2022, with the participation of 3,346 people, involving: customers, employees, suppliers, shareholders, investors, financiers, communities, society organizations civil society, press and companies in the sector.

<sup>1</sup> Reference form, risk map, projects evaluated by the Sustainability Committee, executive goals, Movida's commitment to sustainability.

<sup>2</sup> Transparent line, reporting channel, participation in lives, organizational climate survey, Customer Service, socio-environmental impacts on the chain, questions from investors.

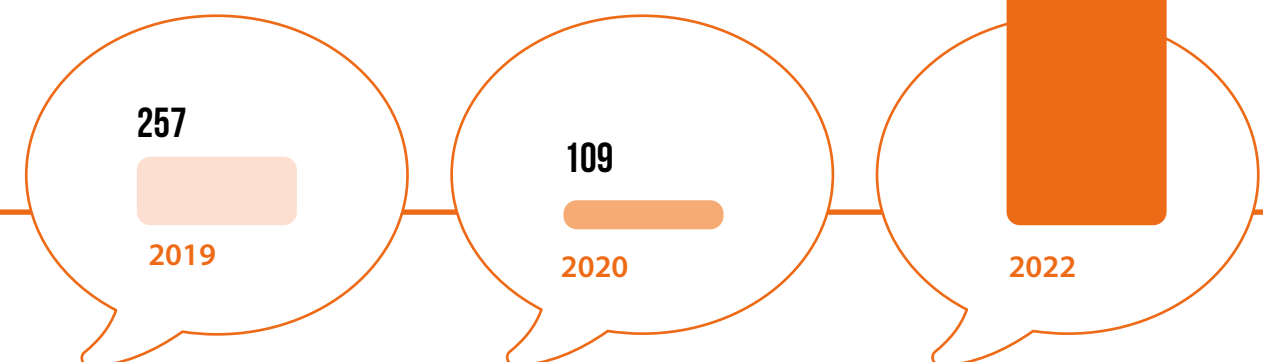






The result of this consultation, calculated using a weighting system to reflect aspects of impact and influence, led to the definition of eight material themes. These themes were analyzed and validated by our Sustainability Committee, with reorganization of aspects to promote the adjustment of contents to the business strategy. The initial topics taken to consultation were: Ethics, compliance and corporate governance; Customer experience; Climate changes; Development and appreciation of employees; Economic-financial performance; Traffic Safety; Environmental management; Innovation; Human rights and diversity; Inclusive urban mobility; Data security and privacy; Positive impact on communities; Responsibility in the value chain. The topics defined as material are represented in the table below, according to the evaluation of relevance and magnitude verified among the audience consulted.

## SIGNIFICANT INCREASE IN THE PARTICIPATION OF AUDIENCES







TOPICS	DESCRIPTION	WHO IS PRIORITIZED	GRI AND SASB CONTENTS	RELATED SDG	GLOBAL COMPACT	CAPITALS	WHY IS IT MATERIAL?	RELATED RISKS	ITEMS LINKED TO VARIABLE COMPENSATION OF EXECUTIVES
<b>ETHICS, CORPORATE GOVERNANCE AND RESPONSIBILITY IN THE VALUE CHAIN</b>	We base activities on ethics, integrity and transparency and reinforce governance to ensure compliance with laws and regulations, ensuring respect for people and the environment in our value chain.	All audiences	3-3   204-1   205-1   205-2   205-3   206-1   308-1   308-2   406-1   408-1   409-1   411-1   414-1   414-2			Intellectual Social Natural	Ethics, governance and compliance are critical issues in all business environments, as they determine the correctness of the companies' relationship with their various audiences, as well as the necessary solidity for strategic development. The volume of customers served and the intensity of purchases increases the company's responsibility in our value chain. These aspects are even more relevant due to our inclusion in B3's Novo Mercado, integrating the Corporate Sustainability Index (ISE-BE) and Carbon Efficient Index (ICO2 B3) portfolios.	Strategic, image and compliance risks	ISE and B Corp certification
<b>CUSTOMER EXPERIENCE</b>	It represents our focus with the centrality of the client in the decisions and routines of all units and operations, with the constant search for qualification and amplification of services and responsible action.	Shareholders and directors, Clients, Employees, Investors and financiers, Officers, Experts	3-3   410-1   416-1   416-2   417-1   417-2   417-3   418-1   TR-CR-250a.1.   TR-CR-250a.2.			Social	Present in a sector that operates with similar prices, we rely on the customer's experience to define our satisfaction and preference differentials, maximizing loyalty and profitability. The quality of services also has impacts related to the security and privacy of customer data.	Strategic, operational and credit risks	Clients' satisfaction
<b>CLIMATE STRATEGY AND ENVIRONMENTAL MANAGEMENT</b>	We are aware of the relevance of our sector in this matter and we are committed to quantifying Greenhouse Gas (GHG) emissions with ever greater completeness and precision, encouraging the use of less polluting energy sources in operations and neutralizing emissions that cannot be mitigated. We also invested in improving environmental management in our activities to promote the conservation of natural resources, including waste, energy and water management and to avoid waste and minimize impacts on biodiversity.	Shareholders and directors, Clients, Employees, Suppliers, Investors and financiers, Officers, Experts	3-3   302-1   302-2   302-3   302-4   303-1   303-2   303-3   303-4   303-5   304-2   305-1   305-2   305-3   305-4   305-5   305-6   305-7   306-1   306-2   306-3   306-4   306-5			Natural	The transport sector stands out in GHG emissions, contributing strongly to climate change. Aware of the impact of business, we are recognized for our efforts to promote the use of cleaner energies and for our engagement with environmental aspects in the corporate system, as evidenced by our B Corp certification and the definition of goals and commitments to sustainability.	Image, compliance and climate risks	Carbon Free, sustainable initiatives in stores, solid waste collection, ecological washing
<b>DEVELOPMENT, INCLUSION AND APPRECIATION OF EMPLOYEES</b>	We develop our employees, valuing their contributions and achievements, ensuring healthy working relationships that promote diversity, inclusion and equal opportunities.	Shareholders and directors, Employees, Investors and financiers, Officers	3-3   202-1   202-2   401-1   401-2   401-3   402-1   403-1   403-2   403-3   403-4   403-5   403-6   403-7   403-8   403-9   403-10   404-1   404-2   404-3   405-1   405-2   407-1			Human	We have human capital as a relevant theme both for efficiency and for the sustainability of the business and also as an element of competitive differentiation. Attracting, qualifying and retaining employees, diversity and promoting a proper work environment are critical aspects of stability and productivity in operations. At the same time, we generate jobs in various parts of the country, promoting economic development and local income and promoting employees.	Operational and compliance risks	Turnover, Training, Employee satisfaction, Succession, Diversity, Organizational climate
<b>ECONOMIC-FINANCIAL PERFORMANCE</b>	It demonstrates the effectiveness of our strategy and the guarantee of business growth, contributing with mobility solutions for the development of the country.	Shareholders and directors, Officers, Experts	201-1   201-2   207-1   207-2   207-3			Financial	Economic-financial performance is what provides the basis for developing initiatives in all other areas of activity. As a major national player, we also collaborate for the Brazilian economy, stimulating the prospect of sustainable growth and seeking to establish ethical relationships in the market environment.	Strategic, market, liquidity and credit risks	Contracts, Billing, Budget, Sales, Conversions, Expenses, Billing, Losses, Taxes, Revenue, Average Ticket
<b>ROAD SAFETY AND INCLUSIVE MOBILITY<sup>3</sup></b>	Promoting traffic safety, through the quality of services and driver awareness. Promote mobility solutions through dialogue with society, with partnerships that generate and share value.	Clients, Officers	3-3   203-1   203-2   TR-CR-410a.1.   TR-CR-410a.2.			Manufactured Social	Traffic safety is a critical issue on the international scene and one to which we are committed as service providers and as a potential educational agent. On the other hand, also as a way of guaranteeing our own sustainability, we remain attentive to transformations in the mobility sector, developing solutions that collaborate for inclusive transport and the development of sustainable cities.	Image and compliance risks	Breakdowns, Fines
<b>INNOVATION</b>	It addresses our challenges related to connectivity and digital influence and their application in favor of mobility and in the development of sustainability attributes in products and services. It also explores our operational and service excellence.		3-3			Intellectual Manufactured	Faced with global challenges, we understand that innovation is an essential path for us to grow sustainably, focusing on quality in the customer experience, betting on intelligent processes and services that offer differentials such as the youngest vehicle fleet in the country, continuous investment in electrical vehicles and service driven by digitization resources, making the consumer journey more agile and comfortable.	Strategic, market and technological risks	Business Intelligence
<b>POSITIVE IMPACT ON COMMUNITIES<sup>4</sup></b>	It represents our contribution to social development, with engagement in the communities in which we operate.		3-3   203-1   203-2   204-1   413-1   413-2			Social	Our Private Social Investment strategy promotes projects with a broad impact on the communities with which we relate. At the same time, social projects are supported through the Julio Simões Institute, which drives the creation of jobs, the promotion of culture and the improvement of the quality of life in several communities.	Image and compliance risks	ISE Certification

3 The "traffic safety" aspect becomes part of our material topics due to the importance of this topic on the international scene, with the significant number of accidents, and our potential to act as agents that induce education and awareness.

4 The topic "Positive impact on communities" becomes part of our materiality in this cycle, in line with our commitment to the communities in which we operate and the positive impacts we cause as job and income generators, as well as our corporate responsibility.

Note: The way in which each material topic is managed and the long-term goals, when available, are presented throughout the content of this report.



# STAKEHOLDER ENGAGEMENT

GRI 2-29

We interact with different audiences, with whom we seek engagement with the following objectives in mind:

- **Clients**: : promotion of mobility, with quality service provision and focus on the client, with the offer of differentiated new cars (colored and with optional items) and imported, 27-hour car rental period, monthly rental for individuals and present in regions with high demographic density. **Engagement channels**: satisfaction survey, SAC, Reporting Channel, Transparent Line, institutional website, social networks (LinkedIn, Facebook and Instagram), events and meetings and Integrated Annual Report.
- **Employees**: focus on safety, health and well-being, training and development, benefits and fair remuneration, career and family appreciation. **Engagement channels**: internal communication networks, climate survey, Transparent Line, Reporting Channel, social networks, institutional website, People Cycle, Integrated Annual Report and *Ligado em Você* program of social, financial, psychological, legal, social and health support.
- **Investors and financial agents**: reputation and transparency, performance and financial balance, capital allocation, expansion and business strategy in the medium and long term. **Engagement channels**: IR website, Integrated Annual Report, presentation of quarterly results and conference call, quarterly reports, mailing list, announcements and Material Facts, ratings, contact with the IR team, lives, social networks, institutional website and Movida Day.
- **Surrounding communities**: support and development of projects or social actions. **Engagement channels**: events and meetings, campaigns and social networks, Reporting Channel, Transparent Line, institutional website, Integrated Annual Report, direct and indirect partnerships through the Julio Simões Institute.
- **Competitors**: monitor the market and generate a benchmark. **Engagement Channels**: Integrated Annual Report, IR website and institutional website.
- **Accredited suppliers, assemblers and repair shops**: quality of service and products offered, appreciation of relationships, long-term partnerships and compliance with payment, service and contract conditions. **Engagement channels with suppliers**: commercial contact, engagement channels with assemblers and accredited repair shops, Code of Conduct, surveys and questionnaires, lives, social networks, dissemination of results, dissemination of awards and certifications, networking via Corporate Communication, IR website, quarterly reports, mailing list, announcements and Material Facts, ratings, Integrated Annual Report.
- **Service providers and third parties**: delivery and quality of services, meeting deadlines and compliance with values and internal culture. **Engagement Channels**: Reporting Channel, Transparent Line, contact with the Commercial area and Integrated Annual Report.





# 2

## A YEAR MARKED BY ACHIEVEMENTS

GRI 2-22



The 2022 fiscal year is a chapter that will be marked in our history by the change of level: we practically doubled our billing compared to two years ago and raised our standard of maturity even further in terms of management and governance. Discipline in the ability to execute strategic planning has provided significant development, of which we are very proud and which positions us at a new point - in which our scale makes us better prepared to always capture the best opportunities, using this new level to increase our profitability.

We scaled our operational structure and are better prepared to capture business opportunities, since the fundamentals of our market remain solid. There is also a change in behavior in which, more and more, people favor access to the benefits provided by rental services instead of owning vehicles. That is added to our differential of having the newest fleet on the market, with an average of nine months of use, compared to the 10 years verified in the Brazilian market<sup>1</sup>. We also keep investing in expanding our portfolio, which demonstrates our confidence in our business. We ended the year with a 20% expansion of the fleet, totaling 223,984 vehicles, in all categories, including more sophisticated models. We therefore

offer vehicles according to the demands and needs of our customers, which places us at high levels in Rent-a-Car (RAC), both in terms of satisfaction and pricing.

We want to bring convenience to our customers and, in addition to online service in 100% of services and agile web check-in, we have increased the number of rental service points by 34, now owning a network of 237 units throughout the country and 4 stores in Portugal. As a result, we recorded a 57% increase in RAC customers compared to 2021. Aware of the climate change scenario, and anchored in our ability to foresee trends and anticipate demands and conjunctural movements, we have the largest fleet of electric cars on the market, with 822 units, of which 364 were acquired in 2022. This enabled growth in the occupancy rate of electric vehicles: from 31% to 55% comparing December 2021 to 2022, proving the trend of increasing demand by the segment – it is a 686% increase when comparing the daily rentals of 2021 and 2022 for electric vehicles. In this scenario, we also celebrate pioneering actions for decarbonization, such as Carbon Free, seeking to positively influence the entire market.



330

SERVICE POINTS

223,984

CARS IN THE FLEET OF ALL CATEGORIES

<sup>1</sup>[https://www.sindipecas.org.br/sindinews/Economia/2022/RelatorioFrotaCirculante\\_2022.pdf](https://www.sindipecas.org.br/sindinews/Economia/2022/RelatorioFrotaCirculante_2022.pdf)





Our used car area, intended for the resale of our assets, was also privileged in the period. In line with the strategy of permanent fleet renewal, the number of stores increased by 14.1% to 89. All were standardized to offer more comfort and facilities to customers.

Our focus is also on the gains to be obtained through technology, expressed with the launch of SAT, created, based on our scale gain, to provide 24-hour assistance, monitoring and vehicle recovery services, previously carried out by third parties. The service represents an advance in the purpose of improving the monitoring of connected cars, with the aim of preventing fraud and theft.

The reflection of all these movements in the economic-financial performance was expressive. Net revenue advanced 80% compared to 2021, to R\$ 9.6 billion, net profit reached R\$ 556.4 million and Ebitda was R\$ 3.6 billion, 71% above the previous year. These are results that once again confirm the effectiveness of strategic planning, which supports a business model that allows us to adapt to different scenarios and capture new growth opportunities – inside and outside Brazil. So much so that, as part of the internationalization plan, which seeks to intensify the diversification of revenue sources in hard currency markets, we acquired the rental company Drive on Holidays, in Portugal.

This ability to innovate, combined with other differentials, such as excellence in governance standards and commitment to sustainable development, is reflected in the attraction of investments and client acquisition. In 2022, we attracted 677,642 new customers, totaling 1,117,258, whose level of satisfaction provided us with an increase in the NPS assessment, which was 81 points, above the registered in 2021.

Still, even in a challenging year, we made progress in several indices and indicators, we continued hiring and strengthening our staff and investing in our sustainability commitments and in the quality of our financial management. We achieved the highest level on a national scale in the Fitch rating (“AAA”) and the “BB” status in the global rating, surpassing the sovereign rating in Brazil.

During the year, we started the B Corp recertification process, which should be completed in 2023, and we obtained the GHG Protocol Gold Seal for the third consecutive year. We maintained our position in B3’s Corporate Sustainability Index (ISE) portfolio and in Net Zero Ambition Movement, one of the main 2022 projects of the Climate Action Platform, an initiative of the UN Brazil Global Compact, in addition to being present at COP27, the 27th UN Conference on Climate Change.

This was a year of great achievements. The results are a source of pride, but more than celebrating, I want to thank you. We owe recognition to all employees, protagonists of our construction, and to other stakeholders – customers, suppliers, investors and shareholders – who give us the necessary support to make a difference.

**Let the new times of our history come!**

**Renato Franklin – CEO**







# THE LARGEST FLEET OF ELECTRIC CARS ON THE MARKET







# 3

**MOVIDA FOR THE  
INTEGRATION OF  
URBAN MOBILITY**



## IDENTITY

GRI 2-112-6

We are Movida Participações S.A., a company specialized in developing and offering solutions for urban mobility, operating in the vehicle leasing, Fleet Management and Outsourcing (WG) and used vehicle sales segments. From our headquarters in São Paulo (SP), we coordinate a structure made up of 241 rental units, 89 used car stores and a fleet of 223,000 cars, keeping our brand present in all Brazilian states and the Federal District and, more recently, in Portugal.

Controlled by the SIMPAR Group, we are among the largest Brazilian rental companies in terms of fleet volume and revenue, accounting for 6,183 direct jobs and mobilizing a network of 13,207 suppliers.

Our business model aims at excellence in business with discipline in the execution of strategic planning, alignment with the highest ESG practices and focus on innovation as a tool to generate value for customers and businesses. We are driven by the promotion of sustainable growth focusing on the quality of the customer experience, offering differentials such as the youngest vehicle fleet in the country, continuous investment in electric vehicles and the development of income-generating producers, such as Movida Cargo, dedicated to the rental of utility vehicles for e-commerce

services, and the Zero Km Movida banner, specializing in subscription car rental for individuals.

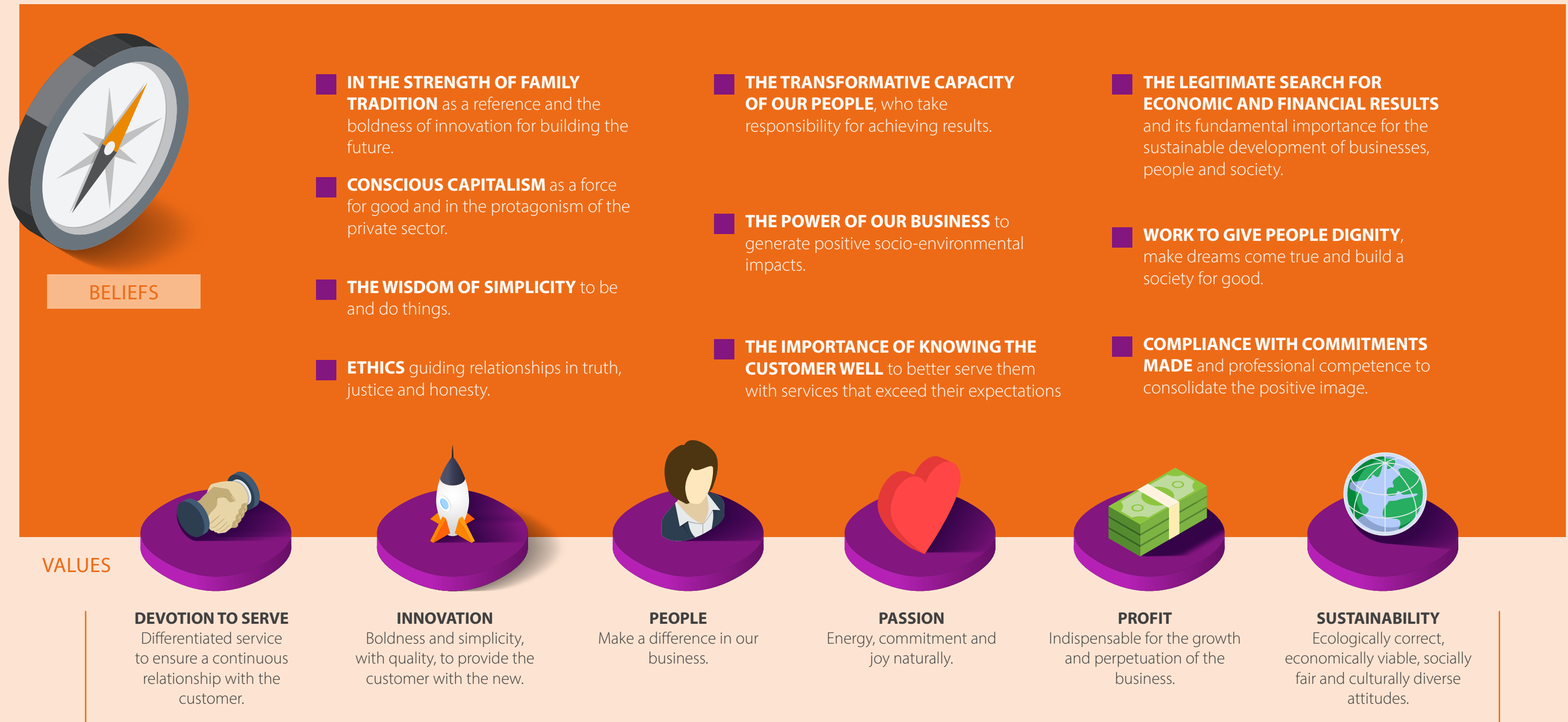
In the GTF segment, we provide vehicle rental services to corporate clients through long-term contracts and, since 2021, we have incorporated CS Frotas into the business, which has placed us in the light vehicle rental segment for the public sector and mixed economy companies.

In September 2022, we began the internationalization process with the acquisition of the Portuguese rental company Drive on Holidays (DOH), paving the way for us to operate in hard currency markets. We also increased operations with the launch of the SAT brand, trackers and assistance services with market intelligence resources capable of raising the level of this type of service and optimizing costs.

The achievements of the period demonstrate the assertiveness of our strategy and result from the continuous improvement of governance and management and the commitment to ESG principles. These differentials reflected in a performance that enabled us to continue growing and generating value in 2022.



## Beliefs and Values







# BUSINESSES

GRI 2-6

Due to business growth and a new development cycle, we strengthened our organizational structure, making it more prepared for future planning and challenges, as follows:



**CEO MOVIDA**  
Renato Franklin



**CFO\***  
Gustavo Moscatelli



**VP OPERATIONS**  
Lucas Zanon



**PEOPLE AND CULTURE**  
Maria Schneider



**IT AND INNOVATION**  
Luiz Augusto Peixoto



**MARKETING AND CLIENTS**  
Francine Marcheto



**PROCUREMENT**  
Ricardo Bianchi



\*CFO change in 2023



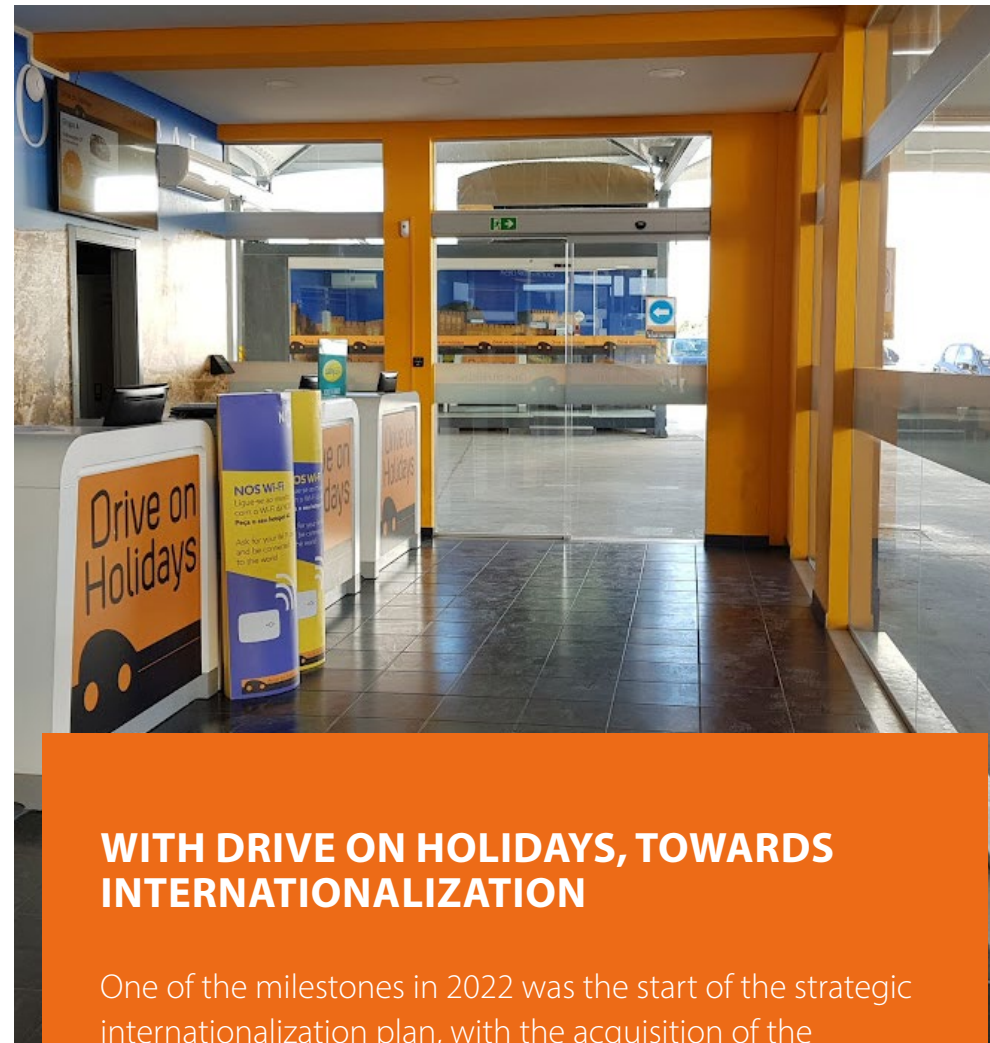


## Car Rental (RAC)

In line with the geographic expansion strategy, we expanded the network of rental companies in 2022, now having 241 units, including Drive on Holidays, in Portugal, and those in Brazil, located in the main urban centers and airports throughout the national territory. Our fleet was expanded by 23%, reaching December with a total of 111,632 vehicles of all market categories, notable for the greater offer of electric vehicles and the inclusion of models with an average time of use of 10 months, while the average national is ten years.

The youngest fleet of cars and SUVs for lease in the Brazilian market is available through daily, monthly, annual or flexible prepaid contracts, which guarantee a fixed price for a period of up to 12 months. In addition to these services, we offer a number of different benefits:

- The newest cars on the rental market in models of all categories.
- 27-hour day – three hours courtesy on the day of vehicle return.
- Carbon Free rental, in which the customer contributes to neutralizing CO<sub>2</sub> emissions during the rental period.
- Largest offer of electric cars in the sector.
- Option to use digital resources at all stages of contracting.



### WITH DRIVE ON HOLIDAYS, TOWARDS INTERNATIONALIZATION

One of the milestones in 2022 was the start of the strategic internationalization plan, with the acquisition of the Portuguese rental company Drive on Holidays (DOH). Headquartered in Lisbon, the company is one of the main light vehicle rental companies in Portugal, with a fleet of approximately 3.3 thousand vehicles and stores adjacent to the country's main airports.

The transaction was completed in September, and afterwards the teams in Brazil and Portugal began to work on verifying aspects of complementarities and synergies.

## MOVIDA CARGO

Utility vehicle division, a pioneer in serving customers who work in the delivery and e-commerce areas, providing more efficiency and cost control to those who need a car to carry out their work. Movida Cargo contracts are mostly in Rent a Car, but there are also contracts in the Fleet Management and Outsourcing segment (GTF).

## APP DRIVERS

Line dedicated to this audience that includes, among other benefits, new cars, protection against unforeseen circumstances – the contract includes Basic Protection, which covers cases of theft, robbery, fire, total loss, damage and/or breakdowns caused to the vehicle by collision and/or accidents – with reduced co-payment, service channel to answer questions, consult services and forward suggestions, maintenance and vehicle documentation.

## MENSAL FLEX MOVIDA

New car monthly rental option, with all accessories and without bureaucracy, such as insurance payment, documentation, IPVA tax, licensing, DPVAT and preventive maintenance. It has the advantage of a replacement vehicle in case of claims and the possibility of changing the model each year. There is also the Mensal Flex Nacional option, in which the car can be used throughout the national territory, in addition to the flexibility of choosing to change the vehicle at any time.



## Used vehicles

Segment responsible for the demobilization of our assets through the sale of used vehicles, comprises a network of 89 stores spread over 20 states, of which 13 were inaugurated in 2022.

The year was marked by the expansion of the portfolio of models and the standardization of stores to provide more agile and effective service to customers, who also rely on digital resources to carry out all stages of the purchase.

The semi-new business is one of the cornerstones of the successful strategy in asset turnover management, which includes offering the youngest fleet in the rental market and, consequently, selling low-mileage vehicles, rigorously revised and with attractive conditions of financing. In 2022, we sold 18,697 cars. Among the differentiators of the business are:

- Variety of models.
- High NPS and focus on customer experience.
- One year warranty.
- The average age of cars sold was 17.4 and 35.7 months, considering RAC and GTF vehicles, respectively.





## Long term businesses

### FLEET MANAGEMENT AND OUTSOURCING (GTF)

The Movida Frotas division specializes in outsourcing and managing fleets for private sector companies. We work with long-term contracts, offering customers the advantage of customizing their fleet with the models best suited to their business, in a process with a fully digital service option.

Our solutions involve consulting related to fleet sizing, maintenance and replacement, provision of management reports and responsibility for keeping all vehicle documentation up to date, in addition to 24-hour assistance and telemetry resources, among other advantages.

In 2022, our average operational fleet was increased by 20%, reaching 95,706 units. Our differentials in GTF include:

- Replacement vehicles for overhaul and maintenance periods.
- Carbon Free Fleet.
- Network of 5 thousand repair shops with specialized services throughout Brazil.
- Application (app) for accredited maintenance and emergency services and providers.
- Cars with Latin NCAP telemetry and security feature.
- Transparency and wide public disclosure of service contracts and tenders for public and mixed economy companies.

### ZERO KM MOVIDA

The subscription car service is designed so that the customer can enjoy all the advantages of having a zero kilometer car without worrying about documentation and payment to maintain the regular service. With Zero Km, we reinforce our commitment to encourage access to the benefits provided by the use of vehicles instead of ownership.

We offer all model options available at our rental companies, with monthly plans for periods of 12, 18, 24, 30, 36 and 48 months. We have deductible plans from 1,000 km to 3,000 km, cumulative, which means that, in a 24-month plan with a deductible of 2,000 km, the customer can travel 48,000 km with his car until the end of the contract.

The plans include 24-hour assistance, the right to a spare car, all preventive and corrective maintenance in repair shops close to the customer, without the hassle of worrying about bureaucratic regularization, such as IPVA, DPVAT, licensing and registration, which is all taken care of. There is also protection against theft, robbery, fire and collision, in addition to the option of contracting benefits such as the Sem Parar tag, among other advantages.

# 45%

GROWTH IN THE NUMBER OF  
GTF AND ZERO KM MOVIDA  
CUSTOMERS







## CS Fleets

In 2021, the incorporation of CS Frotas – the 6th largest fleet management and outsourcing company in the country – allowed us to enter the public and mixed economy markets. The operation resulted in an addition of 25,000 vehicles to the portfolio, with a 26% growth in the operational fleet compared to 2021, with synergies that increased and optimized the GTF area.

During the year, we also expanded the operation of CS Frotas to four new states in the domestic territory, being present in 24 of them and in the Federal District, with greater diversification and number of clients: an increase of more than 40% in relation to the previous period. Through the business segment, we also participated in more than 210 bids, a number approximately 60% higher than in 2021. For the coming years, we will seek expansion through new contracts, process improvements and intensified use of new technologies to gain efficiency.

WITH GREATER DIVERSIFICATION AND NUMBER OF CUSTOMERS, WE REACHED THE END OF THE YEAR BEING PRESENT IN 24 STATES AND THE FEDERAL DISTRICT







## SAT

Launched in 2022, SAT is a tracker company with telemetry and assistance services, previously carried out by third-party companies, in order to increase our level of service and operational efficiency, with cost optimization. For this, it works with market intelligence and technology, with resources to prevent losses, whether due to theft or lack of maintenance; automated confirmation of car delivery; 24-hour assistance, among other differentials. In addition, with a greater volume of information about the vehicles, SAT will help in pricing the renewal of lease contracts and in the demobilization of assets.

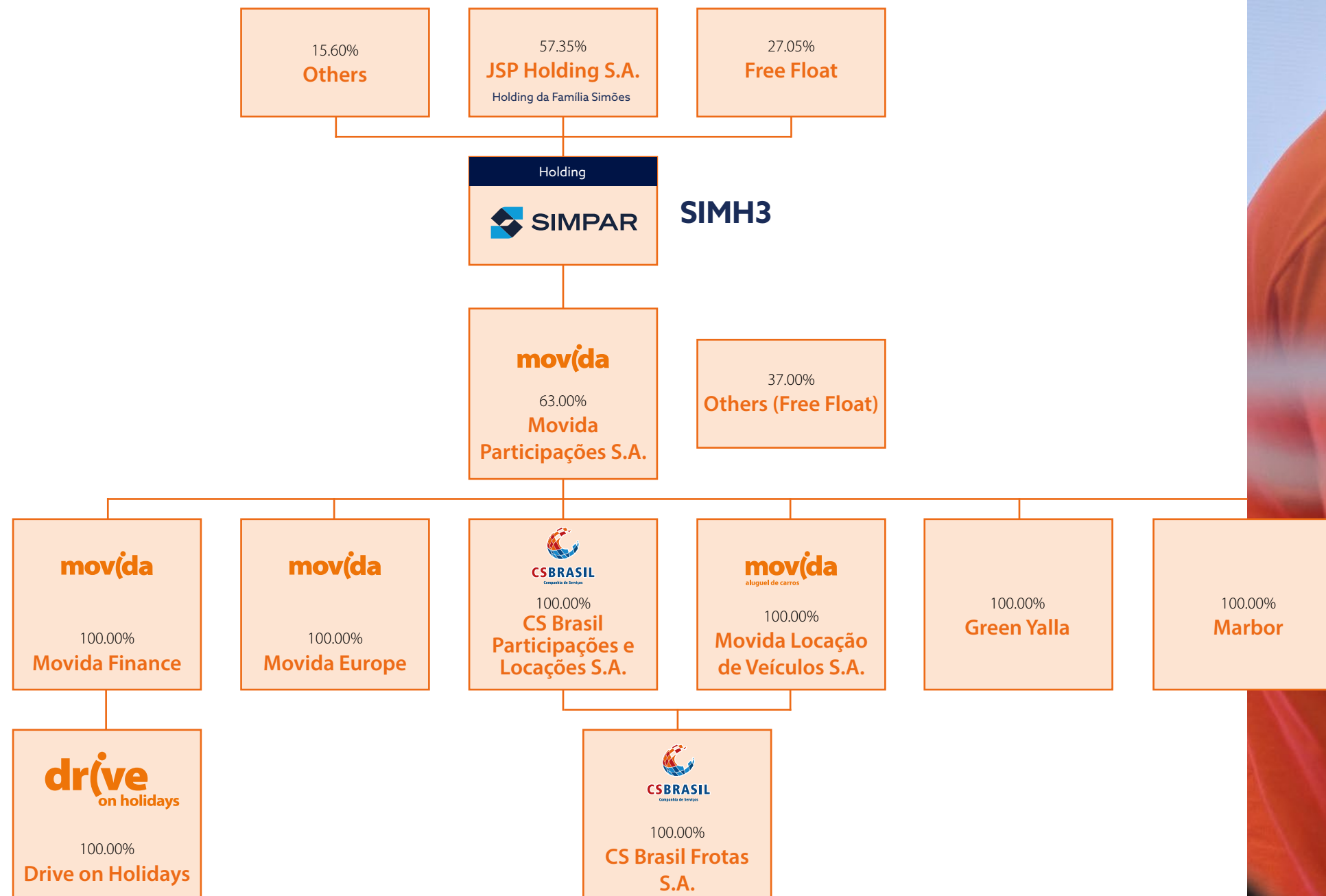
THE NEW COMPANY EXPANDS BOTH OUR SERVICE LEVEL AND OPERATIONAL EFFICIENCY - VIA COST OPTIMIZATION







# OWNERSHIP STRUCTURE







# HIGHLIGHTS AND RECOGNITION


2022



Our CEO, Renato Franklin, joined the Leadership with Impact group of executives, as a **SPOKESPERSON FOR SDG 13.**



We obtained an upgrade of the Fitch rating to **“AAA”**, the highest level on the national scale, and to **“BB”** in the global classification, **SURPASSING THE SOVEREIGN RATING IN BRAZIL.**



**WE OBTAINED THE BEST SCORE** (63) among Latin American companies in the ranking of Corporate Sustainability Assessment (CSA) by S&P, and we were included in The Sustainability Yearbook 2023.



In 2022, we conquered 677,642 new customers, totaling **1,117,258** in the year.



We remain in **RELEVANT INDICES** such as B3's Carbon Efficient (IC02).



We increased net revenue by 80%, reaching **R\$9.6 BILLION.**



We remained, for the **THIRD CONSECUTIVE YEAR**, in the Corporate Sustainability Index (ISE-B3) portfolio.




We joined the **INNOVATIVE WORKPLACES 2022 LIST**, which brings together the 20 most innovative companies in Brazil in the evaluation of the MIT Technology Review, the largest technology publication in the world – evaluation included more than a thousand companies and the result published by the Brazilian version of Technology Review.



We won **FIRST PLACE IN SUSTAINABILITY IN THE SERVICES** category in the Época Negócios ranking.



We are, for the **THIRD CONSECUTIVE YEAR**, among the companies with **GHC PROTOCOL GOLD SEAL CERTIFICATION.**



We made progress in the number of reporting categories in the Emissions Inventory and maintained the **CLASSIFICATION B** (Management Level) in the evaluation of the climate change strategy by the Carbon Disclosure Project (CDP).



We are among the three companies awarded the **BEST OF ESG 2022** award in the Transport, Logistics and Logistics Services category granted by Exame magazine, in partnership with Ibmecc.



**WE LAUNCHED SAT**, a technological solution for tracking and assistance services.



We won the election of **BEST RENTAL COMPANY** in Innovation at the Service of Mobility in the Estadão Mobility Award.



We acquired the Portuguese company **DRIVE ON HOLIDAYS**, initiating an internationalization plan.





4

**READY FOR  
A NEW CYCLE**





## STRATEGIC MANAGEMENT

GRI 207-11 207-21 207-31 3-3 – TAX

The strategy that drives us is based on our commitment to the highest standards of governance and is based on the integration, synergy and complementarity between our businesses – vehicle leasing, fleet management and outsourcing and sale of used vehicles. It is a model that leverages opportunities and optimizes operational efficiency. Our commercial area teams are prepared to act in attracting and building relationships with both outsourcing and vehicle leasing clients, being able to detect the possibility of offering combined solutions with greater added value.

In this process, we invested in the differential of holding the youngest fleet in the rental sector, making the turnover of these assets provide the package for the outsourcing segment and the sale of low mileage, serviced and insurance used vehicles. The quality of the portfolio is reinforced by the variety of models in different categories and by the fact that all customers have access to our financial, maintenance and parts replacement services, among other resources.

We act in parallel to promote our organic and geographic expansion. The car rental market is still in its infancy in Brazil. We are in a position to attract customers in regions lacking companies of our size, experience and service standard.

OUR BUSINESS MODEL WHICH BOOSTS OPPORTUNITIES AND OPTIMIZES OPERATIONAL EFFICIENCY





Another of our pillars is the continuous development of products and services, innovating to maintain the loyalty of those who already enjoy our services and to expand our customer base. We also consider it fundamental to promote the expansion of sales channels in promising segments and to establish more and more alliances with strategic partners, such as airlines, banks and class associations. In 2022, we started the business internationalization process by acquiring the rental company Drive on Holidays, from Portugal.

We consider that the improvement of our results depends on the combination of financial discipline and operational efficiency. We adopted measures and resources to increase profitability, generating more operating cash and maximizing the return on invested capital for shareholders.

The execution of the strategic planning led us to conquer more than 2 million customers and double our fleet in the last two years, leading us to surpass the mark of R\$ 9.6 billion in net revenue at the end of 2022.

We are prepared for a new market cycle, with solidity and flexibility that allow us to quickly adapt the strategy and overcome the challenges of growth in any economic scenario.

Our tax strategy, in turn, seeks the lowest burden, contributing to expanding business results and social development through the payment of taxes, fees and contributions at the municipal, state and

federal levels. Planning in this regard is guided by the principle of legality and subject to internal assessments by the Tax Committee and reviews by independent auditing companies.

Tax strategies are monitored by the Board of Directors, and any changes to the Tax Conduct Policy must be approved by the Tax Committee. More sensitive tax aspects are also supported by Legal Opinions issued by renowned legal firms.

The relationship with tax authorities is characterized by strict compliance with tax laws and the willingness to provide additional clarification in inspections. On a quarterly basis, we make our economic results and tax policies known to the market through a presentation to investors. At the same time, the Investor Relations (IR) area can receive and direct the respective inquiries.

2 MILLION

CUSTOMERS CONQUERED WITH THE EXECUTION OF THE STRATEGIC PLANNING





**CAPITAL** ● Positive impacts  
● Negative impacts

**FINANCIAL**

Loans and financing | Own resources  
Sustainable funding

**INTELLECTUAL**

Management know-how in maintenance and depreciation | Qualified teams to analyze data and build resources such as datamart, dataset and robots | Activities promoted under the concept of hackathons | Culture of open and collaborative listening

**HUMAN**

Diversity and inclusion internship and trainee programs | Connected to You | Development and training programs

**NATURAL**

Atmospheric emissions | Emission of pollutants | Solid waste generation | Water consumption | Energy efficiency | Reforestation

**SOCIAL**

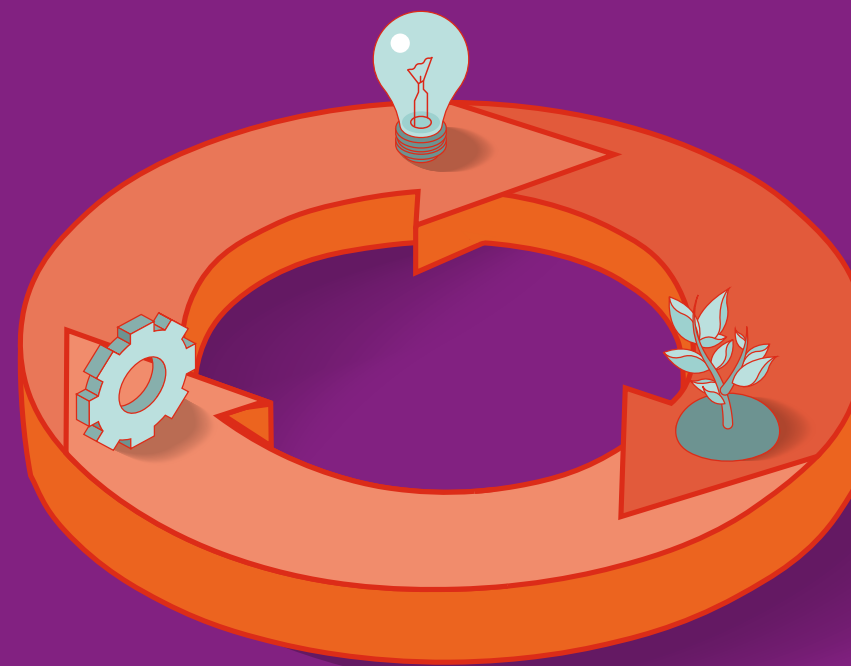
Diversity and equity | Commitment to human rights | Julio Simões Institute | Traffic safety | Hiring local suppliers

**MANUFATURADO**

Fleet of 223,984 vehicles | 330 stores (241 leased, 89 used)

# BUSINESS MODEL

READY FOR A NEW MARKET CYCLE,  
WITH CONSTANT FOCUS ON INNOVATION  
IN PROCESSES, TECHNOLOGY AND  
SUSTAINABILITY



## STRATEGY/MANAGEMENT - SUPPORT

- Strategic focus on organic and geographic expansion
- Maintenance of the Sustainability Committee
- Presence in corporate governance and sustainability indices
- 100% of executives, including the CEO, with variable compensation linked to the achievement of at least one ESG goal

## Output 2022

Movida Toda Vida | Dividends to shareholders | Resources in supplier contracts | New pricing system | Cost reduction per fleet in all lines of operation | Increased volume raised with better costs and lengthening the settlement period | Upgrade of the Fitch rating to "AAA" on the domestic scale and to "BB" on the global scale | R\$ 9.6 billion in net revenue | Funding in the amount of R\$ 17.6 billion

Use of tablets to return the vehicle | GPS with weekly updated content | 302 robots developed (144 incorporated and 158 in operation) | Launch of the SAT company

Commitment to reach 2030 with 50% of leadership positions held by women | Internal training and appreciation of diversity | 2,829 attendances at Ligado em Você | 9,749.50 hours of training (1.58 per employee)

Expansion of reporting categories for the emissions inventory in Scope 3 | Prioritization of the use of ethanol (47.8% of the kilometers driven by customers used ethanol and 70% of our fleet is fueled by this fuel) | 29% of waste recycled | 40% of cars with dry cleaning | Energy intensity of 903.03 | Support for the revitalization of the Araguaia River Biodiversity Corridor

Participation in the Movimento Mulher 360 and the Na Mão Certa Program | Human rights due diligence in stores | Lectures and training on traffic safety | Social rate | Moved app charge and driver | Local suppliers (50.1 % of expenses)

Mileage free daily rates | Use of fuel included in the rate | Protection for third parties and occupants | 43 new stores in 2022 | Presence in 111 cities from 26 states and in the Federal District.



## ESTAÇÃO RECARGA COMUM

**07**

Carro Elétrico  
**mov(da)**  
aluguel de carros

**zletric**  
energia para mobilidade



BA XE O APP  
E AGENDE SUA  
RECARGA



## ESG COMMITMENTS

GRI 2-22 | 2-28

Our businesses are guided by the best ESG practices across the board. In addition to having a specific area, we have a Sustainability Committee, which guides the definition of priorities in environmental, social and governance management. Additionally, the management of all topics related to climate change is the responsibility of the Financial Department. Our growth, in size and profitability, has always been accompanied by sustainable actions. We work so that business success becomes an agent of improvement for life in society and the preservation of the planet. This is because we understand that our role must go beyond reducing or neutralizing environmental damage resulting from our activities. We want to positively impact the environment, promoting inclusive mobility and social equity. We are signatories of the Net Zero Coalition, one of the main projects of 2022 of the Climate Action Platform, an initiative of the UN Brazil Global Compact. The main proposal of the initiative, which integrates the Ambition 2030 strategy and seven other major movements launched by the Global Compact, is to reduce 2 gigatons of CO<sub>2</sub>e in accumulated emissions. For this, several engagement, awareness, monitoring and visibility actions are planned for best practices in the area of sustainability among the companies involved and their leaders.

The work carried out in this regard has been intense and involves a set of actions and policies and alignment with principles such as integrity, ethics and sustainability. We also established a series of sectorial partnerships. We are members of the Brazilian Association of Corporate Travel Agencies (Abracorp), the Brazilian Association of Travel Agencies (ABAV), the Brazilian Association of Listed Companies (Abrasca), the Institute for the Development of Retail (IDV), the National Association of Car Rental Companies Vehicles and Fleet Management (Anav), and the Brazilian Association of Car Rental Companies (Abla) – with which we contributed, in 2022, with a total of R\$ 649,139.38. At Anav and Abla, we are part of Boards of Directors and advisory committees.

In a pioneering way in our sector, in 2022, we became a Certified B Corp, joining the select world group of companies recognized for conducting a business model that effectively combines purpose and profitability (*find out more about the topic in the chapter “Continuous development momentum”*). In the same year, we entered the Corporate Sustainability Index (ISE-B3), a portfolio that brings together companies aligned with the ESG indices, where we remained in 2022 and will remain in 2023.



Our corporate environment is made up of a series of other commitments and initiatives that base and provide resources for the improvement of management and governance in accordance with the highest standards in Brazil and in the international context. Among these features, the following stand out:



■ **CONSCIOUS CAPITALISM**

We are partners of Instituto Capitalismo Consciente Brasil (ICCB), national representation of the movement that emerged in the United States in defense of business practices that produce value for all stakeholders.



■ **EQUITY IS A PRIORITY**

We participated in the movement launched by the Global Compact Brazil Network with the purpose of encouraging the increase of women and black people in leadership and management positions in private sector companies.



■ **NET ZERO COALITION**

We are signatories of one of the priority projects of 2022 of the Climate Action Platform, an initiative of the UN Brazil Global Compact. The Movement's main proposal is to reduce two gigatonnes of CO<sub>2</sub>e and accumulated emissions.



■ **GLOBAL COMPACT**

We are signatories of the United Nations (UN) initiative for companies to act in line with ethical, sustainability and citizenship principles, also assuming the commitment to contribute to the achievement of the 17 Sustainable Development Goals (SDGs).



■ **WOMEN'S EMPOWERMENT PRINCIPLES**

We are part of the UN Women initiative that guides companies to position women in positions of power, promoting gender equity in all business instances.



■ **SBTI**

We joined the Science Based Targets Initiative, a collaborative action of several movements and organizations whose focus is to improve the management of climate risks and opportunities in organizations, with goals based on science.

■ **LEADERSHIP WITH IMPACT**

Our CEO, Renato Franklin, joined the program formed by leaders of companies aligned with sustainability commitments for business evolution, creating ways to insert the SDGs into the strategies of their main areas. With that, the executive became the first spokesperson for the mobility sector in SDG 13.

■ **ESG COMPENSATION**

100% of officers, including the CEO, earn variable compensation linked to achieving at least one ESG goal. In the managerial sphere, this index is 74%.

**COP27**

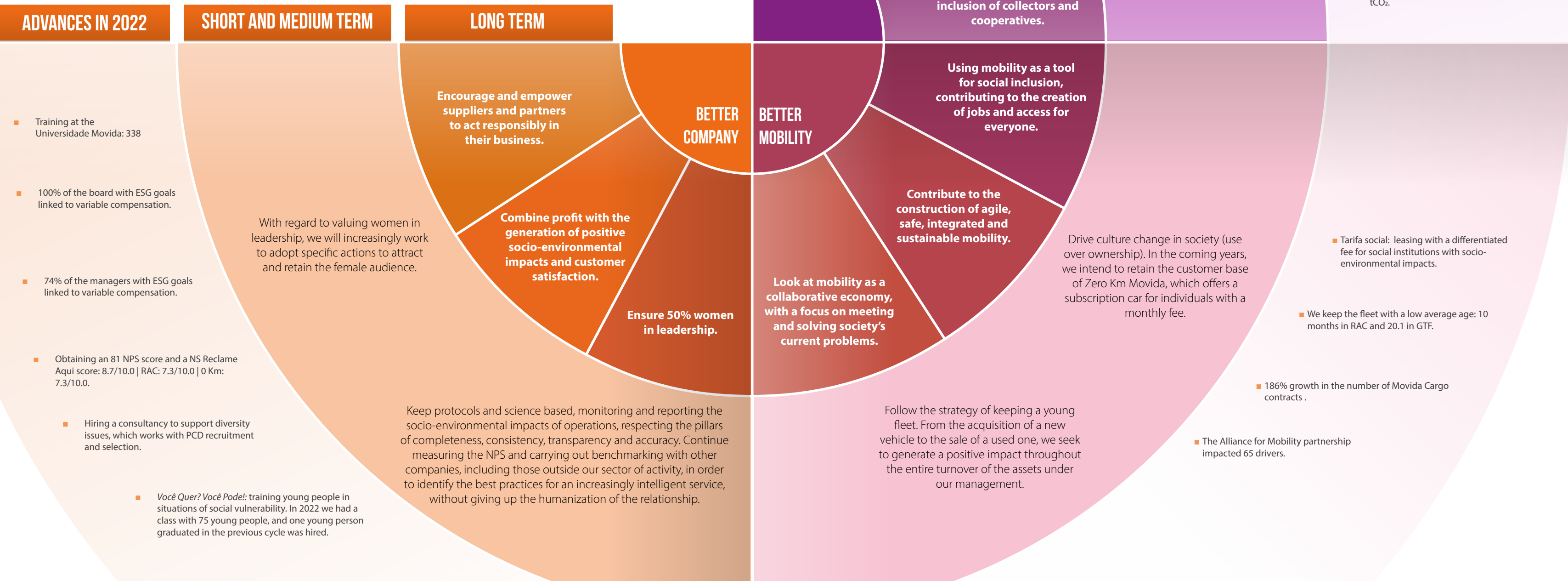
In 2022, we participated in COP27, the 27th UN Conference on Climate Change, composing two panels on technology, innovation, mobility and efforts to reduce carbon emissions. We had the opportunity to present our advances in environmental governance and position ourselves on the role of the Brazilian private sector in fulfilling the 2050 Agenda, proposed by the United Nations.



# SUSTAINABILITY AGENDA 2020-2030

GRI 3-3 - TRAFFIC SAFETY AND INCLUSIVE MOBILITY | 201-2

In order to fulfill the commitments made, we defined the short, medium and long-term strategy with guidelines aligned with the SDGs. Our effort focuses on three fronts: Better Mobility, Better Company and Better Planet.





# CORPORATE GOVERNANCE

GRI 2-14 | 2-16 | 2-20 | 2-24

Commitment to the guidelines established by SIMPAR and alignment with the highest standards accredit us to operate in any market, regardless of the level of demand. We are the only publicly traded car rental company to receive B Corp certification. It is proof that our business model balances purpose and profitability.

We are listed in B3's Novo Mercado, integrating the Corporate Sustainability Index (ISE-BE) and Carbon Efficient Index (ICO2 B3) portfolios. Thus, we comply with the parameters established by the listing segment, including: exclusively issuing common shares, with all shareholders having the right to vote; maintain at least five members on the Board of Directors, with a unified term of office of a maximum of two years; and not beneficiary parties.

ESG commitments are another differential in the governance and business model. All internal areas work with sustainability goals, which enhances operations and produces positive social impact, with indicators linked to variable remuneration at managerial and board levels. In preparing the Integrated Annual Report, it is up to the leadership to approve the information to be disclosed and confirm the application of integrated thinking in the production of the document. All material is also validated by the Sustainability Committee.

Qualification to meet market, investor and society requirements includes a series of policies and rules of conduct and a solid governance structure, comprising the General Shareholders' Meeting, the Board of Directors and its advisory committees, the Fiscal Council and the Board. In addition to those, we also have operational or executive committees – instances that ensure discipline in the execution of the strategy. Crucial concerns are communicated to the Board of Directors through advisory committees, which hold periodic meetings (there were four in 2022) with the participation of its executives and other leadership levels.

Among our policies is the Remuneration policy, which, among other guidelines, establishes that the fixed remuneration is defined in accordance with the complexity of the function performed, available budget and values practiced in the market; and that the annual variable remuneration, to be paid partly in cash and partly deferred in Phantom Shares with cash settlement in four tranches of 25% each. Payment takes place upon achievement of corporate and individual targets, calculated in the year prior to the year of payment of the portion in kind.

## Governance structure

GRI 2-9

### GENERAL SHAREHOLDERS' MEETING

- Examine the Financial Statements.
- Elects and dismisses members of the Board of Directors.\*
- Sets the annual global compensation of the members of the Board of Directors and the Board of Executive Officers.
- Decides, in accordance with the proposal presented by Management, on the allocation of net income for the year and the distribution of dividends or payment of interest on equity, among other attributions detailed in our *Bylaws* and provided for in the Brazilian Corporation Law.
- The meetings take place, ordinarily, within four months after the end of each fiscal year and, extraordinarily, whenever required.

*\*Access the detailed voting map at <https://ri.movida.com.br/governanca-corporativa/atas-e-assembleias/>*





## BOARD OF DIRECTORS

GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-16

- Formed by five members, elected and dismissed by the General Meeting, with a unified term of two years, re-electable. At least two, or 40%, of directors must be independent. In line with our Member Referral Policy, everyone must have an unblemished reputation. Criteria of diversity of knowledge, experience, behavior, cultural aspects, age group and gender should also be considered, for plurality of arguments and a more qualified and safe decision-making process. The nomination must also aim at forming a group aligned with our principles and values.
- It meets ordinarily four times a year, and extraordinarily whenever called. In 2022, in addition to the four ordinary meetings, eight extraordinary ones were held. Among the topics discussed are financial and operating results; resolution on JCP distribution, dividends, financial and capital market operations; people and customer management; transactions between related parties; cybersecurity; and investments in social projects, among others.
- Approves the annual budget, the business plan and strategic actions, investments and expansion projects.
- It examines variables, challenges and economic, social and environmental impacts of operations in our relations with the audiences.
- Elects and dismisses members of the Board of Directors.
- Defines the organization chart of positions and salaries for the Board of Directors and for managerial positions.
- Hires independent auditors, among other duties described in our Bylaws.
- The body's president, Fernando Simões, is SIMPAR's CEO and does not exercise an executive role in our management, as determined by the internal regulations.

### COMPOSITION OF THE BOARD OF DIRECTORS

Name	Job Title	Year of election	Term of office	Participation in meetings
Fernando Antonio Simões	Chairman	2022	August 2024	100%
Adalberto Calil	Member	2022	August 2024	100%
Denys Marc Ferrez	Member	2022	August 2024	100%
Ricardo Florence dos Santos	Independent Member	2022	August 2024	100%
Marcelo José Ferreira e Silva	Independent Member	2022	August 2024	100%

### BOARD MEMBERS' EXPERIENCE GRI 2-17

Areas	Adalberto Calil	Denys Marc Ferrez	Fernando Antonio Simões	Marcelo José Ferreira e Silva	Ricardo Florence dos Santos
Retail, marketing and customer service	✓		✓	✓	✓
Capital market	✓	✓		✓	✓
Finance and capital allocation	✓	✓		✓	✓
Relationship with investors	✓	✓		✓	✓
People, culture and talent	✓	✓	✓	✓	
Group history and industry involvement	✓	✓	✓	✓	✓
Risk and <i>compliance</i>	✓	✓	✓	✓	✓
Logistics operations and mobility			✓		✓
Innovation, entrepreneurship and new business models	✓		✓	✓	✓

[Click here for more information about advisors.](#)



## EXECUTIVE BOARD

- Composed of a minimum of three and a maximum of 15 members, shareholders or not, elected by the Board of Directors for a unified term of two years, with the possibility of being re-elected.
- The positions of Chairman of the Board of Directors and Chief Executive Officer cannot be held by the same officer.
- The body complies with the resolutions of the Board of Directors and the General Meeting of Shareholders, presents the quarterly results and the annual budget proposal to the Board of Directors, and puts into practice all the actions necessary for our regular functioning; among other attributions provided for in the Bylaws.
- The Board of Directors, especially the Financial Director, is responsible for environmental, social and financial topics. Performance monitoring in relation to these topics is periodic, with accountability to all stakeholders.
- In addition to extensive knowledge of social and market trends, our officers must reside in Brazil and have an unblemished reputation.
- It is advised by nine committees, none of which are statutory.

### COMPOSITION OF THE EXECUTIVE BOARD

Name	Job Title	Year of election	Term of office
Renato Horta Franklin	CEO	2015	08/30/2024
Flávio José Sales*	Officer	2020	08/30/2024
Edmar Prado Lopes Neto**	Administrative and Financial and Investor Relations Officer	2016	08/30/2024
Jamyl Jarrus Júnior	Officer	2018	08/30/2024
Daniel Albino Morroni	Officer	2021	08/30/2024

[Click here for more information about officers.](#)

\*Left in October/2022

\*\*Left in February/2023

## FISCAL COUNCIL

- A supervisory body independent of the Executive Board and the Board of Directors, it seeks, through the principles of transparency, fairness and accountability, to contribute to better performance.
- Comprised entirely of independent members.

### COMPOSITION OF THE FISCAL COUNCIL

Name	Job Title	Year of election	Term of office	Participation in meetings
Luciano Douglas Colauto	Effective member	2022	August 2023	100%
Marcos Sampaio de Almeida Prado	Alternate member	2022	August 2023	100%
Luciano Almeida Prado Neto	Alternate member	2022	August 2023	100%
Marcelo Rodrigues de Farias	Alternate member	2022	August 2023	100%
Aguinaldo Barbieri	Effective member	2022	August 2023	100%
Márcio Álvaro Moreira Caruso	Effective member	2022	August 2023	100%

[Click here for more information about advisors.](#)





## ADVISORY COMMITTEES

GRI 2-13 | 2-16 | 2-17

**Financial Committee:** advises the Board of Directors on financial matters in order to enrich the deliberative potential of matters in this scope. Its members held 12 meetings in 2022, 11 of which were ordinary and one was extraordinary.

**Ethics and Compliance Committee:** advises the Audit Committee, the Executive Board and the Internal Controls, Risks and Compliance area in managing the Compliance Program and related topics. There were six meetings in 2022.

**Audit Committee:** responsible for supervising the quality and integrity of financial reports, adherence to legal, statutory and regulatory standards, adequacy of processes related to risk management and the activities of the internal audit and independent auditors. In 2022 it met on 10 occasions.

**Sustainability Committee:** guides the definition of priority Environmental, Social and Governance topics in the strategy. The three members have knowledge, shared with the board members, in Social Impact, Diversity, Equity and Inclusion, Climate Emergency and Environmental Management. It met seven times in 2022.

**People, Management and Customer Committee:** with six members, its attribution is to focus on themes, indicators and main actions related to employees, the application of the results management methodology and the financial, qualitative and customer satisfaction assessment. Its members met 12 times in 2022.

## OPERATIONAL COMMITTEES

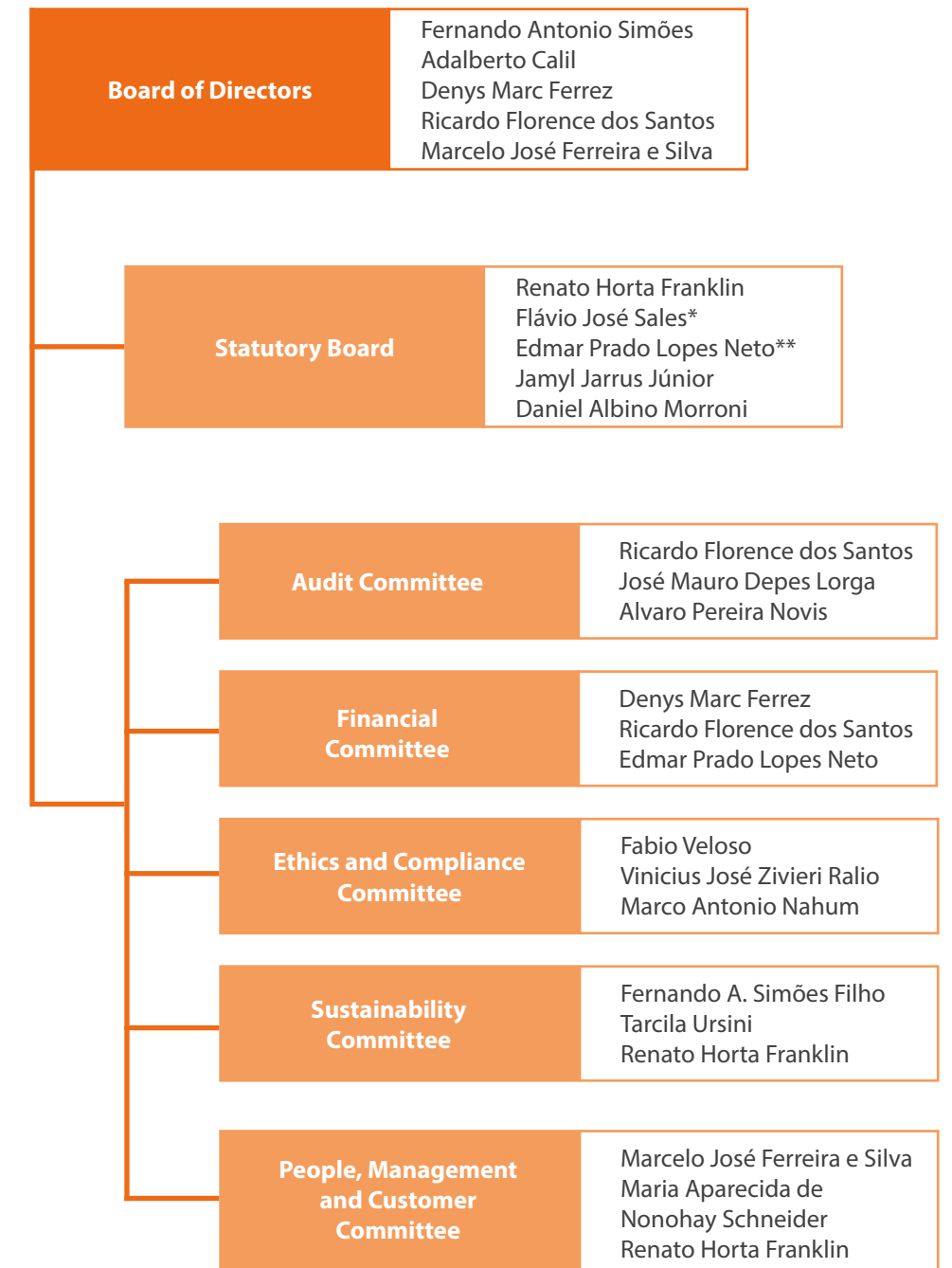
Our operating committees are made up of internal working groups with representatives from different areas. The structuring of these forums guarantees the connection between different areas in subjects that connect them, bringing speed to decision and guaranteeing the complete vision according to the different expertise. Unlike the advisory committees, there are no representatives of the Board of Directors directly present in the operating committees, which do not yet have an internal regulation, as they are decision-making and follow-up structures.

**Strategy and Innovation Committee:** facilitates the internal innovation process, presenting concepts related to the topic and ensuring that they are assimilated throughout the business structure.

**Price Committee:** analyzes the price positioning strategy for RAC, GTF, Zero Km and Used Products, in addition to aspects such as competition, profitability, fleet, sales volume and purchases. It comprises the Executive Board and the Pricing areas of each business unit, which met six times in 2022.

**Fleet Committee:** discusses the allocation of purchased cars (between business units), implementation and demobilization expectations. It is composed of those responsible (vice president, officer or managers) of the Operations, Procurement, Pricing, RAC, GTF, Zero KM and Used cars areas. In 2022, it met weekly starting October 21.

**Safety Committee:** in 2022 we created the forum to address issues in the area in a regional format – which takes into account the peculiarities and needs of each region served, such as the characteristics of the paths taken, for example. In this way, we develop training, awareness and prevention against accidents with a regional focus, according to the needs of each location. GRI 3-3 - SECURITY PRACTICES



\*Left in October/2022

\*\*Left in February/2023



## Ethics and compliance

GRI 2-15 | 2-23 | 2-24 | 2-25 | 2-26 | 3-3 – RIGHTS OF INDIGENOUS PEOPLES | 3-3 – NON-DISCRIMINATION | 3-3 -SECURITY PRACTICES

We adopt strict principles and integrity monitoring in the conduct of activities and in the relationship with all stakeholders. This culture is widely disseminated, starting with the need for compliance with the **Code of Conduct** and Anti-Corruption Policies by all those who are part of our value chain: administrators, employees, third parties, partners and business consultants in addition to training for the implementation of ethical commitments.

Said documents are updated periodically, according to the risks mapped for our business. Professionals receive training and undergo tests to verify the level of assimilation of the content. The Code of Conduct brings together the values that govern and guide us in respecting legislation, internal policies and commitments prepared by third parties with the same objective. Every employee who joins the team receives the publication and must sign it, attesting to being aware of its content and committing to comply with its principles and guidelines, including non-discrimination – a topic also addressed in periodic training.

In 2022, we established with the SIMPAR holding the **Code of Conduct for Third Parties**, a set of rules and principles, in addition to relevant topics that must be observed by suppliers, service providers and other business partners.

Internal policies, approved at three levels, Management, Responsible Committee and Board of Directors, reinforce, expand and specify the guidelines contained in the Code of Conduct, improving the management model. They provide, for example, respect for the rights of indigenous peoples, *quilombolas*, among other traditional peoples, their self-determination, access to land, their livelihoods and their cultural and social principles. They also determine respect for the rights of children and adolescents, based on the Statute of Children and Adolescents and encourage the promotion of valuing people and the diversity of knowledge, experiences, behaviors, cultural aspects, age group and gender, allowing the plurality of arguments and a decision-making process with greater quality and security.

Throughout 2022, we updated several documents and created policies in the area of sustainability. Check the objectives of the regulations created in the year:



**Human Rights Policy:** establish basic guidelines to protect and preserve human rights and to promote these rights throughout the value chain and sphere of influence. Although our services and units do not have any impact on indigenous populations, the policy contemplates this audience, in accordance with constitutional precepts and international treaties and conventions, ratified by the State, such as the International Bill of Human Rights and the Guiding Principles of the United Nations on business and human rights.



**Social Investment Policy:** consolidates our social investment strategy to generate an increasingly positive impact on society through initiatives that have synergy with the business and the real development needs of each location in which we operate.



**Climate Change Policy:** defines guidelines and principles for tackling climate change that are a reference to our work; ensures that the theme is included in decision-making with impacts on society, biodiversity and business; instructs employees, third parties, suppliers, customers and communities, among other stakeholders, to seek to align business actions and decisions with the principles of the Global Compact and the SDGs, mainly with objective 13, Action Against Global Climate Change.



**Health, Safety and Environment Policy:** promotes safety at all stages of operations, increasing the perception and assessment of the risks and environmental impacts involved; seeks the sustainable management and efficient use of natural resources in all sectors through defined processes and performance evaluations. Promotes social actions that strengthen our relationship with the community and customers, in addition to reinforcing road transport safety.

 [Click on the policies to access them.](#)

### Check out other relevant policies by clicking on the names:

- Policy for Transactions with Related Parties and Other Situations Involving Conflicts of Interest
- Gifts, Entertainment and Hospitality Policy
- Policy for Interaction with Public Authorities
- Donations and Sponsorship Policy
- Public Tender Participation Policy





## CONNECTION INTEGRITY

GRI 2-25 | 2-26

We maintain channels for internal and external audiences to help us comply with ethical principles in all our activities and relationships: the Transparent Line, dedicated to answering questions about policies and procedures, and the Reporting Channel, dedicated to forwarding reports of suspicion of omissions, irregularities, illegalities, non-compliance with internal policies or any other situation that is contrary to applicable legislation and internal rules.

The Reporting Channel is operated by an independent third-party company, responsible for recording reported situations, guaranteeing the whistle blower's secrecy, directing them to the Compliance team, linked to the Risk Management, Internal Controls Board, which is responsible for applying the appropriate treatments and the application of the internal investigation flow.

If the investigation finds the case valid or partially valid, we define disciplinary measures based on internal policies. In addition, based on the analysis of all reports, we verified the need to adopt preventive action plans and review internal controls.

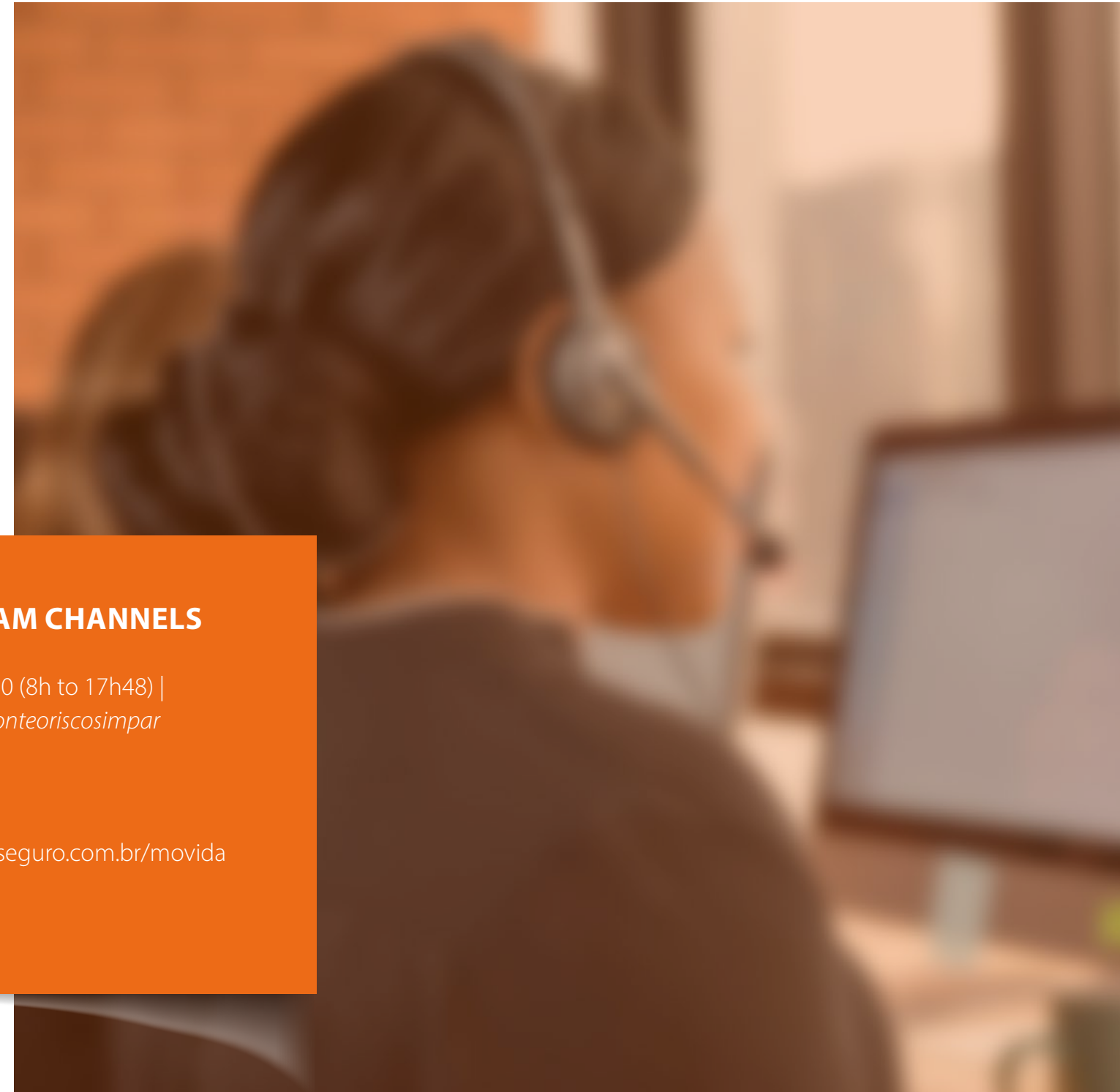
The Point the Risk Channel is also maintained, available to communicate structural problems in operations, in addition to suggestions for constantly improving our safety culture. The channel is accessed by telephone through the 0800 line, seven days a week, 24 hours a day.

### COMPLIANCE PROGRAM CHANNELS

Transparent Line: 0800 726 7250 (8h to 17h48) |  
[www.contatoseguro.com.br/aponteoriscosimpar](http://www.contatoseguro.com.br/aponteoriscosimpar)

### REPORTING CHANNEL

0800 726 7111 | [www.contatoseguro.com.br/movida](http://www.contatoseguro.com.br/movida)





## COMPLIANCE PROGRAM

GRI 2-15 | 2-26 | 205-2 | 205-3 | 415-11 | 3-3 – ANTI-CORRUPTION 3-3 – CUSTOMER PRIVACY

The initiative promotes the dissemination of knowledge on the subject and training at all functional levels, in all areas. Management of the Compliance Program is under the responsibility of the Internal Controls, Risks and Compliance area, which, following the best market practices, reports to an independent committee – Audit Committee. Throughout 2022, 5,154 employees, or 83.36% of the total, participated in training on anti-corruption policies and procedures, carried out through digital platforms. Among the members of the governance body – directors, committee members, directors and general managers, the index reached 36.6% of the total, with eight trained professionals. We do not carry out communication or anti-corruption training with business partners. In the last three years (period described in this report), there were no cases of public corruption.

In addition to intensifying the rules addressed in the Code of Conduct – such as the definition of not contributing to political parties or candidates, for example – and strengthening internal policies, the Compliance Program contemplates developments, through the initiatives:

**Compliance Dialogues:** we hold meetings with employees to address issues related to the program, such as professional conduct, moral harassment or conflict of interest. The objective is to deepen knowledge about what can or cannot be done in routine activities.

**Supply chain:** through communications, specific awareness actions and analysis of contractual clauses, we periodically check the alignment of the conduct of business partners with our standard of integrity. In 2022, in addition to having established the Code of Conduct for Third Parties, we developed initiatives to identify good practices adopted focusing on environmental management. The objective is to establish partnerships to promote alignment with our standards.

**Internal communications:** we periodically disclose information by email to employees about what should be done in situations that raise questions.

**LGPD (Data Protection Law):** upon joining the company, the employee receives all the necessary information about the terms of the General Data Protection Law, in order to guarantee security in the collection and processing of personal data. The topic is considered relevant internally, with guidelines related to internal policies such as Privacy, Information Security and Data Sharing. We also have a professional responsible for Data Protection and a Privacy Program (Data Officer) that includes training and communications.

## COMPLIANCE GOVERNANCE

GRI 205-1

- Board of Internal Controls, Risks and Compliance leads our processes.
- Compliance Program raises awareness, trains and engages all relevant stakeholders.
- More than five management policies guide the way of working and doing business.
- Training ensures adherence to the LGPD and the fight against corruption and fraud.
- Denunciations and complaints are directed to a channel that investigates case by case independently, respecting the secrecy of the person who comes into contact.
- We assess all our operations in terms of corruption risks.
- Reference processes in compliance when interacting with public tenders (light GTF segment for public or mixed capital companies).



# RISK MANAGEMENT

GRI 2-16 | 3-3 – ANTI-COMPETITIVE BEHAVIOR

The ability to face challenges and overcome adversity has led us to growth even in challenging scenarios. This performance has among its drivers the effectiveness of our risk management, prepared to offer solutions to difficulties inherent in the activities provided and agile and flexible to overcome unpredictable situations, such as the Covid-19 pandemic.

The risk management model is based on the methodology of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), in compliance with ISO 9001 and 3100 standards, a process duly documented by our *Risk Management Policy, approved by the Board of Directors*. In terms of Information Technology, it is in line with the Control Objectives for Information and Related Technologies (Cobit).

The methodology involves a continuous process of identifying internal and external risks; origin analysis, causes and possible consequences; assessment of the impacts of each adverse event on the business and operations; definition of the treatment to be adopted to avoid, mitigate, share or assimilate the problem, according to the degree of exposure that we are willing to accept in order to achieve the strategic objectives; monitoring based on effective and proper internal controls; and communicating with all interested parties about the results of the management steps.

The Risk Management Policy is combined with other control and monitoring resources - the Internal Controls, Risks and Compliance area (CRC), Audit Committee, Ethics and Compliance Committee and Code of Conduct, among others - also to settle practices of unfair competition, civil and criminal offense that may entail legal, compliance and image risks that harm business through the payment of indemnities, losses and damages, fines and loss of credibility in the market.

In general, all risk exposure is communicated by the executives to the CEO and/or to the respective committee that acts according to the nature of the matter. Depending on the risk classification, the Board of Directors may be required to take a decision at an ordinary or extraordinary meeting. In addition, the CRC area monitors and directs identified risks.

ROBUST STRUCTURE TO  
GUARANTEE THE CONTINUITY  
OF OPERATIONS



## Main categories and mitigation measures

GRI 205-1

### STRATEGIC RISKS:

associated with the strategic decisions adopted to achieve our objectives and/or arising from the lack of capacity or ability to protect ourselves or adapt to changes in the environment.

**Precautionary measure:** periodic review of the strategic planning, under the leadership of the Board of Directors.



### MARKET RISKS:

possibility of losses resulting from changes in the market values of positions held by us, including the risks of operations subject to exchange rate variations, interest rates, share prices and commodity prices (commodities).

**Precautionary measure:** attention to market contexts and factors such as availability of assets (vehicles) and exchange rate fluctuations, which can hinder positioning and efficiency.



### CREDIT RISKS:

possibility of losses associated with financing granted to customers in the operation of businesses, in addition to counterparty risks assumed in treasury operations.

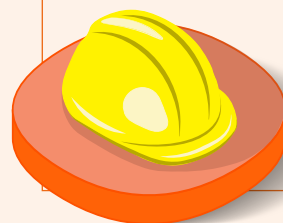
**Precautionary measure:** close management of the entire financing base and credit operations.



### OPERATIONAL RISKS:

arising from inadequacy, failure, deficiency or fraud in internal processes, in the technology or people environment, capable of hindering or preventing the achievement of our objectives.

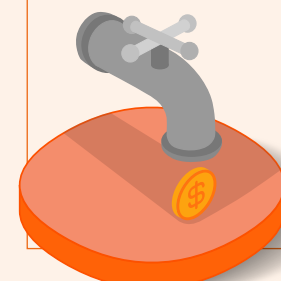
**Precautionary measures:** procedures to manage information, health, safety and the environment, and to adapt operations to unforeseen events.



### LIQUIDITY RISKS:

possibility of not being able to fulfill the obligations assumed within the agreed terms, affecting daily operations and incurring significant losses.

**Precautionary measure:** financial and asset management focused on ensuring cash generation, asset availability and our speed of execution.



### IMAGE RISKS:

arising from internal practices, other risks and external factors that may cause a negative perception by customers, shareholders, investors, business partners, among others, causing damage to reputation, credibility and the brand.

**Precautionary measure:** close observation of practices, processes and relationships in the value chain.





### CLIMATE RISKS:

we assess risks considering short-term horizons while seeking to prepare ourselves to face medium- and long-term ones. We have mapped our activities, climate state and scenarios that enable us to explore and understand how various combinations of climate-related risks, both transitional and physical, can affect business, strategies and financial performance over time.

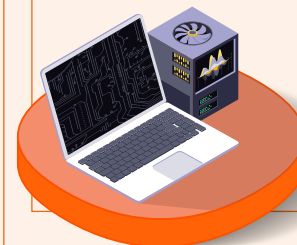
**Precautionary measure:** we are guided by the pillars of mitigation, neutralization and adaptation, with a climate risk management model that may negatively affect operations in the medium and long term. We follow the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) to assess climate-related risks and opportunities.



### TECHNOLOGICAL RISKS:

associated with Corporate IT Management, which must be in a constant monitoring, evaluation and analysis process to ensure the appropriate degree of business continuity.

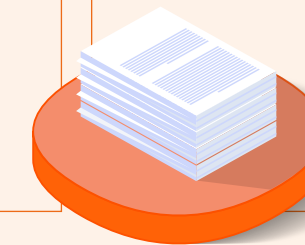
**Precautionary measure:** We adopted the Control Objectives for Information and Related Technologies (Cobit), a framework of good practices for the governance of Information Technology, with a series of resources that reference us.



### COMPLIANCE RISKS:

arise from non-compliance with the laws and regulations applicable to the business, which can lead to financial loss through the payment of fines and indemnities, in addition to damage to image and credibility.

**Precautionary measure:** application of the Integrity Program and other good practices in operations and analysis of the situation of compliance with legislation, rules and regulations by partners, in order to seek alignment with our integrity standard.



On the Investor Relations website ([check it out here](#)), we also report on risks and uncertainties related to our business model that may impact the achievement of strategic objectives and performance. They encompass risks related to our company; to the controller (SIMPARG); to shareholders; to subsidiaries and affiliates; to suppliers; to customers; the sectors of the economy in which we operate; regulation; to the foreign countries in which we are present; socio-environmental and macroeconomic issues.

## Support structure

GRI 2-12

We separate areas, functions and professionals, defining the responsibilities of each one and setting limits for them:

**Board of Directors:** this body is responsible for periodically assessing our risk exposure and the effectiveness of risk management systems, internal controls and integrity/compliance.

**Management:** operates directly in risk management, prioritizing identification, evaluation, processing and monitoring, providing information on the conduct of risk management under its responsibility to the Audit and Internal Controls and Risks Committees whenever requested.

**Executive Board:** must assess the effectiveness of the risk management and internal control policies and systems, as well as the integrity/compliance program and report to the Board of Directors on this analysis.

**Board of Internal Controls:** responsible for leading risk monitoring work and the effectiveness of internal controls for mitigation.

**Internal Controls and Risks Committee:** responsible for evaluating the effectiveness and sufficiency of risk management systems and controls.

**Internal Audit:** is responsible for investigating complaints and/or evidence of fraud or non-compliance with internal policies through the analysis of the results obtained in the investigation tests and the management of the Reporting Channel. It also monitors the quality and effectiveness of risk management and governance processes, in addition to consolidating, evaluating, monitoring and communicating strategic risks to the Audit Committee and Board of Directors.

**Audit Committee:** is responsible for supervising the quality and integrity of financial reports, adherence to legal, statutory

and regulatory standards, adequacy of processes related to risk management and the activities of the internal audit and independent auditors.

**Board of Internal Controls, Risks and Compliance:** responsible for leading the monitoring of compliance risks, in order to mitigate and prevent them, in addition to guiding employees and third parties on internal rules.

**Financial Committee:** advises on the assessment of financial risks and recommends actions to the Board of Directors.



CLEAR DUTIES AND  
RESPONSIBILITIES IN  
AREAS AND FUNCTIONS





# 5

**CONTINUOUS DRIVE  
TO DEVELOPMENT**



# COMPETITIVE DIFFERENTIALS

We act with the ambition of making history in our sector, in the lives of the people with whom we interact and in society as a whole. We aim to place our brand in the conquest of inclusive, accessible and sustainable urban mobility. For this, several differentials strengthen the performance aligned with the demands and trends of our time, transforming our vocation as an innovative company into a tradition.



YOUNGEST CAR  
FLEET ON THE  
MARKET

Empresa



Certificada

**1ST COMPANY**  
TO OBTAIN B CERTIFICATION  
IN THE SECTOR



100% DIGITAL SERVICE  
OPTION IN ALL  
SERVICES





## Sustainability Indices

At the end of 2022, there were 275 organizations with **B Corp** certification in Brazil, 961 in Latin America and 5,837 worldwide. We are one of them. In 2020, we became the first Brazilian car rental company to obtain the seal, attesting that the pursuit of business expansion is effectively linked to the purpose of promoting social, economic and environmental progress.

To win this recognition, we implemented a transversal action plan involving employees, suppliers, investors and specialists. After carrying out the changes, adaptations and improvements, we undergo a rigorous evaluation carried out by B Lab - a North American entity that aims to disseminate the concept according to which, instead of seeking to be the best "in" the world, a company should aim to be the best "to" the world. Performance standards and positive impact were analyzed in five areas: governance, workers, customers, community and environment.

The certification is even more significant when we consider that, in addition to being unique in our sector, we were the second company listed on the B3 in Brazil and the 12th publicly traded company in the world to obtain recognition. At the end of 2022, we began the evaluation process to obtain recertification, expected to occur in 2023.

Based on the B impact assessment, we obtained a general score 83.4, valid for three years. The average score for common companies that complete the assessment is currently 50.9. In 2023, there will be a new certification process. Learn the details in the [website](#).

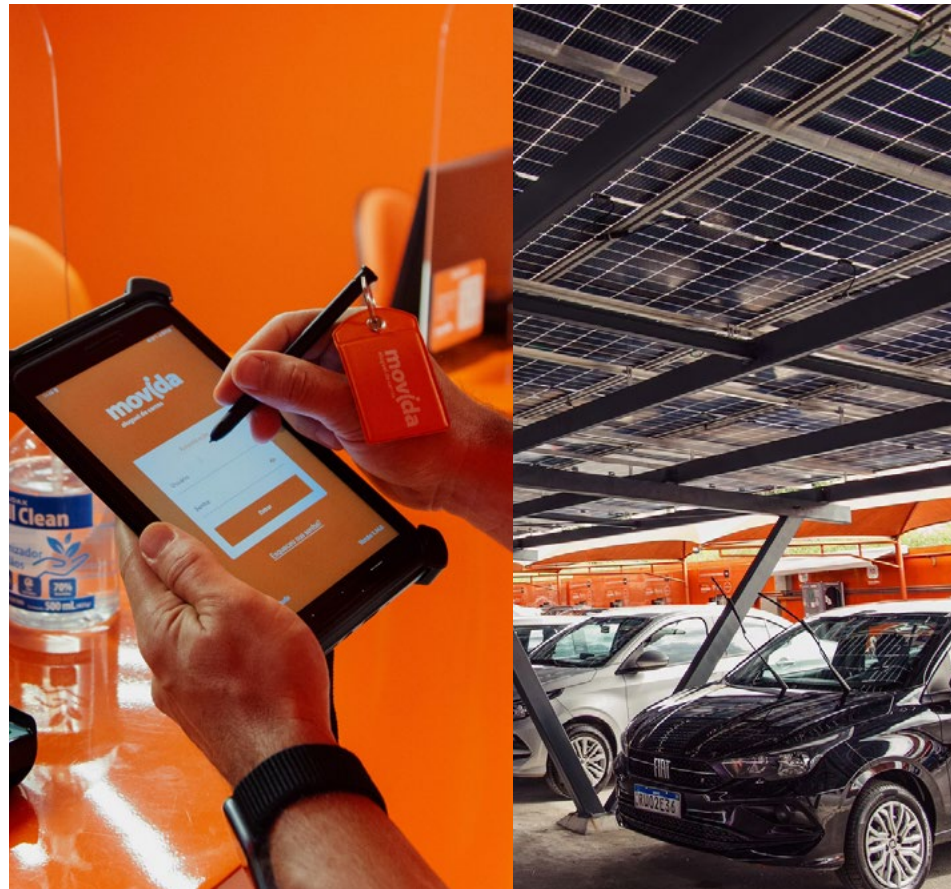
In addition to recognition as a B Corp, we stand out in other relevant sustainability indices. In 2022, we maintained participation in B3's **Corporate Sustainability Index (ISE)**, a portfolio that brings together companies aligned with ESG indicators, and in the **12th portfolio of the Carbon Efficient Index (ICO2 B3)**. We also had the best score (63) among Latin American companies in the S&P **Corporate Sustainability Assessment (CSA)** ranking, a questionnaire used as the basis for several ESG indices, such as the Dow Jones Sustainability Index World. In 2021, we had already achieved a prominent position in the CSA (51), with the best grade in our sector – a demonstration of our evolution in our commitment to socio-environmental criteria and business governance.

In 2022, we were classified with a C rating by **ISS ESG**, a sustainable investment assessment agency, which analyzes the socio-environmental performance of thousands of companies around the world and **whose highest score attributed to a company in our sector is C+**. At **MSCI ESG Ratings**, we maintained the AA rating, on a growth trajectory since 2019, when our rating was BBB. The achievement is due, among others, to actions to mitigate risks related to carbon emissions and to the maintenance of a strong anti-corruption structure, which includes training in ethical issues for employees.

We are also proud of the fact that we have maintained the B assessment in **CDP Climate Change**, with an improvement in the score in several reporting categories (energy, disclosure of opportunities, risk management process, scope 1 and 2 emissions, scope 3, value chain engagement and business strategy, financial planning and scenario analysis).

### EVOLUTION TRAJECTORY

	2019	2020	2021	2022
		✓	✓	✓
<b>MSCI ESG RATINGS</b>	BBB	A	AA	AA
<b>CSA</b>		23	51	63
<b>ISS ESG</b>				C
		B	B	B
	✓	✓	✓	✓
		✓	✓	✓
	✓	✓	✓	Results to be released in 2023



## Innovation

### GRI 3-3 – INNOVATION

Like sustainability, technology plays a transversal role in our work. We put into practice the understanding that it should not be restricted to the operational aspects of the business – so much so that we maintain embedded technology in practically all areas, such as controllership and tax, in which teams are trained to analyze data and build resources such as datamart, dataset and robots. By the end of 2022, 400 professionals had undergone training with this focus.

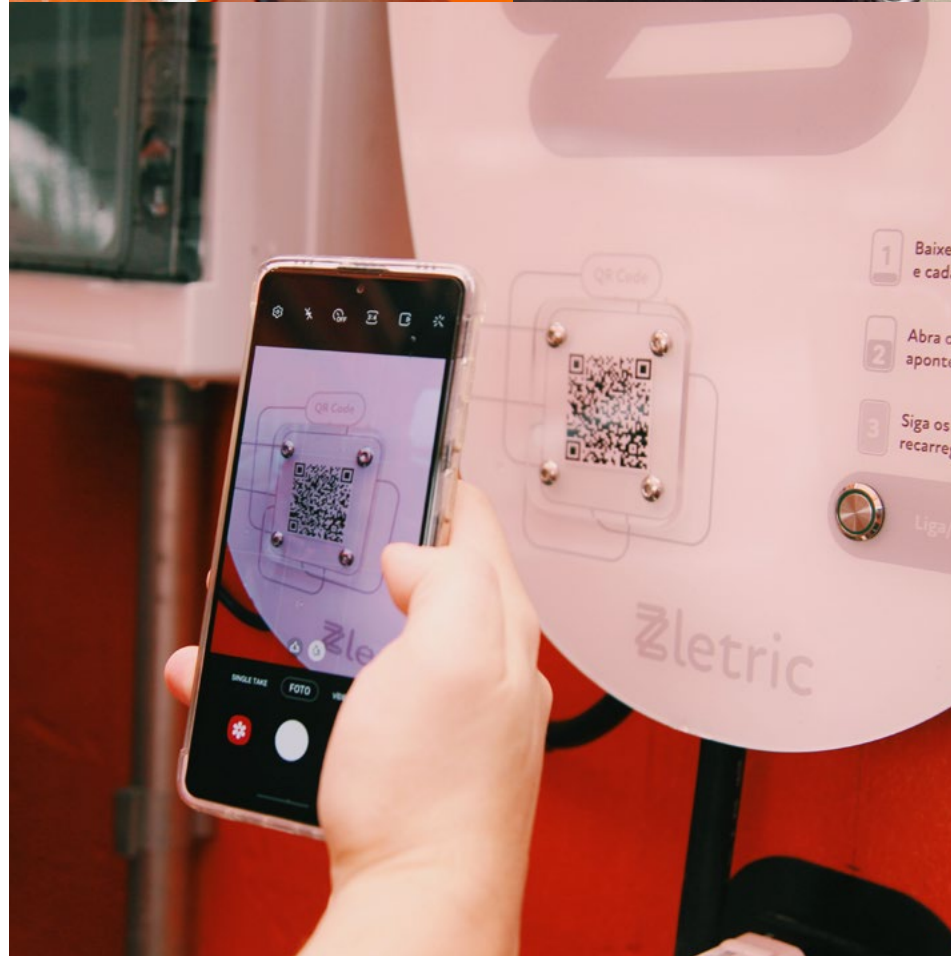
This formula, which assigns a more strategic role to the technology department, governing internal platforms and guiding people to maximize their benefits, is what leads us to be recognized as an innovative company that overcomes barriers.

In addition to being strengthened, the internal culture of innovation is permanently stimulated by activities in which multidisciplinary groups debate and propose solutions to identified challenges, receive feedback and improve ideas. With a commitment to open and collaborative listening, there is also the Coffee with the President, a monthly meeting between our CEO and the executive directors to visit stores, participate in breakfast with employees and exchange ideas that feedback a fundamental cycle for the increase in operational efficiency.

Around 60% of sales revenue comes from digital channels and each robot implemented has the capacity to carry out the work of ten people. Thus, we adopt technological resources and, instead of reducing teams, we expand them, allocating them to the

execution of strategic, intelligent tasks that generate revenue and new lines of business. Additionally, as access management takes place without manual intervention, we improve compliance and cybersecurity gains.

This way of working is guided by the greater purpose of taking care of customers, offering the best possible experience and an impeccable journey with our brand. Digital channels, in this context, result in agility in service and optimization of time in stores for collections and returns, as well as increased productivity of employees and reduced use of paper and carbon footprint - due to the migration of systems to the cloud, adoption of electric vehicles and ultra-fast chargers and vehicle tracking by geolocation.





**IN 2022,  
WE DEVELOPED  
302 ROBOTS (144  
INCORPORATED AND  
158 IN OPERATION)**





Our innovative vocation is not restricted to the creation of unique solutions but involves the perception of changes in behavior that lead to new demands and the boldness of anticipating to meet them. Examples were the electric car rental offer and, through Movidá Zero Km, the operation in the subscription car segment with differentials such as flexibility in terms of contracting and mileage, stimulating the culture of accessibility instead of ownership – base of the collaborative economy. Both measures were motivated precisely by the perception that our stakeholders are increasingly engaged in the theme of sustainable development.

In addition, at the end of 2022, customers had a 100% digital service option for all services. We also ended the year with an ongoing program to bring self-service to all digital channels, reducing user contact time with us.

Other practices attest to the value we attach to innovation. In the fleet management and outsourcing division, we have a technological structure involving automation, traceability and telemetry processes. The highlight is the use of the science of algorithms in the behavioral control of drivers and the automation and control of faults, which, together, guarantee safer, leaner and more intelligent operations.

Our resources, in constant improvement, integrate an internal intelligence of the market that supports us, among other aspects, in the prediction of vehicle acquisition and sale of semi-new vehicles, supporting the business strategy, and in the strengthening of predictive management. We work, for example, with data on registration of brand new vehicles and transfer of used vehicles,

which allows us to verify the market demand in relation to the purchase, our positioning and the models that offer more sales advantages with a view to fleet renewal.

In addition, in 2022 we carried out the mapping of all ongoing internal projects, which resulted in the identification of more than 200 – many of which involved the dedication of more than one department. Aiming at optimizing the conduct of projects, we started to work in squads, which reduced the number of studies in progress to 66, resulting in more objectivity for the processes.

At the same time, we restructured project management, drawing up a business plan that establishes, for the registration of projects, the revenue forecast, the cost and the development period.

## MOVIDA LABS

We maintain Movidá Labs, a process that aims at a culture of innovation by seeking companies with bold proposals to co-create and transform opportunities into innovative mobility solutions. One of the examples is the partnership with the startup Deep ESG, which developed a system capable of automatically measuring ESG impacts in real time and with traceability, integrating the calculations into our accounting system. Movidá Labs also conducts a training program, lasting 12 months, for the development of soft and hard skills in the area of Information Technology – which is constantly expanding and offers several possibilities for technical or management development.

Another front of action is the training of internal talent in high and low complexity technology. The action encourages employees who have started or have some technical training to develop their careers with us. The performance of Movidá Labs led us to win, in the Travel and Tourism category, third place in the Top 100 Open Startups ranking, aimed at companies that produce the most open innovation with startups.





## Facilities for customers

We also seek market differentials through actions focused on a close, easy and uncomplicated relationship with customers. For this purpose, we offer the youngest and most modern fleet in the sector for lease, available in our more than 250 owned stores and we were the first rental company to accept PIX as a payment method, in addition to enabling the opening of contracts through tablets and having exclusivity with Sem Parar, providing more agility and convenience. The waiting time at stores to collect vehicles, of 8 minutes with web check-in, is another differential that brings convenience and reflects the commitment to offer facilities to customers.

In the Used Cars segment, we have differentiated store concepts, with exclusive patios to serve wholesale customers, and we offer a one-year warranty and precautionary report for all vehicles sold in retail. Additionally, we sell 100% digitally and have a dedicated wholesale website.



FIRST CAR RENTAL TO ACCEPT  
PIX AS A PAYMENT METHOD

67%  
OF REVENUE GENERATED ONLINE





# OPERATIONAL EVOLVEMENT

Operations performance reflected superlative results in 2022. We expanded our fleet by 20% to 223,984 vehicles, maintaining our geographic expansion plan with the opening of 30 rental stores and 13 used car sales units.

We also recorded significant advances in indicators related to operational efficiency, with emphasis on:

- **RAC Operating Average Fleet** – 90,852 (Dec/2022) *versus* 70,538 (Dec/2021).
- **RAC occupancy rate** – 76.6% (Dec/2022) *versus* 80.8% (Dec/2021).
- **GTF operational average fleet** - 95,706 (Dec/2022) *versus* 79,898 (Dec/2021).

This scenario stems from the decision, adopted two years ago, to renew and expand our fleet, maintaining the offer of models with an average use of nine months, the lowest in the rental market, and expanding the range of models in the portfolio, with great impact on increasing the customer base.

In the rental segment, we successfully faced the challenge of adjusting pricing, which was outdated, and still increasing the customer base and sales volume. The movement is due to the offer of a better mix, with the inclusion of more sophisticated models, and more detailed attention on sectoral and interest rate factors that pressured prices, opening room for negotiations. Another aspect was the facility provided to customers with the option of 100% digital service.

The Fleet Management and Outsourcing division (GTF) also experienced a period of expansion. We began to serve 2,279 corporate customers, 45% more than in the previous year, which reduced the concentration of the fleet per customer, diluting risks and expanding the diversification of the source of revenue.

Throughout the year, we adopted a new contract renewal strategy, prioritizing the most profitable ones. In addition, we seek to strengthen our approach to the market, tripling the offer of proposals and practically doubling the number of deals compared to the previous year. These measures led us to expand the fleet by 14% in the same comparison. With its long-term contracts, the GTF supports the adoption of a series of actions, backed by guaranteed income for a minimum period of 12 months.

In the Used Cars area, the market began to return to normality after the atypical period resulting from the Covid-19 pandemic, which caused a shortage of semiconductors, affecting the production of the automobile industry. The year was one of adjustment, with margins falling month by month, but closing the year still in an atypical situation. However, we are at a much higher stage than in the pre-pandemic era, with a larger fleet, which allowed us to double revenues compared to the previous year with the sale of a record volume of vehicles.

# 20%

FLEET EXPANSION IN  
2022







# ECONOMIC-FINANCIAL PERFORMANCE

GRI 207-2 | GRI 3-3 – TAX

2022 was a challenging year, globally marked by rising inflationary levels, greater risks of monetary tightening and supply shocks and the consequent rise in commodity prices, which heightened concerns about the geopolitical scenario in Europe, particularly with regard to the trade developments of the war between Russia and Ukraine. In this context, the national economy was also impacted by the low level of average household consumption and rising inflation and interest rates – the Extended Consumer Price Index (IPCA) ended the year at 5.7% and the interest rate rose to 13.75%. Even so, the Gross Domestic Product (GDP) grew by 3.1%, mainly due to the contribution of industry and services – which remained the main engine of the economy.

Specifically in the vehicle rental market, the change in consumer behavior regarding mobility and the way of relating to the car reflected in a 30% increase in the fleet dedicated to rental by subscription, compared to 2021, according to the Brazilian Association of Car Rental Companies (Abla). The data encourages us to continue investing in the segment, as well as to believe in the growth potential of used cars, since, also according to Abla, less than 2.5% of the total number of used vehicles sold are originated from sales by rental companies.

These trends were in line with the successful execution of our strategy during the year, which took us to new heights, with the opening of stores in the Car Rental Network (RAC), expansion in Fleet Management and Outsourcing (GTF) – capturing the reheating of

the corporate market – and new units in the Used Cars network. The robust operational performance, with a total number of customers of 1,117,258 at the end of the year, the 20% increase in the fleet – which reached 224,000 vehicles – the addition of 36 service points, totaling 321 stores, and the expansion of coverage for 109 municipalities, led us to surpass the mark of R\$ 10 billion in gross revenue, which represents an increase of 79% compared to 2021.

In the same comparison, more than 20,000 units were added to the fleet in a context of continued growth trends in average tariffs and volumes. In RAC, net revenue was R\$ 2.8 billion and an average daily rate of R\$ 134.4, an increase of 41% compared to 2021. In GTF, revenue grew by 79%, with emphasis on the monthly fee, which reached R\$2,000 on average in the last quarter of the year, with the addition of 16,000 cars to the fleet for the year. In Used vehicles, our ability to sell higher-value vehicles was evidenced, resulting in an average ticket 18% higher than in 2021 – revenue thus increased 92% in comparison, with a volume of 72,000 cars sold.

In the distribution of our added value, R\$246 million was allocated to the collection of taxes, fees and contributions – a means by which the public entity enables socio-environmental policies and meets the financial needs to meet demands related to the health, safety and well-being of the population. For companies, the gain is in the exercise of social responsibility. In addition, tax planning is a viable alternative for competitiveness as it expands end consumers' access to our products and services at more attractive prices.

Tax compliance also encourages engagement with external and internal stakeholders. Examples, respectively, are customers who, when contracting our services, request clarification of tax regularity – proven through certificates – and investors, who benefit from our good reputation in the consumer market.

## ADDED VALUE STATEMENT (R\$ THOUSAND) - MAIN LINES

	2020	2021	2022
Income	4,341,507.00	5,765,615.00	10,242,098.00
Inputs purchased from Third Parties	3,207,407.00	3,170,297.00	6,131,970.00
Gross added value	1,134,100.00	2,595,318.00	4,110,128.00
Net added value	721,220.00	2,179,067.00	2,974,904.00
Added value received in transfer	-	-	-
Total added value to distribute	822,088.00	2,652,820.00	3,519,086.00
<b>Added value distribution</b>			
Personnel and charges	244,485.00	295,630.00	437,361.00
Taxes, fees and contributions	164,734.00	555,340.00	246,055.00
Remuneration of third party capital (financiers)	303,842.00	982,411.00	2,279,264.00
Return on equity	109,027.00	819,439.00	556,406.00



Dê uma movida mais

consciente



6

VALUE SHARED  
WITH SOCIETY





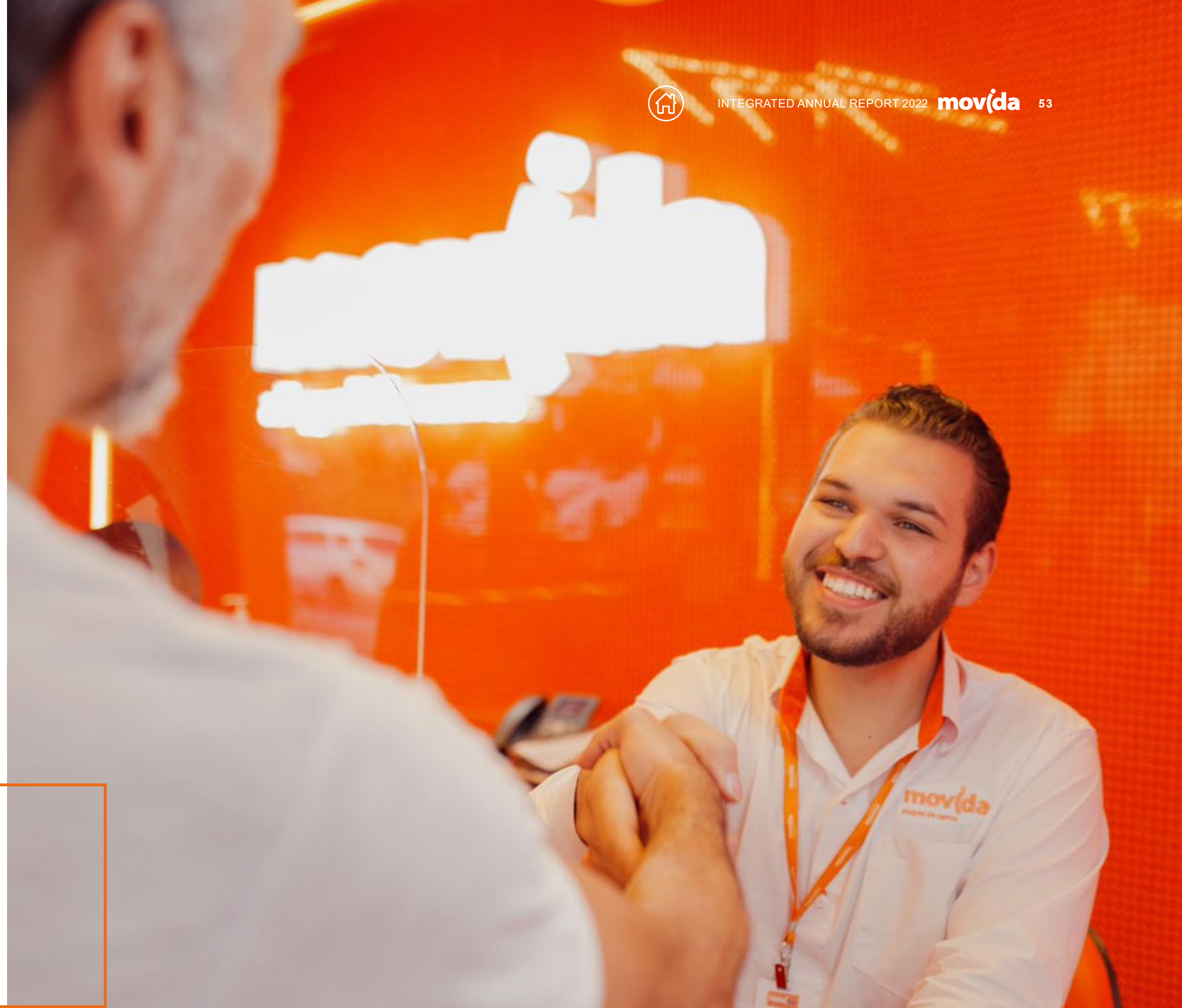
# OUR PEOPLE

GRI 407-1 | 2-30 | 3-3 – LABOR RELATIONS | 3-3 – MARKET PRESENCE |  
3-3 – FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING | 3-3 EMPLOYMENT

Employees are the engine that drives our achievements. In December 2022, we employed 6,183 direct professionals, all with contracts governed by collective bargaining agreements and committed to a culture of integrity and the pursuit of excellence. With the hiring of 3,681 people and the dismissal of another 2,048, voluntary turnover in the period was 58% and involuntary, 42%.

All labor relations are based on labor legislation, which guarantees respect for human rights – everyone is free to join unions and actively participate, expressing their opinions. In the same sense, there are validated collective agreements, guaranteed to all employees who are under the CLT (Consolidated Labor Laws) regime. No situations were identified in our operations or among suppliers in which the right to freedom of association and collective bargaining were at risk.

**6,183**  
DIRECT PROFESSIONALS







## Diversity and inclusion

GRI 3-3 – DIVERSITY AND EQUAL OPPORTUNITY

We are also guided by the promotion of inclusion in the workforce, focusing on occupying increasingly diverse leadership positions, balancing conditions and opportunities for all. So much so that one of the commitments is to reach 2030 with 50% of leadership positions held by women. We also adopted affirmative actions to attract talent and guarantee equitable conditions in the development of black and brown employees, and People with Disabilities (PwDs).

The guidelines to achieve our objectives are contained in the Recruitment and Selection Policy, which provides guidelines to align the entry of employees, including internship and trainee programs, with best practices in diversity and inclusion. For this, we use a platform that structures and manages the entire process, providing the necessary resources to speed up and make job openings, test stages and evaluation of potential employees safer.

In 2022, we made significant progress on the people and culture management fronts. We promote leadership training programs at all levels so that teams are directed towards high performance.

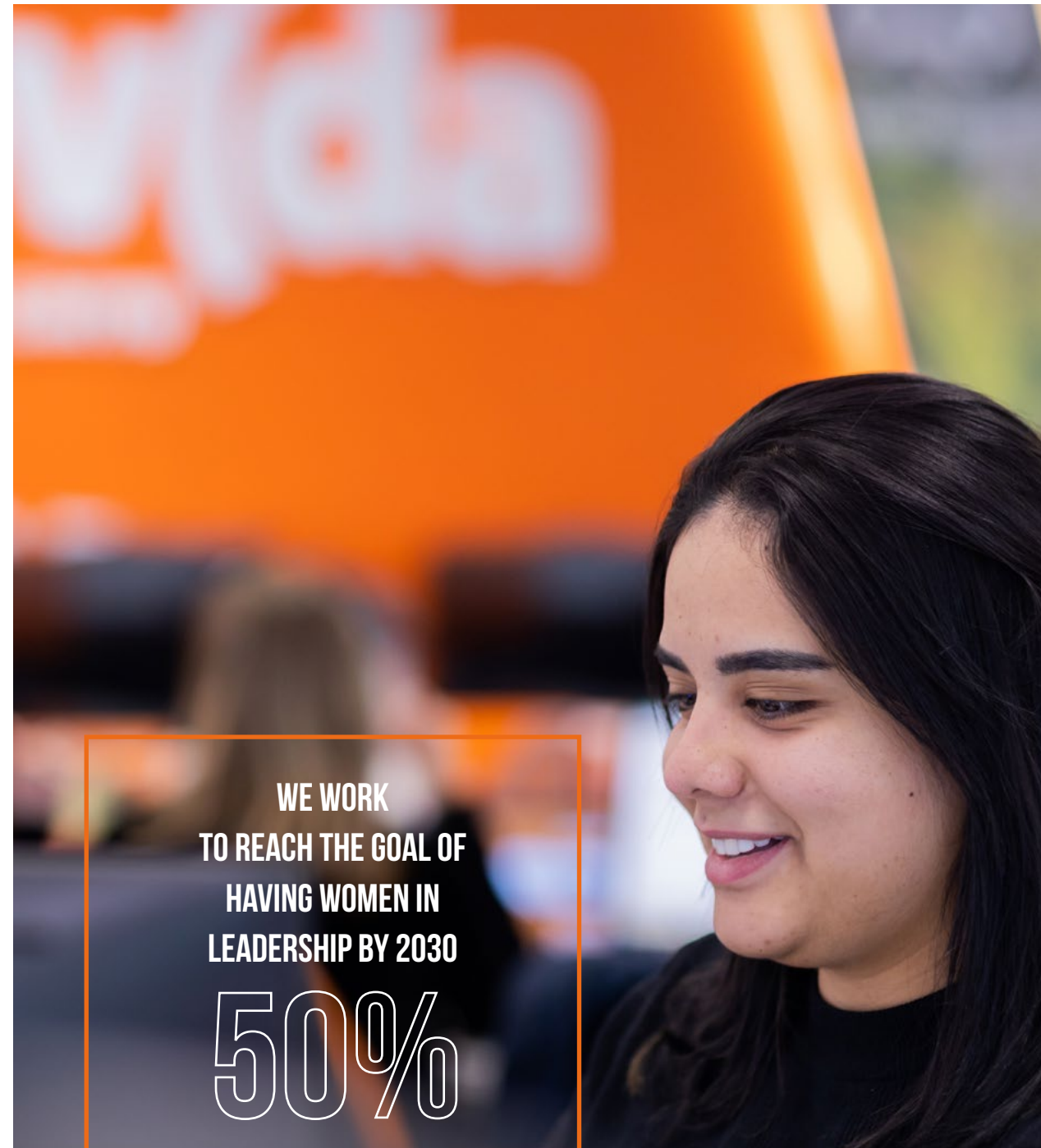
To attract talent, within the scope of the Internship Program, the highlight was the action involving the Information Technology (IT) area aimed at training black and brown women in the Alto Tietê region, where 18 women were hired. The Trainee Program was carried out in three versions during the year, which involved stores, operational structure and the corporate area. At the end of the period, the initiative involved 13 trainee level employees.

Throughout the year, the working groups on diversity focused mainly on raising awareness among leaders about Diversity and Inclusion. We also promote education and employability for young people in situations of economic and social vulnerability through the *Você Quer? (Do you want it?) Você Pode! (You can!)* The work involved the Sustainability Committee and found that, in order to reach the target, it will be necessary to increase the number of female leaders in our staff by approximately three percentage points a year.





ALSO DURING THE YEAR, WE CARRIED OUT A DUE DILIGENCE PROCESS AT THE STORES, FOCUSED ON HUMAN RIGHTS, TO IDENTIFY THE STATUS AND ENSURE COMPLIANCE WITH THIS ISSUE.



WE WORK  
TO REACH THE GOAL OF  
HAVING WOMEN IN  
LEADERSHIP BY 2030

50%

Diversity Training has been available since 2019. The theme is also included in workshops promoted by the People and Management team. On the training front, to ensure a more inclusive environment, we offer courses and training via Universidade Movida, which addresses concepts of unconscious biases and values, accompanied by a questionnaire to sediment learning.

The commitment to promoting diversity while respecting human rights also includes partnerships with initiatives and organizations dedicated to the subject. This is the case of Movimento Mulher 360, dedicated to contributing to the economic empowerment of Brazilian women in a 360-degree perspective, through the promotion, systematization and dissemination of advances in business policies and practices, in addition to the engagement of the Brazilian business community and society in general. In addition, we are signatories of Na Mão Certa, which brings together companies around the Business Pact Against the Sexual Exploitation of Children and Adolescents on Brazilian Highways.



# MOVIDA PROFILE

GRI 405-1

## Employee diversity, by employee category

	GENDER		RACE/COLOR					AGE				
	Men	Women	White	Asian	Black	Brown	Indigenous	<24 years old	>24 to <30 years old	>30 to <50	>50 to <55 years old	> 55 years old
Board	86%	14%	90%	0%	0%	10%	0%	0%	0%	81%	10%	10%
General-Management (Senior Management)	67%	33%	83%	0%	2%	16%	0%	0%	2%	88%	8%	3%
Area management	69%	31%	73%	0%	3%	24%	0%	0%	14%	79%	6%	1%
Store management	57%	43%	64%	3%	3%	30%	0%	1%	12%	84%	2%	1%
Coordination (Jr. Management)	64%	36%	68%	2%	2%	29%	0%	2%	25%	70%	1%	2%
Supervision	50%	50%	55%	1%	7%	37%	0%	9%	30%	59%	2%	1%
Administration	37%	63%	59%	1%	8%	31%	0%	36%	27%	35%	1%	0%
Operational	70%	30%	45%	1%	9%	44%	0%	16%	26%	51%	4%	3%
Apprentice	40%	60%	47%	1%	10%	42%	0%	100%	0%	0%	0%	0%
Internship	9%	91%	17%	0%	17%	65%	0%	61%	22%	17%	0%	0%
Trainee	40%	60%	67%	7%	0%	27%	0%	27%	73%	0%	0%	0%
<b>Total</b>	<b>53.42%</b>	<b>46.58%</b>	<b>61%</b>	<b>1%</b>	<b>6%</b>	<b>32%</b>	<b>0%</b>	<b>23%</b>	<b>21%</b>	<b>51%</b>	<b>3%</b>	<b>2%</b>

\*There's no management information regarding the LGBTQIA+ group.



**IN 2022, 30%  
OF LEADERSHIP  
ROLES WERE  
HELD BY WOMEN**







## Training and development

GRI 3-3 – TRAINING AND EDUCATION | 404-2

In 2022, we carried out more than twice as many training and qualification programs as in the previous year. Among other things, we promoted training in financial management for senior leaders, considering the specificities of their areas, in partnership with Insper, and, in the context of Movida Labs, initiatives exclusively aimed at the IT area.

We also maintain partnerships with other platforms to train teams focused on specific areas – BI, data scientists and professionals from other managements, in addition to the IT division, for example – to encourage a culture of innovation.



We also have the following training and development programs:

**Líder Movida**

**102**  
PARTICIPANTS

It involves four fronts: inspiring leadership, which includes executive directors; transformative leadership, for general and national managers; situational leadership, which deals with the responsibility of regional managers and administrative and corporate areas; and participatory leadership, dedicated to store managers.

**Pit Stop Liderança**

**60**  
PARTICIPANTS

Dedicated exclusively to managers mapped to leadership and newly promoted directors, it addresses the behavioral skills that a Movida Leader must have: liking people, knowing how to listen and guiding the team towards the best results, among others. Prepared based on Great Place to Work guidelines, the initiative seeks to strengthen the culture of feedback exchange, which contributes to the motivation and engagement of our people, in addition to directing them towards development.

**9,749.50** HOURS OF TRAINING IN 2022

**Loja Escola  
(School Store)**

**60**  
PARTICIPANTS

Training for newly hired employees, inside a store, where service simulations are carried out. The first school store was opened in August 2022, in São Paulo (SP), and the year ended with two more: in Rio de Janeiro (RJ) and Belo Horizonte (MG). The idea is to have a school store in each region, covering all of Brazil.

**Formula Movida**

**48**  
PARTICIPANTS

Program focused on accelerating career development, with four categories: Formula 1, for store managers; Formula Indy, which involves supervisors; and Formula 3 and Stock Car, for leasing agents and assistants, respectively. In November, we carried out an acceleration program that resulted in the formation of 40 new leaders in the Indy category, who started working in new stores.

**Move Carreira**

**88**  
PARTICIPANTS

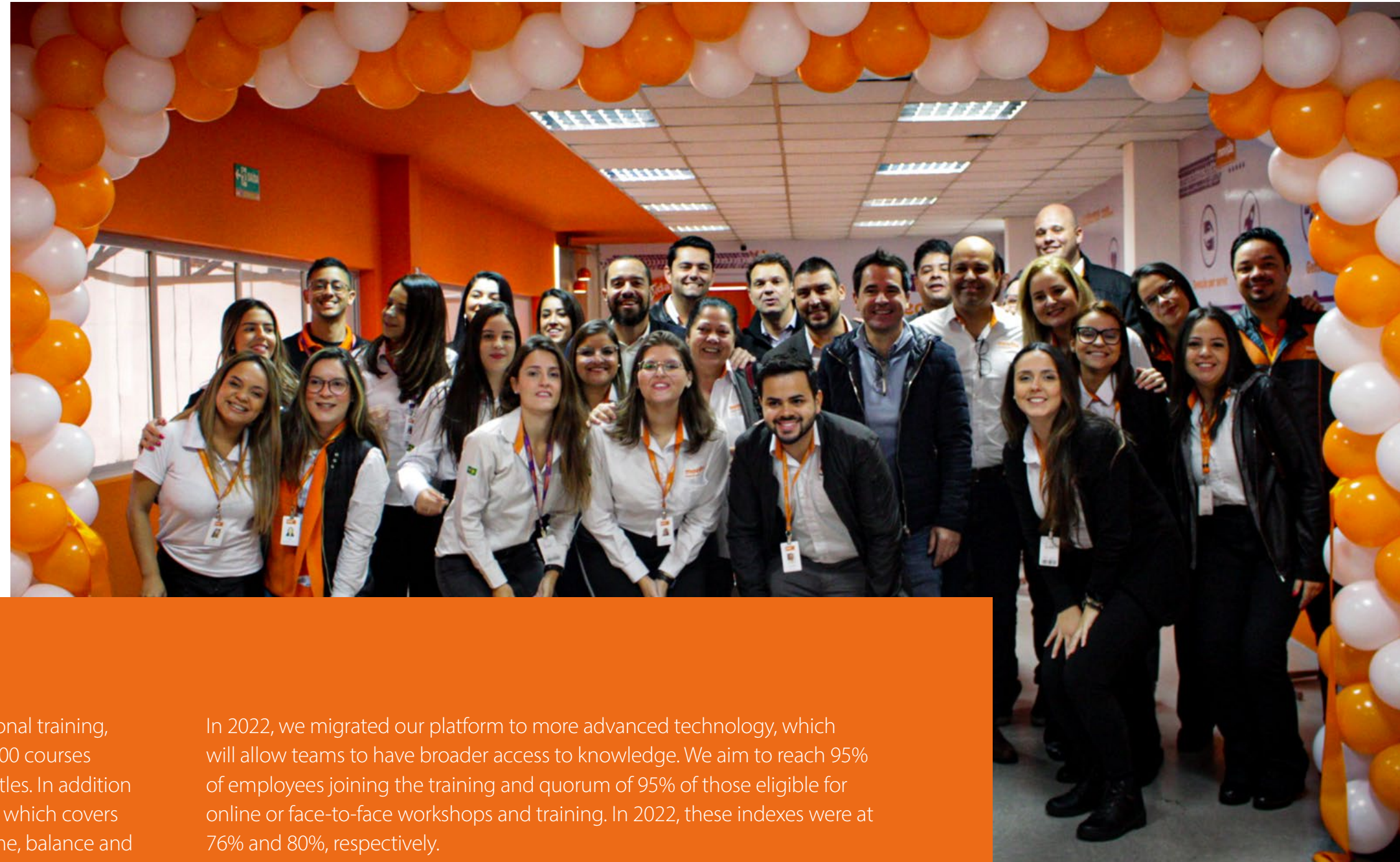
Internal recruitment program, through which employees have access to almost all vacancies, register and participate in the process.



We understand that all actions and attraction, retention and training programs that we carry out have a positive impact and strengthen our presence in the market as they provide job opportunities and generate income. There are also career transition programs, such as *Formula*, for those who want to take on new positions in our company, and *Movidos pela Tech*, which enabled employees from other business areas to make a career transition to the Information Technology area. Since it was finalized, employees who participated in *Movidos pela Tech* have been assisted by the T&D area.

In addition, other stakeholders, including internal customers, continually monitor projects, provide feedback and point out new needs, which we seek to address in order to align expectations.

We also carry out annual assessments of potential and performance, through the Nine Box matrix, which is the base result for the Individual Development Plans (PDIs).



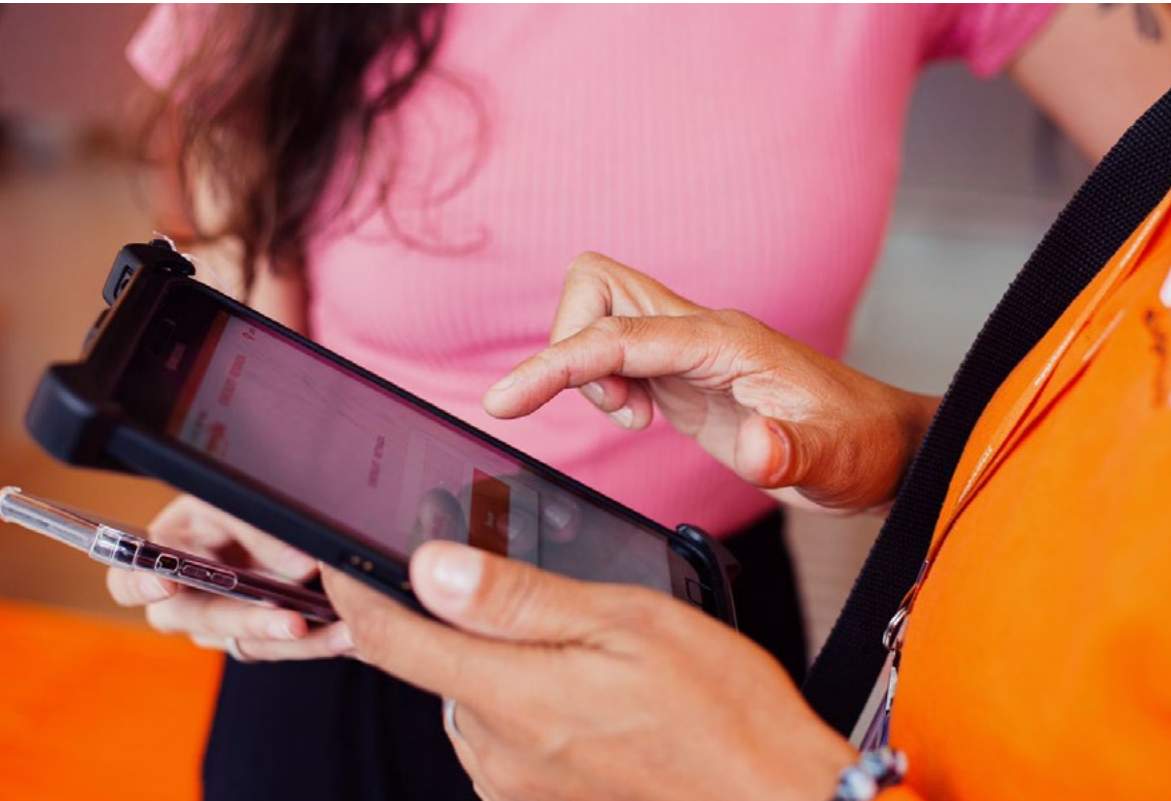
## UNIVERSIDADE MOVIDA

Our main hub in the area of training, education and professional training, Universidade Movida is a training platform with more than 300 courses organized by business and tracks, adapted for different job titles. In addition to the content related to activities by areas, there is Mova-se, which covers transversal skills, with modules on emotional intelligence, time, balance and other topics that are useful in the daily lives of employees.

In 2022, we migrated our platform to more advanced technology, which will allow teams to have broader access to knowledge. We aim to reach 95% of employees joining the training and quorum of 95% of those eligible for online or face-to-face workshops and training. In 2022, these indexes were at 76% and 80%, respectively.

➡ (Check, in the GRI Annex, data on hours of training).





## Health and safety

GRI 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 3-3 – OCCUPATIONAL HEALTH AND SAFETY | 3-3 - SECURITY PRACTICES

Although we have not identified, in our activities, significant negative impacts on health and safety at work, we adopt monitoring as preventive action – supported by accident indicators, to measure the effectiveness of actions to achieve objectives and goals –, training, qualifications and dialogues with employees. Only supply activities in some stores were characterized as dangerous according to NR 16, which resulted in additional fees for employees who carry them out.

Even in this context, in 2022, we made significant progress in HSE with the creation of the Safety Committee, the institution of the Health, Safety and Environment Policy and the expansion of the structure responsible for legal requirements and process improvements. Also in the year, we replaced the Environmental Risk Prevention Program (PPRA) with the Risk Management Program, expanding the scope of work. With the PGR, in addition to environmental risks – physical, chemical and biological –, we analyze accidents and ergonomics. In December, the adherence level of our stores to the PGR was 99%. Our Integrated Management System maps all internal processes and operations.

The Safety Committee acts as a discussion forum for greater integration with our regional offices by bringing managers together for training on the environment, legalization and safety. For example, prevention measures, the definition of an accident at work and what should be done in case of occurrences are

covered. The meeting allows for the exchange of personalized information, with professionals who are more comfortable expressing their questions and learning about experiences that can serve as inspiration to improve their work.

We consider the Committee and the definition of its own policy important instruments for the dissemination of the corporate culture of prevention against accidents and occupational diseases, responsibility in health care, commitment to sustainable management in activities and compliance with laws, rules and standards in all the areas. We follow regulatory standards through tools such as the PGR and the Occupational Health Medical Control Program (PCMSO). We also have the Integrated Management System, the Fire Brigade, the Specialized Service in Safety Engineering and Occupational Medicine (SESMT) and the Internal Commission for Accident Prevention (Cipa) – which includes representation of all employees.

WE CREATED THE SAFETY COMMITTEE DURING THE YEAR AND INSTITUTED HEALTH, SAFETY, AND ENVIRONMENT POLICY





We ensure the quality of processes related to the topic by continually assessing risks in order to identify improvements and improve the occupational health and safety management system. Employees receive Personal Protective Equipment (PPE) recommended for their respective activities and have a direct channel with the HSE area and Cipa representatives to report dangerous situations. In the Weekly Safety Dialogues (DSS) and training sessions, situations capable of causing an accident at work or occupational disease are exposed. The teams also go through safety interactions and follow the safety trail available at Universidade Movida, which addresses defensive and preventive driving, ergonomics (over the course of the year, we carry out a diagnosis of the ergonomic situation of the equipment to identify the risks and the need for adaptation or replacement so that they comply with legal requirements), PPE, designated Cipa, NR20, NR 17 and first aid. All employees are also trained in accordance with the NRs. In the case of contracting third-party companies through the Procurement area, a contract draft containing the procedures to be adopted is sent.

Our **Health, Safety and Environment Policy** started to support the health and safety structure, defining values and guidelines to guarantee the protection and well-being of employees, as well as the most appropriate procedures for environmental preservation.

In terms of health, our staff includes occupational physicians and nurses, nutritionists, psychologists and specialists (general practitioners, orthopedists, gynecologists, cardiologists). The medical records of all employees are kept up to date and access to them is restricted to the medical area.

Likewise, among the benefits offered to employees, their spouses and children up to 24 years old, there is *Ligado em Você*, a social, financial, psychological, legal and health support program, with assistance in person, by telephone, WhatsApp and email. In 2022, *Ligado em Você* served 577 employees, providing 2,829 services.

## Performance

### GRI 403-9

To investigate incidents and accidents, we use reports and the Occurrence Investigation Management System (SGIO). In identifying dangerousness and assessing risks related to incidents, the tool adopted is the Preliminary Risk Analysis (APR). As for reporting accidents, in addition to the SGIO, we have a team that, depending on the severity of the occurrence, calls the HSE area within 30 minutes to 2 hours, so that the necessary measures can be taken.

As a result of all the advances made in the year in terms of HSE, in 2022 we did not register any serious accidents and we obtained satisfactory results in the other indicators. The number of accidents at work with days lost was 0.41 (rate measured from the ratio between the volume of accidents – 4 during 2022 – and the 9,848,559.71 hours worked). The rate of accidents without loss of time was 0.41. In 2021, these indicators had been 0.14 and 0.17, respectively.

## ROAD SAFETY AND MOBILITY

A large part of the operations take place in transit, when vehicles travel to repair shops or gas stations, when delivering to customers and after returning them. Thus, employees are exposed to the risk of accidents and assets subject to damage. In order to avoid incidents, in 2022 we launched an awareness project about the importance of safe driving.

Through lectures and training, we encourage an increase in the perception of risks involved in driving and the assimilation of the need for care. The idea is to create a culture of safety capable of making employees go home as well as they left after a day at work.

One of the actions was the presentation of an expert transmitted live over the internet to all our employees, focusing on guidance on preventive and defensive driving. The theme also guided the training carried out by Universidade Movida, our training platform for employees.

In addition to these actions, we advise our teams to adopt safety measures with information on risks when driving a vehicle. Additionally, we started work with indicators related to breakdowns to identify causes and characteristics of events and thus define measures that reduce and prevent accidents.

In 2023, we plan the second stage of development of the safety culture, with a zero accident program that should also include raising the awareness of the external audience.

**WORK ACCIDENTS\*** GRI 403-9

	2020	2021	2022
Total person-hours worked**	5,756,189	6,917,946	9,848,559.71
Number of recordable accidents***	1	1	4
Number of accidents with serious consequences (except death)****	0	0	0
Number of fatal accidents	0	0	0
Recordable accident frequency rate	0.17	0.14	0.41
Frequency rate of accidents with serious consequences	0	0	0
Death accident rate	0	0	0
Accident severity rate	0.17	0.14	0.41

\*No Work Accident Reports (CATs) were issued due to operational errors. We are working so that the communication of occurrences is adjusted and the reporting process is done correctly.

\*\*Rate calculated on 1,000,000 hours worked

\*\*\*Recordable accidents are considered with lost time.

\*\*\*\*We've had no accidents with serious consequences.

WE INVEST IN EDUCATION TO PROMOTE AN EFFECTIVE SAFETY CULTURE IN DRIVING VEHICLES







## Compensation and benefits

GRI 401-2

We seek to properly compensate the dedication and performance of our professionals, through a compensation policy geared towards the growth of individual and collective values. Income is defined in accordance with the law and based on the collective agreements of trade unions with which we maintain a relationship. They include base salary and, depending on the position held, bonuses based on a multiple of 0 to a maximum of 21.7 salaries, which may vary according to the activity performed.

Additionally, in 2022 we adopted an annual bonus program for management and higher levels, who also enjoy long-term incentives, such as shares. The definition of bonuses involves managers in a process of aligning goals, defining their

consequences for their teams, preparing action plans and preparing monthly monitoring panels. Teams work against various goals, such as profit, NPS, eNPS, and performance in the Carbon Free program. All officers (100%) and 74% of managers have goals linked to ESG criteria, which include, in the proportion below: Scholarship index and ESG certification, recertification in Sistema B and maintenance in the ISE portfolio; Climate strategy, Carbon Free program; Environmental management, reduction of water, energy and paper consumption; Employee development and appreciation, turnover, succession plan, eNPS, training, Social indicators (PwD and Apprentice), organizational climate and talent retention; Customer experience, NPS result; and Innovation, Systems and Technology Audit certification.

100%

OF DIRECTORS AND

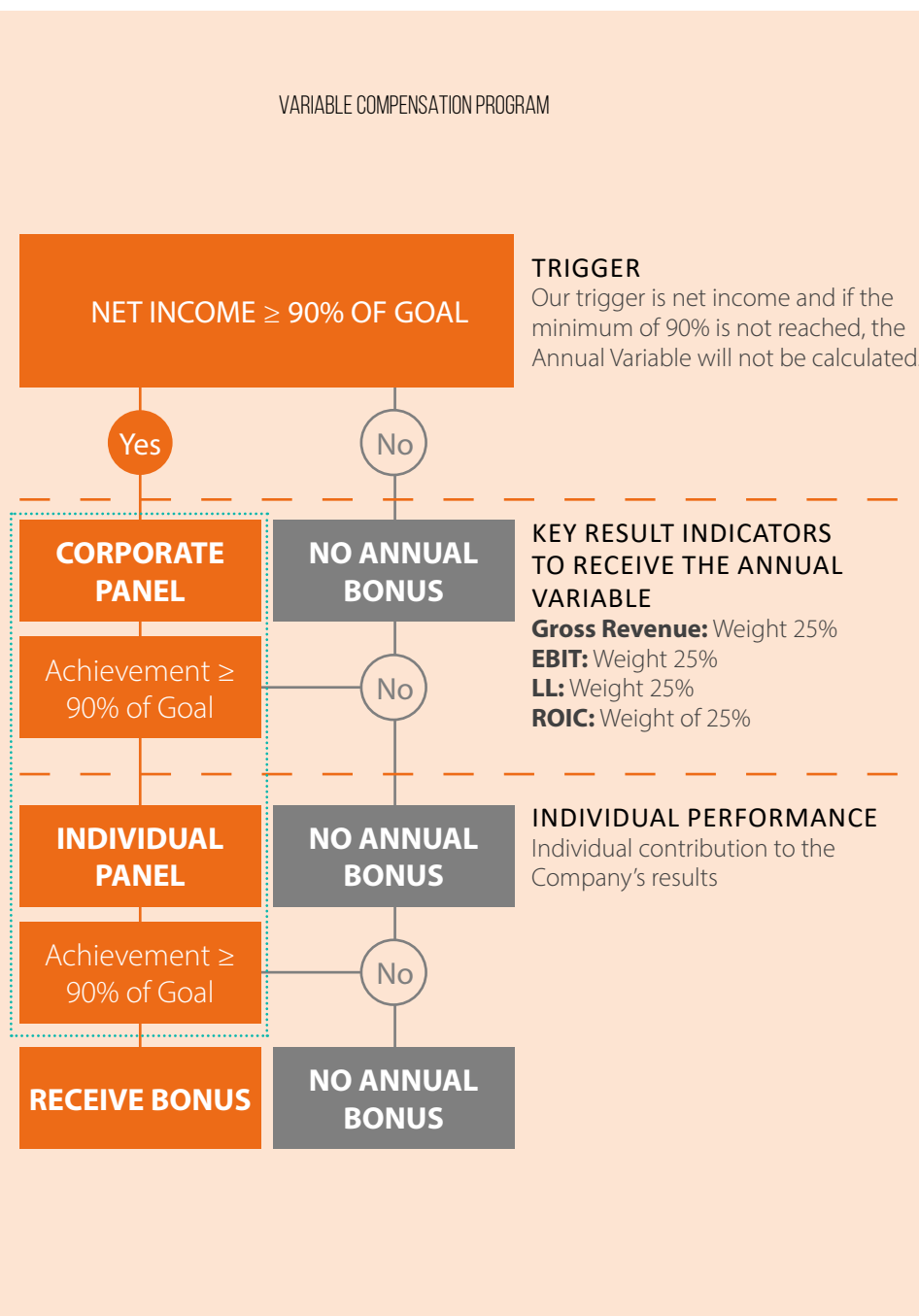
74%

OF MANAGERS HAVE GOALS LINKED TO ESG CRITERIA

### ESG TARGET DISTRIBUTION PERCENTAGE IN 2022

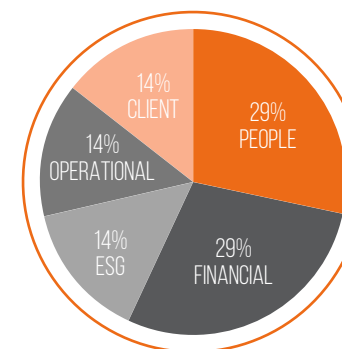
	Board	Management
Scholarship index and ESG certification	53%	34%
Climate strategy and environmental management	21%	32%
Economic-financial performance	100%	93%
Development and appreciation of employees	68%	73%
Customer experience	68%	35%
Innovation	42%	42%
Road safety and inclusive mobility	11%	15%

The weighting of the result varies according to the position, considering the corporate panel (general results) and individual panel (goals according to the responsibilities of the role).



- **CEO:**  
90% corporate panel and 10% individual panel

DIMENSIONS OF THE CEO'S GOALS

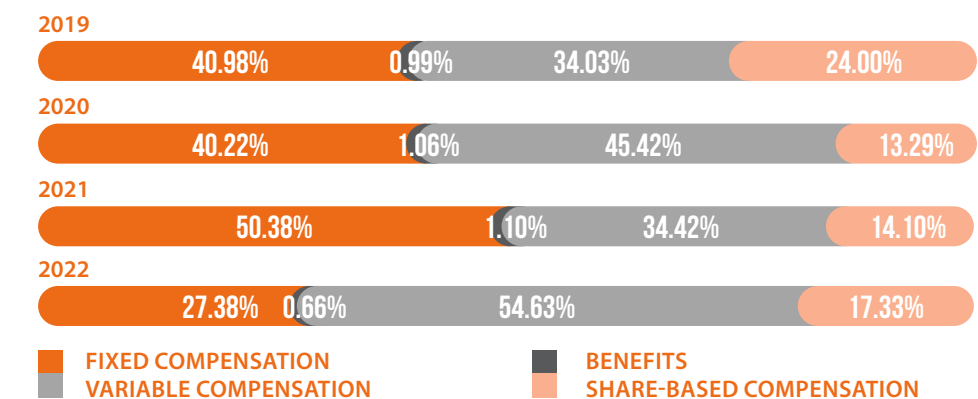


**PERSONNEL:** Succession and Turnover Plan without occurrence  
**FINANCIAL:** Service Revenue and Revenue from Used Cars  
**CLIENT:** NPS Global  
**OPERATIONAL:** % of leased fleet  
**ESG:** Keep B Certification

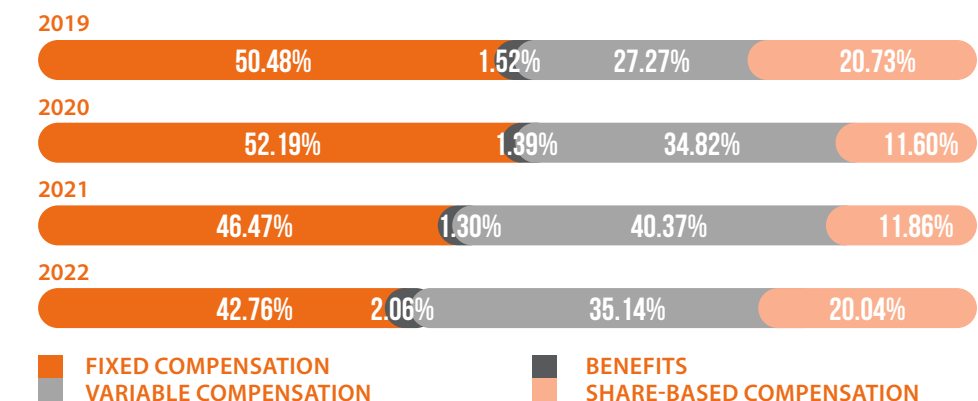
- **CFO:**  
80% corporate panel and 20% individual panel
- **Business Directors and Executives:**  
70% corporate panel and 30% individual panel
- **Area and People and Management Directors:**  
60% corporate panel and 40% individual panel
- **Regional Managers:**  
50% corporate panel and 50% individual panel
- **Other roles:**  
20% corporate panel and 80% individual panel

The proportion of amounts received, considering fixed, variable and share-based compensation, in addition to benefits, was as follows in the last four years:

**CEO**



**MEMBERS OF THE STATUTORY BOARD**





In addition, we measure the variation in remuneration between men and women on a monthly basis, in order to avoid large discrepancies.

### PROPORTION BETWEEN BASE SALARY AND REMUNERATION RECEIVED BY WOMEN AND THOSE RECEIVED BY MEN

GRI 405-2

	Base Salary			Compensation*		
	2020	2021	2022	2020	2021	2022
<b>Board</b>						
Proportion	0.71	0.58	0.70	0.63	0.48	0.55
<b>General-Management (Senior Management)</b>						
Proportion	0.68	0.72	0.82	0.69	0.80	0.86
<b>Area management</b>						
Proportion	0.66	0.72	0.85	0.69	0.84	0.91
<b>Store management</b>						
Proportion	0.89	0.88	0.91	0.79	0.78	0.72
<b>Coordination (Jr. Management)</b>						
Proportion	0.92	0.95	0.88	0.83	0.90	0.88
<b>Supervision</b>						
Proportion	0.88	0.95	0.93	0.86	0.96	0.95
<b>Administration</b>						
Proportion	1.07	0.99	0.88	1.03	0.99	0.89
<b>Operational</b>						
Proportion	0.95	0.96	0.97	0.93	0.99	0.98
<b>Apprentices</b>						
Proportion	0.94	1.03	0.99	0.95	0.99	1.05
<b>Internship</b>						
Proportion	0.94	1.00	1.04	0.97	0.90	0.95
<b>Trainee</b>						
Proportion	1.00	1.00	0.92	1.00	0.88	0.92

\*The remuneration cost comprises all amounts involving benefits, salaries, charges, HE, bonuses, premiums and cost allowances, among others.

"Important operating units" are considered to be all the companies that make up the Group's business units.



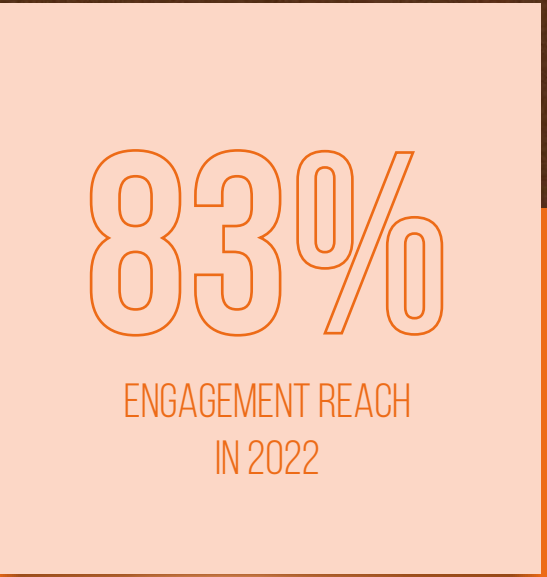
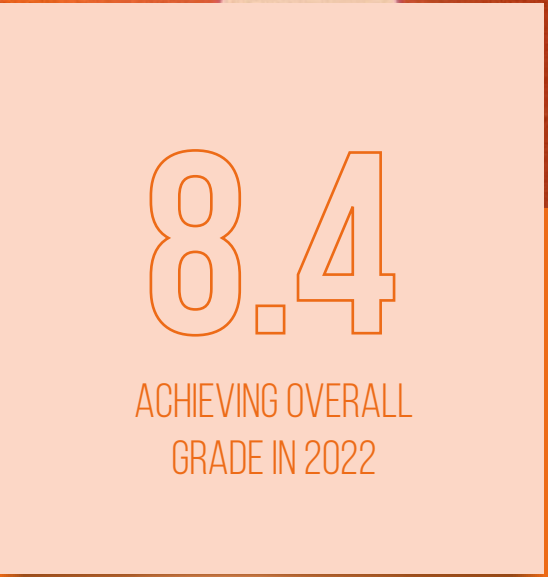
The range of benefits – equally available to all employees under the CLT (Consolidated Labor Laws) regime – includes, in addition to those provided for in the legislation, life insurance, school kit, pharmacy agreement, partial subsidy to dental plan, medical agreement and extended maternity/paternity leave, in accordance with the Citizen Company Program, to which we are committed. There is also the *Mais Pra Você* Program, which provides professionals and first-degree dependents with discounts at educational institutions, such as universities and language and computer schools.





## Organizational climate

We periodically measure the organizational climate through surveys, with multiple-choice questions sent weekly to all employees, by email or SMS, related to the following dimensions: Alignment with the company; Well-being; Career; Professional development; Ambassadorism; Structure; Feedback and recognition; Happiness; Innovation; Justice, Leadership; Interpersonal relationship. The answers are grouped into factors and dimensions, automatically displayed on a dashboard – in 2022 the consolidated score<sup>1</sup> was 8.4 (8.5 in 2021). Employee engagement<sup>2</sup> and satisfaction are also measured using the eNPS (Employee Net Promoter Score) methodology<sup>3</sup>, which in the period was 45%.



1. Summary that considers all grades, including eNPS and engagement.  
2. Measured on how much people respond and participate in Pulses surveys.  
3. Answer to the question: from 0 to 10, how much do you recommend Movidá as a good place to work?





## CUSTOMER EXPERIENCE

GRI 417-11 3-3 – CUSTOMER HEALTH AND SAFETY | 3-3 – MARKETING AND LABELING

Our strategy to provide the best experience to customers is based on observing their behavior, needs, preferences and expectations regarding service. To meet their demands and win their loyalty, we prioritize quality, convenience, innovation and agility.

One of our attractions is to offer the newest fleet in the sector, with vehicles with an average time of use of nine months, of the most varied models and categories, with a flexible amount of options, which reflects in different price ranges.

The service channels have also been constantly improved. Combining the speed of service in the stores, we made progress in offering self-service resources, ending the year with 40% of demands met digitally.

**8 MINUTES**

WAITING TIME TO PICK UP THE VEHICLE AT WEB CHECK-IN

In car rental, all steps can be done online, including reservation, check-in and signing. Thus, the waiting time for picking up the vehicle, which is around 15 to 20 minutes in store operations, is reduced to 8 minutes on average. As for returning the vehicle, which in the face-to-face mode takes 5 to 7 minutes – the customer parks in the courtyard,

goes to the store, signs the contract closing term and picks up the documentation – requires only one minute with the closing signature on the tablet. This management method contributes to mitigating the impacts of traffic-related incidents on people's lives, on the economy and on the environment.

In stores, we maintain signs so that consumers are aware of compliance with legislation, such as no-smoking signs, maximum speed guidelines and the use of seat belts and cell phones while driving, etc. We also created a visual communication book to signalize the entire store environment and ensure a flow of information to instruct customers about our operation. Moreover, visits to the stores are frequent to monitor deliveries from suppliers, perform work and installation of materials that reduce negative impacts and standardize communication in the units.

We encourage the safe use of vehicles, establishing responsibility in contracts such as not driving under the influence of substances that may compromise the quality of reflexes and alter psychomotor capacity; not to drive without wearing appropriate optical lenses, when required, among others.

When renting an electric car, we offer a feature in the Movida Aluguel de Carros application to check where the electric chargers are located on each route.



In the Used Cars segment, our website was completely redesigned, making it more responsive, friendly and dynamic. This change, combined with the intense work to publicize the brand and the perception of the quality of our fleet, resulted in a significant increase in visits to the online service. In the comparison between the third quarter of 2021 and the same period of 2022, for example, the number of visits tripled, which went from 200 thousand to around 600 thousand. At the same time, sales made from inquiries on the site, which were around 30%, reached the end of the year in the range of 50%.

When interested in a vehicle displayed on the website, the Seminovos unit customer also has a WhatsApp channel to contact a salesperson at any time. The service does not use robots and includes a time counter system activated by the equipment used by the seller, so that the service takes place as quickly as possible.

We have also invested in solutions to expand access to our products. An example in 2022 was the launch of *Movida Toda Vida*, a financing plan formatted so that customers can maintain or exchange their used car every three years, with smaller installments than those set by the market. In this modality, the customer pays a down payment, whose value can correspond to 30% to 50% of the vehicle price. The remaining amount can be divided into up to 35 installments, deducting 30% that remains for the 36th installment. Therefore, the last payment is only due three years after the closing of the contract, and the customer can decide whether to settle the transaction and keep the vehicle or return it as part of the payment, using the remaining amount for the down payment on a new model.

## SATISFACTION

Measuring customer satisfaction is essential to identify opportunities for improvement and service strengths. To carry out this mapping, we rely on tools and indicators such as Contact Rate (CR), which involves the sum of contacts, calls and interactions, First Call Resolution (FCR), Average Time to Solution (TMS) and data obtained via Reclame Aqui, in addition to benchmarking and the Voice of Consumer (VOC) and Net Promoter Score (NPS) methodologies – which, in 2022, stood at 81 points, one point above the previous measurement.

### NPS EVOLUTION

2019: 72%

2020: 78%

2021: 80%

2022: 81%







### **Mobility as a source of income**

With Movida Cargo and vehicle rental plans formatted exclusively for app drivers, we offer rental services to customers who use the vehicle for work, contributing to their source of income.

Created during the Covid-19 pandemic, Movida Cargo offers utility vehicle rentals for e-commerce delivery services, which were in great demand during the period of social isolation and which have remained at fairly stable levels over the post-pandemic months. In the beginning, operating for large companies, the service gradually expanded to the small and medium retail segments, which gather companies that, faced with the difficulty of bearing the cost of a utility vehicle, find in our plans conditions to make business with deliveries viable. In addition, the documentation, maintenance and protection of the vehicles are under our responsibility.

For app drivers, we have developed a specific line, with special conditions that include the offer of an available new car, protection against unforeseen events and reduced co-payment, in addition to a service channel to answer questions, inquire on services and forward suggestions. Also in this solution we are responsible for the maintenance and documentation of the vehicle. The entire leasing process can be done through the application.

**SPECIFIC LINE WITH SPECIAL  
CONDITIONS FOR APP DRIVERS**



## VALUE CHAIN

GRI 2-6 | 204-1 | 408-1 | 409-1 | 3-3 – SUPPLIER ENVIRONMENTAL ASSESSMENT | 3-3 – SUPPLIER SOCIAL ASSESSMENT | 3-3 – PROCUREMENT PRACTICES | 3-3 – CHILD LABOR | 3-3 – FORCED OR COMPULSORY LABOR

Our activities mobilize 13,207 suppliers, among which vehicle assemblers, repair shops, technology segments and administrative services stand out. We seek to maintain a transparent, honest relationship with them, in line with our commitment to the development of a sustainable value chain.

In the year, contracts with suppliers involved R\$ 9,723,796,235.03, an amount 27% higher than in 2021, prioritizing, whenever possible, small and medium-sized companies in the vicinity of our stores in order to contribute to local economic activity. This strategy led us to increase the volume of annual payments to regional partners by 50.1%, compared to the previous year.

The year was also one of reinforcement, in the operational area, of the structure focused on supplier management. The idea is to effectively support the growth of their companies, which has already led us to plan programs in this regard for 2023.

With a view to creating shared value, we identified the adoption of good governance and sustainability practices by suppliers and the need to promote the alignment of their conduct with our standards. To do so, we count on a series of resources. Two of them, created in 2022, are the *Code of Conduct for Third Parties* and the *Human Rights Policy*, which are combined with the *Sustainability Policy* and the Corporate Procedure to Classify and Identify Suppliers.

The documents define non-negotiable values, compliance with legislation, rules and regulations, in addition to establishing commitments to ethical and sustainability principles.





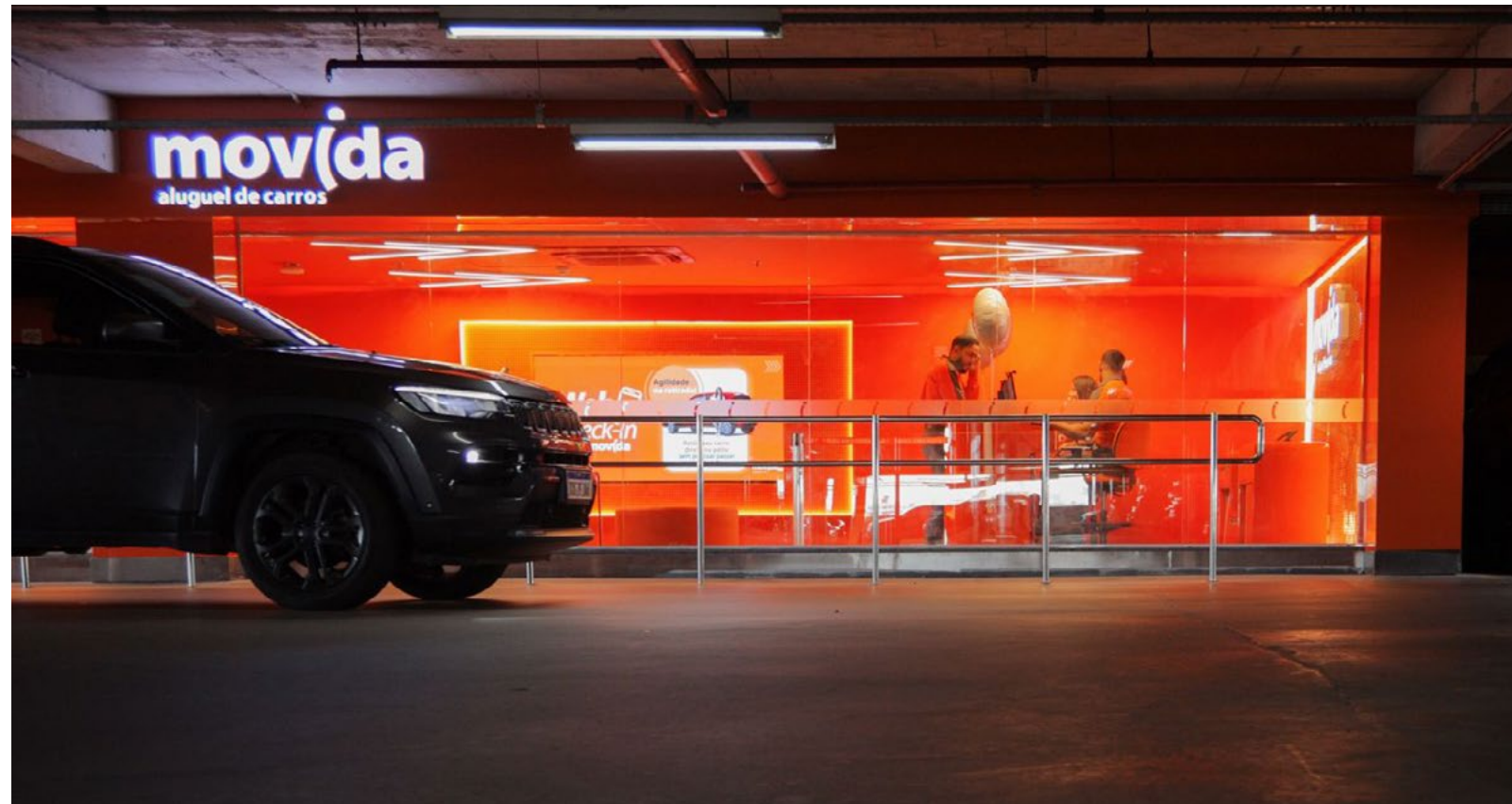


For the evaluation of critical suppliers, we rely on the support of an external consultancy, which identifies practices that may be incompatible with our sustainable procurement standards, enabling the development of action plans. We do not classify and accept suppliers with significant risk for the occurrence of child labor. However, to be included in our base, they are verified by the G-Certifica platform, which conducts automatic queries through RPA. One of the items checked is the register of employers, known as the “dirty list”, a database that exposes cases of rescue of people in conditions considered analogous to slavery or child labor. If the supplier is classified as high risk, it is blocked in the system and undergoes a compliance assessment. In the homologation stage,

the work of the Internal Controls, Risks and Compliance area is also highlighted, responsible for verifying the suitability of the companies to be hired.

Still in line with sustainable development, in 2022 we invited the main suppliers to respond to the CDP Supply Chain Climate Change questionnaire. As support, we provide training on the tool and address the importance of managing and reporting actions relevant to the topic. Of the total number of guests, 70% provided information, based on which partnership possibilities to mitigate Greenhouse Gas emissions will be evaluated.

Another highlight was the presentation, by a consultant specializing in supplier management, of the result of our project dedicated to the sustainable management of partners in the repair shop segment. In the previous year, the study was divided into two stages: construction of the relationship strategy and category monitoring. In the first, a severity matrix was developed with a look at the socio-environmental risks by activity in repair shops. The second included the preparation of a questionnaire based on the socio-environmental analysis of the categories of repair shop services and verification in loco, by sampling. Based on the results, improvements will be made to the supplier management process in the next year.



13,207

SUPPLIERS WITH 3,082  
CONTRACTS IN FORCE IN 2022

# POSITIVE IMPACT ON COMMUNITIES

GRI 2-25 | 203-11 | 203-2 | 3-3 – LOCAL COMMUNITIES | 3-3 – INDIRECT ECONOMIC IMPACTS

Our Sustainability Policy highlights social responsibility as a guideline, which means promoting the development of the regions where we operate, mitigating risks and identifying needs aiming at generating shared value.

Aligned with this guideline, the Private Social Investment strategy is focused on promoting projects with a broad positive effect on the communities with which we relate. We invest in social actions with our own resources and through incentive laws, in addition to contributing and participating in projects conducted by the Julio Simões Institute, founded in 2006 by our parent company, SIMPAR. The entity's work promotes the creation of jobs, the promotion of culture and the improvement of the quality of life in several communities. Like the other companies controlled by the holding company, we reserve a fixed and regular budget to support the maintenance of the institution and guarantee the continuity of its activities.

In 2022, we also integrated the *Você Quer? Você Pode!*, free training offered in partnership with the SER+ Institute to young people in vulnerable situations. The course conducted by us within the scope of the project trained 75 people, with socio-emotional training and development of skills and competences to expand the conditions of access to the job market.

With other companies, we also invested in the SOMA project – Organized System of Affordable Housing, whose purpose is to provide dignified housing to 100 low-income families in the São Paulo downtown (SP).

Internally, we carried out the first technological training program for black women, with 23 places available for students from the municipalities of Mogi das Cruzes, Guaianases, and from the São Miguel Paulista and Itaim Paulista districts, in the city of São Paulo. Of this initial number, 18 women were hired as interns and the other four vacancies were cancelled.

## SOCIAL INVESTMENT (IN BRL)

	2020	2021	2022
Inhouse resources*	641,467.60	1,124,923.03	1,062,917.50
Project SOMA	-	-	787,209.65
Black Women in IT	-	-	34,800.00
Funds received under incentive**	516,160.67	1,927,989.29	-
<b>Total</b>	<b>1,157,628.27</b>	<b>3,052,912.32</b>	<b>1,884,927.15</b>

\*Values referring to the sum of all amounts passed on to the Julio Simões Institute plus the amount invested in projects SOMA and Black Women in IT. In 2021 and 2022, values refer to investments passed on to the Institute, in which Movida develops a social action front.

\*\*Values destined to social projects through Incentive Laws. During 2022, there was no contribution of resources through tax incentive due to the tax reduction plan.

## COMPANY DONATIONS (MOVIDA)

Category	Total percentage of costs (%)	Value	Item considered
Volunteer actions during office hours	0.06%	R\$ 1,566.72	Time: volunteering provided by employees during paid work period
Community/social investments	39.76%	1,062,917.50	Donation to the Julio Simões Institute and Black Women in IT
Commercial initiatives	1.37%	R\$ 36,491.28	Social Fee
Cash contributions	28.67%	R\$ 766,377.66	SOMA + Black Women in IT
Donations in kind: product/services, projects/partnerships or similar	0.02%	R\$ 473.00	Transportation (cars donated in the form of lending)
Administration costs <sup>1</sup>	30.12%	R\$ 805,185.42	Administrative costs - Instituto Julio Simões
<b>Total</b>		<b>R\$ 2,673,011.58</b>	

## EMPLOYEE DONATIONS (MOVIDA)

Categoria	Valor	Item considerado
Charitable Donations // Donations	R\$ 57,396.31	Donations for Campaigns (Winter, Christmas and Caminho do Bem)

<sup>1</sup> Value considering the total annual cost of the SIMPAR group, there is no segregation by company.



## Julio Simões Institute

We rely on the support of the organization to direct investments to socio-cultural projects, whether own or third-party. Among them, Julio Cidadão stands out, encouraging volunteer work in the hospital environment, which involves the so-called “Clown Doctors” The project includes employee training and monitoring of their performance in hospitals and Long-Term Institutions for the Elderly (ILPIs) in Mogi das Cruzes and region.

In addition to Julio Cidadão and Gincana Cultural, we have a project in which students in the 4th year of elementary school from the municipal network of Mogi das Cruzes, where the company has its administrative headquarters, visit the Julio Simões Memory Center (2,539 students in 2022) and the Winter and Christmas campaigns (around 9,000 people benefited from both, in addition to mobilizing thousands of employees).



It is also part of the scope of the entity to support charitable institutions. In 2022, the following benefited.

- **Asilo Estância Renascer Manuel Maria** (Mogi das Cruzes/SP): care for the elderly.
- **Apae** (Mogi das Cruzes/SP): care for people with disabilities.
- **Creche Fraternidade** (Mogi das Cruzes/SP): care for vulnerable children and families.
- **Comunidade Terapêutica Liberdade Guadalupe** (Jaú/SP): care for chemical dependents.
- **SOS Vida** (Eunapolis/BA): care for malnourished children.
- **Recanto do Ancião** (Aracruz/ES): care for elderly people at social risk.
- **Lar dos Velinhos** (Virginópolis/MG): care for vulnerable elderly people.
- **A Candeia** (Três Lagoas/MT): care for children and adolescents in situations of social vulnerability.

*(Learn more about the Julio Simões Institute by clicking on this link)*

## Tarifa Social (Social Fee)

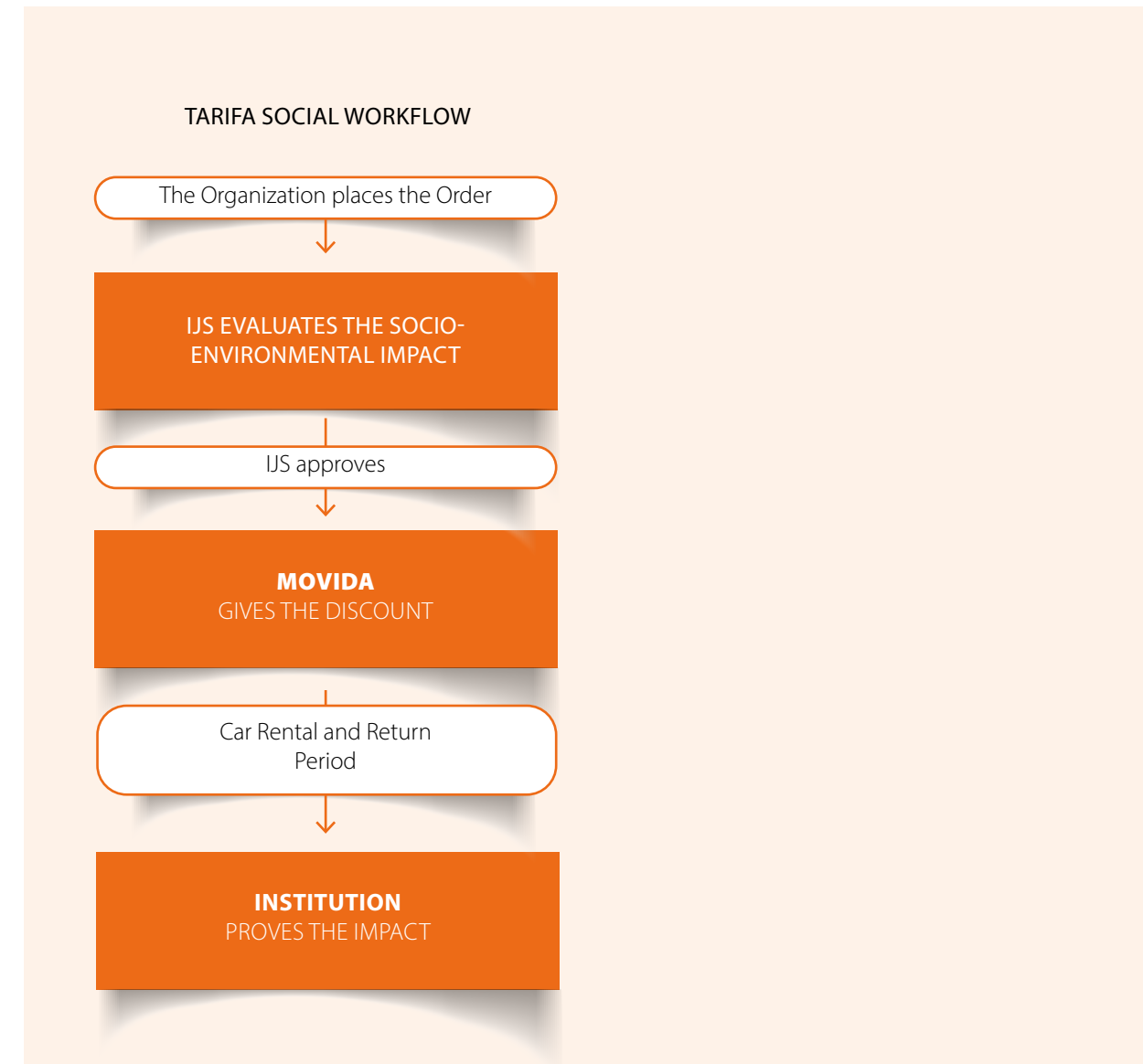
GRI 203-1

In partnership with the Julio Simões Institute (IJS), we launched a project in 2022 that transforms our rental business into an instrument with a direct impact on reducing social inequalities. The initiative consists of renting at special rates or donating cars and SUVs for projects by third sector organizations in communities with high socio-environmental vulnerability. These are temporary or one-off actions that, in the first experiences, have already shown to make a big difference in the lives of thousands of people.

The selection of third-party projects is based on a series of criteria that mainly involve the degree of urgency, relevance and scope of the action for the community and its long-term impact, if any. At the same time, we carried out a compliance analysis of the applicant institution. In 2022, actions by two organizations were contemplated:

**Frente Nacional de Negros e Negras (National Front of Black Women and Men) (FNN)** – The FNN led a mission in nine municipalities in the State of Bahia affected by the rain, in a total of 40 humanitarian aid initiatives, alongside local partners (such as the Military Police, for example) . We offer the rental of two vehicles at a discount for a period of 120 days, used to deliver 80,000 basic food baskets, transport people and materials to renovate homes for families in extreme poverty and to rescue stranded people. They also contributed to the work of driving elderly people to hospitals, health teams, social assistance and civil defense, among other actions. The two vehicles totaled 14,000 km. The estimated number of people impacted was 90,000.

**Florescer** – The car rental partnership made it possible to access infrastructure (sanitation) actions, such as the implementation of drinking water totems in Bruno Covas Park, in São Paulo, and the installation of 21 Biotract units in indigenous villages in Pico do Jaraguá (SP) and in Coité (CE). The estimated number of people impacted was 74,500.







**WE PROMOTE PROJECTS  
WITH A BROAD  
POSITIVE EFFECT ON  
COMMUNITIES**





# 7

**COMMITMENT TO  
FUTURE GENERATIONS**





Important achievements, such as B Corp certification and inclusion in the B3 Sustainability Index portfolio, attest to the level of maturity of our environmental management. We act in accordance with all the principles, pacts and commitments to which we are aligned, incorporating the theme into the business strategy, which provides efficiency gains and strengthens our brand, in addition to accrediting us to enter international markets.

As a result of long work and guided by internal **Sustainability, HSE** and **Climate change policies**, we maintain our own governance structure for environmental management composed of the Board of Directors, the Sustainability Committee, the Administrative and Financial Board, and Investor Relations and groups of work.

The Sustainability Committee is responsible for advising the Board of Directors on incorporating the topic into strategic planning. The agenda is managed by the Chief Financial and Investor Relations Officer, who reports directly to the CEO. This model was adopted to allow the topic to be monitored with the same frequency as priority topics, such as financial results, since it involves risks and can have negative impact on business. This position is reinforced by the quarterly disclosure of environmental indicators and the linking of part of executive compensation to the achievement of ESG targets.

## GOALS AND OBJECTIVES

Achievement estimate	Evolution in 2022
<b>Make our business carbon zero and carbon negative, involving scopes 1, 2 and 3</b>	
In the year 2022, emissions in tCO <sub>2</sub> were:	Scope 1 - 4,268 Scope 2 - 494 Scope 3 - 598,444
<b>Electrify our fleet by up to 20% by 2030</b>	
Until 2030	We ended the year with 822 electric vehicles, which represents a growth of 11% compared to 2021.
<b>Motivate renewable energy in the fleet through ethanol fueling campaigns, engaging customers</b>	
Continuous	Regarding customer engagement, 47.8% of the RAC kilometers were driven with ethanol.
<b>Promote green funding for ESG projects</b>	
Continuous	R\$ 5,254,638.00*
<b>Reduce by 50% the sending of our waste to landfills by 2030</b>	
In 2022, waste sent to landfills was:	56%
<b>Confirm the presence of renewable energy in 100% of our facilities.</b>	
2021 (not met on date on time)	Restructuring of the strategy to boost the use of renewable energy in the stores. We ended the year with 4 stores served.

\*Total accumulated until 2022 (there were no funding in the year), including the Sustainability Linked Bond, BID and Green Debenture, considering the dollar conversion on 12/31/2022.



# ENVIRONMENTAL MANAGEMENT

## Waste

GRI 306-1 | 306-2 | 3-3 WASTE

Our solid waste is generated in the execution of professional activities, since there is no industrial process. Thus, we carry out training and qualification of employees to reduce the volume and enhance the collection of recyclables. This practice is in line with our HSE Policy, which includes the guideline to substantially reduce waste generation through prevention, reduction, recycling, reuse and release of material into the air, water and soil.

Faced with the challenge of reducing, by 2030, the volume of material sent to landfills by at least 50% of the total produced, we expanded the selective collection process which, in January, involved nine stores and, by the end of 2022, 150 units. In addition, we started to apply the Solid Waste Management Plan (PGRS) in all stores, which provides for the mapping of materials produced, volume, destination and person responsible for transportation. For this work, we contracted the *meuResíduo* technological solution, a platform capable of consolidating the results of all stages of waste management – from complete information on waste production to

the status of license compliance with legal requirements – captured in each of our stores across Brazil. The resource started to be used in the second semester and, in December, it already monitored 64% of the units.

Also based on the goal of minimizing waste generation, we invested in automation, which has already provided us with a reduction in paper use of more than 55% in 2021, compared to the result of 2019, when we had had a 50% drop, even considering the company's growth. This comparison period was defined so that the database was more consistent, as in 2020 there was a lot of change due to the pandemic.

We send recyclable solid waste to cooperatives, contributing to income generation and stimulating the circular economy. Disused electronic equipment is forwarded as part of our partnership with ReUrbi, a B Corp specializing in reverse logistics for technology equipment, which supports more than 80 socio-digital inclusion projects.

SOCIAL AND ENVIRONMENTAL IMPACT

REVERSE LOGISTICS THROUGH IT EQUIPMENT

MOVIDA + REURBI (FROM 05/01/22 TO 12/31/22)

6.16

FORWARDED TONS

91

PEOPLE IMPACTED/YEAR

11,656

GHG REDUCTION POUNDS





MANUTENÇÃO 

FUNILARIA 

PINTURA 

**IN 2022, WE DESTINED  
29% OF THE TOTAL  
WASTE FOR RECYCLING  
AND 56% FOR  
LANDFILLS**





## Water and energy

GRI 303-1 | 303-2 | 3-3 – WATER AND EFFLUENTS | 3-3 – ENERGY

We carry out monthly studies of our water and energy consumption indicators to identify opportunities for improvement in stores and improve operational efficiency. In 2022, there were four stores with a solar energy system.

We guide energy management by seeking increasingly efficient construction, operation and use of space at the units, favoring the adoption of renewable energy and the continuous increase in the electric vehicle fleet.

In the context of wave 1 of the project to implement photovoltaic energy in stores, we increased the number of units with solar energy production, serving 54 stores that will receive credits. As the system generates credit in the network – a unit does not generate energy just for its installations – we estimate that it will be possible to supply up to 90 of the 185 stores. The goal is to have 100% of them self-generating energy. The project considers that a dam level below the minimum limits necessary for energy production contributes to reducing the security of electricity supply, increasing the vulnerability of our operations in a scenario of complete dependence (100%) on energy consumption of the National Interconnected System (SIN). This scenario also causes an increase in energy operating costs, due to the increase in the electricity bill from the SIN, which negatively impacts the stores' budgets. Therefore, we identified the opportunity to diversify our energy matrix, enabling internal investments to implement other forms of energy production, with the objective of progressively reducing the energy acquired from the SIN. The cost was calculated based on the investment required to install solar panels in all stores, including works to adapt the structures. The base price used was the average value of the ongoing project to convert nearly 100 stores to electricity from solar sources. GRI 201-2

In addition, we made progress in the consumption of clean fuel, with 70% of our vehicles fueled with ethanol.

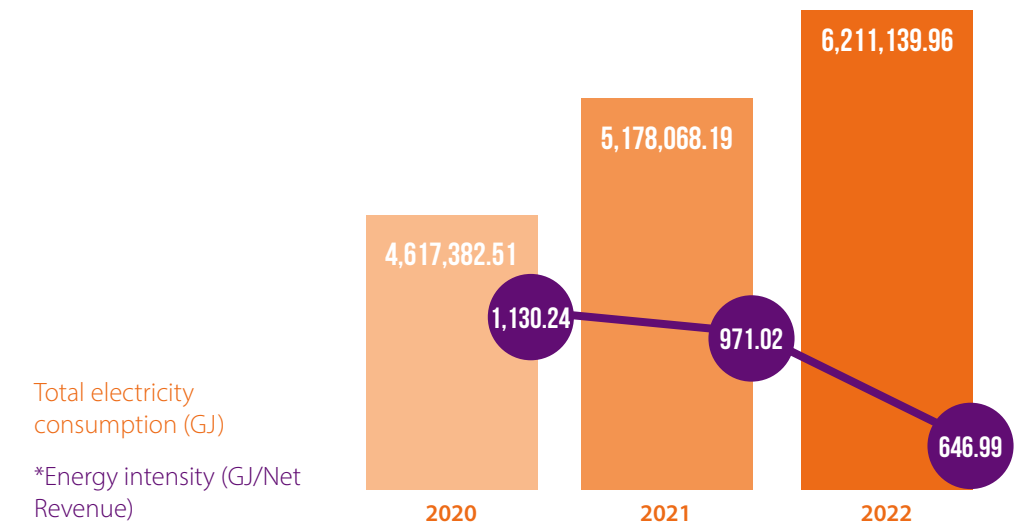
Regarding water resources, they come from public networks and are consumed in administrative units, by employees and for cleaning, and in operations for the vehicle washing process – before being discarded, the water used for this purpose passes through a separator box, to avoid contamination.

The highlight in 2022 was the expansion of dry cleaning to approximately 78% of stores, compared to 65% in 2021. In addition, some stores in our chain adopt a water reuse system. We also work to raise awareness among professionals regarding the conscious use of the resource – a principle established in the Sustainability Policy – and we adopt devices such as flow reducers in faucets and toilets.

Our consumption is monitored and managed through supply services, with annual reduction targets established by the Sustainability Committee. We mobilize all partners that provide washing services to undergo approval processes in which potential risks of environmental liabilities that affect the reputation of our brand, among other impacts, are analyzed.

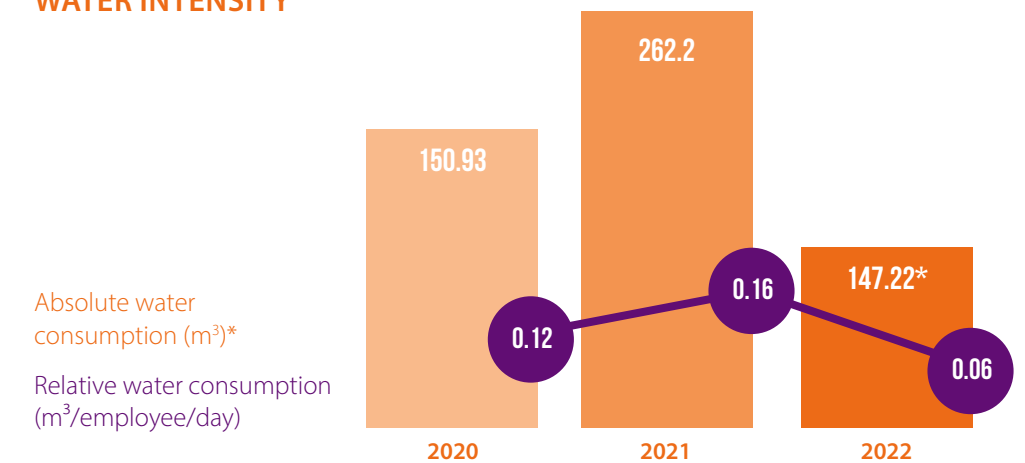
As for effluents, our business model does not generate material with high pollutant loads. Even so, the effluents are discarded through the public system and sent to the municipal Treatment Station. In stores located in shopping malls, airports, supermarkets and condos, the treatment of the generated effluents is the responsibility of the complex, which can be done either through a private Effluent Treatment Station or through the release into the public network.

### ENERGY INTENSITY \* GRI 302-3



Note: For the calculation of energy intensity, fuel consumption and electricity inside and outside the organization.

### WATER INTENSITY



\*Absolute value of all areas, plus areas with water stress.

(The GRI Annex contains data on the collection and use of water and electricity)



# 2020



SEEDLING PLANTING

## Biodiversity

GRI 304-2 | 3-3 BIODIVERSITY

In 2022, we carried out an environmental impact assessment, based on the location of our units, and found only one close to an area of relevant environmental interest. However, located inside the airport, the unit has environmental authorization to operate – which is why we understand that in the scope of our services we do not offer any negative impact that affects biodiversity.

Even so, the Climate Change Policy ensures that impacts on biodiversity are considered in decision-making. In addition, within the scope of the partnership with the Black Jaguar Foundation (BJF), we adopted a biodiversity quantification index that presupposes comparison with reference ecosystems in the region, requiring studies also in intact ecosystems and in different successional stages.

# 2022



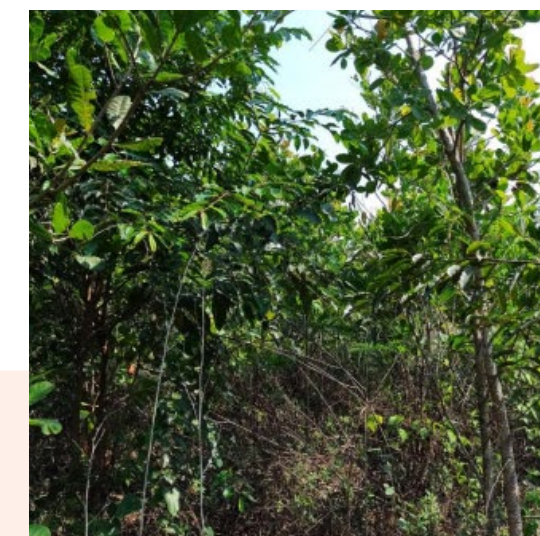
DIRECT SEEDING

## BLACK JAGUAR FOUNDATION (BJF)

Our facilities occupy urban areas and, like the activities we provide, do not cause significant impacts in terms of loss or reduction of local biodiversity. However, through the partnership with the Black Jaguar Foundation for the planting of trees, we support the revitalization of the Araguaia River Biodiversity Corridor, with a view to implanting 1 million trees of native species along the banks of the Araguaia and Tocantins. The project relies on the involvement of local communities in the effort to restore local biodiversity, promote socioeconomic development,

preserve water resources and expand access to natural resources.

The motivation is that well-preserved ecosystems improve people's lives and make them less vulnerable to the effects of climate change, such as floods and droughts. In addition, ecological restoration generates different forms of income and employment – an example is responsible land management in the Araguaia Biodiversity Corridor area, which promotes more inclusive, competitive and sustainable agricultural practices.





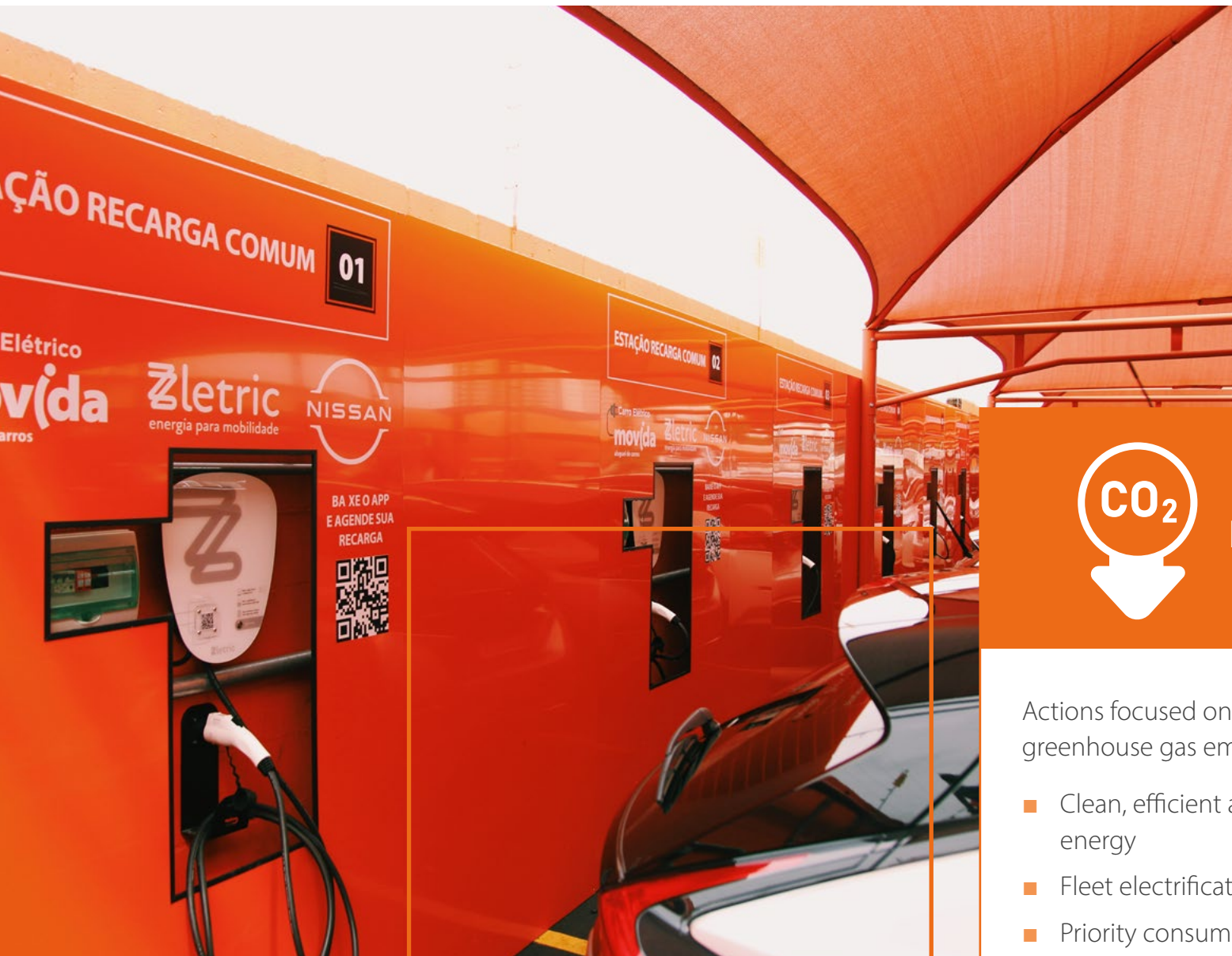
## CLIMATE STRATEGY

We are part of a sector whose activity is characterized by the burning of fossil fuels, challenging ourselves to participate in the construction of a new model aimed at a low-carbon economy. This scenario places the issue of climate change among the priorities of the business strategy. We have thus structured actions to mitigate and offset Greenhouse Gas (GHG) emissions with the ambition of increasing our potential to generate a positive impact on the planet and meet society's growing demand for more sustainable products and services.

In operations, we seek to develop services that align mobility with environmental preservation and the decarbonization movement. We encourage the use of ethanol to fuel rented vehicles and continue to expand our fleet of electric cars, the largest in Brazil, while at the same time engaging in projects to install chargers, creating the necessary structure to increase the use of these vehicles.







## COMMITMENT TO THE ESG AGENDA



### MITIGATION

Actions focused on reducing greenhouse gas emissions:

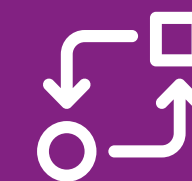
- Clean, efficient and renewable energy
- Fleet electrification
- Priority consumption of Brazilian ethanol



### COMPENSATION

Actions to offset emissions that could not be avoided in operational processes:

- Carbon sequestration projects



### ADAPTATION

Actions to align our activities with the commitments made:

- Mapping of risks and opportunities related to climate change
- Business continuity plan

Our approach to mobility is another example of our commitment to the ESG agenda set out in the main treaties and institutions that also address climate change, such as the Paris Agreement, Science Based Targets (SBTi), Global Compact – in which we are also part of the Action for Climate platform –, Brazilian GHG Protocol Program and Intergovernmental Panel on Climate Change (IPCC). These are guidelines that govern our vision on the subject, reflected in the *Climate Change Policy* that we instituted in 2022.

In order to reduce the negative impact of activities, we analyze scenarios to define ways of acting and adopt metrics to monitor the reduction of our direct and indirect emissions. Our mitigation, compensation and adaptation plan includes the following initiatives:





Internally, in 2022, we carried out a study that proved the effectiveness of using ethanol to minimize atmospheric emissions. An important impact that we have also observed is that the stimulus for the supply of ethanol and the consequent increase in the use of this fuel in our Scope 3, in which we report emissions from burning, resulting from car rentals. That practice has allowed less CO<sub>2</sub> to be emitted from vehicle use when compared to the use of gasoline or diesel. In 2022, we noticed an increase of more than 250,000 kilometers being driven with ethanol when compared to the previous year - in the RAC, which had an increase in mileage driven, for example, the growth in the use of ethanol was 3 p.p., from 43% in 2021 to 46% in 2022. The proof that this route was run with ethanol instead of gasoline brings a difference in inventories of more than 38,041.46 tons of CO<sub>2e</sub>.



### WELL-TO-WHEEL

“from the well to the wheel”, that is, the entire life cycle of the fuel from its extraction or production to its consumption.

### BRAZILIAN ETHANOL CAR VS IMPORTED ETHANOL

FUEL	WTW (GCO <sub>2E</sub> /KM)
Flex, Gasoline	188.7
Flex, Ethanol (E85) - Corn	177.8
Flex, Ethanol (BR)	18.56
Light vehicle, diesel	321.9
Electric, Grid	9.08



### sustentabilidade

carbono Mais economia

Visão 360°



### FLEET ELECTRIFICATION

We set the goal of having 20% of the fleet composed of electric cars by 2030. In 2022, we acquired 364 vehicles and invested in expanding the infrastructure to accommodate them. Today we have 118 chargers in operation, including our own equipment and that of partners, installed in stores to meet our needs. However, we have a unit on Marginal Tietê, in São Paulo (SP), which serves as an electric charging hub offered to customers.

In 2022, we teamed up with three companies to launch the *Rota Sul* project, the first private network of charging stations with fast chargers connecting the capitals and important cities of the Southern Region. The dissemination of the culture of using electric cars was also reinforced with the launch of the Alliance for Sustainable Mobility, which brought together energy companies, charging stations, assemblers, rental companies and a bank to discuss sustainable mobility, in particular the development of the electric car market.





## Emissions

### GRI 3-3 EMISSIONS

The Sustainability Policy guides us towards stabilizing GHG emissions into the atmosphere via compensation, mitigation and adaptation to climate change, in addition to considering instruments such as carbon pricing in decision-making processes and dealing with our related risks based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Additionally, the Climate Change Policy addresses the management and monitoring of risks and opportunities related to the climate, establishing guidelines regarding the identification, analysis and evaluation - a stage carried out during 2022, contemplating different climate scenarios to consider the financial consequences, the adaptation costs or other related costs.

We calculate our emissions based on factors from the Brazilian GHG Protocol Program, with significant progress in our report, carried out annually and publicly disclosed through an inventory. Until 2020, Scope 3 data considered only emissions resulting from the use of vehicles by customers, which were allocated in category 11 - use of goods and services (which in 2022, after a market assessment study, are considered to be in category 13) and which, after a rigorous analysis, was defined as not applicable. This is because our business model is centered on vehicle rental and fleet management for our customers, with the sale of used vehicles being an intrinsic demobilization process. Furthermore, based on our view of carbon footprint assessment, through the LCA, the impacts accounted for are proportional to use – impacts that did not occur are not accounted for. This is an approach recommended by the GHG Protocol. Another point is that in 2020 and 2021 we only reported emissions resulting from combustion, i.e. those from Tank-To-Wheel, which did not follow the recommendations for reporting the impacts of the fuel life cycle, Well-To-Tank.

Just as we've improved our emissions calculation with SBTi recommendations, we'll expand the analysis plan to our netzero commitment. The year's study was focused on the short-term goal for approval of the SBTi and the analysis sequence, also including netzero, will be done when the SBTi publishes the specific framework for our sector, still under development.

In this context, we evolved in our inventory in 2022, identifying and quantifying the direct and indirect emissions resulting from our operation, encompassing headquarters, stores and the RAC, GTF, ZKM and CS business divisions. The evolution, in addition to greater transparency and which will allow us to better evaluate mitigation alternatives, focused on the submission, in November 2022 and expected completion

in 2023, of the report to SBTi (Science Based Targets). It is a collaborative initiative between the CDP, the United Nations Global Compact, the World Resources Institute and the World Wide Fund for Nature, to set science-based climate targets.

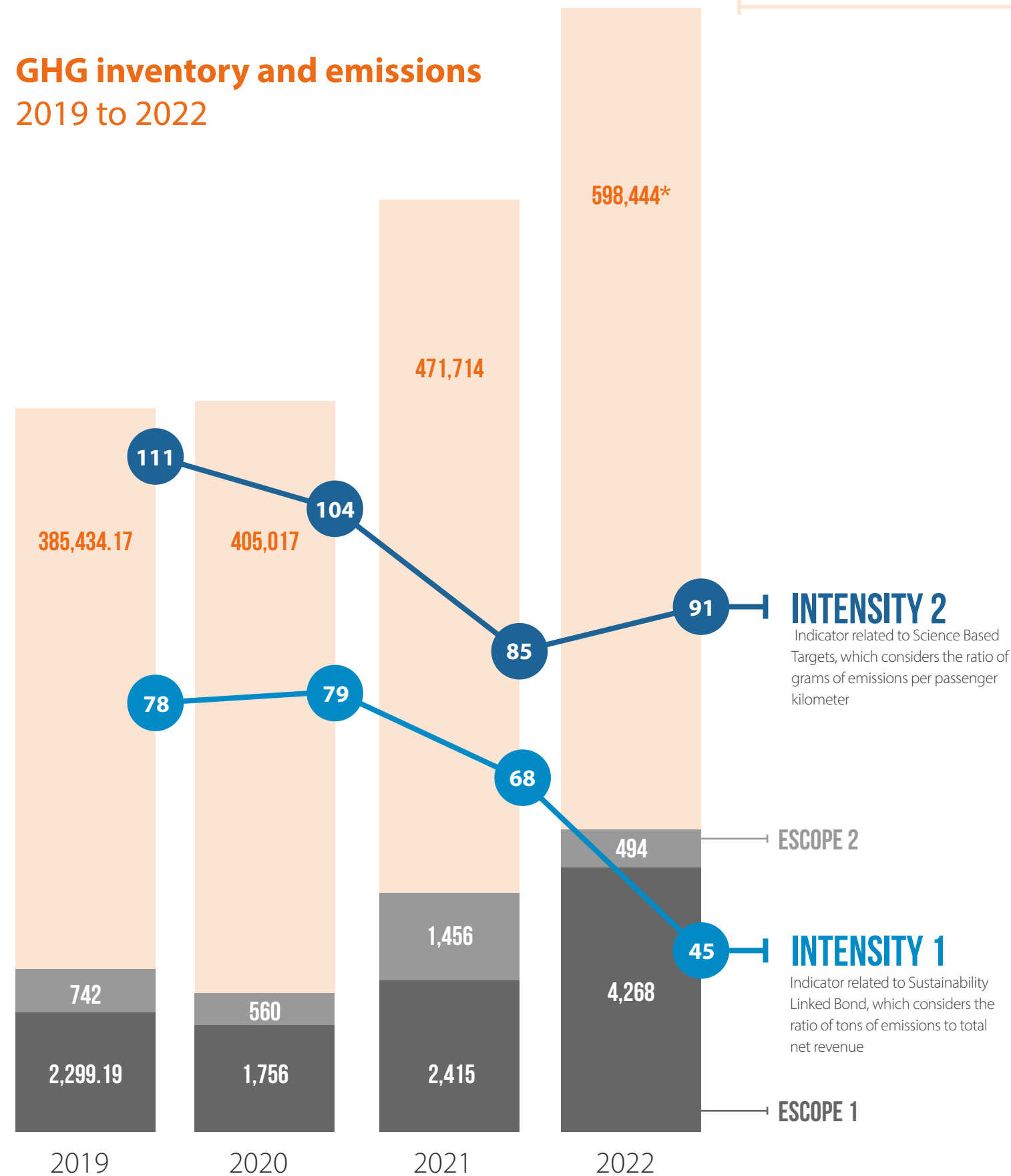
New Scope 3 categories reported for the year include:

- |  |  |
|--|--|
| <b>1.</b> Purchased Goods and Services   | <b>7.</b> Employee displacement (home-work)                        |
| <b>3.</b> Activities related to fuel and energy (not included in Scopes 1 and 2) | <b>8.</b> Leased assets (organization as lessee)                   |
| <b>4.</b> Transport and distribution (upstream)                                  | <b>9.</b> Transport and distribution (downstream)                  |
| <b>5.</b> Waste generated in operations  | <b>13.</b> Assets leased to third parties (organization as lessor) |
| <b>6.</b> Business trips   |  |

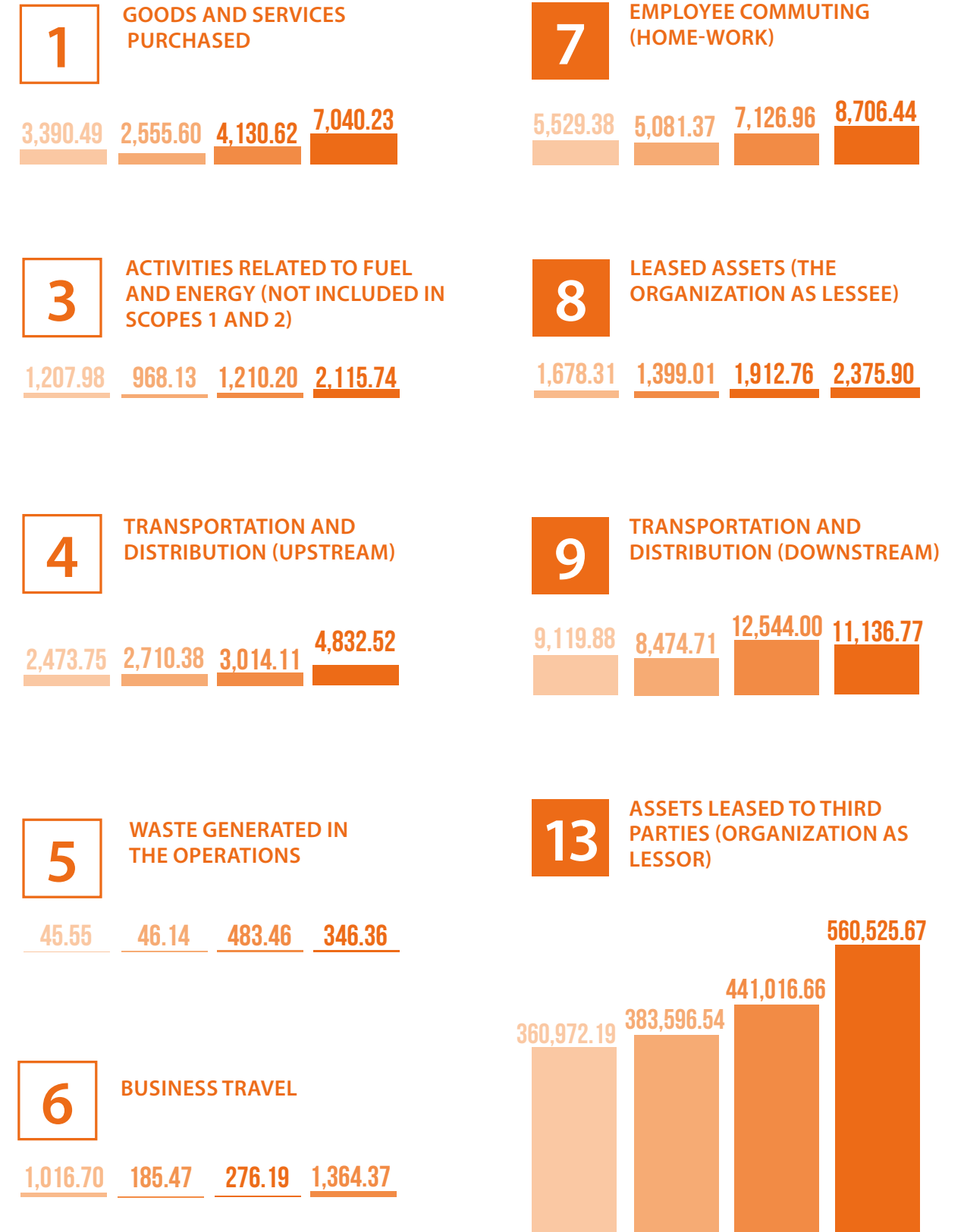
Another highlight is that, for transport activities (category 4, 9, 13), all emissions from the entire life cycle of fuels were considered (following the Well-To-Wheel approach). Thus, the increase in Scope 3 emissions is a reflection of the improvement in the number of categories reported, not reflecting a real increase in emissions compared to previous years. We also contacted the Second Party Opinion (SPO) of the Sustainability-Linked Bonds (SLB), who recommended that, in addition to continuing with the measurement of the SLB model, we should monitor the results of the SBTi for possible new action plans to reach the agreed goal.

With this result, we reached, in 2022, an emission intensity (tCO<sub>2</sub> and/revenue) of 45.02 – lower than the last ones due to the ethanol mapping actions carried out.

## GHG inventory and emissions 2019 to 2022



## SCOPE 3 - COMPOSITION



\*2022's inventory will be updated with the disclosure of the GHG Protocol tool for the 2023 Cycle and it will be audited by a third party, as previous years have been.



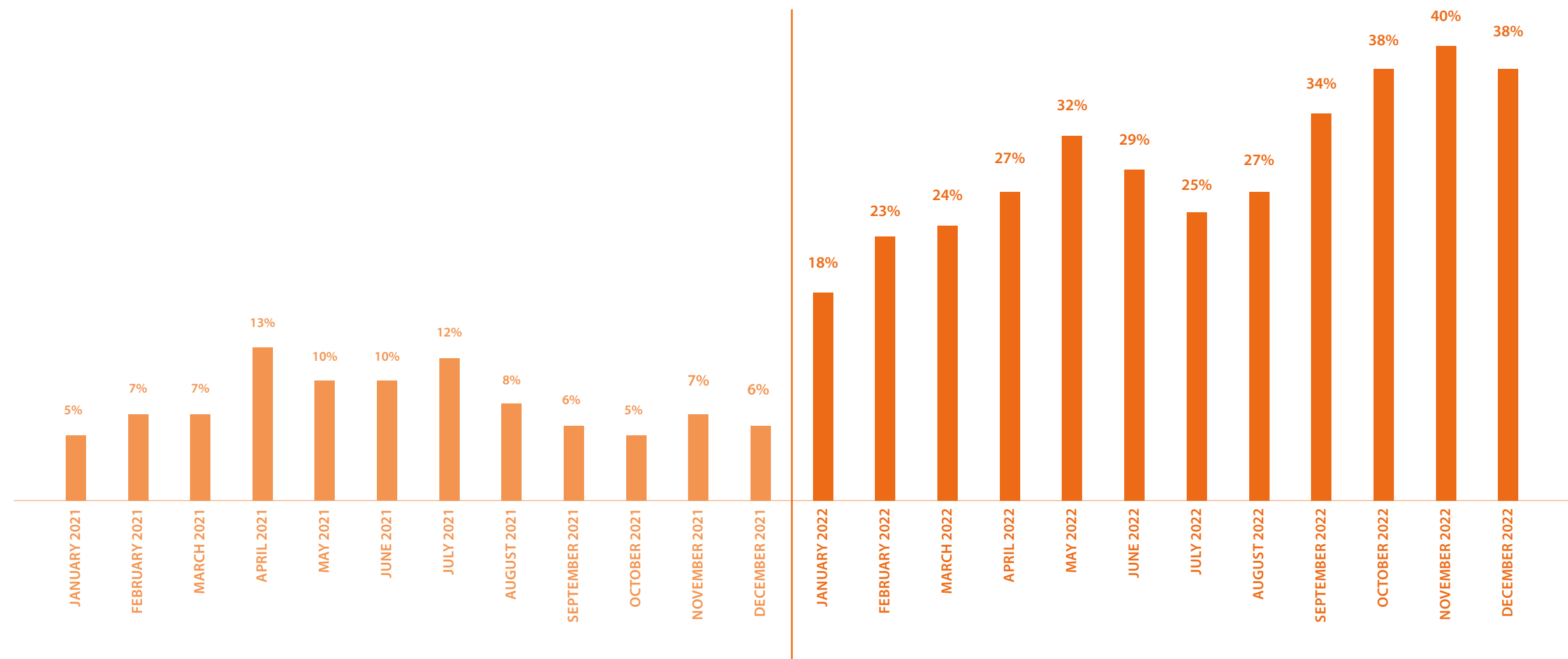


## Carbon Free

A pioneer in the leasing sector, our GHG neutralization program, Carbon Free, was reinforced in the year with customer engagement: the volume of those who adhered to the eventual rent was increased and reached 39% - in the previous year they represented 10%. Only the Fleet Management and Outsourcing (GTF) segment recorded a 19% increase in the option for Carbon Free, in the same comparison.

### USE BY CUSTOMERS IN THE LAST 24 MONTHS IN THE RAC

*“What percentage of customers have used Carbon Free in any of their contracts, in each month, in the last 24 months?”*



When adhering to the solution, the customer allows the CO<sub>2</sub> emission to be calculated during the vehicle rental period. The volume is then converted into a number of trees, which are planted to neutralize the effects of the path along the Araguaia River Biodiversity Corridor, the largest reforestation project in the world, which has an environmental deficit of 1 million hectares.

The choice of the site, whose size is 10.8 million hectares involving 112 municipalities in six states, was made within the scope of our partnership with the Black Jaguar Foundation, an organization of Dutch origin that works to promote the ecological restoration of the Cerrado (which is equivalent to 48% of the area involved) and the Amazon (52%).

Since the beginning of the program, in 2009, 282,885 seedlings have been planted and 42,042 tons of CO<sub>2</sub> neutralized. In 2022 alone, these results were, respectively, 147,046 seedlings and 21,615 tons neutralized.



## HOW TO JOIN CARBON FREE



You hire the Carbon Free option.



The CO<sub>2</sub> emission of your lease is calculated.



The amount of CO<sub>2</sub> emitted is converted into the number of trees.



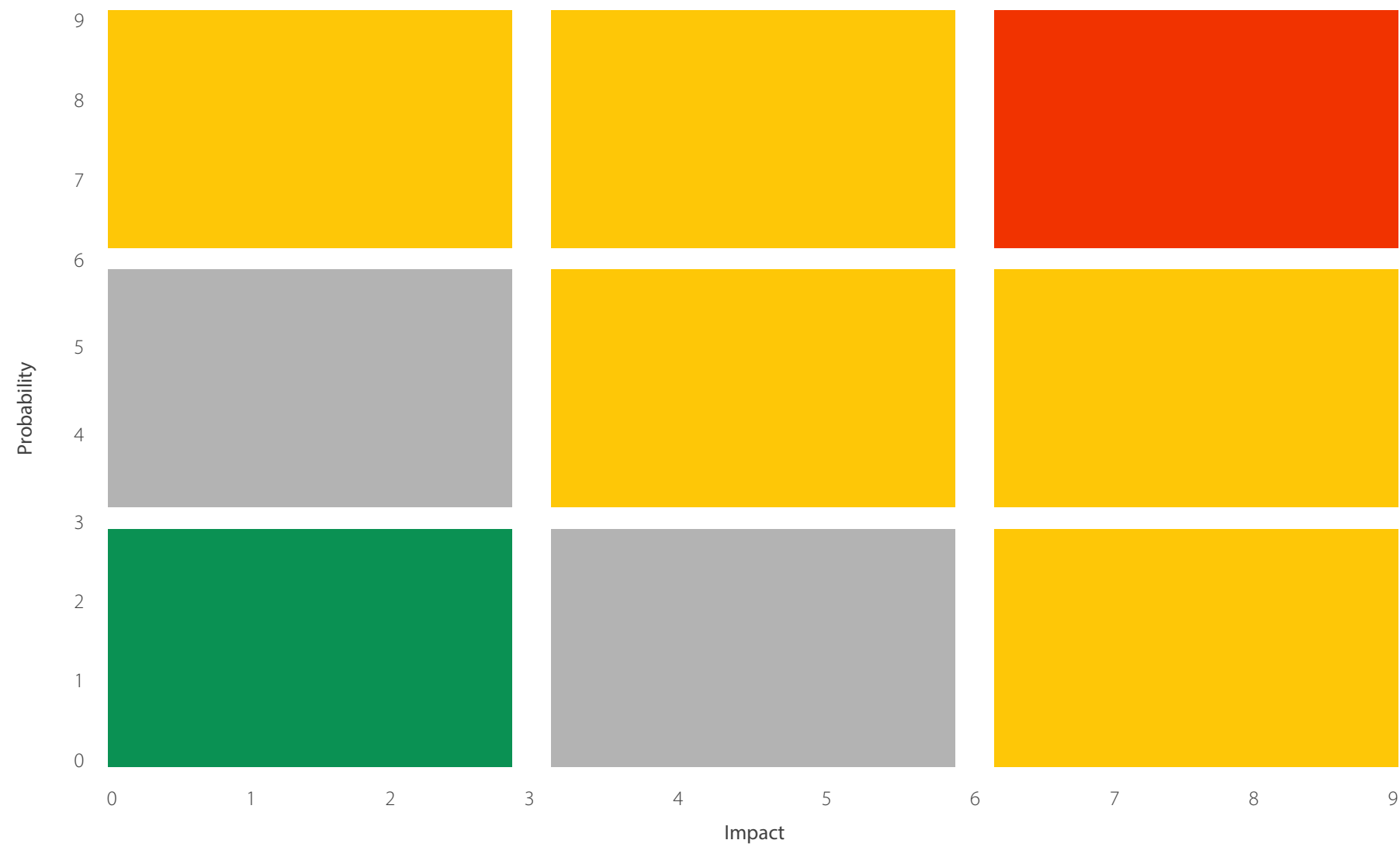
The trees are planted in Brazilian territory.



# CLIMATE RISK MATRIX

GRI 201-2

Another evolution of the year was the preparation of a climate risk matrix, a reference for our management and commitment to the theme of mitigating the impacts arising from operations..



 [Click on the risks to now more](#)



# 8

## GRI AND SASB ANNEX





# A YEAR MARKED BY ACHIEVEMENTS

## ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS GRI 2-6

Products or services provided	2020	2021	2022
Products or services provided	1	1	1
Number of products or services provided in the period (units)	1	1	1
Net sales of products or services provided in the period (R\$)	4,085,259,00	5,332,623,00	9,600,029,00

## EBITDA (E\$) – MARKETS SERVED GRI 2-6

<b>2020</b>	894,8
<b>2021</b>	2,083,0
<b>2022</b>	3,552,0

## SIZE OF THE SUPPLY CHAIN GRI 2-6

	2020	2021	2022
Total number of active suppliers	9,894	10,980	13,207
Number of critical/priority suppliers*	4	4	5
New registered suppliers	1,551	2,207	3,082
Number of current contracts	508	695	840
Total expenditures with suppliers (R\$)	5,027,046,261.23	8,489,648,970.23	9,723,796,232.03
Expenditures with critical/priority suppliers (R\$)*	2,491,255,591.23	4,345,152,134.88	5,260,654,488.60

\*Considered as a priority supplier those representing the highest amount of expenses in the year.



# ETHICS AND COMPLIANCE

## COMPLIANCE WITH LAWS AND REGULATIONS GRI 2-27\*

	2020		2021		2022	
	Total Number	Monetary value (BRL)	Total Number	Monetary value (BRL)	Total Number	Monetary value (BRL)
Cases and fines for cases of non-compliance with laws and regulations	1	9,505,412.59	2	28,682,316.25	6	135,816,275.04
Fines for cases of non-compliance with laws and regulations that have been paid	-	-	-	-	-	-

\*Movida considered the following parameters for establishing significant cases of non-compliance: (i) cases where the fine is equal to or higher than BRL 8,000,000.00, regardless of its nature; (ii) that, regardless of the amount, are relevant due to the matter, and that impact the operation and/or the Company's image; and (iii) cases where non-monetary sanctions were applied that cause relevant impact to the operation. The infringing acts stated refer to the constitution of PIS and Cofins tax contribution credits stated in 2016; the imposition of an isolated fine due to inaccuracies in part B of e-LALUR and e-LACs stated in 2017; alleged commercialization of 1,009 vehicles in the state of Alagoas, from 01/11/2016 to 23/10/2020, without issuing invoices and without the consequent collection of the ICMS due; verification of the fulfillment of state tax obligations related to the trade of used and semi-new vehicles; credits related to contributions to PIS/Cofins taxes arising from expenditures classified as inputs; and credits related to the contribution to PIS and Cofins taxes on various expenditures. Until the end of the 2022 cycle, the cases states hadn't yet been concluded, therefore Movida has not made any expenditures.

## OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION GRI 205-1

	2020	2021	2022
Total and % of operations evaluated for risks related to corruption			
Total operations*	7	7	7
Number of operations evaluated	7	7	7
Percentage of operations evaluated	100%	100%	100%

\*The seven operations considered were the following companies: CS Brasil Frotas Norte/Nordeste/Centro Oeste; CS Brasil Frotas Sul/Sudeste; CS Brasil Participações; Movida Participações GTF; Movida Premium Locação de Veículos; Sale of used vehicles; Car rental.



**COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURE** GRI 205-2

Members of the administration who have been informed and trained, by region		2020*			2021*			2022		
		Active	Comunicados	Capacitados	Active	Comunicados	Capacitados	Active	Comunicados	Capacitados
<b>North</b>	Number	0	0	0	0	0	0	0	0	0
	%	-	100.00%	100.00%	-	100.00%	100.00%	-	-	100.00%
<b>Northeast</b>	Number	0	0	0	0	0	0	0	0	0
	%	-	100.00%	100.00%	-	100.00%	100.00%	-	-	100.00%
<b>Midwest</b>	Number	0	0	0	0	0	0	0	0	0
	%	-	100.00%	100.00%	-	100.00%	100.00%	-	-	100.00%
<b>Southeast</b>	Number	22	10	2	22	11	4	22	22	11
	%	-	45.45%	9.09%	-	50.00%	18.18%	-	-	50.00%
<b>South</b>	Number	0	0	0	0	0	0	0	0	0
	%	-	100.00%	100.00%	-	100.00%	100.00%	-	-	100.00%

The values for 2021 and 2020 were adjusted considering an updated HR base - inclusion of Mabor in 2021, removal of directors from the employee base, inclusion of the functional categories trainee, intern and apprentice, consideration of CS Frotas as of 2021. For 2022 we are reporting the year and the history with new openings for age groups and functional categories.

**COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES** GRI 205-2

Employees who have been informed and trained on anti-corruption policies and procedures, by region		2020*			2021*			2022		
		Active	Informed	Trained	Active	Informed	Trained	Active	Informed	Trained
North	Number	121	116	114	155	139	134	210	208	181
	%	-	95.87%	94.21%	-	89.68%	86.45%	-	99.05%	86.19%
Northeast	Number	403	369	368	552	467	458	792	772	698
	%	-	91.56%	91.32%	-	84.60%	82.97%	-	97.47%	88.13%
Midwest	Number	233	214	214	346	321	315	414	405	366
	%	-	91.85%	91.85%	-	92.77%	91.04%	-	97.83%	88.41%
Southeast	Number	2,259	1,889	1,786	3,090	2,606	2,376	4,253	4,133	3,450
	%	-	83.62%	79.06%	-	84.34%	76.89%	-	97.18%	81.12%
South	Number	304	273	271	399	372	365	514	502	459
	%	-	89.80%	89.14%	-	93.23%	91.48%	-	97.67%	89.30%

The values for 2021 and 2020 were adjusted considering an updated HR base - inclusion of Mabor in 2021, removal of directors from the employee base, inclusion of the functional categories trainee, intern and apprentice, consideration of CS Frotas as of 2021. For 2022 we are reporting the year and the history with new openings for age groups and functional categories. We do not train third parties.





**COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES** GRI 205-2

Employees who have been informed and trained on anti-corruption policies and procedures, by employee category		2020*			2021*			2022		
		Active	Informed	Trained	Active	Informed	Trained	Active	Informed	Trained
<b>Board</b>	<b>Number</b>	10	10	8	14	14	11	21	21	15
	%	-	100.00%	80.00%	-	100.00%	78.57%	-	100.00%	71.43%
<b>General-Management (Senior Management)</b>	<b>Number</b>	49	44	37	54	52	46	63	62	49
	%	-	89.80%	75.51%	-	96.30%	85.19%	-	98.41%	77.78%
<b>Area management</b>	<b>Number</b>	60	50	50	87	79	76	108	108	95
	%	-	83.33%	83.33%	-	90.80%	87.36%	-	100.00%	87.96%
<b>Store management</b>	<b>Number</b>	204	195	192	217	214	213	258	257	254
	%	-	95.59%	94.12%	-	98.62%	98.16%	-	99.61%	98.45%
<b>Coordination (Jr. Management)</b>	<b>Number</b>	69	63	59	109	96	86	128	127	106
	%	-	91.30%	85.51%	-	88.07%	78.90%	-	99.22%	82.81%
<b>Supervision</b>	<b>Number</b>	56	54	52	116	113	108	155	152	142
	%	-	96.43%	92.86%	-	97.41%	93.10%	-	98.06%	91.61%
<b>Administration</b>	<b>Number</b>	1,124	907	839	1,473	1,157	996	1,788	1,734	1,399
	%	-	80.69%	74.64%	-	78.55%	67.62%	-	96.98%	78.24%
<b>Operational</b>	<b>Number</b>	1,686	1,518	1,502	2,289	2,034	1,982	3,444	3,364	2,920
	%	-	90.04%	89.09%	-	88.86%	86.59%	-	97.68%	84.79%
<b>Apprentice</b>	<b>Number</b>	57	19	14	161	135	119	180	157	138
	%	-	33.33%	24.56%	-	83.85%	73.91%	-	87.22%	76.67%
<b>Intern</b>	<b>Number</b>	5	1	0	13	6	6	23	23	21
	%	-	20.00%	0.00%	-	46.15%	46.15%	-	100.00%	91.30%
<b>Trainee</b>	<b>Number</b>	0	0	0	9	5	5	15	15	15
	%	-	100.00%	100.00%	-	55.56%	55.56%	-	100.00%	100.00%

The values for 2021 and 2020 were adjusted considering an updated HR base - inclusion of Mabor in 2021, removal of directors from the employee base, inclusion of the functional categories trainee, intern and apprentice, consideration of CS Frotas as of 2021. For 2022 we are reporting the year and the history with new openings for age groups and functional categories. We do not train third parties.

**CASES OF DISCRIMINATION AND CORRECTIVE MEASURES TAKEN** GRI 406-1\*

Total and situation of cases of discrimination	2020	2021	2022**
Total number of occurring cases of discrimination	39	15	9
The organization has analyzed the case	20	3	1
A remedial plan is being implemented	0	0	0
The remedial plan has been implemented and its results have been analyzed through routine procedures of internal management analysis	20	0	0
The case is no longer subject to action (that is, it has been settled, concluded)	20	0	0

\*Data concerning reports related to allocated employees and/or processes carried out by corporate areas that provide services shared with the Group's companies. The numbers are the sum of reports investigated (valid and unfounded) and pending investigation.

\*\*Eight cases pending analysis at the end of 2022.

**SECURITY PERSONNEL TRAINED ON HUMAN RIGHTS POLICIES OR PROCEDURES** GRI 410-1\*

	2020	2021	2022
Total employees in security/surveillance activities	0	0	0
Number of security/surveillance employees trained on human rights	0	0	0
Percentage of security/surveillance employees trained on human rights	0%	0%	0%
Total third-party personnel in security/surveillance activities	31	31	27
Number of third-party personnel in security/surveillance trained on human rights	0	0	0
Percentage of third-party personnel in security/surveillance trained on human rights	0%	0%	0%

\*Movida's adoption of a Human Rights Policy represents the Group's public commitment towards this theme. \*There is also the Code of Conduct and the Code of Conduct for Third Parties, which includes, among others, that child labor or labor analogous to slavery are unacceptable practices. There are human rights trainings conducted to the surveillance personnel every two years, but the last one was conducted in 2018, with schedule changes due to the impacts of the COVID-19 pandemic. Trainings will resume in 2023.





# OPERATIONAL EVOLVEMENT

## PERCENTAGE OF VEHICLES IN THE LEASING FLEET CLASSIFIED THROUGH NCAP PROGRAMS (LATIN NCAP) WITH AN 5-STAR OVERALL SAFETY RATING, BY REGION TR-CR-250a.1.\*

	2020	2021	2022
<b>Latin New Car Assessment Program (Latin NCAP) – Percentage</b>	9%	9%	3%
<b>Latin New Car Assessment Program (Latin NCAP) – Volume</b>	1,867	2,076	1,434

\*In 2022, 3% of the leasing fleet's vehicles are classified through NCAP programs with a 5-star overall safety rating all across Brazil. From the cars invoiced between January and December 2022 for RAC, 1,434 have a 5-star rating in Latin NCAP. All vehicles are from Brazil.

## FLEET UTILIZATION RATE TR-CR-410a.2.

Fleet fuel savings and utilization	2020*	2021*	2022
Daily rates utilized	16,847,351	19,711,542	22,965,949
Daily rates available	18,163,366	21,062,725	24,920,515
<b>Fleet utilization rate</b>	<b>93%</b>	<b>94%</b>	<b>92%</b>

\*2020 rates are being stated for the first time; 2021 are being restated. The fleet taken into consideration was the one with status 'available', 'ready for leasing', 'leasing', 'supply', 'reserved for customer', and 'monthly replacement'. In the productive fleet utilized on a daily basis, there are two more statuses, 'washing', and 'awaiting checklist – post wash' that haven't been considered for this study. This fleet was checked for each day for each branch, with everything being added up afterwards for the amount of daily rates available for the year under study. The daily rates utilized are established under the contracts with a pickup date within that year (considering only the daily rates that occurred in that same year, if applicable).

## NUMBER OF RECALLED VEHICLES TR-CR-250a.2.\*

Company	Quantity
GTF	1,486
RAC	743
SN	1,232
ZKM	315
<b>Total</b>	<b>3,776</b>

\*In 2022, 3,776 Movida vehicles were recalled, with the majority being Renault vehicles (821 vehicles) and 2,955 by other brands. However, all open recalls aren't controlled yet, only those that have been reported, since this still isn't effectively controlled by the Company. By the end of April 2023, all vehicles can only be transferred after recall.



# ECONOMIC-FINANCIAL RESULT

## COUNTRY BY COUNTRY REPORT GRI 207-4

<b>Tax indicators - Brazil (R\$ thousand)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Income from third-party sales	-	-	-
Income from intragroup transactions with other tax jurisdictions	R\$39,385.00	R\$142,348.00	R\$2,660,193.00
Profit/loss before tax	138,983	1,181,770	727,407
Tangible assets other than cash and cash equivalents			
Corporate income tax paid on a cash basis	18,364	50,451	1,912
Corporate income tax levied on profits/losses			
Reasons for the difference between corporate income tax levied on profit/loss and the tax payable if the statutory rate is applied to pre-tax profit/loss			
Total remuneration for employees	R\$246,298,679.08	R\$308,707,358.70	R\$471,119,373.81
Taxes withheld at source and paid on behalf of employees	R\$12,157,548.21	R\$13,354,353.61	R\$22,545,226.53
Taxes collected from customers on behalf of a tax authority	-	-	-
Industry taxes and other taxes or payments to governments	15,830	24,699	52,725
Significant uncertain tax positions	N/A	N/A	N/A
Balance of intra-company debt held by entities within the tax jurisdiction and the basis to calculate the interest rate paid on the debt	N/A	N/A	N/A



**DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED** GRI 201-1

<b>STATEMENT OF ADDED VALUE (in thousands of R\$)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Sale, leasing, provision of services and sale of decommissioned assets	4,319,696	5,682,240	10,168,770
Provision for expected losses (impairment) of accounts receivable	-58,415	-30,499	-65,335
Other operating income	80,226	113,874	138,663
<b>INPUTS PURCHASED FROM THIRD PARTIES</b>			
Costs of sales and provision of services	-2,782,912	-2,644,699	-5,241,254
Materials, energy, third-party services and others	-279,246	-525,598	-890,716
Loss on devaluation of assets (impairment)	-145,249	-	-
Gross added value	1,134,100	2,595,318	4,110,128
<b>RETENTIONS</b>			
Depreciation and amortization	-412,880	-416,251	-1,135,224
<b>PRODUCED NET VALUE ADDED</b>	<b>721,220</b>	<b>2,179,067</b>	<b>2,974,904</b>
Added value received in transfer	-	-	-
Equity Income	-	-	-
Financial income	100,868	473,753	544,182
<b>TOTAL ADDED VALUE TO DISTRIBUTE</b>			
Added value distribution	822,088	2,652,820	3,519,086
Personnel and charges	244,485	295,630	437,361
Federal taxes	74,937	437,994	34,467
State taxes	85,622	112,715	204,064
Municipal taxes	4,175	4,631	7,524
Interest and bank charges	263,483	951,196	2,225,417
Rent	40,359	31,215	53,847
Dividends and interest on shareholders' equity for the year	44,000	89,268	260,962
Retained earnings for the year	65,027	606,231	78,543



# OUR PEOPLE

## EMPLOYEES PER GENDER GRI 2-7

	2020*					2021*					2022				
	Male	Female	Other	Not informed	Total	Male	Female	Other	Not informed	Total	Male	Female	Other	Not informed	Total
Permanent employees	1,979	1,341	0	0	<b>3,320</b>	2,696	1,864	0	0	<b>4,560</b>	3,278	2,294	0	0	<b>5,572</b>
Temporary employees	0	0	0	0	<b>0</b>	0	1	0	0	<b>1</b>	334	277	0	0	<b>611</b>
<b>Total</b>	<b>1,979</b>	<b>1,341</b>	<b>0</b>	<b>0</b>	<b>3,320</b>	<b>2,696</b>	<b>1,865</b>	<b>0</b>	<b>0</b>	<b>4,561</b>	<b>3,612</b>	<b>2,571</b>	<b>0</b>	<b>0</b>	<b>6,183</b>
Employees with no guaranteed work hours	0	0	0	0	<b>0</b>	0	0	0	0	<b>0</b>	0	0	0	0	<b>0</b>
Full-time employees	1,744	1,103	0	0	<b>2,847</b>	2,501	1,558	0	0	<b>4,059</b>	3,400	2,000	0	0	<b>5,400</b>
Part-time employees	235	238	0	0	<b>473</b>	195	307	0	0	<b>502</b>	212	571	0	0	<b>783</b>
<b>Total</b>	<b>1,979</b>	<b>1,341</b>	<b>0</b>	<b>0</b>	<b>3,320</b>	<b>2,696</b>	<b>1,865</b>	<b>0</b>	<b>0</b>	<b>4,561</b>	<b>3,612</b>	<b>2,571</b>	<b>0</b>	<b>0</b>	<b>6,183</b>

\*Restated data. All information has been extracted from SAP, establishing a consolidated basis year after year, and it is in accordance with its respective basis. CS Fleets started belonging to Movida as of 2021 (it previously belonged to CS Brazil).



**EMPLOYEES PER REGION** GRI 2-7

	2020*							2021*							2022						
	North	Northeast	Midwest	Southeast	South	Abroad**	Total	North	Northeast	Midwest	Southeast	South	Abroad**	Total	North	Northeast	Midwest	Southeast	South	Abroad**	Total
Permanent employees	121	403	233	2,259	304	0	<b>3,320</b>	155	552	345	3,109	399	0	<b>4,560</b>	190	672	362	3,873	475	0	<b>5,572</b>
Temporary employees	0	0	0	0	0	0	<b>0</b>	0	0	1	0	0	0	<b>1</b>	19	119	40	398	35	0	<b>611</b>
<b>Total</b>	<b>121</b>	<b>403</b>	<b>233</b>	<b>2,259</b>	<b>304</b>	<b>0</b>	<b>3,320</b>	<b>155</b>	<b>552</b>	<b>346</b>	<b>3,109</b>	<b>399</b>	<b>0</b>	<b>4,561</b>	<b>209</b>	<b>791</b>	<b>402</b>	<b>4,271</b>	<b>510</b>	<b>0</b>	<b>6,183</b>
Employees with no guaranteed work hours	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0	<b>0</b>
Full-time employees	105	379	207	1,862	294	0	<b>2,847</b>	147	529	325	2,674	384	0	<b>4,059</b>	200	768	382	3,561	489	0	<b>5,400</b>
Part-time employees	16	24	26	397	10	0	<b>473</b>	8	23	21	435	15	0	<b>502</b>	9	23	20	710	21	0	<b>783</b>
<b>Total</b>	<b>121</b>	<b>403</b>	<b>233</b>	<b>2,259</b>	<b>304</b>	<b>0</b>	<b>3,320</b>	<b>155</b>	<b>552</b>	<b>346</b>	<b>3,109</b>	<b>399</b>	<b>0</b>	<b>4,561</b>	<b>209</b>	<b>791</b>	<b>402</b>	<b>4,271</b>	<b>510</b>	<b>0</b>	<b>6,183</b>

\*Restated data. All information has been extracted from SAP, establishing a consolidated basis year after year, and it is in accordance with its respective basis. CS Fleets started belonging to Movida as of 2021 (it previously belonged to CS Brazil).

\*\*Abroad: North America, Central America, South America (except for Brazil), Europe, Asia, Africa, and Oceania.



**EMPLOYEES BY GENDER AND EMPLOYEE CATEGORY** GRI 2-7

	2020*				2021*				2022			
	Male		Female		Male		Female		Male		Female	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Board	9	90%	1	10%	13	93%	1	7%	18	86%	3	14%
General-Management (Senior Management)	33	67%	16	33%	38	70%	16	30%	43	67%	21	33%
Area management	37	62%	23	38%	62	68%	29	32%	77	69%	35	31%
Store management	109	53%	95	47%	122	56%	95	44%	146	57%	112	43%
Coordination (Jr. Management)	36	52%	33	48%	65	59%	45	41%	82	64%	46	36%
Supervision	26	46%	30	54%	60	52%	56	48%	77	50%	78	50%
Administration	525	47%	599	53%	644	44%	811	56%	638	37%	1,100	63%
Operational	1,182	70%	504	30%	1,614	70%	707	30%	2,451	70%	1,038	30%
Trainee	0	0%	0	0%	6	67%	3	33%	6	40%	9	60%
Internship	2	40%	3	60%	4	31%	9	69%	2	9%	21	91%
Apprentice	20	35%	37	65%	68	42%	93	58%	72	40%	108	60%
<b>Total</b>	<b>1,979</b>	<b>56%</b>	<b>1,341</b>	<b>44%</b>	<b>2,696</b>	<b>59%</b>	<b>1,865</b>	<b>41%</b>	<b>3,612</b>	<b>53%</b>	<b>2,571</b>	<b>47%</b>

\*Restated data. All information has been extracted from SAP, establishing a consolidated basis year after year, and it is in accordance with its respective basis. CS Fleets started belonging to Movida as of 2021 (it previously belonged to CS Brazil).

**EMPLOYEES BY RACE OR COLOR BY EMPLOYEE CATEGORY** GRI 2-7

	2021*										2022									
	White		Asian		Black		Indigenous		Brown		White		Asian		Black		Indigenous		Brown	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Board	12	86%	0	0%	0	0%	0	0%	2	14%	19	90%	0	0%	0	0%	0	0%	2	10%
General-Management (Senior Management)	44	81%	0	0%	1	2%	0	0%	9	17%	53	83%	0	0%	1	2%	0	0%	10	16%
Area management	69	76%	0	0%	3	3%	0	0%	19	21%	82	73%	0	0%	3	3%	0	0%	27	24%
Store management	148	68%	7	3%	2	1%	0	0%	60	28%	166	64%	8	3%	7	3%	0	0%	77	30%
Coordination (Jr. Management)	75	68%	1	1%	1	1%	0	0%	33	30%	87	68%	2	2%	2	2%	0	0%	37	29%
Supervision	69	59%	1	1%	5	4%	0	0%	41	35%	85	55%	1	1%	11	7%	0	0%	58	37%
Administration	867	60%	8	1%	110	8%	0	0%	470	32%	1,029	59%	15	1%	143	8%	1	0,1%	546	31%
Operational	1,063	46%	26	1%	156	7%	0	0%	1,076	46%	1,554	45%	47	1%	325	9%	8	0,2%	1,550	44%
Trainee	6	67%	0	0%	1	11%	0	0%	2	22%	10	67%	1	7%	0	0%	0	0%	4	27%
Internship	9	69%	0	0%	0	0%	0	0%	4	31%	4	17%	0	0%	4	17%	0	0%	15	65%
Apprentice	69	43%	1	1%	14	9%	0	0%	76	48%	84	47%	2	1%	18	10%	0	0%	75	42%
<b>Total</b>	<b>2,431</b>	<b>66%</b>	<b>44</b>	<b>1%</b>	<b>293</b>	<b>4%</b>	<b>0</b>	<b>0%</b>	<b>1,792</b>	<b>29%</b>	<b>3,173</b>	<b>61%</b>	<b>76</b>	<b>1%</b>	<b>514</b>	<b>6%</b>	<b>9</b>	<b>0,0%</b>	<b>2,401</b>	<b>32%</b>

\*Restated data. All information has been extracted from SAP, establishing a consolidated basis year after year, and it is in accordance with its respective basis. CS Fleets started belonging to Movida as of 2021 (it previously belonged to CS Brazil).





### EMPLOYEES BY GENDER AND AGE GROUP GRI 2-7

	2020*				2021*				2022			
	Male		Female		Male		Female		Male		Female	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
<24 years old	344	51%	328	49%	485	49%	495	51%	674	48%	736	52%
>24 and <30 years old	530	58%	381	42%	673	59%	471	41%	899	59%	624	41%
>30 and <50 years old	1,012	62%	608	38%	1,393	62%	858	38%	1,807	61%	1,154	39%
>50 years old and <55 years old	57	80%	14	20%	86	76%	27	24%	132	77%	40	23%
>55 years old	36	78%	10	22%	59	81%	14	19%	100	85%	17	15%
<b>Total</b>	<b>1,979</b>	<b>66%</b>	<b>1,341</b>	<b>34%</b>	<b>2,696</b>	<b>65%</b>	<b>1,865</b>	<b>35%</b>	<b>3,612</b>	<b>66%</b>	<b>2,571</b>	<b>34%</b>

\*Restated data. All information has been extracted from SAP, establishing a consolidated basis year after year, and it is in accordance with its respective basis. CS Fleets started belonging to Movida as of 2021 (it previously belonged to CS Brazil).

### PEOPLE WITH DISABILITIES PER EMPLOYEE CATEGORY GRI 2-7

	2020		2021		2022	
	Total	%	Total	%	Total	%
Board	0	0%	0	0%	0	0%
General-Management (Senior Management)	1	2%	1	2%	1	2%
Area management	0	0%	0	0%	0	0%
Store management	1	0%	1	0%	1	0%
Coordination (Jr. Management)	0	0%	0	0%	0	0%
Supervision	0	0%	0	0%	0	0%
Administration	18	1%	49	3%	39	2%
Operational	3	0%	29	1%	42	1%
Apprentice	0	0%	0	0%	1	1%
Trainee	0	0%	0	0%	0	0%
Internship	0	0%	0	0%	0	0%
<b>Total</b>	<b>23</b>	<b>0.7%</b>	<b>80</b>	<b>1.8%</b>	<b>84</b>	<b>1.4%</b>

\*Restated data. All information has been extracted from SAP, establishing a consolidated basis year after year, and it is in accordance with its respective basis. CS Fleets started belonging to Movida as of 2021 (it previously belonged to CS Brazil).

### PEOPLE WITH DISABILITIES IN THE WORKFORCE GRI 2-7

Total and % of employees with disabilities	2020	2021	2022
Total	23	80	84
Percentage	0.7%	1.8%	1.4%

\*Restated data. All information has been extracted from SAP, establishing a consolidated basis year after year, and it is in accordance with its respective basis. CS Fleets started belonging to Movida as of 2021 (it previously belonged to CS Brazil).

### WORKERS WHO AREN'T EMPLOYEES GRI 2-8\*

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Total workers who aren't employed and whose jobs are controlled by the organization	161	95	232	135	300	170

\*Third-party workers are hired as a legal entity, and mostly work in IT. All information has been extracted from SAP, establishing a consolidated basis year after year, and it is in accordance with its respective basis. CS Fleets started belonging to Movida as of 2021 (it previously belonged to CS Brazil).

**ANNUAL TOTAL COMPENSATION RATIO** GRI 2-21

	2020	2021	2022
Highest paid individual/all employees' average ratio	61.63	67.81	109.92
Raise % to the total annual compensation of the organization's highest paid individual	0%	1%	82%
Average raise % to the total annual compensation of all employees	0%	-9%	12%
Highest paid individual/all employees' average ratio	-	0	7

**WAGE GAP**

	2020	2021	2022
<b>% of employees</b>			
Employees paid minimum-wage	1%	1%	1%
Employees paid above minimum-wage	99%	99%	99%
Full-time employees paid with Movida shares	0.00067%	0.00055%	0.00041%



**NUMBER AND RATE OF NEW EMPLOYEE HIRES** GRI 401-1

	2020		2021		2022	
	Employed	Contracting rate	Employed	Contracting rate	Employed	Contracting rate
<b>By gender</b>						
Men	836	0.61	1,414	0.61	2,164	0.59
Women	528	0.39	905	0.39	1,517	0.41
<b>Total</b>	<b>1,364</b>	<b>1.00</b>	<b>2,319</b>	<b>1.00</b>	<b>3,681</b>	<b>1.00</b>
<b>By age group</b>						
<24 years old	451	0.33	707	0.30	1,186	0.32
>24 to <30 years old	356	0.26	577	0.25	875	0.24
>30 to <50	519	0.38	974	0.42	1,497	0.41
>50 to <55 years old	23	0.02	40	0.02	85	0.02
> 55 years old	15	0.01	21	0.01	38	0.01
<b>Total</b>	<b>1,364</b>	<b>1.00</b>	<b>2,319</b>	<b>1.00</b>	<b>3,681</b>	<b>1.00</b>
<b>By race/color</b>						
White	604	0.44	1,252	0.54	1,792	0.49
Asian	3	0.00	18	0.01	56	0.02
Black	64	0.05	205	0.09	387	0.11
Indigenous	0	0.00	0	0.00	14	0.00
Brown	693	0.51	842	0.36	1,421	0.39
Not available	0	0.00	2	0.00	11	0.00
<b>Total</b>	<b>1,364</b>	<b>1.00</b>	<b>2,319</b>	<b>1.00</b>	<b>3,681</b>	<b>1.00</b>

**NUMBER AND RATE OF NEW EMPLOYEE HIRES** GRI 401-1

	2020		2021		2022	
	Employed	Contracting rate	Employed	Contracting rate	Employed	Contracting rate
<b>By region</b>						
North	39	0.03	90	0.04	137	0.04
Northeast	133	0.10	258	0.11	403	0.11
Midwest	91	0.07	186	0.08	269	0.07
Southeast	995	0.73	1,556	0.67	2,562	0.70
South	106	0.08	229	0.10	310	0.08
North America	0	0.00	0	0.00	0	0.00
Central America	0	0.00	0	0.00	0	0.00
South America (except Brazil)	0	0.00	0	0.00	0	0.00
Europe	0	0.00	0	0.00	0	0.00
Asia	0	0.00	0	0.00	0	0.00
Africa	0	0.00	0	0.00	0	0.00
Oceania	0	0.00	0	0.00	0	0.00
<b>Total</b>	<b>1,364</b>	<b>1.00</b>	<b>2,319</b>	<b>1.00</b>	<b>3,681</b>	<b>1.00</b>

The values for 2021 and 2020 were adjusted considering an updated HR base - inclusion of Mabor in 2021, removal of directors from the employee base, inclusion of the functional categories trainee, intern and apprentice, consideration of CS Frotas as of 2021. For 2022 we are reporting the year and the history with new openings for age groups and functional categories.





### NUMBER AND RATE OF EMPLOYEE TERMINATIONS GRI 401-1

	2020		2021		2022	
	% Total	Absolute	% Total	Absolute	% Total	Absolute
<b>Total and absolute % of terminations (voluntary + involuntary)</b>						
Voluntary	77%	1,336	47%	658	58%	1,189
Involuntary	23%	389	53%	750	42%	859
<b>Total</b>	<b>1</b>	<b>1,725</b>	<b>100%</b>	<b>1,408</b>	<b>100%</b>	<b>2,048</b>
<b>Total % without occurrences and total % with occurrences</b>		<b>Absolute</b>		<b>Absolute</b>		<b>Absolute</b>
Without occurrences		798		1,250		1,744
With occurrences		927		158		304
<b>Total</b>		<b>1,725</b>		<b>1,408</b>		<b>2,048</b>

### NEW HIRES AND EMPLOYEE TURNOVER GRI 401-1

	% of total terminations					
	2020		2021		2022	
	Voluntary	Involuntary	Voluntary	Involuntary	Voluntary	Involuntary
<b>By gender</b>						
Men	63%	62%	66%	65%	60%	63%
Women	37%	38%	34%	35%	40%	37%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Age group</b>						
<24 years old	160	62	93	132	304	210
>24 to <30 years old	333	81	160	229	308	191
>30 to <50	774	229	365	367	544	422
>50 to <55 years old	46	11	20	15	26	22
> 55 years old	23	6	20	7	7	14
<b>Total</b>	<b>1,336</b>	<b>389</b>	<b>658</b>	<b>750</b>	<b>1,189</b>	<b>859</b>
<b>Race/color</b>						
White	650	190	328	406	592	437
Asian	13	5	5	3	15	9
Black	76	19	44	41	96	72
Indigenous	0	0	0	0	3	2
Brown	596	175	281	299	480	335
Not available	1	0	4	0	3	4
<b>Total</b>	<b>1,335</b>	<b>389</b>	<b>658</b>	<b>749</b>	<b>1,186</b>	<b>855</b>
<b>By region</b>						
North	46	7	26	30	43	37
Northeast	194	26	69	51	100	94
Midwest	118	24	64	58	128	85
Southeast	825	299	426	534	823	545
South	153	33	73	77	95	98
Abroad*	0	0	0	0	0	0
<b>Total</b>	<b>1,336</b>	<b>389</b>	<b>658</b>	<b>750</b>	<b>1,189</b>	<b>859</b>

\*Considering countries in North America, Central America, South America (except for Brazil), Europe, Asia, Africa, and Oceania.



### SATISFACTION AND DISAGREEMENT

Per engagement	2021*		2022	
	Men	Women	Men	Women
Score Pulses	7.9	7.6	8.4	8.3
e-NPS	-	-	48	49
NPS	44	40	58	54

\*e-NPS was not accounted for in 2021. Information regarding the Company's satisfaction and disagreement can be monitored through new hires and turnover (GRI 401-1).

### EMPLOYEE TURNOVER RATE GRI 405-1

	2020	2021	2022
	Turnover rate	Turnover rate	Turnover rate
<b>By gender</b>			
Men	0.55	0.34	0.35
Women	0.47	0.26	0.31
<b>Total</b>	<b>1.02</b>	<b>0.60</b>	<b>0.65</b>
<b>Age group</b>			
<24 years old	0.3	0.2	0.4
>24 to <30 years old	0.5	0.3	0.3
>30 to <50	0.6	0.3	0.3
>50 to <55 years old	0.8	0.3	0.3
> 55 years old	0.6	0.4	0.2
<b>Total</b>	<b>2.8</b>	<b>1.6</b>	<b>1.5</b>
<b>Race/color</b>			
White	0.5	0.3	0.3
Asian	0.6	0.2	0.3
Black	0.6	0.3	0.3
Indigenous	0.0	0.0	0.6
Brown	0.6	0.3	0.3
<b>Total</b>	<b>224.16%</b>	<b>109.75%</b>	<b>186.19%</b>
<b>By region</b>			
North	0.4	0.4	0.4
Northeast	0.5	0.2	0.2
Midwest	0.6	0.4	0.5
Southeast	0.5	0.3	0.3
South	0.6	0.4	0.4
Abroad*	0	0	0
<b>Total</b>	<b>2.7</b>	<b>1.6</b>	<b>1.9</b>

\*Considering countries in North America, Central America, South America (except for Brazil), Europe, Asia, Africa, and Oceania.





**MATERNITY/PATERNITY LEAVE** GRI 401-3\*

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Number of employees eligible for leave	1,979	1,341	2,696	1,865	3,612	2,571
Number of employees who have gone on leave in that period	72	66	83	71	112	100
Number of employees who have returned from leave in that period	67	56	83	63	107	93
Number of employees still on leave at the end of the period	68	57	82	63	105	60
Number of employees who remained at work for at least 12 months upon returning from leave	51	34	67	36	90	79
Return rate	93.06%	84.85%	100.00%	88.73%	95.54%	93.00%
Retention rate	70.83%	51.52%	80.72%	50.70%	80.36%	79.00%

\*For the "Number of employees who returned from leave in the period", we consider employees who returned within 30 days due to vacation after the leave.

**WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM** GRI 403-8\*

	2020				2021				2022			
	Employees		Third-party		Employees		Third-party		Employees		Third-party	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Number and percentage of employees and workers who aren't employed, but whose work and/or workplace is controlled by the organization covered by this system	3,320	100%	258	0%	4,542	100%	367	0%	6,183	100%	472	0%

\*The occupational health and safety management system has not been audited internally or externally. Information covers 100% of the company's employees; there is no control of third-party employees. CS Fleets information has been accounted for since 2021.

**AVERAGE HOURS OF TRAINING PER YEAR, PER EMPLOYEE** GRI 404-1

	2020		2021		2022	
	Total training hours	Average per employee	Total training hours	Average per employee	Total training hours	Average per employee
<b>By gender</b>						
Men	181.71	0.09	7,383.34	3.98	5,555.36	1.54
Women	200.82	0.15	4,503.03	1.68	4,194.14	1.63
<b>Total</b>	<b>382.53</b>	<b>0.12</b>	<b>11,886.37</b>	<b>2.83</b>	<b>9,749.50</b>	<b>1.58</b>
<b>Per employee category</b>						
Board	0.00	0.00	264.92	0.71	505.80	24.09
General-Management (Senior Management)	3.21	0.07	212.20	3.93	222.50	3.53
Area management	4.58	0.08	333.00	3.83	124.00	1.15
Store management	13.27	0.07	780.00	3.59	98.00	0.38
Coordination (Jr. Management)	10.36	0.15	180.00	1.65	933.00	7.29
Supervision	4.92	0.09	71.00	0.61	601.00	3.88
Administration	194.32	0.17	8,902.45	5.24	6,451.20	3.61
Operational	151.87	0.09	558.36	0.24	488.05	0.14
Apprentices	0.00	0.00	470.76	2.92	275.95	1.53
Interns	0.00	0.00	113.68	8.74	50.00	2.17
Trainees	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>382.53</b>	<b>0.12</b>	<b>11,886.37</b>	<b>2.86</b>	<b>9,749.50</b>	<b>4.34</b>

Considering the variation in training hours between 2021 and 2022, we observed that there was greater effectiveness in launching activities on the SAP base (reference for the construction of this Report), as well as reinforcement in training on Compliance, HSE and Institutional and Functional Integrations.





**PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT EVALUATIONS** GRI 404-3\*

	2020		2021		2022	
	Number of employees assessed	Percentage of employees assessed	Number of employees assessed	Percentage of employees assessed	Number of employees assessed	Percentage of employees assessed
<b>By gender</b>						
Men	712	35.98%	815	43.92%	1,708	47%
Women	529	39.45%	1,222	45.49%	1,236	48%
<b>Total</b>	<b>1,241</b>	<b>37.38%</b>	<b>2,037</b>	<b>44.94%</b>	<b>2,944</b>	<b>48%</b>
<b>Per employee category</b>						
Board	7	70.00%	14	0.31%	21	0.34%
General-Management (Senior Management)	39	79.59%	54	1.19%	63	1.02%
Area management	52	86.67%	87	1.92%	108	1.75%
Store management	146	71.57%	217	4.78%	258	4.17%
Coordination (Jr. Management)	63	91.30%	109	2.40%	128	2.07%
Supervision	56	100.00%	116	2.55%	155	2.51%
Administration	326	29.00%	1,440	31.70%	2,211	35.76%
Operational	536	31.79%	0	0.00%	0	0.00%
Apprentices	0	0.00%	0	0	0	0%
Interns	0	0.00%	0	0	0	0%
Trainees	0	0.00%	0	0%	0	0%
<b>Total</b>	<b>1,225</b>	<b>36.90%</b>	<b>2,037</b>	<b>44.94%</b>	<b>2,944</b>	<b>48%</b>

We carry out performance assessment for the Administrative level, including Skills Assessment, Potential Assessment and Analysis of results of Corporate and Individual Goals since 2020. The result of these assessments is passed annually by the Calibration Committees, placing employees on the 9box Map. With this positioning, the Management of Consequences of the Cycle is carried out with internal movements, merit, promotions and possible dismissals of employees evaluated with low potential and low performance.

**DIVERSITY OF GOVERNANCE BODIES, BY GENDER** GRI 405-1

	Sustainability Committee		Audit Committee		Board of Directors		Ethics and Compliance Committee		Financial Committee		Executive Board	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
<b>2020</b>	66.67%	33.33%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%
<b>2021</b>	66.67%	33.33%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%
<b>2022</b>	66.67%	33.33%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%







**DIVERSITY OF GOVERNANCE BODIES, BY VULNERABLE GROUPS** GRI 405-1

Diversity of governance bodies	Sustainability Committee			Audit Committee			Board of Directors			Ethics and Compliance Committee			Financial Committee			Executive Board		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
<b>Other vulnerable groups</b>																		
People with disabilities	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
LGBTQIA+	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

**RATIOS OF LOWEST SALARY PAID BY THE COMPANY TO LOCAL MINIMUM WAGE, BY GENDER\***

GRI 202-1

Ratios of entry-level wage (lowest salary paid by the company) to local minimum wage	2020	2021	2022
Minimum wage (BRL)	1,045.00	1,100.00	1,212.00
Entry-level wage (lowest salary paid) to women (BRL)	2,386.06	2,335.55	2,447.90
Entry-level wage (lowest salary paid) to men (BRL)	2,816.66	2,742.01	2,950.27
Ratio for women	2.28	2.12	2.02
Ratio for men	2.70	2.49	2.43

\*Minimum wages were considered to be the lowest wages in the last month of each study year (Dec. 20, Dec. 21, Dec. 22). In 2020, there was a salary reduction program in the Company due to the Covid-19 pandemic.

**RATIO OF LOCALLY HIRED BOARD MEMBERS\*** GRI 202-2

Leadership composition by employee origin	2020	2021	2022
Total number of employees at a functional level	10	14	21
Number of locally hired employees at a functional level	10	14	21
Percentage of locally hired employees at a functional level	100%	100%	100%

\*In its board, Movida includes directors, CEOs, CFOs, and chairman. The location established by the Company as its local community is Brazil. Important operational units are the companies composing the group and its respective business units. Business expansion and opening new business units contributed to more noticeable variations during the period reported.



# VALUE CHAIN

## PROPORTION OF SPENDING ON LOCAL SUPPLIERS GRI 204-1\*

	2020	2021	2022
Expenses with all suppliers (BRL)	3,979,711,436.26	7,084,885,242.00	9,723,796,235.03
Expenses with local suppliers - same location as the operation (BRL)	1,154,466,065.43	2,516,309,859.00	4,939,191,678.20
<b>Percentage of expenses on local suppliers</b>	<b>29.01%</b>	<b>35.52%</b>	<b>50.79%</b>

\*Business expansion and the acquisition of new companies has contributed to volume increase. We characterize as local purchases, purchases conducted in the same state. We considered as important units those with a higher volume of purchases, such as units Belo Horizonte-MG and Sao Paulo-SP that, combined, have more than 70% of the volume.

## NEW SUPPLIERS THAT WERE SELECTED USING SOCIAL CRITERIA GRI 414-1\*

	2020	2021	2022
Total number of new suppliers that were considered for hiring	1,303	1,782	3,082
Total number of new suppliers selected using social criteria	1,176	1,766	2,959
Percentage of new suppliers selected using social criteria	90.25%	99.10%	96.01%

\*Considering suppliers that were registered in SAP in the year 2022 and that made a delivery within the year. Movida adopts suppliers selected using social criteria all that passed the validation by platform G-certified.

## NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN GRI 414-2\*

	2021	2021	2022
Number of suppliers assessed regarding social impact	7,915	152	164
Number of suppliers identified as causers of real and potential negative social impacts	3	0	0
Percentage of suppliers identified as causers of negative social impacts (real and potential) with whom improvements were agreed upon as a result of the assessment conducted	67%	0%	0%
Percentage of suppliers identified as causers of significant negative social impacts (real and potential) with whom the organization has terminated its business relationship with upon the result of the assessment conducted and the reasons that led to this termination.	0%	0%	0%

\*The most relevant suppliers financially speaking are car assemblers, invited since 2021 to take part in the CDP Supply Chain (in the first year, the ten most relevant were invited and seven responded; in 2022, 27 were invited and 19 responded). Movida conducted a criticality analysis for the entire chain and pointed out repair shops as suppliers with potential social and environmental risks. In 2021, continuing in 2022, a process of Risk Management in the Relationship with Repair Shops began, in order to promote the development of this chain and ensure the monitoring of critical suppliers in terms of economic and socio-environmental aspects. Of the 7,079 repair shops registered, 265 – that represent relevant values regarding Movida's expenses – were invited to participate in an assessment process developed with Origami, with 145 participating, of which part were selected for face-to-face assessment of the criteria.





# POSITIVE IMPACT ON COMMUNITIES

## OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS GRI 413-1

	2020	2021	2022
Social impact assessment, including gender impact assessments, based on participation processes	100%	100%	100%
Environmental impact assessments and continuous monitoring	100%	100%	100%
Public disclosure of the results of the environmental and social impact assessments	100%	100%	100%
Local development programs based on the needs of local communities	100%	100%	100%
Stakeholders engagement plan based on mapping	100%	100%	100%
Committees and processes of broad consultation of the local community including vulnerable groups	100%	100%	100%
Work councils, occupational health and safety commissions and other worker representative entities to discuss impacts	100%	100%	100%
Formal complaint processes by local communities	100%	100%	100%



# ENVIRONMENTAL MANAGEMENT

## WASTE GENERATED (IN TONS) GRI 306-3

	2021	2022
<b>Non-hazardous waste</b>		
Unserviceable used tires	0.00	105.73
Paper/cardboard/plastic	11.62	22.03
Metals	0.80	69.26
Wood	0.00	0.00
Air filter	0.00	0.00
Domestic/Organic	12.45	36.21
Other Waste	0.72	144.45
<b>Subtotal</b>	<b>25.58</b>	<b>377.68</b>
<b>Hazardous waste</b>		
Used lubricating oil (OLUC)	0.00	29.71
Automotive batteries	0.00	41.03
Class I waste - contaminated	0.00	15.04
Oil filter	0.00	0.14
Other Waste	0.01	0.01
<b>Subtotal</b>	<b>0.0146</b>	<b>85.917</b>
<b>Total</b>	<b>25.60</b>	<b>463.60</b>

\*We started monitoring waste indicators in 2021. Data from CS Frotas and Movida were considered in the calculation.





**WASTE NOT INTENDED FOR FINAL DISPOSAL** GRI 306-4

	2021	2022
<b>Non-hazardous waste</b>		
Unserviceable used tires	0.00	58.72
Paper/cardboard/plastic	11.62	22.03
Metals	0.80	69.26
Wood	0.00	0.00
Air filter	0.00	0.00
Domestic/Organic	0.72	0.00
Other Waste	0.00	1.00
<b>Subtotal</b>	<b>13.14</b>	<b>151.01</b>
<b>Hazardous waste</b>		
Used lubricating oil (OLUC)	0.00	25.79
Automotive batteries	0.00	12.68
Class I waste - contaminated	0.00	11.29
Oil filter	0.00	0.14
Other Waste	0.01	0.01
<b>Subtotal</b>	<b>0.01</b>	<b>49.91</b>
<b>Total</b>	<b>13.15</b>	<b>200.92</b>

Non-hazardous waste	Within the organization	Outside the organization	Within the organization	Outside the organization
Preparation for reuse		0.00		0.00
Recycling (t.)		13.14		123.65
Other recovery operations		0.00		27.35
<b>Subtotal</b>	<b>0</b>	<b>13.14</b>	<b>0</b>	<b>151.01</b>
<b>Hazardous waste</b>				
Preparation for reuse		0.00		0.00
Recycling		0.01		12.85
Other recovery operations		0.00		37.06
<b>Subtotal</b>	<b>0</b>	<b>0.01</b>	<b>0</b>	<b>49.91</b>
<b>Total</b>	<b>0</b>	<b>13.15</b>	<b>0</b>	<b>200.92</b>

\*We started monitoring waste indicators in 2021. Data from CS Frotas and Movida were considered in the calculation.

**WASTE DESTINED FOR FINAL DISPOSAL** GRI 306-5

	2021	2022
<b>Non-hazardous waste</b>		
Unserviceable used tires	0.00	47.02
Paper/cardboard/plastic	0.00	0.00
Metals	0.00	0.00
Wood	0.00	0.00
Air filter	0.00	0.00
Domestic/Organic	12.46	36.21
Other Waste	0.00	143.45
<b>Subtotal</b>	<b>12.46</b>	<b>226.67</b>
<b>Hazardous waste</b>		
Used lubricating oil (OLUC)	0.00	3.92
Automotive batteries	0.00	28.35
Class I waste - contaminated	0.00	3.75
Oil filter	0.00	0.00
Other Waste	0.00	0.00
<b>Subtotal</b>	<b>0.00</b>	<b>36.01</b>
<b>Total</b>	<b>12.46</b>	<b>262.68</b>

Non-hazardous waste	Within the organization	Outside the organization	Within the organization	Outside the organization
Incineration with energy recovery		0.00		0.00
Incineration without energy recovery		0.00		12.85
landfill		12.46		37.06
Other recovery operations		0.00		49.91
<b>Subtotal</b>	<b>0</b>	<b>12.46</b>	<b>0</b>	<b>200.92</b>
<b>Hazardous waste</b>				
Incineration with energy recovery		0.00		0.00
Incineration without energy recovery		0.00		3.83
landfill		0.00		32.18
Other recovery operations		0.00		0.00
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>36.01</b>
<b>Total</b>	<b>0</b>	<b>12.46</b>	<b>0</b>	<b>262.68</b>

\*We started monitoring waste indicators in 2021. Data from CS Frotas and Movida were considered in the calculation.

**ENERGY CONSUMPTION WITHIN THE ORGANIZATION** GRI 302-1\*

	2020	2021	2022
<b>Consumption of fuels from non-renewable sources (GJ)</b>			
Diesel	11,967.67	18,386.39	37,257.65
Gasoline	7,674.32	9,096.30	18,621.5
Airplane Gasoline	-	0.00	0.00
GLP	3.02	9.67	3.02
GNV	-	0.00	0.00
<b>Total</b>	<b>19,645.01</b>	<b>27,492.36</b>	<b>55,882.16</b>
<b>Consumption of fuels from renewable sources (GJ)</b>			
Anhydrous ethanol	1,963.92	2,327.82	4,765.39
Hydrous ethanol	133,339.28	150,594.91	191,504.45
Biodiesel	1,237.13	1,931.13	3,699.80
Electricity	0.00	0.00	0.00
<b>Total</b>	<b>136,540.33</b>	<b>154,853.86</b>	<b>239,872.7</b>
<b>Energy acquired from third parties (GJ)</b>			
Electricity	31,944.70	40,327.2	40,574.98
<i>Non-renewable</i>	4,904.2	8,831.7	8,885.92
<i>Renewable</i>	27,040.5	31,495.6	31,689.06
Heating	0.00	0.00	0.00
Cooling	0.00	0.00	0.00
Steam	0.00	0.00	0.00
<b>Total</b>	<b>31,944.70</b>	<b>40,327.2</b>	<b>40,574.98</b>
<b>Self-generated without the use of fuels</b>			
Electricity	0.00	0.00	0.00
Heating	0.00	0.00	0.00
Cooling	0.00	0.00	0.00
Steam	0.00	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total energy consumed (GJ)</b>			
Renewable fuels	136,540.3	154,853.86	199,969.64
Non-renewable fuels	19,642.0	27,492.36	55,882.2
Without the use of fuels		0.00	0.0
Electricity	31,944.7	40,327.22	40,574.98
<b>Total</b>	<b>188,130.04</b>	<b>222,673.40</b>	<b>199,969.64</b>

\*The factors used consider the 2021 PBGHG Protocol tool as well as the BEN 2022 Report. For electricity, we considered conversion factors from R\$ to MWh, according to Aneel. The indicator was presented again, considering the database of audited GHG inventories and the calculation tool developed by the Company. (<https://portalrelatorios.aneel.gov.br/luznatarifa/cativo>).

**ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION** GRI 302-2\*

Energy consumed outside the company per activity (GJ)	2020	2021	2022
Final consumption of products sold	4,429,252.47	4,955,394.79	5,914,713.18

\*Data variation happens due to increased fleet size, rent, and mileage traveled by clients. Movida aims to ensure that clients prioritize ethanol fueling in all their rentals. Source of conversion factors used: Brazilian GHG Protocol Program.



**WATER WITHDRAWAL** GRI 303-3\*

	2020		2021		2022	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
<b>Total volume of water withdrawn from all areas and from areas with water stress, per source (ML)</b>						
<b>Water from third parties (purchased) (total)</b>	150.93	-	262.2	-	147.22	118.85
Freshwater	150.93	-	262.2	-	147.22	118.85
Other water**	-	-	-	-	-	-
<b>Total water withdrawn by third parties per source</b>						
Surface water	-	-	262.2	-	147.22	118.85
<b>Volume of water withdrawn (ML)</b>	<b>150.93</b>	<b>-</b>	<b>262.2</b>	<b>-</b>	<b>147.22</b>	<b>118.85</b>

\*The water indicator is calculated through the conversion of the invoice paid (BRL) in m3 with a factor obtained by dealerships. For 2022, Movida will improve its calculations, considering the emission factor of each region in the Country. For the last cycle, one factor was utilized for all of Brazil.

\*\*Movida does not conduct water withdrawal from other sources. Water comes from public supply. Not measuring disposal; considering consumption equals withdrawal.

**WATER CONSUMPTION** GRI 303-5\*

	2020	2021	2022
<b>Total water consumption from all areas in megaliths</b>	150.93	262.2	147.22

In 2020 and 2021, there was no consumption of water from areas with water stress. For 2022 we calculated the consumption of water from areas with water stress based on the WRI Aqueduct Water Risk Atlas ((include hyperlink)), reaching 118.84ml. All Movida operations were considered in the calculation. Throughout the year, we expanded the Dry-cleaning and Water Reuse Program, which favors the reduction of water consumption at stores. (<https://www.wri.org/applications/aqueduct/water-risk-atlas/>)



# CLIMATE STRATEGY

## DIRECT EMISSIONS (SCOPE 1) OF GREENHOUSE GASES (GHG) - (TCO<sub>2</sub>E) GRI 305-1\*

	2019**	2020**	2021**	2022
Mobile combustion	2,157.84	1,640.42	2,214.70	4,080.67
Stationary combustion	126.17	115.57	130.26	117.10
Fugitive combustion	15.18	0.18	70.89	70.85
<b>Total</b>	<b>2,299.19</b>	<b>1,756.17</b>	<b>2,415.85</b>	<b>4,268.62</b>

\*Gases included in the calculation above, were: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFC. The base year to calculate emissions and specifying targets that we have is 2019. Emission factors source: GHG Protocol. The GHG Protocol and Science Based Targets Methodology was used. The variations observed in the last year are mainly due to mobile combustion: increased fuel consumption due to fueling operations and employees' fuel cards. The chosen consolidation approach was Operational control.

\*\*Previously reported values were corrected based on what was disclosed in our emissions inventory using the GHG Protocol methodology and is available in the Public Emissions Registry: <https://registropublicoemissoes.fgv.br/participantes/2977>.

2022's inventory will be updated with the disclosure of the GHG Protocol tool for the 2023 Cycle and it will be audited by a third party, as previous years have been.

## INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2) FROM THE ACQUISITION OF ENERGY GRI 305-2\*

	2019**	2020**	2021**	2022
Location approach	742.00	560.57	1,456.51	494.94
Purchasing choice approach	0	0	0	0

\*For Scope 2, the monitoring of CO<sub>2</sub> gas was included in the inventory. The base year for emission calculation and specification of Movida's goals is 2019. All years have been calculated. Source of emission factors and methodology utilized: GHG Protocol. Data variation mainly refers to the Company's growth in terms of number of stores. We are working so that in upcoming years all locations where we have energy control can be supplied by renewable sources. Another influence is each year's rainfall index, which impacts the emission factor.

\*\*Restated data. Previously reported values were corrected based on what was disclosed in our emissions inventory using the GHG Protocol methodology and is available in the Public Emissions Registry: <https://registropublicoemissoes.fgv.br/participantes/2977>.

## OTHER INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 3) - (TCO<sub>2</sub>E) GRI 305-3\*

	2019**	2020**	2021**	2022
Category 1	3,390.49	2,555.60	4,130.62	7,040.23
Category 3	1,207.98	968.13	1,210.20	2,115.74
Category 4	2,473.75	2,710.38	3,014.11	4,832.52
Category 5	45.55	46.14	483.46	346.36
Category 6	1,016.70	185.47	276.19	1,364.37
Category 7	5,529.38	5,081.37	7,126.96	8,706.44
Category 8	1,678.31	1,399.02	1,912.76	2,375.90
Category 9	9,119.83	8,474.71	12,544.00	11,136.77
Category 13	360,972.19	383,596.54	441,016.66	560,525.67
<i>well to tank</i>	61,223.70	65,939.01	83,243.35	133,073.94
<i>tank to wheel</i>	299,748.49	317,657.53	357,773.31	427,451.73
<b>Total</b>	<b>385,434.17</b>	<b>405,017.35</b>	<b>471,714.96</b>	<b>598,444.00</b>

\*The gases included in the calculations were CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. The following categories were considered: 1, 3, 4, 5, 6, 7, 8, 9, and 13. Emission factors source: Brazilian GHG Protocol Program tool. The GHG Protocol Methodology and Science Based Targets was used. All years were calculated in tons.

Variations are due to our growth, with: increased fleet size, rent, and therefore, mileage traveled by our clients; greater purchase of goods and services; higher number of employees, waste generation, and employee transportation; increased number of business trips.

\*\*Previously reported values were corrected based on what was disclosed in our emissions inventory using the GHG Protocol methodology and is available in the Public Emissions Registry: <https://registropublicoemissoes.fgv.br/participantes/2977>.



**GREENHOUSE GAS (GHG) EMISSIONS INTENSITY** GRI 305-4\*

	2019**	2020**	2021**	2022	
1***	Emissions (tCO <sub>2</sub> e)	302,789.68	319,974.27	361,645.67	432,215.29
	Revenue (R\$ MM)	3,836.00	4,085.30	5,332.60	9,600.03
<b>Total GHG emissions intensity index (tCO<sub>2</sub>e)</b>		<b>78.93</b>	<b>78.32</b>	<b>67.82</b>	<b>45.02</b>
2****	Emissions (tCO <sub>2</sub> e)	388,475.36	407,334.09	475,587.32	603,207.56
	P.	1.62	1.62	1.62	1.62
	km	2,166,292,121.56	2,401,526,584.92	3,421,419,926.36	4,068,856,037.40
<b>Total GHG intensity index (tCO<sub>2</sub>e/pkm)</b>		<b>0.00011</b>	<b>0.00010</b>	<b>0.00009</b>	<b>0.00009</b>
<b>Total GHG emissions intensity index (tCO<sub>2</sub>e/pkm)</b>		<b>110.70</b>	<b>104.70</b>	<b>85.80</b>	<b>91.51</b>

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

\*\*Restated data.

\*\*\*The metric chosen to calculate the index was the formula = Scope 1 + Scope 2 + Scope 3 (Category 13)/total net revenue in millions = tCO<sub>2</sub>/net revenue in millions.

\*\*\*\*The metric chosen to calculate this index was the formula = Category 13 / p.km.

**REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS** GRI 305-5\*

	2019-2020	2020-2021	2021-2022
Scope 1 - Mobile combustion	-517.416	574.278	1,865.968
Scope 1 - Stationary combustion	-10.596	14.685	-13.157
Scope 1 - Fugitive combustion	-15.002	70.716	-0.038
<b>Scope 1 - Total GHG reduction</b>	<b>-543.014</b>	<b>659.679</b>	<b>1,852.773</b>
Scope 2 - Location Approach	-181.44	895.94	-961.57
<b>Scope 2 - Total GHG reduction</b>	<b>-181.44</b>	<b>895.94</b>	<b>-961.57</b>
Scope 3 - Category 1	-834.89	1,575.02	2,909.61
Scope 3 - Category 3	-239.85	242.07	905.54
Scope 3 - Category 4	236.63	303.73	1,818.41
Scope 3 - Category 5	0.58	437.32	-137.1
Scope 3 - Category 6	-831.23	90.72	1,088.18
Scope 3 - Category 7	-448.01	2,045.60	1,579.48
Scope 3 - Category 8	-279.29	513.75	463.14
Scope 3 - Category 9	-645.11	4,069.29	-1,407.23
Scope 3 - Category 13	22,624.35	57,420.12	119,509.01
<i>well to tank</i>	4,715.31	17,304.34	49,830.59
<i>tank to wheel</i>	17,909.04	40,115.78	69,678.42
<b>Scope 3 - Total GHG reduction</b>	<b>19,583.18</b>	<b>66,697.61</b>	<b>126,729.04</b>

\*Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. All years were calculated in tons of CO<sub>2</sub> equivalent. We have been measuring data since 2019. The methodology adopted is the Brazilian GHG Protocol Program. We have reported the reduction of emissions for each period when compared to the previous year. In 2020, an atypical year due to the pandemic scenario, we noted the influence of the scenario on emissions.**NOX, SOX AND OTHER SIGNIFICANT AIR EMISSIONS** GRI 305-7\*

	2020	2021	2022
NOX (t.)	1,66	2,33	4,16
SOX			
Persistent organic pollutants (POP)			
Volatile Organic Compounds (VOCs)			
Hazardous Air Pollutants (HAP)			
Particulate matter (PM) (t.)	0,04	0,07	0,15
Other standard categories of air emissions identified in relevant laws and regulations (CO)	21,42	23,12	30,68

\*The annual increase in the emission of reported gases (NOx, MP, and CO) refers to the increased fuel consumption that is associated with the growth of the fleet that is internally supplied, as well as the increased number of employees utilizing vehicles.

**NOX, SOX AND OTHER SIGNIFICANT AIR EMISSIONS** GRI 305-7\*

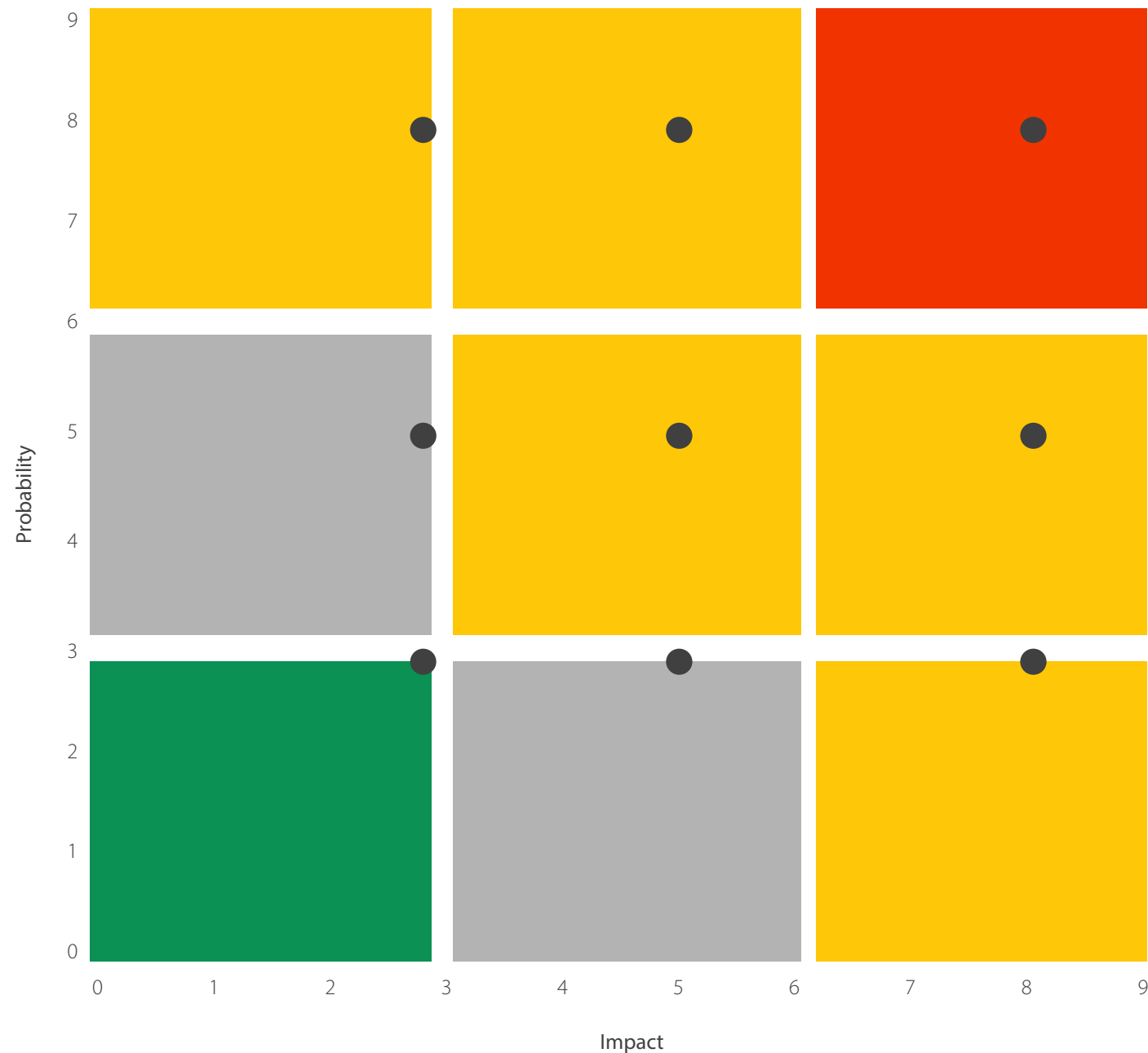
	2020	2021	2022
NOX (t.)	26,40	45,58	98,16
SOX			
Persistent organic pollutants (POP)			
Volatile Organic Compounds (VOCs)			
Hazardous Air Pollutants (HAP)			
Particulate matter (PM) (t.)	2,29	2,80	5,16
Other standard categories of air emissions identified in relevant laws and regulations (CO)	639,96	891,27	1.020,70

\*For Scope 3, we have been annually assessing the increased mileage traveled, impacting the indicator. For the calculations, Cetesb's emission factors were considered <https://cetesb.sp.gov.br/veicular/relatorios-e-publicacoes/> For each fuel, the following emission factor was considered: Diesel - light commercial emission factor, Gasoline - light flex vehicle emission factor, and Ethanol - light flex vehicle emission factor. The calculation considers the fuel that Movida acquires (Scope 1) and considering an estimate of the mileage traveled by clients (Scope 3). For 2022 and 2021, the factors in Cetesb's 2021 report were considered, for 2020 the reference year data.



# MATRIX OF CLIMATE RISKS AND OPPORTUNITIES

RISK MATRIX – MOVIDA



## VERY LOW RISK

**RMO 13:** Legal risk of increased exposure to climate litigation actions, requiring increased efforts to reduce GHG emissions

**RMO17:** Reputation risk of not meeting the public commitment to plant 1 million seedlings

## LOW RISK

**RMO11:** Emerging regulatory risk associated with the establishment of public policies to reduce vehicle use in cities, leading to increased use of public transportation

**RMO12:** Legal risk of increased exposure to climate litigation actions at automakers and their customers

**RMO16:** Risk of transition to lower emission technologies, leading to the need to adopt minimum standards of energy and water efficiency in buildings

## MEDIUM RISK

**RMO1:** Current regulatory risk linked to the unpredictability of the value of CBIO credits

**RMO2:** Reputational risk of not meeting the reduction target linked to the Bond

**RMO3:** Reputational risk of competition from food producing areas for the production of biofuels, indirectly affecting the company

**RMO4:** Emerging regulatory risk associated with an increased demand for biofuel certificate of origin

**RMO5:** Emerging regulatory risk associated with the implementation of carbon pricing mechanisms for fossil fuel producers

**RMO6:** Emerging regulation risk associated with the creation of laws that limit the use of fossil fuels demanding greater spending on renewable fuels

**RMO9:** Emerging regulatory risk associated with setting GHG emission limits for vehicle manufacturers

**RMO14:** Technological risk of adapting physical structures to charge electric vehicles

**RMO18:** Chronic physical risk from changes in precipitation patterns and extreme variability in weather patterns based on RCP 4.5 leading to drought and impacting Movida and its customers

**RMO19:** Chronic physical risk from changes in precipitation patterns and extreme variability in weather patterns based on RCP 8.5 leading to drought and impacting Movida and its customers

**RMO20:** Acute physical risk of increased severity and frequency of extreme weather events, such as flooding based on RCP 4.5, affecting company facilities

**RMO21:** Acute physical risk of increased severity and frequency of extreme weather events, such as flooding based on RCP 8.5, affecting company facilities

**RMO22:** Acute physical risk of increased severity and frequency of extreme weather events, such as high winds based on RCP 4.5, affecting company facilities

**RMO23:** Acute physical risk of increased severity and frequency of extreme weather events, such as high winds based on RCP 8.5, affecting company facilities

**RMO24:** Chronic physical risk from rising average temperatures, based on RCP 4.5, affecting the company and its customers

**RMO25:** Chronic physical risk from rising average temperatures, based on RCP 8.5, affecting the company and its customers

## HIGH RISK

**RMO7:** Emerging regulation risk associated with the creation of laws that limit the use of fossil fuels, demanding investments in fleet renewal for electric vehicles

**RMO8:** Emerging regulatory risk associated with the definition of emission limits for the transportation sector, demanding investments to reduce and offset emissions

**RMO10:** Emerging regulatory risk associated with the setting emission limits for the transportation sector requiring the payment of fees and/or taxes

**RMO15:** Technological risk of replacing internal combustion vehicles with electric ones



# movida

alquiler de carros



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**GRI AND SASB  
CONTENT INDEX**

# GRI CONTENT INDEX



Statement of use: Movida Participações S.A has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Not applicable

GRI standard / other source	Disclosure	Location	Requirement(s) omitted	OMISSION		GRI sector standard ref. no.	UN Global Compact	SDG
				Reason	Explanation			

## General disclosures

### GRI 2: GENERAL DISCLOSURES 2021

2-1 Organizational details	14						-	-
2-2 Entities included in the organization's sustainability reporting	4						-	-
2-3 Reporting period, frequency and contact point	4						-	-
2-4 Restatements of information	4						-	-
2-5 External assurance	4						-	-
2-6 Activities, value chain and other business relationships	14, 16, 17, 18, 19, 20, 21, 22, 23, 24 and 91						-	-
2-7 Employees	100,101,102 and 103						6	8 and 10
2-8 Workers who are not employees	103						-	8
2-9 Governance structure and composition	32 and 33						-	5 and 16
2-10 Nomination and selection of the highest governance body	33						-	5 and 16
2-11 Chair of the highest governance body	33						-	16
2-12 Role of the highest governance body in overseeing the management of impacts	33 and 42						-	16



**GRI 2: GENERAL  
DISCLOSURES 2021**

2-13 Delegation of responsibility for managing impacts	35			-	-
2-14 Role of the highest governance body in sustainability reporting	32			-	-
2-15 Conflicts of interest	36 and 38			-	16
2-16 Communication of critical concerns	32,33,35 and 39			-	-
2-17 Collective knowledge of the highest governance body	33 and 35			-	-
2-18 Evaluation of the performance of the highest governance body	-	Information unavailable/incomplete	The evaluation processes, as well as their environmental, social and economic criteria are in the process of being discussed internally and we are committed to formally establishing them.	-	-
2-19 Remuneration policies	32			-	-
2-20 Process to determine remuneration	32			-	-
2-21 Annual total compensation ratio	104			-	-
2-22 Statement on sustainable development strategy	9,10,11 and 12			-	-
2-23 Policy commitments	36			10	16
2-24 Embedding policy commitments	32 and 36			-	16
2-25 Processes to remediate negative impacts	36,37 and 72			-	16
2-26 Mechanisms for seeking advice and raising concerns	36,37 and 38			10	16
2-27 Compliance with laws and regulations	92			-	-
2-28 Membership associations	29			-	-
2-29 Approach to stakeholder engagement	8			-	-
2-30 Collective bargaining agreements	53			3	8

**Material topics****GRI 3: MATERIAL TOPICS  
2021**

3-1 Process to determine material topics	5 and 6	-	-
3-2 List of material topics	5, 6 and 7	-	-

**Economic performance****GRI 3: MATERIAL TOPICS  
2021**

3-3 Management of material topics	51	7	8, 9 and 13
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**GRI 201: ECONOMIC  
PERFORMANCE 2016**

201-1 Direct economic value generated and distributed	99	-	8 and 9
201-2 Financial implications and other risks and opportunities due to climate change	31,80 and 89	7	13

**GRI 201: Economic Performance 2016****GRI 3: MATERIAL TOPICS  
2021**

3-3 Management of material topics	53	6	1, 5 and 8
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**GRI 202: MARKET PRESENCE  
2016**

202-1 Ratios of standard entry level wage by gender compared to local minimum wage	113	6	1, 5 and 8
202-2 Proportion of senior management hired from the local community	113	6	8





Indirect economic impacts					
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	1, 3, 5, 8, 9 and 11		-	1, 3, 5, 8, 9 and 11
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>	203-1 Infrastructure investments and services supported	5, 9 and 11		-	5, 9 and 11
	203-2 Significant indirect economic impacts	1, 3 and 8		-	1, 3 and 8
Procurement practices					
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	70		-	8
<b>GRI 204: PROCUREMENT PRACTICES 2016</b>	204-1 Proportion of spending on local suppliers	70 and 114		-	8
Anti-corruption					
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	38		10	16
<b>GRI 205: ANTI-CORRUPTION 2016</b>	205-1 Operations assessed for risks related to corruption	38 and 40		10	16
	205-2 Communication and training about anti-corruption policies and procedures	38, 93, 94 and 95		10	16
	205-3 Confirmed incidents of corruption and actions taken	38		10	16

**Anti-competitive behavior****GRI 3: MATERIAL TOPICS 2021**

3-3 Management of material topics

39

-

16

**GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016**

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

-

Information unavailable/incomplete

No lawsuits for unfair competition, trust and monopoly practices were identified in the last three years.

-

16

**Tax****GRI 3: MATERIAL TOPICS 2021**

3-3 Management of material topics

26

-

1, 10 and 17

207-1 Approach to tax

26

-

1, 10 and 17

**GRI 207: TAX 2019**

207-2 Tax governance, control, and risk management

26 and 51

-

1, 10 and 17

207-3 Stakeholder engagement and management of concerns related to tax

26

-

1, 10 and 17

**Energy****GRI 3: MATERIAL TOPICS 2021**

3-3 Management of material topics

80

7, 8 and 9

7, 8 12 and 13

302-1 Energy consumption within the organization

118

7 and 8

7, 8 12 and 13

302-2 Energy consumption outside of the organization

118

8

7, 8 12 and 13

**GRI 302: ENERGY 2016**

302-3 Energy intensity

80

8

7, 8 12 and 13

302-4 Reduction of energy consumption

-

Information unavailable/incomplete

There was no reduction in energy consumption in 2022

8 and 9

7, 8 12 and 13





## Water and effluents

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	80			7 and 8	6 and 12
<b>GRI 303: WATER AND EFFLUENTS 2018</b>	303-1 Interactions with water as a shared resource	80			8	6 and 12
	303-2 Management of water discharge-related impacts	80			8	6
	303-3 Water withdrawal	119			7 and 8	6
	303-4 Water discharge	-	Information unavailable/incomplete	The water used by the company comes from the public supply network, there is no measurement of disposal.	7 and 8	6
	303-5 Water consumption	119			8	6

## Biodiversity

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	81			8	6, 14 and 15
<b>GRI 304: BIODIVERSITY 2016</b>	304-2 Significant impacts of activities, products and services on biodiversity	81			8	6, 14 and 15

## Emissions

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	87			7, 8 and 9	3, 12, 13, 14 and 15
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<b>GRI 305: EMISSIONS 2016</b>	305-1 Direct (Scope 1) GHG emissions	120			7 and 8	3, 12, 13, 14 and 15
	305-2 Energy indirect (Scope 2) GHG emissions	120			7 and 8	3, 12, 13, 14 and 15
	305-3 Other indirect (Scope 3) GHG emissions	120			7 and 8	3, 12, 13, 14 and 15
	305-4 GHG emissions intensity	121			8	13, 14 and 15
	305-5 Reduction of GHG emissions	121			8 and 9	13, 14 and 15
	305-6 Emissions of ozone-depleting substances (ODS)	-	Not applicable	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	121			7 and 8	3, 12, 14 and 15
<b>Waste</b>						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	78			8	3, 6, 11 and 12
	306-1 Waste generation and significant waste-related impacts	78			8	3, 6, 11 and 12
<b>GRI 306: WASTE 2020</b>	306-2 Management of significant waste-related impacts	78			8	3, 6, 11 and 12
	306-3 Waste generated	116			8	3, 11 and 12
	306-4 Waste diverted from disposal	117			8	3, 11 and 12
	306-5 Waste directed to disposal	117			8	3, 11 and 12



**Supplier environmental assessment****GRI 3: MATERIAL TOPICS 2021**

3-3 Management of material topics

70

8

-

**GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016**

308-1 New suppliers that were screened using environmental criteria

-

Information unavailable/incomplete

We do not have environmental assessment criteria for suppliers.

8

-

308-2 Negative environmental impacts in the supply chain and actions taken

-

Information unavailable/incomplete

We do not have environmental assessment criteria for suppliers.

8

-

**Employment****GRI 3: MATERIAL TOPICS 2021**

3-3 Management of material topics

53

6

3, 5, 8 and 10

**GRI 401: EMPLOYMENT 2016**

401-1 New employee hires and employee turnover

105, 106, 107 and 108

6

5, 8 and 10

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

63

-

3, 5 and 8

401-3 Parental leave

109

6

5 and 8

**Labor relations****GRI 3: MATERIAL TOPICS 2021**

3-3 Management of material topics

53

3

8

**GRI 402: LABOR RELATIONS 2016**

402-1 Minimum notice periods regarding operational changes

-

Information unavailable/incomplete

Our minimum notice period of significant operational change to employees and their representatives is two weeks prior to implementation.

3

8

**Occupational health and safety****GRI 3: MATERIAL TOPICS  
2021**

3-3 Management of material topics	60			-	8 and 16
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403-1 Occupational health and safety management system	60 and 61			-	8
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403-2 Hazard identification, risk assessment, and incident investigation	60 and 61			-	8
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403-3 Occupational health services	60 and 61			-	8
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403-4 Worker participation, consultation, and communication on occupational health and safety	60 and 61			-	8 and 16
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403-5 Worker training on occupational health and safety	60 and 61			-	8
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**GRI 403: OCCUPATIONAL  
HEALTH AND SAFETY 2018**

403-6 Promotion of worker health	60 and 61			-	3
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403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	60 and 61			-	8
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403-8 Workers covered by an occupational health and safety management system	109			-	8
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403-9 Work-related injuries	61 and 62			-	3, 8 and 16
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403-10 Work-related ill health	-	Information unavailable/incomplete	In 2022, there were no records of occupational diseases, nor did we monitor data involving third parties.	-	3, 8 and 16
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**Training and education****GRI 3: MATERIAL TOPICS  
2021**

3-3 Management of material topics	58 and 59			6	4, 5, 8 and 10
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<b>GRI 404: TRAINING AND EDUCATION 2016</b>	404-1 Average hours of training per year per employee	110		6	4, 5, 8 and 10
	404-2 Programs for upgrading employee skills and transition assistance programs	58		-	8
	404-3 Percentage of employees receiving regular performance and career development reviews	111		6	5, 8 and 10
<b>Diversity and equal opportunity</b>					
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	54 and 55		6	5, 8 and 10
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>	405-1 Diversity of governance bodies and employees	56, 108, 111, 112 and 113		6	5 and 8
	405-2 Ratio of basic salary and remuneration of women to men	65		6	5, 8 and 10
<b>Non-discrimination</b>					
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	36		6	5 and 8
<b>GRI 406: NON-DISCRIMINATION 2016</b>	406-1 Incidents of discrimination and corrective actions taken	96		6	5 and 8
<b>Freedom of association and collective bargaining</b>					
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	53		3	8
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Information unavailable/incomplete	3	8
					We consider the union relations guidelines, ensuring union freedom, always with fluid communication to employees. The Code of Conduct for Third Parties indicates that we expect our suppliers to respect freedom of union association and to participate in the collective bargaining process.



Child labor						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	70 and 71			5	8 and 16
<b>GRI 408: CHILD LABOR 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	70 and 71			5	8 and 16
Forced or Compulsory Labor						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	70 and 71			4	8
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	70 and 71			4	8
Security Practices						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	35, 36 and 60			1	16
<b>GRI 410: SECURITY PRACTICES 2016</b>	410-1 Security personnel trained in human rights policies or procedures	96			1	16
Rights of indigenous peoples						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	36			1	2
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	-	Information unavailable/incomplete	No case of violation of the rights of Indigenous peoples was identified in the last five years.	1	2





Local Communities						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	72 and 73				1 -
	413-1 Operations with local community engagement, impact assessments, and development programs	115				1 -
<b>GRI 413: LOCAL COMMUNITIES 2016</b>	413-2 Operations with significant actual and potential negative impacts on local communities	-	Information unavailable/incomplete	We consider Brazil and Portugal as the place of operations. Our potential negative impacts are noise generation, risk of fuel and oil leaks, dust emissions, shaking, road safety/accidents. The real negative impacts are the emission of polluting gases and GHGs and the generation of waste.		1 -
Supplier social assessment						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	70 and 71				2 5, 8 and 16
	414-1 New suppliers that were screened using social criteria	114				2 5, 8 and 16
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	114				2 5, 8 and 16
Public policy						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	-	Not applicable	The Company is committed to complying with current legislation that prohibits the donation of legal entities to political parties and candidates.		10 16
	415-1 Political contributions	-	Not applicable	The Company is committed to complying with current legislation that prohibits the donation of legal entities to political parties and candidates.		10 16
<b>GRI 415: PUBLIC POLICY 2016</b>						
Customer health and safety						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	67				- 16



<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	-	Information unavailable/incomplete	100% evaluation, considering that in all stores there are periodic revisions and check lists carried out by our employees when delivering and receiving the vehicle – in case of any type of anomaly, maintenance is carried out in order to guarantee total safety for employees and customers when driving. CS Brasil works in the bidding/government sector and inspections/maintenance and health and safety assessment are included in the service contracts.	-	16
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	Information unavailable/incomplete	No cases of non-compliance with laws and/or voluntary codes regarding health and safety impacts caused by products and services were identified during the reporting period.	-	16
<b>Marketing and Labeling</b>						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	67			-	12 and 16
	417-1 Requirements for product and service information and labeling	67			-	12
<b>GRI 417: MARKETING AND LABELING 2016</b>	417-2 Incidents of non-compliance concerning product and service information and labeling	-	Information unavailable/incomplete	No cases of non-compliance with laws and/or voluntary codes were identified in relation to information and labeling of products and services in the last three years.	-	16
	417-3 Incidents of non-compliance concerning marketing communications	-	Information unavailable/incomplete	There are no records of cases of non-compliance with regard to marketing communications in the last three years.	-	16
<b>Customer Privacy</b>						
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	38			-	16
<b>GRI 418: CUSTOMER PRIVACY 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	Information unavailable/incomplete	In the last three years, we have not identified substantiated complaints regarding the violation of privacy and loss of customer data.	-	16





# SASB CONTENT INDEX

Topic	Code	Accounting Metrics	Page or answer
<b>Industry: Car Rental Leasing</b>			
<b>CUSTOMER SAFETY</b>	TR-CR-250a.1.	Percentage of rental fleet vehicles rated by NCAP (Latin NCAP) programs with an overall 5-star safety rating, by region	97
	TR-CR-250a.2.	Number of vehicles recalled	97
<b>FLEET FUEL ECONOMY &amp; UTILIZATION</b>	TR-CR-410a.1.	Rental day-weighted average rental fleet fuel	Not applicable, as Movida does not monitor this indicator.
	TR-CR-410a.2.	Fleet utilization rate	97



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## LIMITED ASSURANCE REPORT ISSUED BY INDEPENDENT AUDITORS

To the Board of Directors and Shareholders of  
**Movida Participações S.A.**

São Paulo - SP

### Introduction

We were engaged by Movida Participações S.A. ("Movida" or "Company") to apply limited assurance procedures on the sustainability information disclosed in the Integrated Annual Report 2022 ("Report"), in the accompanying information to this report related to the period ended December 31, 2022.

### Responsibilities of Movida's Management

The Management of Movida is responsible for adequately preparing and presenting the sustainability information in the Integrated Annual Report 2022 in accordance with both the Standards for Sustainability Report of Global Reporting Initiative – GRI, with Orientation CPC (Brazilian Accounting Pronouncements Committee) 09 - Integrated Report (which is correlated with the Basic Conceptual Framework of the Integrated Report prepared by the International Integrated Reporting Council - IIRC), and the internal controls determined necessary to ensure this information is free from material misstatement, resulting from fraud or error.

### Independent auditors' responsibility

Our responsibility is to express a conclusion about the information in the Report based on a limited assurance engagement conducted in accordance with Technical Communication (TC) 07/2012, which was prepared based on NBC TO 3000 (Assurance Engagements Other Than Audits and Reviews), both issued by the Brazilian Federal Accounting Council - CFC equivalent to international standard ISAE 3000, issued by the International Federation of Accountants and applicable to Non-Financial Historical Information. These standards require compliance with ethical requirements, including independence ones, and the engagement is also conducted to provide limited assurance that the information disclosed in the Report, taken as a whole, is free from material misstatement.

KPMG Auditores Independentes Ltda. ("KPMG") applies Brazilian and international standards on quality control, and consequently maintains a comprehensive quality control system including documented policies and procedures related to compliance with ethical and professional standards, in addition to the legal and regulatory applicable requirements. We comply with the comprehensive code of ethics including detailed independence requirements, established based on the ethical principles of integrity, objectivity, competence and professional care, confidentiality and professional behavior.





A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists mainly of questions and interviews with the Management of Movida and other professionals of the Company involved in the preparation of the information disclosed in the Report and use of analytical procedures to obtain evidence that enables us to reach a limited assurance conclusion about the sustainability information taken as a whole. A limited assurance engagement also requires additional procedures when the independent auditor acknowledges issues which may lead them to believe that the information disclosed in the Report taken as a whole could present material misstatement.

The selected procedures were based on our understanding of the issues related to the compilation, materiality and presentation of the information disclosed in the Report, on other engagement circumstances and also on our considerations regarding areas and processes associated with material sustainability information disclosed where relevant misstatement could exist. The procedures consisted of:

- a. engagement planning: considering the material aspects for Movida's activities, the relevance of the information disclosed, the amount of quantitative and qualitative information and the operational systems and internal controls that served as a basis for preparation of the information in the Movida's Report. This analysis defined the indicators to be checked in details;
- b. understanding and analysis of disclosed information related to material aspects management;
- c. analysis of preparation processes of the Report and its structure and content, based on the Principles of Content and Quality of the *Standards* for sustainability report of the Global Reporting Initiative - GRI (GRI - Standards) and with Orientation CPC (Brazilian Accounting Pronouncements Committee) 09 - Integrated Report (which is correlated with the Basic Conceptual Framework for Integrated Report, prepared by the The International Integrated Reporting Council (IIRC));
- d. evaluation of non-financial indicators from GRI-*Standards* (2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-7, 2-8, 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20, 2-21, 2-22, 2-23, 2-24, 2-25, 2-26, 2-27, 2-28, 2-29, 2-30, 3-1, 3-2, 3-3, 203-1, 203-2, 205-1, 205-3, 206-1, 302-1, 303-5, 306-3, 306-5, 308-1, 401-1, 403-9, 403-10, 404-2, 405-1, 405-2, 406-1, 414-1, 416-1, 416-2, 417-1, 417-2, 417-3, 418-1):

- understanding of the calculation methodology and procedures for the compilation of indicators through interviews with management responsible for data preparation;
  - application of analytical procedures regarding data and interviews for qualitative information and their correlation with indicators disclosed in the Report;
  - analysis of evidence supporting the disclosed information;
- e. analysis of whether the performance indicators omission and justification are reasonable to be accepted associated to aspects and topics defined as material in the materiality analysis of the Company.
  - f. comparison of financial indicators (GRI 201-1) with the financial statements and/or accounting records.

We believe that the information, evidence and results we have obtained are sufficient and appropriate to provide a basis for our limited assurance conclusion.

## Scope and limitations

The procedures applied to a limited assurance engagement are substantially less extensive than those applied to a reasonable assurance engagement. Therefore, we cannot provide reasonable assurance that we are aware of all the issues that would have been identified in a reasonable assurance engagement, which aims to issue an opinion. If we had conducted a reasonable assurance engagement, we may have identified other issues and possible misstatements within the information presented in the Report.

Nonfinancial data is subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate or estimate these data. Qualitative interpretation of the data's materiality, relevance and accuracy are subject to individual assumptions and judgments. Additionally, we have not examined data related to prior periods, to evaluate the adequacy of policies, practices and sustainability performance, nor future projections.







## Conclusion

Based on the procedures performed, described in this report, we have not identified any relevant information that leads us to believe that the information in the Integrated Annual Report 2022 is not fairly stated in all material aspects in accordance with the Standards for Sustainability Report of Global Reporting Initiative - GRI (GRI- Standards) with Orientation CPC (Brazilian Accounting Pronouncements Commite) 09 – Integrated Report (which is correlated with the Basic Conceptual Framework for Integrated Report prepared by the International Integrated Reporting Council – IIRC), and with the records and files that served as the basis for its preparation.

São Paulo, March 03<sup>rd</sup>, 2023

KPMG Auditores Independentes Ltda.  
CRC 2SP014428/O-6

**Original report in Portuguese signed by  
Sebastian Yoshizato Soares**

Accountant CRC 1SP257710/O-4



ATENDIMENTO PREFERENCIAL

Preferential Service

O atendimento será livre na ausência de pessoas nessas condições.



supervisão

aluguel de carros

movida

aluguel de carros

## EXPEDIENT

### OVERALL COORDINATION

Movida Sustainability

### MATERIALITY PROCESS AND INDICATOR CONSULTING

Ybyra Sustentabilidade

### WRITING, EDITING AND PROOFREADING

KMZ Conteúdo

### GRAPHIC DESIGN AND LAYOUT

Alastra, Comunica.



Neutralização de CO<sub>2</sub> nas locações.

POR APENAS

R\$ **1,99**  
na diária



Escaneie o QR-Code para saber mais.

Parceira Oficial

