



SUSTAINABILITY
REPORT 2021

move



SUMMARY

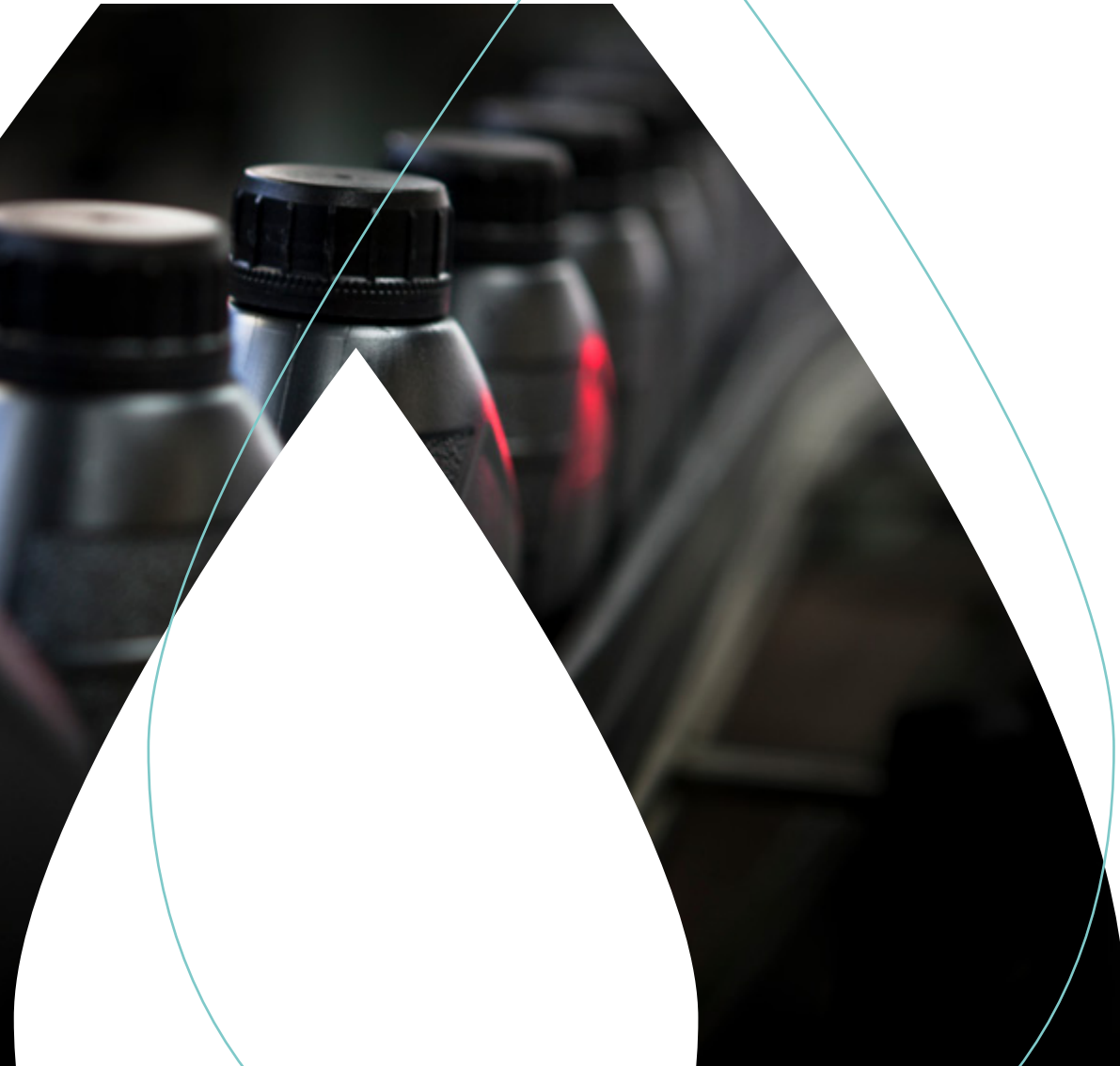
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Message from the CEO

GRI 102-14





We ended 2021 with solid results and, above all, in sync with our purpose of moving people and businesses in the right way for everyone, confident that we are ready for another cycle of strong growth.

Our net operating revenue was BRL 6.1 billion, and EBITDA, with consistent year-on-year improvement, reached a record mark of BRL 603 million, confirming the assertiveness and optimised performance of our supply, operations, and revenue management strategies, which were able to mitigate the strong cost pressure and raw material supply constraints in the global market.

Both in Brazil and in the international operations - which already represent almost half of our revenue -, we continue to mature the culture of efficiency focused on reducing waste and increasing productivity in all links in our value chain, which is part of our Moove attitudes, above all:

“Think Big, Carry It Out Simply”.

One of the great milestones of the period was the beginning of our broad development program focused on innovation, which involved Moovers from all areas of the business, so that, from each point of our customers' journey, we add more and more value to our products and services. Among other elements, the initiative sought to bring startups together to overcome industry challenges with a view to optimizing both our operations and those of our customers.

Around our factories, in Rio de Janeiro (State of Rio de Janeiro) and Kent, England, we remain very close, supporting communities to combat the socio-economic effects of the Covid-19 pandemic. In this context, I congratulate all the Moovers who contributed with donations of staple-food baskets, which we double as promised. In 2021 alone, more than 1,500 baskets of food and cleaning products were delivered to support communities.

We are stronger when we come together!





The guidelines for acting proactively, through structured programs or specific initiatives, are expressed in our Policies and in the Moove way of being and conducting our business, in an ethical, environmentally responsible and socially fair manner. This behavior gained even more strength in 2021, after we became signatories of the Global Compact, the world's largest corporate sustainability initiative. With this movement, we are joining more than sixteen thousand organizations in promoting ten principles related to the defense of human rights, decent work, the environment and anti-corruption measures.

During the year, we also joined the CDP Benchmark Club, which brings us closer to global best practices regarding the management of greenhouse gas (GHG) emissions, climate change and water security. A few years ago, we voluntarily responded to the Carbon Disclosure Project (CDP) questionnaire on Climate Changes, a tool with which we identify opportunities to continue advancing in this urgent agenda.

Our portfolio already contributes to the reduction of environmental impacts by extending the useful life of industrial and vehicle components and, consequently, reducing the disposal of waste related to maintenance, energy consumption and GHG emissions from the use of friction-reducing lubricants, among other aspects, but we want to go further, increasingly improving the "right way" with which we move people and business for everyone, in line with our purpose.

I'd like to thank, for another year of deliveries and achievements, Moovers, business partners, customers, shareholders, and all those who join us on this path. For the coming years, we will continue our growth plan, seeking even more opportunities.

Thank you very much and happy reading!

Filipe Affonso Ferreira,
CEO of Moove



Highlights
of the year



HIGHLIGHTS OF THE YEAR

EBITDA of

BRL 603 million

with growth of **de 35% in the last 5 years**



+ 6 tons

of electronic equipment destined for **ReUrbi**, strengthening the circular economy and positively impacting up to

1,528

people indirectly

Avoid waste-to-landfill

5,194 tons of plastic packaging



and **77 million liters of used or contaminated lubricating oils (OLUC)**

100%

of new vendors with a fixed agreement evaluated on **social criteria**

Public goal of having at least

30% of leadership positions occupied by women

by 2025

Public commitment to train and develop more than

1 million black and - mixed ethnicity backgrounds

for employment opportunities



Adherence to the **Global Compact** and the **CDP Benchmark Club**

BRL 760,000 in gains

from incremental innovation ideas from our

Moovers



startup acceleration program for solutions that optimize both our processes and that of our customers

We were one of the founding companies of **MOVER, Movement for Racial Equity**, an initiative that aims to generate

10,000 new leadership positions

for black people and generate opportunities for **3 million people** in the coming years through practical actions

Publicly stated goal of incorporating

15% renewable plastic

plastic in plastic packaging by 2025. In our European operations, all of our plastic packaging will already include more than 30% recycled plastic by the end of 2022.

Participation in



[#BrazilfortheEnvironment]

an initiative by **Amcham Brasil** that aims to give visibility to corporate actions for environmental preservation in Brazil



About this
REPORT



Let's move people and businesses together, the right way for everyone!

Committed to transparency, we publish annually – and for the fifth consecutive time, our Sustainability Report, with the performance of our operations in Brazil and abroad between January 1 and December 31, 2021. [|GRI 102-45, 102-50, 102-52|](#)

The document, prepared in accordance with the Global Reporting Initiative (GRI) Rules: Essential option, highlights the progress we have made in our EESG agenda - the acronym ESG (English for "Environmental, Social and Governance") plus the "E" for "Economics". [|GRI 102-54|](#)

The indicators referring to our operations in Brazil were submitted to external verification by EY and the others were measured internally, with the consent of Senior Management. [|GRI 102-56|](#)

Questions or comments regarding this publication can be sent to our Communication and Sustainability teams, by email at falecomamoove@moovelub.com. [|GRI 102-53|](#)

Materiality

[GRI 102-21, 102-40, 102-42, 102-43, 102-44, 102-46, 102-47]

In order to have a dialogue about what is a priority for our operations and our stakeholders, we periodically conduct a materiality process, defined by GRI as a threshold at which relevant topics are established that are important enough to make their reporting essential.

The process that we conducted for this report, referring to 2021, started by analyzing the previous materiality and additional documents, from which topics and impacts were mapped. Subsequently, we conducted a new consultation with priority audiences, which included in-depth interviews with executives from our team and customers, and an online questionnaire with Moovers, outsourced workers, vendors, distributors, customers, investors, and members of the communities surrounding our assets. The objective was to prioritize the topics and impacts raised in the first stage, generating a final list of material topics that, in the last stage, was validated by our senior management.

Step 1

Materiality review process

(Identification)

Mapping of topics and impacts.

Step 2

(Prioritization)

Stakeholder consultation (almost 10 in-depth interviews and more than 60 online questionnaires applied).

Step 3

(Analysis)

Analysis of results.

Step 4

(Validation)

Presentation to senior leadership.

As a result of the materiality process, five material topics were identified:

[|GRI 102-44, 102-46, 102-47, 103-1|](#)

Health and safety

To ensure the safety of people and minimize the risks of significant socio-environmental losses in the work environment, operations and product transport, with proactive actions and rapid response to incidents and emergencies.

People and culture development

To promote and ensure a safe, inclusive and prejudice-free work environment, with career opportunities for all.

Environmental management

Commitments assumed and strategy established for sustainable environmental practices and to mitigate the effects of climate change. It includes the monitoring of greenhouse gas emissions throughout the value chain, energy efficiency, water and effluent management, and waste management, through the management of packaging and materials.

Relationship with local communities

Acting responsibly and attentive to the impact we can have on neighboring communities before, during and after our operations, not only reducing negative impacts, but also contributing to improving the quality of life of local populations.

Efficiency and performance

Investment in technological development and innovation, aimed at anticipating market trends and meeting customer expectations, based on the search for greater efficiency and productivity, and reduction of negative social and environmental impacts.

RELEVANT TOPIC
EFFICIENCY AND PERFORMANCE

[GRI 103-2, 103-3]

Performance of material topics
and pillars on our

EESG Journey

(English acronym for “Economic,
Environmental, Social and Governance”)

ECONOMY

ACTION

Bulk sales represented 22.2% of sales volume

DEVELOPMENT

The volume sold in bulk sales avoided the disposal of 2,548 tons of plastic in 2021.



ACTION

Moove Solutions

DEVELOPMENT

Development of industrial solutions in areas such as diagnostic automation and predictive analytics. Five companies were chosen to run their pilots.



ACTION

Lean Program – Kaizen BRL 760,000 in gains from incremental innovation ideas from our Moovers

DEVELOPMENT

Continuity and increase in the pulse rate of the Culture of Efficiency philosophy through the program.



RELEVANT TOPIC
**ENVIRONMENTAL
 MANAGEMENT**
 [GRI 103-3]

ENVIRONMENTAL

ACTION
 External cleaning
 of the rocky shore
 perimeter, improving the
 environmental quality
 around the facilities in Rio
 de Janeiro (RJ)



DEVELOPMENT
 Voluntary waste collection
 initiative in Guanabara
 Bay, reaching 1.3 tons
 recovered with proper
 disposal.

ACTION
 Enveloped maritime
 operations



DEVELOPMENT
 Operations carried out with
 vessels are surrounded by
 physical barriers designed
 to encircle and contain
 possible losses, with teams
 on standby in case of
 eventual emergencies.

ACTION
 Voluntary reporting to
 the CDP Climate Change
 questionnaire and score
 evolution in relation to the
 previous cycle, in addition
 to keeping an updated
**Greenhouse Gases (GHG)
 Inventory**



DEVELOPMENT
 Advancing climate
 management strategy
 with membership of the
 CDP Benchmark Club for
 discussion and learning
 about global best practices.

ACTION
 Interview for Amcham
 of the Movement
 #BrasilpeloMeioAmbiente
 (#BrazilfortheEnvironment)
 about good sustainability
 practices



DEVELOPMENT
 Presentation of a case for
 the use of electric energy
 from biogas produced in a
 sanitary landfill.

ACTION
 Class II waste recovery
 rate of 90% (non-
 hazardous)



DEVELOPMENT
 Reduction of waste
 disposal in landfill and
 strengthening of selective
 collection in partnership
 with the internal audience.

ACTION
 Participation in the 2021
 Firjan Environmental Award



DEVELOPMENT
 Finalists in the Award with
 the topic "Residual Water",
 in the category Water and
 Effluents in the 1st year of
 participation.

RELEVANT TOPIC
PEOPLE AND CULTURE DEVELOPMENT
 [GRI 103-3]

SOCIAL

ACTION
Incorporation of MOVER (Movement for Racial Equity)

DEVELOPMENT
 Commitment to create more than 10,000 leadership positions for black people, as well as training for 3 million people by 2030.



ACTION
234 Moovers hired in 2021

DEVELOPMENT
 Continuity in the programs for the development and recognition of internal talents.




ACTION
Joint Company

DEVELOPMENT
 Increases of 90 days in maternity leave and 15 days in paternity leave.




ACTION
1st Plurality Census

DEVELOPMENT
 350 Moovers responded to the survey, representing approximately 60% of the workforce.



ACTION
Programa + Energia (+ Energy Program), free and confidential financial, legal, psychological, nutritional and social consulting for all Moovers and extended to their dependents and spouses

DEVELOPMENT
 Maintenance of the benefit, started due to the pandemic.



RELEVANT TOPIC

HEALTH AND SAFETY

[GRI 103-3]

ACTION
Zero accidents with leave of absence



DEVELOPMENT
Expansion of the dissemination of preventative tools of the *Alerta!* (Alert!) System And strengthening of the *#SeguroSempre* (*#AlwaysSafe*) attitude in all areas of the team.

ACTION
Evolution of the investments



DEVELOPMENT
Investment plan aligned with the improvement and modernization of safety systems to protect people, the environment and facilities.

ACTION
Laço Amarelo (Yellow Bow)



DEVELOPMENT

Recognition by the National Road Safety Observatory for the actions developed for safer traffic, focusing not only on internal teams, but on our logistics chain. 5,547 drivers were trained in Health, Safety and Environment (SSMA) topics.



RELEVANT TOPIC

LOCAL COMMUNITIES

SOCIAL

ACTION
74% of the jobs created in Brazil in 2021 were occupied by residents of Ilha do Governador, in Rio de Janeiro (RJ), close to our factory



DEVELOPMENT
Search for continuous improvement of the work environment.

ACTION
Definition of the Sustainable Development Plan (PDS), part of the agenda with the local community (Colônia de Pescadores Z-10 (Fishermen Colony Z-10)) to promote selective collection and recovery of the local mangrove



DEVELOPMENT
Development of educational actions and community engagement in plans to improve environmental quality with inclusion and income generation.

ACTION
Assistance to local communities as a result of the Covid-19 pandemic



DEVELOPMENT

Maintenance of donations of staple baskets and hygiene products for 500 families in needy communities, totaling more than 16 tons of food distributed.

ACTION
Engagement of the internal audience in the Month of the Environment



DEVELOPMENT
Engagement and promotion of environmental education actions by the internal team, reinforcing our commitment to the *#AlwaysSafe* attitude; and acquisition of gifts from vendors on Ilha do Governador, strengthening local companies and micro-businesses.

OTHER HIGHLIGHTS
APPLIED TO MATERIAL TOPICS
[GRI 103-3]

GOVERNANCE

ACTION
Simulation of the B3 Corporate Sustainability Index (ISE) questionnaire to improve the EESG journey, especially on Climate and Environment topics

DEVELOPMENT
Adoption of the ISE as a reference for a complete and innovative methodology for the evolution of the EESG pillars.



ACTION
Determination of the governance model for sustainability in order to guide and structure the EESG journey

DEVELOPMENT
Creation of the Sustainability Committee in Brazil, with the involvement of managers from all Boards and holding of global meetings to disseminate and align integration and collaboration strategies.



ACTION
Adherence to the UN Global Compact, in line with our purpose of "Moving people and businesses in the right way for everyone"

DEVELOPMENT
Alignment with public goals and commitments by 2025 to have 30% of leadership roles held by women (SDG 5) and to incorporate 15% recycled plastic in packaging (SDG 12).



ACTION
Continuous improvement of controls related to information security, not only complying with the General Data Protection Law (LGPD), but engaging Moovers in their daily routines for safer decision making, in order to prevent, detect and reduce risks related to information security

DEVELOPMENT
We increased the capacity of information technology (IT) processes and controls for information security and cybersecurity, amplifying its performance in all areas, from operational to corporate.





What MOOVES US

Manifesto

[GRI 102-16]

1,700 kilometers per hour.
This is the speed at which the Earth
revolves around itself every day.

Life requires movement.
Big dreams and small achievements,
too.

In your work and in everything that
comes before it, what Mooves you?

That question is our daily mission.

Nobody becomes a **global
benchmark in high performance
lubricants** by accident.

What Mooves you?
It is our biggest motivation, our look at
the world.

Thinking big, making it simple.
More than lubricants, we develop:
Attitude.

A team feeling that ended up with a
name: **Moovers.**

Technology, **performance,**
international presence: **it is being a
Moover.**

Open thinking for the new, for
differences and opportunities:
that's being a Moover.

Frank relationship, focused on respect
and results: **it is truly being a Moover.**

Safe behavior, prioritising life way
above profit: **it is absolutely being a
Moover.**

Open mind, real talk and always safe.
Our lubricants have this formula.



move
purpose

**To move people and business
the right way for all**

To move people and business the right way for all. |GRI 103-2, 103-3 People and culture development|

With this purpose, we are on our way to becoming a global reference in lubricants. And we will get there because we mobilize professionals committed to the right attitudes, which strengthen our culture.

Our unique way of being is strengthened by **Moove Attitudes** – five essential behaviors, **defined by and for us**, with the aim of enhancing results, expanding our business, improving operational efficiency and developing a truly high-performance team.

Moove Attitudes characterize what it means to be a Moover, a professional who is a team player with pride and shares our history with us.

moove attitudes

|GRI 102-16|



We're in this Together | No matter the magnitude of the challenge, what matters is the strength of our union. We plan as a team to connect ideas, share decisions to predict impacts and act assertively in the face of problems.



Open Mind | Being open-minded is the first step towards creating a genuine environment of trust and innovation. It is in the diversity of ideas and opinions that we expand our thinking and see other visions of the world. We believe that being open to the new, is the way to build an environment of continuous improvement and creating fantastic ideas. We act with respect, dignity, equity and only provide opportunities for fair and inclusive attitudes.



Real Talk | We defend practicality and we go straight to the point, certain that open dialogue, active listening and constructive conflict bring us a new look and build even better solutions for our business. Only with receptivity, honest conversations and shared vision, can dialogue be established and an environment of trust created.



Always Safe | We always want safety, complete safety, so we think ahead of any risk. We demand unquestionable ethical conduct, taking care of the integrity of people, business and the environment. We believe in raising awareness through attitudes and example, whether at the factory, in the office, on the road, at the customer or at home.



Think Big, Carry it Out Simply | We work with the Culture of Efficiency and, like well-oiled gears, we are constantly moving and evolving. We have great ambitions, we look far ahead, we prefer simple and we solutions with longevity. We achieve our results today, preparing to be a global reference tomorrow.

To move people and business the right way for all

Moove |GRI 102-2, 102-4, 102-6|

We are Moove, a Brazilian company with international operations. We strengthened our identity and culture, based on an organized process of structural changes and robust corporate governance practices. |GRI 102-1|

From our factory in Rio de Janeiro (RJ), we produce and distribute lubricants under the Mobil™ brand throughout the national territory, through our network of **14 distributors** that reach more than **80 thousand points of sale**, and we export them **for Argentina, Bolivia, Uruguay and Paraguay**. We also sell products for applications in the automotive (light vehicles, motorcycles, trucks, buses and agricultural machinery) and industrial (paper and cellulose, food and beverages, sugar and ethanol, energy, steel industry, mining, among others) segments, and we are an authorized distributor of base oils imported from our strategic partner ExxonMobil (Groups I and II) and other relevant industry players such as ERGON. In Brazil, we have the largest storage area for lubricants in Latin America, with our own port and an contained operation - we surround vessels with physical barriers that retain any losses during

the transfer of oil from the ship to our storage tanks, which increases the environmental safety. **#AlwaysSafe**

From our plant in Kent, England, we produce and sell lubricants under the Comma Oil and Duckhams brands, among others, to more than 40 countries in Europe and Asia, in addition to distributing Mobil lubricants in the United Kingdom, Spain, Portugal and in France.

| | Output capacity ¹ |
|-----------------|------------------------------|
| of lubricants | 522,250 m ³ /year |
| of grease | 10,000 metric tons/year |
| of storage | 94,871 m ³ |
| Nominal loading | 1,300 m ³ /day |

¹ Information on the sum of the manufacturing units in Brazil and England.



Through our products, we integrate the most diverse industries, assuming a relevant role in offering solutions that promote efficiency and productivity in different sectors, such as: food, pharmaceutical, chemical, automotive, metallurgical and even energy generators and transporters. We are, in fact, moving people and businesses across different geographies. In addition, since the beginning of our operations, our portfolio has contributed to the sustainability of our customers, since our products and services aim at the most adequate offer for each situation, ensuring the lowest consumption of fuels, the maximum use of vehicles and equipment and the reduction of waste packaging and used or contaminated oil.

In 2021, our EBITDA reached the record mark of BRL 603 million, as a result of the engagement of our 1,169 Moovers in the purpose of moving people and businesses in the right way for everyone. [|GRI 102-7|](#)



VISION, MISSION, PURPOSE AND PRIORITIES [|GRI 102-16|](#)

Vision

To be a global reference in lubricants.

Mission

To offer high performance products and services with innovative solutions to transform the markets in which we operate.

Purpose

To move people and business the right way for all.

Prioridades

High performance teams;
Culture of efficiency; Business expansion.

STRATEGIC PLANNING

[GRI 103-2, 103-3 People and culture development]

We are in accelerated development, seeking sustainable growth to expand our business in Brazil and abroad with well-defined strategies and focus on the manufacturing and distribution of lubricants.

In recent years, we have been working with a clear and ambitious business vision: to be a global reference in lubricants, an objective that will be achieved with a focus on our priorities: formation of high performance teams; creating a culture of efficiency; and business expansion. This vision was defined based on active listening to professionals at all levels: operation, coordination, management and executive board.

We follow a consistent expansion plan, with strategies focused on the American and European markets. In recent years, as a reflection of our growth, we have restructured our organizational design for business regions, focused on operational

and commercial activities according to local needs; and intelligence and strategy centers to support them.

The new structure allows us to capture synergies between regions to adjust and adapt best practices to the markets in which we operate. In the business units, we seek to prioritize operational and commercial activities according to local needs. The intelligence and strategy centers focus on structuring replicable models and processes that are a reference in efficiency and collaboration. With a replicable management model and expansion strategy - which has already been implemented, we will consolidate a unique business model in the segment.



Culture



Vision

To become the
Global Reference in Lubricants

High Performance
Teams

Culture of
Efficiency

Business
Expansion

EESG

Performance

moove
attitudes

People


plurality

moove
purpose

transfor
mational
mooves

Strategy



To move people and business the right way for all, however, goes beyond acting efficiently to planning business development in an ethical, environmentally responsible, and socially just way.

In this sense, we started our EESG Strategic Planning - an acronym for environmental, social and governance (ESG) issues, plus the “E” for “Economics”, as our fourth pillar of sustainability and mechanism for creating value with all those who add steps to our trajectory.

With a horizon of 2030, our EESG Strategic Planning includes publicly made commitments and goals to be pursued by actions properly structured in relation to our material topics.

In 2021, we also joined the Global Compact, the world’s largest corporate sustainability initiative - with more than 16,000 members -, which calls on public and private institutions to align their strategies and operations with ten universal principles in the areas of Human Rights, Labor, Environment and Anti-corruption, as well as to develop actions that contribute to facing the challenges of society. [|GRI 102-12|](#)





SHAREHOLDING COMPOSITION

We are a privately held company, part of the Cosan Group, one of the largest business conglomerates in Brazil, which invests in energy and logistics - strategic and essential segments for the country's development. **In addition, since 2019, approximately 30% of our capital has been held by CVC Capital Partners**, a British private equity and investment company committed to supporting our expansion plan. [\[GRI 102-5\]](#)

GOVERNANCE FRAMEWORK

[GRI 102-18, 102-19, 102-22, 102-23, 102-24]

We have a robust corporate governance framework, which ensures the definition and clear communication of business goals, in line with best practices.

Our Board of Directors is the highest decision-making body, responsible for defining business strategies and monitoring their performance. The body is made up of six effective members, appointed by one of our shareholders for terms of office of indefinite duration.

The Board of Directors also has the support of two committees in the management of strategic topics: the Risk and Audit Committee, which advises on the hiring and dismissal of independent auditors and supervises the areas of internal controls and auditing, among other attributions, in accordance with its bylaws; and the Compensation Committee, which is

responsible for allocating the amount intended as a global amount to the managers and dividing it according to the nature of the benefits. Both bodies are made up of three members, two elected by Cosan and one by CVC, with an indefinite term of office.

Our Executive Board is responsible for the internal organization and daily operations, as well as for the application of general policies and guidelines established by the Board of Directors. The body is made up of a Chief Executive Officer and five officers without specific designation - all with a two-year term of office, with the possibility of reelection.



1. Composition in force from 2022. It does not reflect the calculation basis for the GRI indicators referring to the staff.

To move **people** and business the right way for all

People

[GRI 103-2, 103-3 People and culture development]

We are fully aware that people are our most valuable asset and that a strong and well-integrated culture is a differentiating factor for business intelligence.

We are 1,169 Moovers in Brazil and abroad, committed to the purpose of moving people and businesses in the right way for everyone. This is a priority audience for our management, with whom we share values and principles that govern our performance and are translated, in practice, by the **Moove Attitudes** - five essential behaviors that characterize and represent a Moover as an employee committed to what they do, who is a team player with pride, and leads their own professional trajectory and their individual performance.

[CLICK HERE FOR MORE DETAILED INFORMATION ABOUT OUR MOOVERS.](#)

[GRI 102-8, 405-1]





ATTRACTIVENESS

The doors of our team are open to professionals who think and act in an integrated way, are receptive to the other's view, engage in necessary conversations, emit opinions with responsibility, have a preventive behavior, value constant learning and, mainly, collaborate to maintain an ethical, safe and plural work environment with a lot of development.

We use the most diverse ways to attract and select talent, which includes recruitment actions, internal referral campaigns, and partnerships aimed at helping us to achieve even more assertiveness in hiring and plurality throughout the team.

In 2021, we conducted the selection process for the 2022 edition of our Trainee Program, with vacancies for students graduating by December 2023, to work in the areas of Base Oils, Operations, Engineering Solutions and Services, and Industrial Direct Sales. From 2022, those selected will go through a training trail and participate in meetings with the main areas, in addition to receiving career counseling to accelerate the development of individual needs.

ATTRACTIVENESS

We have also opened the enrolment for the Internship Program, with vacancies for college or technical school students with up to two years of schooling, to work in the areas of Direct Purchases, Accounting, Production, Projects and Business Intelligence, Procurement, and Occupational Safety Technician. The program incorporates three pillars - Training, Development, and Performance - and the training topics are taught concurrently through a blend of both workshops and an online training track exclusively focused on soft skills related to Moove Attitudes, strengthening our culture. In the year, the program's focus was the start of mentorships to support and monitor the interns' development.

The selection for these programs relied on specialized consultancy, which seeks to connect organizations with the new generations and develop young talents. And campaigns of advertising

included virtual events where our Moovers shared their experiences with candidates.

We also run the Apprentice Program, offered to young people and teenagers who want to enter the job market. Our partner in this initiative is the Company-School Integration Center (CIEE), ensuring a balance between practical and theoretical activities.

The selection for these programs avoids limiting criteria, such as knowledge of another language or previous experience.

[CLICK HERE TO ACCESS MORE DETAILED INFORMATION ON NEW HIRING RATE AND TURNOVER.](#) [GRI 401-1]



234
Moovers
hired in 2021

DEVELOPMENT [GRI 404-2]

We maintain a policy that offers Moovers scholarships (language courses, undergraduate and technical education) based on their performance history, seniority and adherence to the needs of the position. In 2021, 30 Moovers were involved with the initiative.

Continuous development programs and technical training are also examples of initiatives undertaken to develop soft skills and train our Moovers. The initiatives are endorsed by educational institutions with which we have entered into strategic partnerships, among which the following stand out: Dom Cabral Foundation, Leader Educa, Crescimentum, Honda and Gentil, Kings, Ckz, Eadskill and Sentidos.

Throughout 2021, we maintained corporate education practices, aiming to develop the skills necessary for Moovers to achieve their personal and business goals. The actions were structured and organized according to the main development and training programs, such as:

LEADERSHIP DEVELOPMENT PROGRAM (PDL)

We conducted two training classes for new leaders in key leadership skills. We also apply knowledge about emotional management, change management and cultural intelligence to all leadership (starting from coordinators). We also provide various leadership content to promote self-development through the YOURMOOVE platform.

TALENT

For the internship and apprentice programs, we have developed tracks, aligned to each level, to promote knowledge of the business and our culture, as well as soft skills. In addition to the training actions, we promote meetings between the young people and our leadership and develop an internal mentoring program for our interns.

SPECIFIC COMMERCIAL TRACK

In 2021, we carried out a training track for our commercial team, considering the main challenges in the area and development needs.

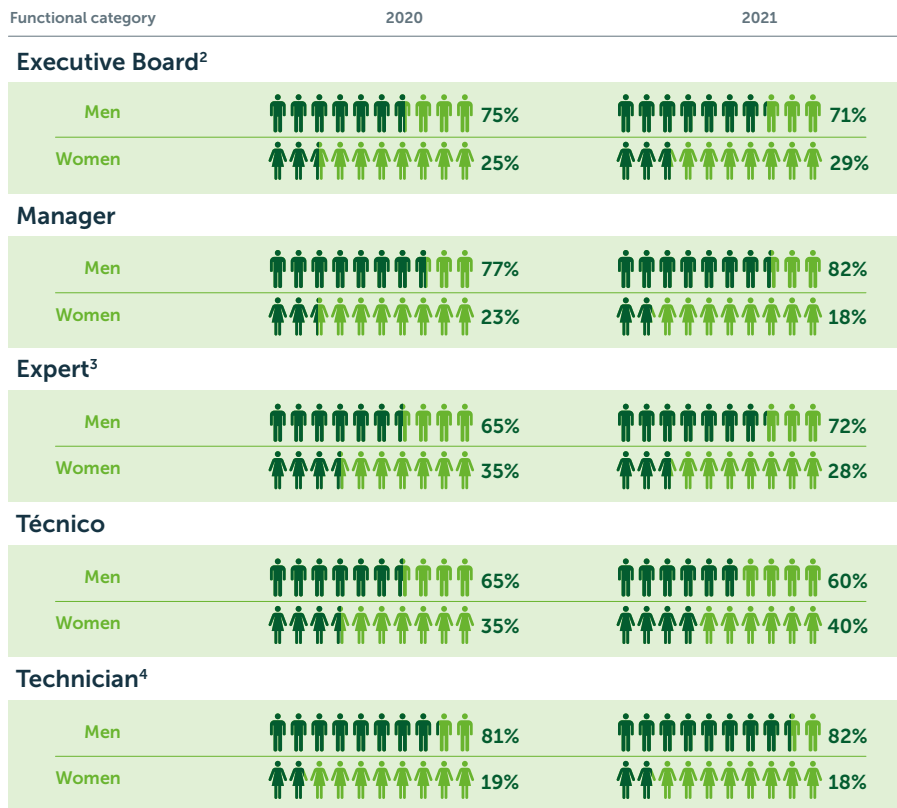
EMPODERA MOOVE (MOOVE EMPOWERS) PROGRAM

We selected thirty, women Moovers to participate in the first Empodera Moove class, which proposes an experience focused on self-knowledge and career reflections. One of the main objectives is to consolidate and/or increase women in leadership positions in our team.

MOOVERS DEVELOPMENT PROGRAM (PDM)

Program developed in 2021 with the intention of promoting training for our team of analysts on topics such as Productivity in Office 365, Conflict management, Project management, High Impact Presentations and Negotiation and Persuasion.

Percentage of employees, by gender and functional category, who received regular performance and career development evaluation¹ |GRI 404-3|



1. The data for this indicator refers to operations in Brazil.
 2. Refers to the composition of the executive board in December 2021.
 3. It also considers Leadership (Coordination) positions.
 4. It considers employees directly linked to the operation.



The performance and potential of the entire team are evaluated annually, as a way of ensuring individual career development.

Between January and February, two assessments were made regarding the projections we had made in 2020: goal evaluation, which consists of certifying whether the individual goals of the Moovers have been achieved; and 360º evaluation, an evaluation process in which each Moover evaluates themselves and is evaluated by their leadership and some of their peers - in the case of leadership, the evaluation is also carried out by the subordinate team. After the entire evaluation process and consequent indicators, guidance is given for the creation of training and improvement plans.

DEVELOPMENT

Professionals mapped to leadership positions at different management levels are involved in development cycles, **focusing on people to strengthen empathy and self-knowledge to reinforce the plurality of each story and personal journey.** Thus, the leaders went through a learning journey, with the premise that only by becoming aware of their own uniqueness do they become empathetic enough to respect the difference of others around them and inspire high performance teams.

Since 2020, we have maintained, in Brazil and Argentina, the YOUR MOOVER System, which centralizes the people management cycle and all its development, covering recruitment and selection, performance and training and development processes. The system will be extended to the other units, as part of the regional integration strategy. In practice, the tool allows Moovers to monitor all actions related to their performance, from consulting their pending evaluations and their feedback, as well as recording and monitoring the progress of their corporate goals and their individual action plans for their professional development.

We support Moovers in strategic and/or leadership positions in a career transition phase, guiding them, according to the moment of life and career expectations, so that this this moment complements their quality of life in quality of life in emotional, social and financial spheres. The initiative, in general, is composed of stages that consider planning, expectations for the future and the development of an action plan. In addition, the entire process of performing this action plan is monitored for a previously agreed period, which can vary between six and 12 months. In 2021, two employees participated in the program.



ENGAGEMENT

Twice a year, we measure team engagement in order to identify the percentage of satisfaction of our Moovers.

The methodology considers aspects such as well-being, career & development, cooperation and teamwork, safety at work, among others.

In 2021, we revised the methodology, seeking a more simplified and concise form of engagement mapping. The survey was conducted in December and will be analyzed throughout 2022.





Our goal is to promote plurality, starting from the selection processes and succession map, in addition to developing and training our people continuously, always guided by Moove Attitudes.

We continue to add steps to our trajectory of including in our team the same diversity of audiences with which we interact. Since 2020, we have maintained a Plurality Committee, an executive body, composed of five cells - Gender, Ethnicity, Pride, PCD and Diversity & Inclusion -, considering, in each one, aspects such as policies, benefits, attractiveness and training are considered.

In 2021, the initiatives focused on raising Moovers' awareness through workshops on unconscious biases, awareness-raising months, and

educational actions, addressing concepts, forms of treatment, and references to continue learning together.

We have also evolved our attraction and selection processes, with a view to hiring people from more diverse backgrounds. **We maintain the public commitment to have at least 30% of leadership positions held by women by 2025**, in this sense, we are adopting measures that value and recognize the role of women in our team.

In the mandatory training on the Code of Conduct, we address the topics of diversity, respect and sustainability.



We were one of the founding companies of MOVER, Movement for Racial Equity, an initiative that brings together about 45 large Brazilian and multinational companies in an action plan that aims to generate 10,000 new leadership positions for black people and generate opportunities for 3 million people in the coming years through practical actions. Additionally, we made a public commitment to train and develop more than one million black and black people for these job opportunities. More information is available on the initiative's website: somosmover.org. |GRI 102-12|

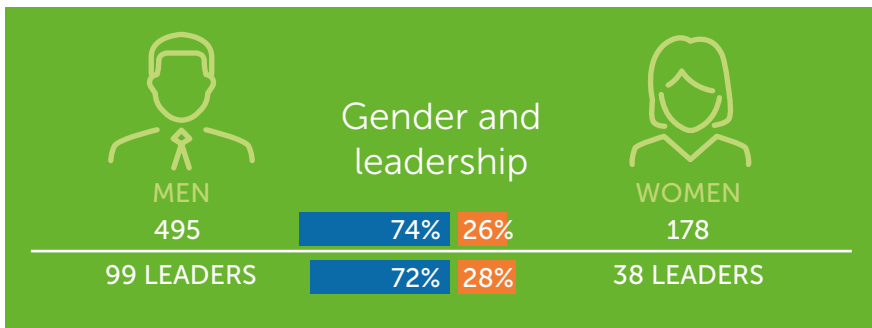
With a view to strengthening governance on the topic, our selection processes and succession maps have been continually revised in order to develop an increasingly plural environment. In addition, our Code of Conduct communicates clear guidelines for making decisions regarding Moovers, such as hiring, promotions and dismissals, based exclusively on objective factors of merit, qualifications and performance.



PLURALITY CENSUS

In April 2021, we carried out the first Plurality Census in Brazil to understand the engagement of Moovers on diversity and inclusion. The data collected also allowed us to assess the equivalence of our workforce with the Brazilian demography (based on the Brazilian Institute of Geography and Statistics (IBGE), which will guide future initiatives.

Attendance was voluntary and aimed at guaranteeing the confidentiality of the respondents, since the responses were not evaluated separately. The questionnaire consisted of 32 questions divided into questions about generations, race and ethnicity, sexual orientation and gender expression, disability and origin. In front of each of these divisions, the Moovers made self-declarations and demonstrated their understanding of the importance of the topic for society and our team.

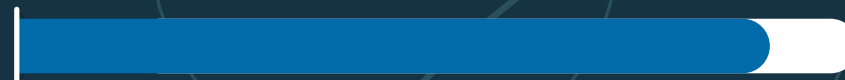


Among other results, the following stand out:

"Importance of the diversity & Inclusion topic in society, at Moove and in your life" **93/100**



"Importance of conversations about biological sex, gender identity and sexual orientation" **89/100**



"Importance of conversations about ethnicity" **90/100**



"Importance of conversations about disability or impairment" **93/100**



We understand the importance of Plurality at Moove we value the fronts we choose as priorities.

HEALTH AND SAFETY

[GRI 103-2, 103-3 HEALTH AND SAFETY]

We maintain a commitment to the safety and health of Moovers and the communities surrounding the factories, valuing environmental preservation and following a management system designed in accordance with current rules and in compliance with legislation.

Developing high performance teams involves ensuring a safe work environment for everyone. Therefore, pursuing zero incidents is what marks the "Always Safe" attitude in our culture. In addition, we also value information security, not only complying with the General Data Protection Law (GDPR), but engaging Moovers in their daily routines for safer decision making, in order to prevent, detect and reduce information security risks. We increased the capillarity of processes and controls in the Information Technology area, expanding its operations to all areas,

from operational to corporate. The guidelines on the topic are documented in our policies and procedures (Health, Safety, Environment Policy; Privacy and Data Protection Policy; Information Security Policy; and Information Classification Procedure) and comprise the content of training and awareness-raising actions. For each work team, we maintain a programme of training and updated actions based on the study of processes, environments and tasks. [GRI 403-5]

Number of accidents with leave of absence per million hours worked (Lost Time Injury Frequency - LTIF) - Brazil



We also have the Integrated Operations Management System (SIGO) in all operations in Brazil. The system is composed of ten elements, which include care for the health and safety of our Moovers. In line with international rules (ABNT NBR ISO 14001:2015, 45001:2018 and 16001:2012) and best practices, which go beyond the requirements of current legislation, SIGO allows for the distribution of responsibilities, standardization and systemic controls of indicators related to the topic. At the plants in Brazil and England, we operate with the certification of the Environmental Management System in the NBR ISO 14001:2015 Rule. In Brazil, the SIGO complies with the legal requirements of the Federal, State and Municipal spheres and of the Regulatory Bodies such as the Labor Inspection Department, Anvisa (Brazilian National Agency of Sanitary Surveillance), Ibama (Brazilian Institute of Environment and Renewable Natural Resources), Conportos, Cesportos and Inea (State Environmental Institute - Instituto Estadual do Ambiente), among others. All Moovers and service providers allocated to our facilities, as well as carriers and distributors, are covered by our management system. [|GRI 403-1, 403-8|](#)

Maintaining the preventative attitude, everyone who works with us is trained in the Alert! System tools, which works on safe behavior and establishes control measures as barriers to eliminate or minimize risks.



Process risk assessments are periodically carried out and actions are proposed to mitigate or minimize short, medium and long-term occupational risks, for which control measures are defined. In addition, before each activity, Task Safety Analyzes (ASTs) and Safety Self-Assessment (AAS) are carried out, from which the risks to which a professional may be exposed are identified in advance, and the non-conformities are reported and the task suspended until the conditions are verified and treated. Critical activities – such as cold, hot, electrical, height, confined space and excavation work – require additional risk assessment through the service permit procedure. The activity is only started after the establishment of safety measures. [|GRI 102-11, 403-2, 403-7|](#)

In our facilities, we have our own medical clinic and we have a technical health team formed

by specialized professionals and duly registered in their respective councils. Through careful process control, they ensure the effectiveness of the Occupational Health Medical Control Program (PCMSO), which, based on the risks related to the activities, monitors the health of employees, aiming to eliminate and reduce occupational risks. We guarantee the confidentiality of personal information related to the health of workers through software used exclusively by our health team. [|GRI 403-3|](#)

In 2021, our Moovers and third parties had no work-related health issues. The indicator's zero value is a reflection of Moove Attitudes, especially Always Safe. The data were extracted directly from the internal controls of the Occupational Health and Occupational Safety departments, which carry out the monitoring. [|GRI 403-10|](#)

We have a procedure in SIGO for the communication, investigation and analysis of incidents and near-incidents, so that the root causes can be identified, as well as immediate and corrective actions to avoid recurrence, besides seeking the reduction of occupational risks and the environmental impacts of its activities. [|GRI 403-2|](#)

Throughout 2021, we identified an increase in the reporting of reportable events, but with low injury severity injury severity and no resulting leave of absence. Of those events, three were with Moovers and three were with third parties. The main work-related injuries refer to movement, falling from the same level or use of stairs, in transit through the industrial complex. [|GRI 403-9|](#)





**Ensuring
the safety
and health of
everyone who
works with us
is part of our
#AlwaysSafe
attitude.**

HEALTH AND SAFETY

During the period, we promoted seven meetings to reinforce with all Moovers the importance of reporting deviations and near-misses to act before a loss event. From these meetings, we identified that there was a considerable increase in reporting and it is expected that, with the maturity of this process, there will be a significant reduction for 2022. [\[GRI 403-2\]](#)

In addition to safety measures, we continue to carry out initiatives aimed at promoting the health and well-being of our Moovers, among which the Occupational Health Medical Control Program (PCMSO) stands out, in the scope of which we carry out periodic biological monitoring to establish actions that seek to eliminate and/or reduce the occupational risks of the activities developed. With comprehensive health in mind - a concept that covers the state of complete physical, mental and social well-being - we maintain the +ENERGY Program, which offers, free of charge and confidentially, financial, legal, psychological, nutritional and social consulting services to all Moovers and extensive to their dependents and spouses through a 0800 number.

We offer a Health and Dental Plan for Moovers and their dependents, as well as life insurance, easy access to medication with payroll discounts (functional), optical reimbursement, disability and incapacity aid, concierge services for scheduling exams and appointments, specific care lines within programs for pregnant women and the chronically ill people, an application to encourage physical activity and the Nurseline. [\[GRI 401-2, 403-6\]](#)

WHAT MOOVES YOU? ARETHA DUARTE'S DREAM AND CONQUEST

In 2021, we sponsored the mountaineer and socio-environmental entrepreneur, **Aretha Duarte**. The partnership was fully aligned with our Moove Attitudes, especially "Always Safe". After all, helping those who dream of reaching the top of Everest to accomplish this achievement and return safely to their home is very representative of being a Moover. Additionally, with our support, Aretha became the first Latin American and Caribbean woman to climb the highest mountain on Earth!

To activate the sponsorship, we promoted lives on Workplace with Moovers to engage them in this journey. We also communicated externally, on LinkedIn, the arrival of Aretha in Brazil, which was welcomed by our CEO, Filipe Affonso Ferreira, and our Marketing Officer, Mara Pezzotti. The mountaineer also visited our factory on Ilha do Governador, where she promoted the "21-Day Challenge", a program to encourage the practice and adoption of healthy habits by Moovers.

In addition to the sponsorship, we assisted in developing Aretha's image to connect with more people and spread positive messages about adopting healthy habits, dreaming big, and pursuing life goals, regardless of the circumstances. In this sense, we took the mountaineer to the Afropresence (*Afropresença*) employability event, which aimed to promote opportunities for other ethnic minority young people to enter the job market through affirmative vacancies. We want more and more people to be inspired by this example of a black, Latin American, Caribbean, and a minority woman who dreamed and achieved.



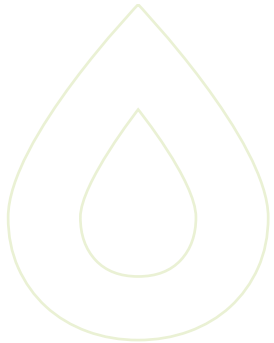
To move people and **business** the right way for all

Business

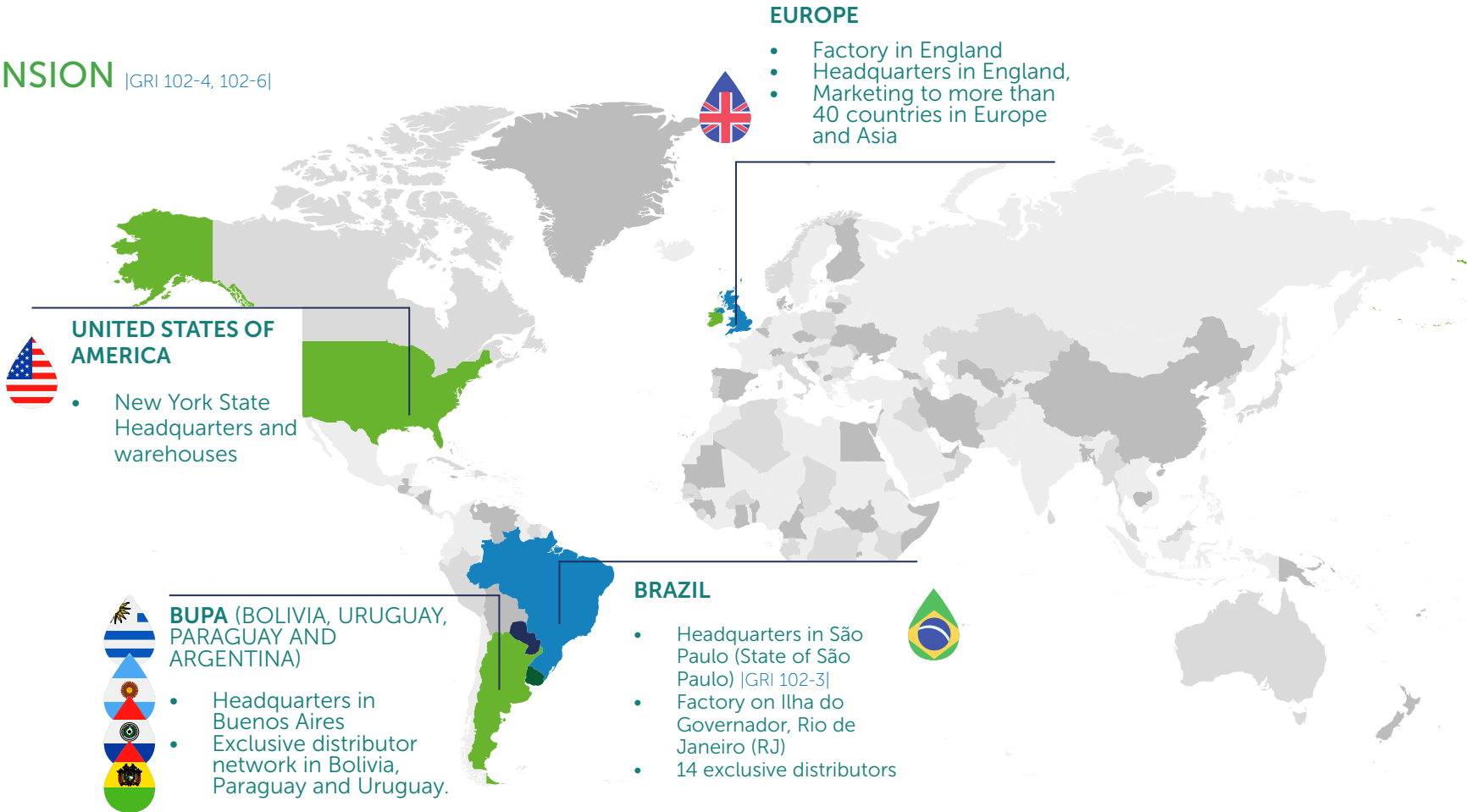
Present in large industries that are part of the daily lives of millions of people around the world, our products move businesses in the automotive, agricultural, air, naval, railway, food, pharmaceutical, paper and cellulose, sugar and ethanol, steel and energy sectors, among many others. To communicate our presence in people's day-to-day lives, in 2021 **we launched the project *Aqui Tem Moove (There is Moove Here)*, with episodes in our digital social networks, highlighting our relationship with a wide variety of B2B customers.**

We reach different customers through an exclusive distribution network. In Brazil alone, we reach more than 80 thousand points of sale, in addition to being commercially represented in Argentina, Bolivia, Paraguay, Uruguay, the United States and Europe, reaching more than 40 countries, including Asia.

BUSINESS EXPANSION | GRI 102-4, 102-6|



Products
in over 40
countries





EXPANSION

We started international expansion in 2011, when we acquired the exclusive rights to sell Mobil lubricant in Paraguay, Uruguay and Bolivia, starting to export products to these countries from our factory on Ilha do Governador, in Rio de Janeiro (RJ). The following year, we started to operate from England under the Comma brand, with an industrial plant in Kent, through which we entered the European and Asian markets.

Between 2016 and 2018, the WP Group, in the United Kingdom, was acquired; TTA, in France; Lubrigrupo, in Portugal; and Metrolube, in the United States; and for all these countries we have become an authorized ExxonMobil distributor. We also created a company entirely from scratch in Argentina, which obtained the license to sell Mobil-branded products in the country. In the last five years alone, investments in acquisitions and infrastructure exceeded BRL 400 million.

After two years of the pandemic - a period in which we strengthened our organizational culture and spread our purpose -, **we plan to resume our growth plan abroad, with the search for new opportunities, especially in the United States, a huge market where we currently only operate in distribution.**

INNOVATION | GRI 103-2, 103-3 EFFICIENCY AND PERFORMANCE

To keep an eye on the future, we seek to be in tune with new technologies, keeping an eye on the needs of each sector we serve. During the year, we started a broad development program focused on innovation. The initiative involved professionals from all areas to map out opportunities to add services and value to products based on the customer journey.

About 200 Moovers attended the pilot of the Moove Solutions program, which also sought to approach startups for the development of industrial solutions in areas such as diagnostic automation and predictive analytics, to optimize both our operation and that of our customers.

Conducted in partnership with Innoscience, an innovation management consultancy, the program was developed based on challenges that seek innovative industrial solutions for the application of lubricants, promoting greater efficiency in the industry.

Some of the main issues concern access to information on lubricant technologies and safety in decision-making. Based on these guidelines, five challenges were determined in the first edition of Moove Solutions.

Startups in the validation, traction, and scaling stages of their solution were selected and presented to our team in a "One to One" meeting. Those approved also went through an immersion process, and from this stage five companies were chosen to execute their pilots starting in 2022, one for each challenge.

moove
solutions





CYBERSECURITY

In parallel with advances in information technology innovation, we have made substantial progress in cybersecurity, focusing on increasing maturity in cyber risk disciplines. In 2021, we developed the new corporate structure for Information Security, composed of a multidisciplinary team that operates 24 hours a day, seven days a week. We hired leaders for the Cyber Defense Center (CDC) and Information Security (IS) teams, whose developed and continuously monitored actions have provided us with several advantages, among which:

Development of the Threat Intelligence Center: Threat research, insights gathering, and analysis of malware - software intentionally made to harm a computer, server, customer, or a computer network - in anticipation of potential attacks;

Structuring an expert team and using advanced technologies: Multidisciplinary team (technical, risk and business) and latest technologies for protection.

24x7 monitoring: Dedicated team for any suspicion with immediate action, according to the criticality of the alert;

Structuring governance for anticipation: Identification of cyber risks in business for anticipated actions to attackers;

Increased efficiency and responsiveness: Quick and timely remediation action for all business units;

Creation of the Data Privacy Committee: Compliance with the General Data Protection Law.

In order to understand the development and maturity of our cybersecurity system, we carried out an internal audit, in which we were evaluated on 15 different topics, based on the NIST framework, which is a set of guidelines to mitigate organizational cybersecurity risks, published by the US National Institute of Standards and Technology based on existing guidelines and practices worldwide. We mapped our opportunities, risks and, above all, topics on which we need to focus more efforts in order to continue evolving internally.

Evolutionary journey in
cybersecurity

SEPTEMBER 2021 New cyber crisis program

OCTOBER 2021 + 20 training sessions and simulations in all companies

NOVEMBER 2021 + 275 employees trained

DECEMBER 2021 + 10 quick guides for awareness and support in the crisis process delivered

CULTURE OF EFFICIENCY

[GRI 103-2, 103-3 Efficiency and performance]

“Think Big, Carry It Out Simply” is one of the attitudes we encourage in our Moovers. In practice, this behavior is reflected in the culture of efficiency, focused on **reducing waste and increasing productivity throughout the production chain**, which is disseminated within the scope of our Lean Program. The initiative covers the following tools, which are in progress under our management:

5S | method used to transform work environments through the organization in search of more productivity and efficiency.

Kaizen | philosophy through which all Moovers, from all areas and levels, have the opportunity to contribute with simple ideas that can positively impact our efficiency.

Value Stream Mapping (VSM) | mapping of the value stream, a valuable tool for knowing the manufacturing processes in detail, establishing a common language among workers.

Plan-Do-Check-Act (PDCA) A3 | tool used for problem solving and control and continuous improvement, attacking the root cause and concentrating all data on an A3 sheet.

Standardized Work (TP) | aims to establish precise procedures for the work of each operator in a production process.

Single Minute Exchange of Die (SMED) | quick change of tools that aims to reduce the setup time of processes, generating more agility and increasing productivity and operational gains.

PDCA NUMBERS



120

Number of employees trained in the methodology



36

PDCA open



4

PDCA completed

KAIZEN NUMBERS



125

Ideas created



63

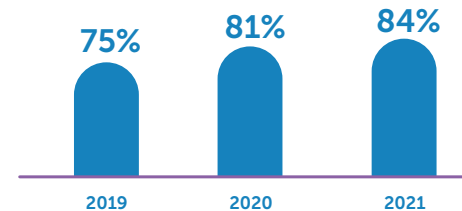
Ideas approved



BRL 760,000

in gains from incremental innovation ideas from our Moovers

% COMPLIANCE IN 5S CHECKS



+1.8k

Plates and stickers

NUMBERS 5S



48

hours of training



6

Certified Senseis



55

Audits



9

Suitable areas



12

Areas involved

QUALITY [GRI 103-2, 103-3 EFFICIENCY AND PERFORMANCE]

We ensure the quality of our products and operational and support processes, as well as follow strict manufacturing process controls established by ExxonMobil and hold the following certifications:



ISO 9001 | Certification of our Quality Management System, whose objective is to exceed customer expectations with continuous improvement in the supply of products and services, complying with regulatory requirements and those of our contracting parties.



IATF 16949 | Certification for supply to automakers. The seal complements ISO 9001, evidencing the continuous improvement in the quality of the product, which meets the specifications for the identification and prevention of defects, in addition to being in compliance with regulatory and market requirements.

INTERNAL AUDITS IATF 16949

7

Areas involved
(multidisciplinary
team)

56

Hours of
Training

32

Audits

134

Dedicated
Hours

55

Improvement
Opportunities



ISO 17025 | Certification of our laboratory, ensuring that we meet the requirements for lubricant testing competences - currently with 16 tests certified by the National Institute of Metrology, Quality and Technology (Inmetro), which attests to the quality of the reported results.



SUSTAINABLE SOLUTIONS

[GRI 103-2, 103-3 EFFICIENCY AND PERFORMANCE]

Proper lubrication of vehicles and machines with high-performance products is essential to ensure increased productivity in industries, respecting customer safety principles and environmental conservation.

We follow the market transformation, always focusing on the quality of service delivery, and we offer customized solutions, with capillarity and agility for the distribution of our products.

As a first step in providing suitable lubrication solutions, our specialists take the time to understand our customers' sustainability goals and evaluate maintenance and lubrication practices. Finally, they review solutions designed from our global experience and evaluate a plan for implementing those solutions.

Among the benefits, we highlight the **increase in the safety of operations**, from solutions that help to reduce the potential risks arising from the direct contact of workers in these industries with the equipment; the **reduction of environmental impacts**, through the increase in the useful life of the components and the consequent reduction of waste disposal related to maintenance, reduction of energy consumption and greenhouse gas (GHG) emissions from the use of friction-reducing lubricants, among other aspects; and the reliability and efficiency of the industries, which impact on the reduction of maintenance costs.

SUCCESS CASES



One of the many examples of our work is in Brazilian agribusiness. The application of Mobil Delvac Extreme 15W-40 on 32 harvesters and 146 tractors from one of our partners resulted in:

Reduction of 672 hours of employee exposure in the activity of engine oil change.

Reduction in consumption and disposal of 28,320 liters of lubricant.

Saving more than BRL 278 thousand reais with the purchase of lubricants during the harvest.



Another case was the application of our lubricants in stationary marine engines for electric power generation of the largest thermoelectric plant of this type in Brazil, which by 2021 was able to:

Avoid the consumption and disposal of 246 thousand liters and, consequently, avoid the emission of 1,743 tons of equivalent CO₂.

Save more than BRL 3.6 million with the purchase of lubricants.

Another solution, with a view to reducing packaging, is the sale of products in bulk - a model that we manage within the scope of the Smart Change, a pioneering program, launched in 2005, which guarantees product quality without the need for packaging. In addition to the benefits to the environment, the initiative allows more savings for customers, who can buy the right amount of lubricant for their consumption - in the conventional system, for example, the driver would need to buy 4 bottles of 1 liter to fill up a car that demands 3.5 liters of lubricating oil. With the Smart Change, the customer pays exactly for the volume filled and avoids the disposal of single-use packaging. In addition, it provides more profitability due to simpler inventory control.

In 2021, bulk sales represented 22% of sales volume, avoiding the equivalent of 2,548 tons of plastic waste, assuming the premise that each liter of oil in bulk reduces an amount of 50 grams of plastic consumed.



Advantages of Smart Change



Certified Quality Seal



Simpler inventory control



Optimization of the storage area



Eliminates the risk of contamination in handling



Eliminates packaging disposal:



**in cars,
every 100 oil changes, saves the equivalent of 400 1litre plastic bottles**



**in trucks,
every 100 oil changes, saves the equivalent of 200 20litre packages**

To move people and business **the right way** for all

The right way

ETHICS AND COMPLIANCE

The “right way” in which we move people and businesses is marked by the ethics with which we conduct our activities and guide the relationship with the audiences that make up our value chain. Our principles and values are shared with the entire team through an extensive compliance program, which includes an intense agenda of training and communication in order to make the workforce aware of the importance of the topic.

Our Code of Conduct is the starting point for knowing the guidelines that govern our way of being and acting, as it guides, in clear and objective language, all Moovers and third parties to make the correct decisions, in line with the legislation in force in the locations in which we operate and with established corporate policies. The material is complemented by its own internal policies, such as: Travel and Transport Expenses Policy, Recruitment and Selection Policy, Education Incentive Policy, Purchasing and Hiring Policy, Variable Compensation Policy, among others instituted by Cosan, which go into more detail on specific topics. Upon joining our team, Moovers sign an Instrument of Knowledge of our Code of Conduct, which is replicated every two years in training actions, as a measure to keep 100% of the team updated on the topic. |GRI 102-16|

[CLICK HERE TO SEE OUR CODE OF CONDUCT.](#)



Everyone who is part of the team is responsible for reporting situations and inappropriate conduct, protecting our reputation. In addition to guiding Moovers to seek advice from their immediate superiors or representatives of the Compliance area whenever there are doubts, we provide the Ethics Channel. [GRI 102-17]

In line with best practices, contacts are registered by an independent company, which guarantees complete confidentiality and anonymity of communications. Only after consolidation, the complaints are sent to our team responsible for addressing them to the appropriate instances and following them up to completion.

Proven violations of our principles, or any laws or internal policies, are subject to disciplinary action, including termination of employment. In the case of third parties, the breach may imply the end of the business relationship.

Ethics Channel:

accessible by phone (0800 7250039) or using the link www.canaldeetica.com.br/cosan

We believe that collaboration is the key to solving complex problems. For this reason, we enter dialogue with like minded companies, integrating organizations in the national territory and five others outside Brazil. [GRI 102-13]

In Brazil:

- **Plural** – National Association of Fuel, Lubricants, Logistics and Convenience Distributors.
- Brazilian Institute of Oil, Gas, and Biofuels (IBP).
- Community Security Council (CCS) of Ilha do Governador.
- Guanabara Bay Area Plan (PABG) - Committee for mutual assistance in accidents and preservation of the Guanabara Bay.
- Jogue Limpo (Play Fair Institute) - Operates in 18 states and the Federal District promoting reverse logistics for lubricant packaging. We are founders of the Institution.
- Sindicom - National Union of Fuel and Lubricant Distributors.

Abroad:

- Technical Association of the European Lubricants Industry (Atiel)
- United Kingdom Lubricants Association (UKLA)
- Independent Automotive Aftermarket Federation (IAAF)
- The Royal Society for the Prevention of Accidents (RoSPA)
- Argentine Chamber of Lubricants (CAL)

RISK MANAGEMENT

Our teams are challenged to map their processes in order to identify potential events capable of negatively impacting the achievement of our goals. The process is coordinated by our Financial Executive Board and periodically reported to the Audit Committee.

MORE INFORMATION IS DETAILED IN OUR RISK MANAGEMENT POLICY, ACCESSIBLE [HERE](#). [GRI 102-15]

The identified risks are categorized according to their origin (whether they are internal or external) and nature - whether they are strategic, financial, compliance or operational, and a risk may have more than one nature varying according to the origin, environment and risk response.



After categorization, the risks are analyzed based on probability and influence to then define the this significance of each risk, as well as the most appropriate protection instruments.

We maintain structures dedicated to the management of operational and strategic risks - such as Internal Controls; Occupational Health, Occupational Safety and Sustainability (which includes environmental controls); Crisis Management; and Risk Management -, which we use as instruments for protection, embedded as part of our sophisticated with sophisticated operating systems with specific security features, such as blocking access to key systems, pre-determined parameters for function segregation in the performance of activities, among others that seek to mitigate these risks. Within the scope of financial risks, there are specific protection instruments.

Risk and opportunity management also complies with the concept of three lines of defense, the first comprising the business areas, including our affiliates and subsidiaries, responsible for the risks and opportunities inherent to the operations they manage; The second is formed by our control structures, which must provide the first line managers with the necessary tools for correct management; and the third covers the Internal Audit, which acts with an independent view to verify the effectiveness of the model.

Climate risk management

In 2021, we formalized the creation of a Sustainability Committee in Brazil, composed of managers from all Executive Boards and dedicated to globally disseminating integration and collaboration strategies in relation to topics such as climate change, diversity, stakeholder engagement, performance in indexes and ESG ratings and other corporate sustainability practices. Periodically, the committee takes the impacts, risks and opportunities derived from environmental, social and governance aspects to the Board of Directors for discussions, including aspects related to the climate agenda.

Additionally, throughout 2022, an extensive study will be conducted to increase the visibility of our risk matrix based on the analysis of scenarios according to scientifically recognized climate models, aiming at business resilience. The processes used to identify, assess and manage risks related to climate change, therefore, are in the improvement stage, considering the project being prepared for the next year. Upon completion, the results will be incorporated into the risk matrix, and action plans will be structured to mitigate and minimize negative impacts and maximize positive ones.

LOCAL COMMUNITIES

[GRI 413-2; 103-2, 103-3 RELATIONSHIP WITH LOCAL COMMUNITIES]

We contribute to the sustainable development of Brazil, starting with the locations around our operations. We move the local economy of Ilha do Governador, in Rio de Janeiro (RJ), generating dozens of jobs in the region. We also map the territories around our units outside the country. The objective is to **understand the specific needs of all the geographies in which we are present**, as well as the expectations of communities and focal points in these environments, in order to guide work that promotes inclusion and stakeholder participation.

The guideline to act proactively - through projects, programs and initiatives - to maintain and expand positive impacts on the communities surrounding our operations is expressed in our Health, Safety, Environment and Sustainability Policy. In addition, we prepare and keep updated our Integrated Operations Management System Manual, in which risks and opportunities related to local communities are mapped.



In 2021 we started the Sustainable Development Plan (PDS), part of the agenda with the community of the Colônia de Pescadores Z-10 (Fishermen Colony Z-10) to promote selective collection and recovery of the local mangrove forest.

In 2021, given the Covid-19 pandemic and the delay in the vaccination campaign in some locations, we continued to carry out support actions and reaffirm our commitment to the community that lives in the regions where we operate. And the way we decided to articulate ourselves highlights the power of transforming energy from collaboration, because our Moovers were encouraged to participate in a staple basket donation campaign in which we committed to add, to each donation, the same amount, doubling the offer.

On Ilha do Governador, where our factory in Brazil has been located for decades, we invest in actions aimed at food support and health and well-being for those who live around the plant.

Between April and June of last year, around 17 tons of food were distributed to families in the Boogie Woogie; Zumbi; Morro do Guarabu

In 2021 alone, more than 1,500 baskets of food and cleaning products were delivered to support these communities.

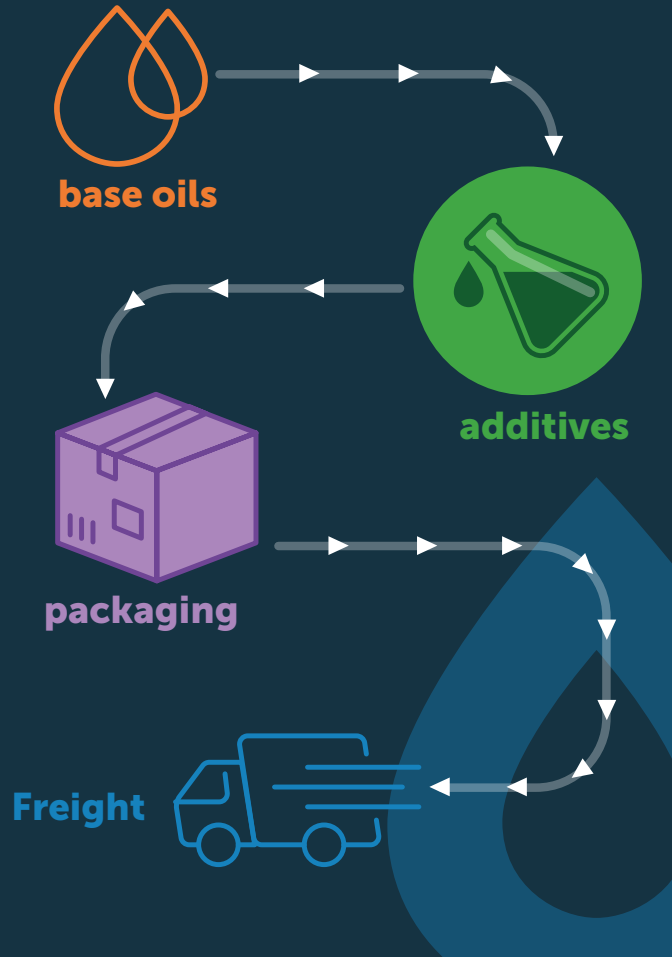
and Colônia Z10 communities, in partnership with the Residents' Associations.

In addition to the donations aimed at Ilha do Governador, we also expanded our support actions with donations to communities in São Paulo in partnership with Gerando Falcões, a social organization that works with a network strategy, in peripheries and slums, with the principle of inspiring and giving new perspectives to people in situations of social vulnerability through education - a fundamental factor to build purposes that move us forward and make us believe that we can make our dreams come true.

We maintain a direct communication channel with the local community, available 24 hours

a day, seven days a week, through which any complaints or other communications can be made, and whose instruction is made according to the assessment of relevance, resolution and subsequent return to the informant. Thus, we seek, to prevent inconvenience to the communities in the immediate surroundings due to possible noise coming from truck traffic. Thus, we act to mitigate this scenario, maintaining restrictions on the hours of truck circulation in the region, well-defined rules regarding access and exit routes, exclusive training for drivers of transport companies, in addition to monitoring compliance with the rules of access and exit of vehicles in our facilities.

Supply Chain



VALUE CHAIN

[GRI 308-1, 308-2]

The strategic vision of the supply chain is to generate value to the business with an efficient management in a complex environment of administration of several items and vendors of base oils, additives and packaging. **The process manages more than 50 local and global vendors and the planning uses our entire logistical footprint with full integration of production plans**, seeking better rates in customer service and discipline to our policy of stock levels. For base oils and additives, we maintain agreements with the main global vendors, which represent almost 90% of the volume of purchases; for packaging, vendors are local due to the importance of proximity to manufacturing plants. For the contracting and control of freight, we have teams composed of logistics professionals dedicated to ensuring greater efficiency and the best levels of customer service. The companies that make up the additives, packaging and freight portfolios are evaluated annually in line with the vendor evaluation program. [GRI 102-9]

Specifically in relation to outsourced services, the contracting is managed by an independent company, which validates all documents and their compliance and authenticity, ensuring that all fixed outsourced workers have their monthly entry and legal service documentation permanently audited. In addition, all agreements for the supply of labor, services and products, when considered for agreements by the Procurement team, follow the prerogatives established in our Integrated Operations Management System (SIGO), which includes, among its procedures, third-party assessment.

In 2021, we started to pilot the Management of Third-Party Services, a process in which we started to verify the authenticity of the documentation delivered by the vendors. In the wake of continuous improvement, over the course of 2022 we intend to deepen our vendor verification and environmental compliance processes and to centralize management based on compliance assessment criteria on an ongoing basis. We will also work to include, in this process, other categories of partners, such as distributors, carriers, vendors of products and inputs.

Regarding the social assessment of vendors, all commercial relationship documents (agreements and purchase orders) are equipped with specific sections on non-tolerance of slave labor, child labor, racial, social or gender discrimination, and non-acceptance of illegal activities on the premises or in the management of vendors. We maintain a dashboard for assessment of delivery and compliance of labor documentation and a third-party management policy, which establishes criteria for withholding payment and termination of agreement for vendors that do not meet the established performance criteria. In 2021, 100% of new vendors were evaluated based on social criteria. The objective of third-party management is to identify and mitigate labor, occupational and reputational risks, in addition to ensuring the quality of vendors with fixed agreements and working in our facilities. [|GRI 414-1, 414-2|](#)





ENVIRONMENT

[GRI 103-2, 103-3 ENVIRONMENTAL MANAGEMENT]

The environmental aspects of operations are systematically controlled at all stages of the production process to prevent air, water and soil pollution.

Our Environmental Management System (EMS) is ISO 14001 certified, ensuring that the environmental aspects of our operations are identified, quantified and systematically controlled at all stages of the production process in order to prevent air, soil and water pollution, in line with internationally recognized guidelines.

Through the EMS, our teams assess and control, in a matrix way, all the stages and activities that comprise the life cycle of our products. Detailed risk analyzes are also carried out by dedicated and qualified professionals for operations and for preventive safety, health and environment actions, as well as training for immediate response to undesirable event scenarios, according to our Emergency and Risk Management Plans.



Attentive to the marine ecosystem, procedures and controls are continuously maintained and improved, including monitoring systems and technologies for the efficiency and safety of operations, always aiming at preventing losses to people, the environment and facilities. Our operations are carried out with vessels surrounded by physical barriers designed to encircle and contain possible losses, with teams on standby in case of eventual emergencies. In our Individual Emergency Plan (PEI), we map possible species affected, and list the response actions to be taken by companies specialized in aquatic fauna management. The objective of the PEI is to guarantee the reversibility of potential impacts. We periodically carry out simulations in order to test the established procedures and plans, as well as the communication flows.

#BRASILPELOMEIOAMBIENTE (#BRAZILFORTHEENVIRONMENT) MOVEMENT

In 2021, we participated in this Amcham Brasil initiative that aims to give visibility to corporate environmental preservation actions in Brazil, inspiring not only other companies, but society as a whole. There were more than 80 business initiatives communicated by more than 40 companies that have shown themselves to be increasingly committed to this agenda, not only bringing it to the center of their business strategies and developing corporate actions, many of which have become an international reference, but also that believe in the importance of benchmarking as a way of disseminating best practices. |GRI 102-12|

More than a thousand engagements in the actions of the month in which we celebrate World Environment Day

World Environment Day, on June 5, was the date chosen for us to start, in 2021, a month full of structured activities to engage our Moovers – in addition to vendors and local communities – in the purpose, to move people and businesses in the right way for everyone, and to communicate how the professionals in our team can contribute to increasingly promote sustainability, strengthening our responsible action, especially in relation to material topics, “Our EESG Choices” (see here).

Weekly, interactive activities were carried out, showing how sustainability is integrated into our strategy and culture, as well as how we work in line with global development agendas, such as the United Nations (UN) Sustainable Development Goals (SDG).

WASTE MANAGEMENT

[GRI 103-2, 103-3, 301-3, 306-1, 306-2, 306-3]

An environmental aspect inherent to all stages of our production chain, waste management requires not only strict attention to legal and regulatory requirements, but is also a priority topic when we talk about shared responsibility.

Based on an in-depth analysis of the life cycle of products, we map the waste arising from our activities both in the stages of reception of inputs and production and in post-consumption (packaging and used or contaminated lubricating oils - OLUC).

The waste generated is classified according to the Brazilian standard NBR 10.004 and selective collection is already a habit for Moovers.

Materials are segregated according to type and stored for correct and safe handling. Shared responsibility begins with generation and goes to


final destination or disposal, that's why, for each residue generated, the environmental licenses of the contracted carriers and disposers are controlled.

The Sustainability team and the Operations team work guided by the guidelines of the Waste Management Plan (PGRS), based on the National Solid Waste Policy (PNRS), and always prioritize the reduction of generation, reuse and recycling. The waste generation and disposal indicators are monitored monthly by the Environment area, which promotes events and actions to raise awareness of internal and external audiences (such as vendors).

In 2021, in our production activities in Brazil, we generated a total of 4,426 tons of hazardous (Class I) and non-hazardous (Class II)

waste. Non-hazardous waste represented approximately 1,002 tons, of which 90% were sent to some form of recovery (Recycling, Reuse and Composting). Hazardous waste totaled 3,424 tons, of which 48% were sent for recovery and the remainder (oily effluents) for external disposal in an industrial effluent treatment station. In England, the waste generated totaled 550 tons, of which 45% was hazardous waste and 55% was non-hazardous waste. [GRI 306-3, 306-4, 306-5]

We have included, in our operational routines, a series of measures to increase reuse, such as redirecting pallets to product and raw material carriers or even the reuse of these materials for the construction of furniture for the leisure and rest areas of the Moovers.



In order to reduce one of the waste generated in greater quantity in the industrial process, the Kaizen “Drum Recovery” was carried out, which consists of classifying them according to their state of conservation and directing them to reconditioning, contributing to the practice of circular economy.

ADEQUATE DISPOSAL OF ELECTRONIC EQUIPMENT

About 2.1 million tons of electronic waste are generated annually in Brazil, and less than 2% of this amount is recycled. And the exponential growth in the production and sale of electronic equipment, added to incorrect disposal, will intensify this environmental problem.

Given this scenario, we work in partnership with ReUrbi, a company focused on changing the linear economic model (extract, produce and discard) to the circular economy model, promoting conscious destination and, consequently, the reduction of social inequalities.

With the valorization and fair compensation of the disposals, responsible destination, equipment reconditioning, and the commercialization of used cars equipment at accessible prices (or even the application of part of its funds in social inclusion projects), the initiative materializes the circularity and electronic equipment, with zero impact on the environment.

In 2021, we donated more than six tons of electronic equipment to ReUrbi, directly impacting 306 people - a number that can reach 1,528, considering the impact projection of up to 12 people per device. To learn about the social projects made possible with the waste, [click here](#).

For the community, we value the donation of materials that are in good condition. In 2021, obsolete electronic equipment and furniture that were removed due to a renovation of our internal environments were donated.

Performance indicators related to waste management are monitored monthly by the Sustainability area. Internal and external evaluations are also carried out to verify the degree of compliance with the requirements of our Integrated Operations Management System (SIGO) and guarantee a continuous improvement process.

Two significant wastes in the post-consumption of our products are plastic packaging and used or contaminated lubricating oils (OLUC) - class I hazardous waste, which can cause risks to human health and the environment when disposed of improperly. For the correct management of this waste, we rely on licensed companies, in addition to a robust reverse logistics system, in line with the principle of shared responsibility provided in the National Solid Waste Policy (PNRS).

In 2021, we collected 77,253,667 liters of OLUC and 5,194 tons of plastic packaging contaminated by used lubricating oil¹.

The numbers are higher than those recorded in the previous year, when 64,939,879 liters of OLUC and 4,556 tons of contaminated plastic packaging had been collected. |GRI 301-3|

The initiative is carried out in partnership with Jogue Limpo Institute, the result of an association of manufacturers and/or importers of lubricating oil, of which we are one of the founders. The institution is responsible for collecting and directing the sector's packaging for recycling.

1. The volume of used and contaminated lubricating oil (OLUC) is extracted from the Product Movement Information System (SIMP), managed by the National Petroleum Agency (ANP). The volume of packaging collected is disclosed annually by the Jogue Limpo Institute to member companies.

JOGUE LIMPO INSTITUTE

Headquartered in Rio de Janeiro (RJ), the Jogue Limpo Institute represents its 57 associates in fulfilling the obligations assumed in the Sector Agreement signed with the Ministry of the Environment in December 2012, as well as before Law 12.305/2010 (National Solid Waste Policy - PNRS).

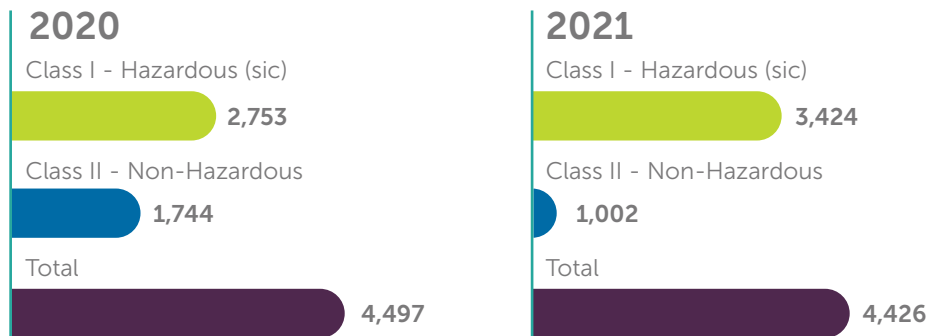
The voluntary delivery point (PEV) is the space made available on a voluntary basis for individuals and/or legal entities to dispose of used plastic packaging of used lubricating oil in an environmentally correct manner.

Currently, the Jogue Limpo Institute is present in 4,335 municipalities in 19 states, plus the Federal District.

During the year, 44 PEVs were inaugurated, totaling 267 throughout Brazil. 29 Collections were also carried out per Campaign, establishing partnerships with Municipal Governments to increase the coverage of service and the volume collected for the correct destination in municipalities with less than 20 thousand inhabitants.

For the seventh consecutive year, the entity received the Green Seal certification, granted by the Instituto Internacional Socioambiental Chico Mendes, a non-governmental organization founded in 2004 to promote sustainable development, through programs, projects and actions that contribute to environmental conservation and human development.

Waste by rating and composition (in metric tons)¹ | GRI 306-3



1. The volumes refer to the waste generated by the production processes. In 2021, in our punctual remediation process, 7,667.59 tons of hazardous and non-hazardous waste were generated correctly for licensed companies, prioritizing energy recovery through co-processing.

Additionally, we promote campaigns, training and publications with environmental content to our Moovers and communities around our operations. Among the topics covered, conscious consumption, selective collection, cleaning and organization, and operational efficiency (optimization of resources, energy and waste reduction) stand out.

[CLICK HERE TO ACCESS MORE DETAILED INFORMATION ON WASTE GENERATION AND DISPOSAL.](#) | GRI 306-3, 306-4, 306-5]



RESPONSIBLE LABELING

We provide procedures in the checklists for artwork for labels of 100% of our products that aim at clear and transparent communication of information regarding substances and product disposal, as well as safe use and correct disposal of packaging in order to preserve the environment. [GRI 417-1]



EMISSIONS MANAGEMENT

[GRI 103-2, 103-3]

The most recent Evaluation Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC) indicates that the last decade has seen the greatest growth in emissions in human history - 9.1 billion tons more than in the previous decade - and that, for humanity to have at least a 50% chance of stabilizing global warming at 1.5°C above pre-industrial levels, as mandated by the Paris Agreement, global greenhouse gas emissions need to peak between 2020 and 2025 and fall by 43% by 2030 - a movement contrary to what has actually happened since 2010.

We are aware of the environmental aspects arising from our activities - both in production processes and in the value chain, especially in transport vendors, due to sources of combustion and emissions with the potential to affect air quality. To this end, controls are adopted for management and

monitoring in order to contribute to curbing the effects of climate change. **Our Health, Safety and Environment Policy, for example, shows commitments to prevent pollution and monitor emissions from our operations. Through our Environmental Management System (EMS), we share measures to ensure that we operate with quality that exceeds the emission limits.**

We also maintain updated greenhouse gas (GHG) emission inventories. The document, prepared annually, aims to systematically monitor our emissions, ensuring that they are always in accordance with the legal parameters for air quality established by environmental agencies, in addition to maintaining control of our processes. The data is audited by third parties in environmental audits aligned to the licensing of the operations, whose opinions are available in the library of the relevant body.



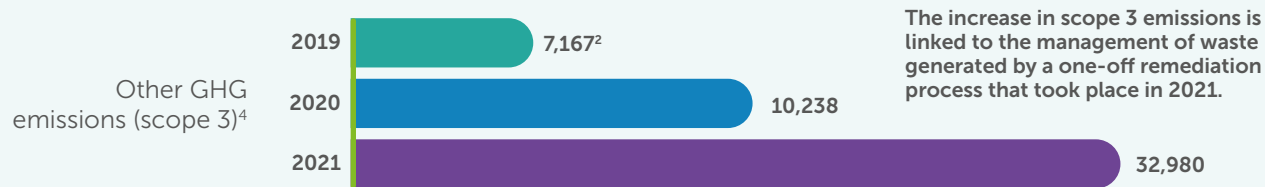
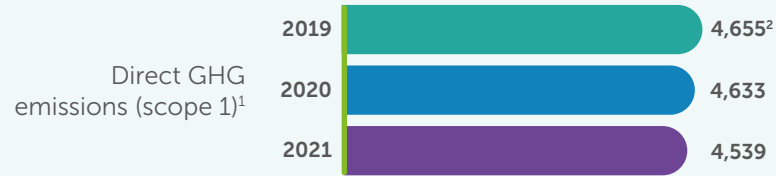
Knowing our sources of combustion and emissions led us to direct our efforts, such as the institutional goal of incorporating 15% recycled plastic in plastic packaging by 2025, which will contribute to reducing the carbon footprint of our products.

As part of the evolution in management, we will seek to publish our emissions inventory in the Brazilian GHG Protocol Program, an initiative of the Center for Sustainability Studies (FGVces) of the São Paulo School of Business Administration of Fundação Getulio Vargas (EAESP-FGV) and the World Resources Institute (WRI), in partnership with the Ministry of the Environment, Brazilian Business Council for Sustainable Development (CEBDS), World Business Council for Sustainable Development (WBSCD) and other organizations.

In 2021, we voluntarily answered the questionnaire on Climate Change of the Carbon Disclosure Project (CDP), an initiative of the financial sector that has become the main international database focusing on topics such as climate change, water and forests, which seeks to understand the evolution of companies and cities in relation to these topics. **In the period, we also joined the CDP Benchmark Club to access global best practices and thus continue advancing this agenda.** |GRI 102-12|

The Sustainability area and the Maintenance and Operations teams systematically monitor the topic in meetings and encourage continuous improvement of processes for greater efficiency and safety of operations and the environment. We have continuously improved our processes and invested in efficiency programs, in addition to monitoring environmental indicators of eco-efficiency in our operations. However, greenhouse gas (GHG) reductions from actions and initiatives carried out in 2021 have not yet been quantified. |GRI 302-4|

GHG Emissions by Scope (tCO₂eq) | GRI 305-1, 305-2, 305-3



1. The gases included in the Scope 1 calculations are: CO₂, NH₄, N₂O. Base year chosen 2014 Scope 1: 3,415.25 tCO₂e. For the calculation, the emissions of: stationary combustion: boilers, vaporizers and cafeteria (natural gas), fire fighting pumps (diesel), maintenance (acetylene); mobile combustion: forklifts (GLP), light commercial fleet (gasoline); and fugitive emissions: fire extinguishers (CO₂) were used. The estimation of GHG emissions is based mainly on methodologies and emission factors published by the IPCC (Intergovernmental Panel on Climate Change) in 2006 and Legal Framework: INEA Resolution 64.

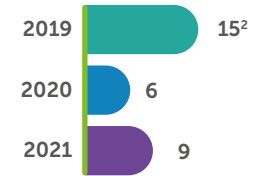
2. 2019 data has been corrected and reported correctly in this 2021 report.

3. The gas included in the Scope 2 calculations is CO₂. Base year chosen 2014 Scope 2:

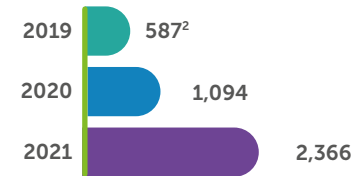
654.37 tCO₂e. The estimation of GHG emissions is based mainly on methodologies and emission factors published by the IPCC (Intergovernmental Panel on Climate Change) in 2006 and Legal Framework: INEA Resolution 64.

4. The gases included in the Scope 3 calculations are: CO₂, CH₄ and N₂O. Base year chosen 2014 Scope 3: 2789.5 tCO₂e. For the calculation, the emissions of: transport and distribution: production transportation (diesel), waste transportation (diesel), raw material transportation (diesel); waste generated in the operation: incineration and co-processing, landfilling, composting; displacement of employees: air travel. The estimation of GHG emissions is based mainly on methodologies and emission factors published by the IPCC (Intergovernmental Panel on Climate Change) in 2006 and Legal Framework: INEA Resolution 64.

Total biogenic emissions (scope 1)⁵



Total biogenic emissions (scope 3)⁶



5. Base year chosen 2014 Scope 1: 3,415.25 tCO₂e. For the calculation, emissions from the purchase of Energy were used: electricity. The estimation of GHG emissions is based mainly on methodologies and emission factors published by the IPCC (Intergovernmental Panel on Climate Change) in 2006 and Legal Framework: INEA Resolution 64.

6. Base year chosen 2014 Scope 3: 2789.5 tCO₂e. The estimation of GHG emissions is based mainly on methodologies and emission factors published by the IPCC (Intergovernmental Panel on Climate Change) in 2006 and Legal Framework: INEA Resolution 64.

We recognize the relevance of the topic and are therefore undertaking actions aimed at increasing operational efficiency and strengthening the governance of our EESG practices. In 2021, we created the area and the Sustainability Committee for strategic alignment between various initiatives, including improving the management of our GHG emissions. During the year, we recorded emission intensity equal to 0.023 tCO₂ eq/m³.

There was a significant growth in emissions from electrical energy sources (scope 2) compared to 2020. This result was expected due to the full return of operational shifts, after the decrease in Covid-19 cases locally. In order to adopt a more sustainable energy matrix, since 2017 we have consumed electricity from biogas generated in sanitary landfills, which contributes to lower GHG emissions. Additionally, in 2021, we started actions to expand this model.

The increase in scope 3 emissions is linked to the management of waste generated by a one-off remediation process that took place in 2021, in which the waste was co-processed, aiming at its use as a blend for energy generation. We use the best technologies for the prevention and remediation of environmental impacts and, therefore, we treat the topic seriously, observing the legal requirements and our licenses, as well as seeking to respect the circular economy model.

We seek to reduce atmospheric emissions from our stationary sources of combustion through continuous process improvement. These emissions are systematically mapped and monitored to ensure they are in line with the legal air quality parameters established by environmental agencies. Within the scope of our Environmental Management Program, specific quality indicators are monitored, and we present 100% compliance in the monitoring of fixed sources in the boiler and vaporizers. In addition, for steam generation, we use natural gas, which has low carbon emissions, as fuel for boilers and vaporizers a way to reduce CO₂ emissions.

Intensity of greenhouse gas emission | GRI 305-4|

| Intensity of greenhouse gas emission ¹ | 2019 | 2020 | 2021 | Metric used ² |
|---|-------|-------|-------|---|
| Intensity rate (scopes 1 and 2) | 0.022 | 0.019 | 0.023 | tCO ₂ e / m ³ product |

1. The intensity calculation basis considers scopes 1 and 2. The gases included in the calculations are: CO₂, NH₄, N₂O. The estimation of GHG emissions is based mainly on methodologies and emission factors published by the IPCC (Intergovernmental Panel on Climate Change) in 2006 and Legal Framework: INEA Resolution 64.

2. The calculated emission factor considers the total production in m³ in the Inventory reporting period.



WATER AND EFFLUENTS |GRI 103-2, 103-3, 303-1|

In Brazil, we do not use water directly in our production process, with consumption of 28 ML in 2021, referring to the operation of boilers and the operation of our facilities. In England, in addition to applications similar to the Brazilian plant, water is used for chemical mixtures in products that we do not manufacture in Brazil, as an additive in our antifreeze coolants products, essential for use in engine radiator systems. Consumption in the European country during the year was 7 ML.

Total water consumption¹ |GRI 303-5|



¹The indicator only includes water consumption at the Fábrica Ilha do Governador operational unit.

The water resource used comes from public supply. **We also invest in initiatives to reuse rainwater and water from the air conditioning equipment in the administrative building for garden irrigation and cleaning** and, since 2020, we have been piloting, in Rio de Janeiro (RJ), a project that aims to stop consuming water from the local utility company in the cleaning process of the Oil-Water Separation System (SSAO), reusing the effluent treated by the system itself and allowing the reduction of more than 0.2 ML of potable water per year.

We map the environmental aspects associated with our operations that may have impacts on biodiversity. In addition, Emergency Plans are prepared that include clear actions and resources to mitigate any negative impact on the Guanabara Bay as a result of an eventual environmental emergency.

Through our Environmental Management System (EMS), we monitor indicators that assess the total water consumed by the volume of oil produced in our operations, and monitor water consumption in the facilities and the environmental quality of liquid effluents discharged into the Guanabara Bay, in Brazil, and sent to the public sewage system, in England.

In 2021, the total disposal of water at the Ilha do Governador plant was 33 ML, of which 15% of the disposal is done in the receiving body and 85% in the public sewage system. In 2020, this volume had been 39 ML, 16% of which in receiving bodies and 84% in public sewage. The largest volume of effluent generated in our production process refers to the oily effluent, coming from rainwater in contact with the operational areas and tanking basins that is directed to the SSAO, where it is treated internally and subsequently sent to the receiving water body. The effectiveness of the treatment is ensured through periodic monitoring of the parameters established by local legislation and reported monthly to the environmental agency. The other industrial effluents generated are segregated, collected and directed to environmentally appropriate external treatment, by companies licensed by the competent environmental agency. |GRI 303-2, 303-4|



We maintain operational procedures to reduce and control the consumption of main inputs, the generation of liquid effluents and solid waste.

ENERGY | GRI 103-2, 103-3|

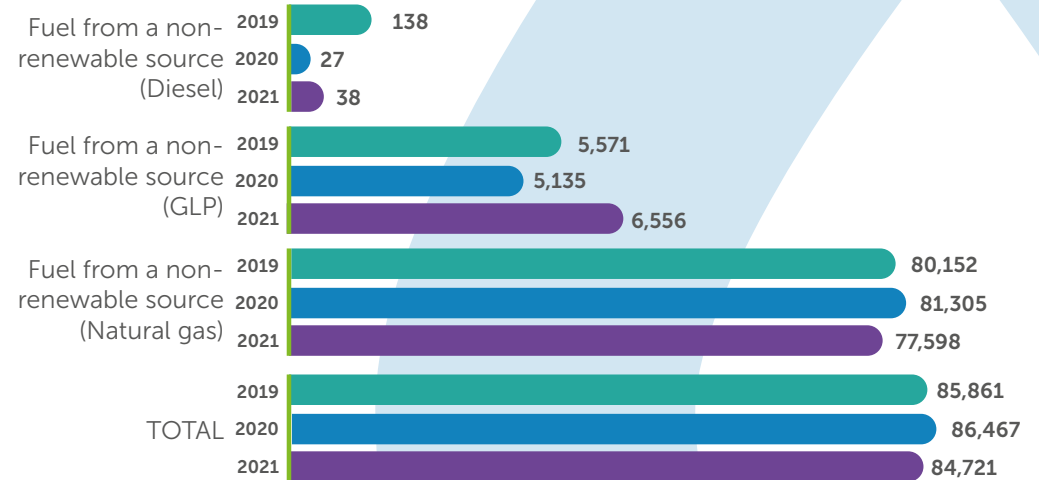
It is part of our history to invest in clean sources of energy. Since 2017, we have been consuming electricity produced from biogas from sanitary landfill materials. The resource has the energy potential similar to natural gas, being an alternative to fossil sources. **Currently, biogas accounts for 100% of the electricity consumption of the production unit** in Rio de Janeiro (RJ). In England, we also prioritize the adoption of clean and renewable sources.

As part of our ESG journey and in line with the Lean program, we have sought constant evolution and energy efficiency, in addition to reducing waste and promoting conscious consumption. The Sustainability area and the Maintenance and Operations teams systematically monitor the topic in meetings and encourage continuous improvement of processes.

In 2021, we continued to implement practices aimed at improving the conservation and efficiency of electricity use, which include initiatives to install LED lamps, replacing traditional ones, which consume more energy; replacement of conventional tiles for translucent ones; modernization of motor pump sets; and an awareness program to combat waste. However, we have not yet quantitatively measured the reduction in energy consumption for the year. |GRI 302-4|

The energy consumption by the Factory on Ilha do Governador was 110,191 GJ, with an energetic intensity of 525 GJ. |GRI 302-1, 302-3|

Consumption of fuels from non-renewable sources (GJ)¹ |GRI 302-1|



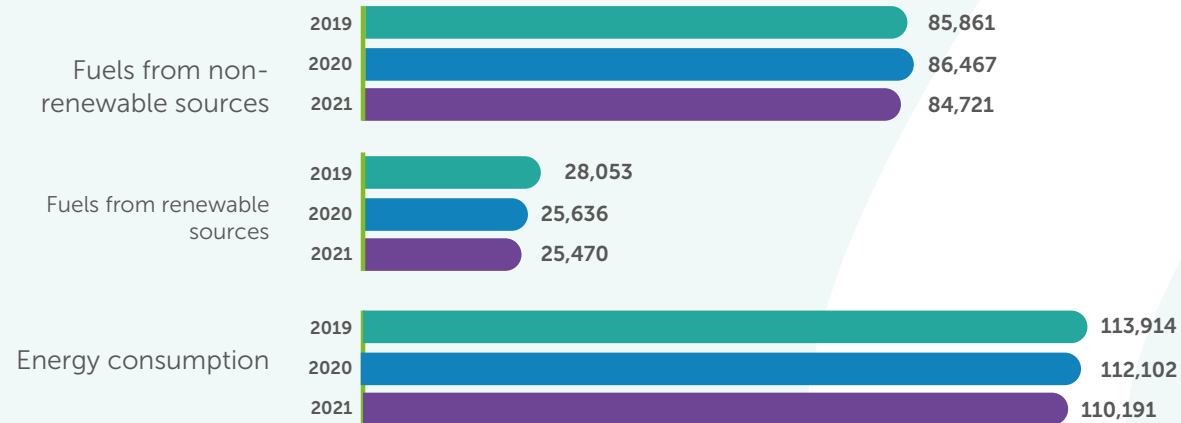
¹The indicator only includes energy consumption at the Fábrica Ilha do Governador operational unit.

Consumption of fuels from renewable sources (GJ)¹ |GRI 302-1|

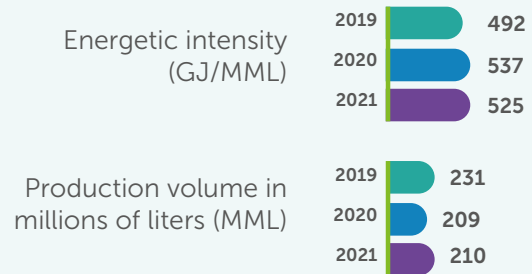


¹The indicator only includes energy consumption of the operational unit in Brazil.

Total energy consumption¹ (GJ) | GRI 302-1



Energetic intensity within the organization¹ | GRI 302-3



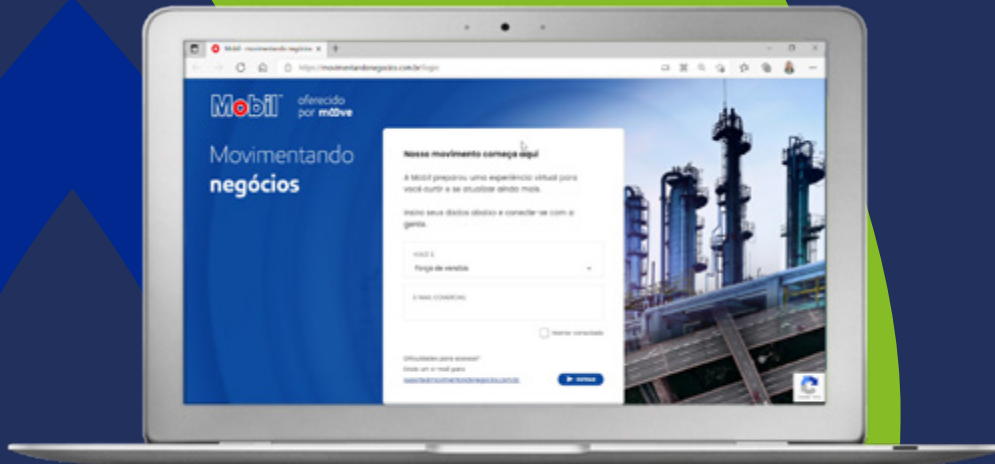
1. The indicator only includes energy consumption in Brazil at the Fábrica Ilha do Governador operational unit. Energy consumption data from electricity, steam, heating and cooling sources is not available. There was no sale of energy.

To move people and business the right way **for all**

For all

We have invested in a strategy based on proximity, defining a positioning towards each stakeholder - **B2B professionals, mechanics, truck drivers and motorcyclists - in Rio de Janeiro (RJ)**, which has been consolidating itself as a competitive differential. More than selling products, we offer consulting services, increasing our value proposition.

For B2B professionals, we launched a web series on our YouTube channel to present success stories from different industrial and fleet sectors, as well as an exclusive platform dedicated to fleet managers, the Fleet Blog, in which we gather relevant material about the main trends that move the business: sustainability, technology, innovation, people. The blog also has lives, e-books, infographics and other complementary materials developed in partnership with experts and professionals in the commercial transport sector. Besides publishing weekly content about the main news and trends that impact their respective markets, we hold a series of events, 100% virtual and free of charge, such as Movimentando Negócios (Moving Businesses), in which we bring experts and guests from large companies to talk about their ESG agendas, best practices in B2B business, innovation challenges in the post-pandemic, and strategies to foster digital transformation.



With MECHANICS, we work on two fronts: appreciation and training.

Throughout the year, we invested in the development of informative materials, platforms, events and qualifications that would really meet the needs of these professionals. With a focus on professional development, we started a distance learning project in which we offer free classes with certification. There were three modules launched in 2021, which meet the main teaching needs of professionals in relation to new technologies and updates in the automotive market. There were more than 2,100 mechanics trained. For mechanic shop owners, we also run the Mobil Club, a relationship program in which we offer content and training on lubricants, shop management, in addition to exclusive promotions. More than 10 thousand professionals are part of the initiative.

TRUCK DRIVERS are also the target of targeted communication. We share information and tips on road challenges with these workers.

In partnership with Trizy, a Cosan Group company, we offer discounts for the purchase of Mobil Delvac motor oil through the company's application. On Truck Driver Day, we gave the public a gift by painting phrases and bumpers that valued this very important profession, which helps supply the country. We also put up 33 billboards on BR 163 - the highway through which the largest number of truck drivers in Brazil pass - congratulating them for the day. At Christmas, thinking about the truck drivers who are still on the move to fulfill their deliveries, and who, sometimes, cannot reach their homes in time to celebrate the date with their families, we distribute Christmas baskets to the professionals on some stretches of the Country's main roads.





To **MOTORCYCLISTS**, in addition to resuming important events in the segment, such as our participation in the Duas Rodas Festival - in which we set up a special Mobil stand and promoted virtual reality experiences for the public -, **we developed editorials focused on the content that motorcyclists most seek, such as tips for everyday life and motorcycle maintenance.** In honor of the motorcyclist day, we tell real stories that show how people move towards their achievements and what role our lubricants play in this journey. Additionally, we launched the Heroes on Two Wheels promotion, with the raffling of a motorcycle and an exclusive Mobil kit, as well as the Coupon Movement action, with a special discount for the entire Mobil Super Moto line.

In recent years, we have also evolved our communication with **DISTRIBUTORS**, treated as an extension of our chain and, therefore, **involving them in development programs in strategy, management and execution – always in line with the Moove Attitudes** (see here). The actions address skills for the future, such as revenue management, business intelligence, among others.

Results AND FUTURE



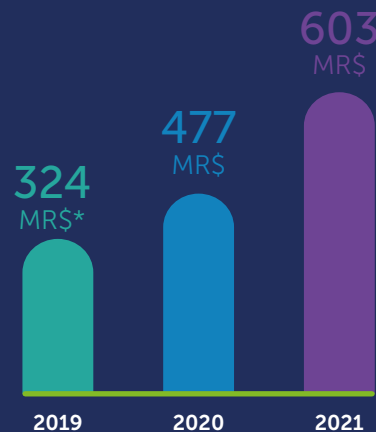
Results

Operational efficiency gains and a focus on strategy boosted the result

In 2021, we followed the recovery of the demand for our products in the most diverse geographies and delivered record results, due to the correct commercial and supply strategy, expanding our activities through a network of distributors, with added services, in Brazil and in the international operations - which already account for almost half of our revenues.

Our EBITDA increased 26% compared to the previous year (BRL 477 million), reaching the historic mark of BRL 603 million. Despite strong cost pressure and raw material restrictions, operational efficiency gains and a focus on strategy boosted results.

EBITDA (BRL MM)



*MR\$: MILLIONS OF REAIS

Our EBITDA increased by around 190% compared to 2019

Future

Solid new business development platform for growth

In 2022, we have already started to expand our operation in the United States, with the acquisition of PetroChoice, the largest distributor and producer of lubricants in the North American market, with an extensive offer of high quality products, including Mobil lubricants, as well as several other proprietary and licensed brands. The American market is the second largest in the world, almost six times larger than the Brazilian market, consuming approximately 6 billion litres of lubricants per year. PetroChoice, despite being the largest local distributor, has a share of less than 5%, annually supplying around 240 million litres. The operation is in line with our growth strategy and will further strengthen us as a relevant global player, with a robust portfolio and differentiated position in the markets of the Americas and Europe.



GRI

Exhibits

[GRI 102-55]



Information about the employees and other workers |GRI 102-8|

Number of employees by type of employment agreement¹ and gender

| Type of agreement | 2019 | | | 2020 | | | 2021 | | |
|-------------------|------------|------------|--------------|------------|------------|--------------|------------|------------|--------------|
| | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Indefinite period | 758 | 331 | 1,089 | 785 | 322 | 1,107 | 822 | 319 | 1,141 |
| Definite period | 0 | 0 | 0 | 0 | 0 | 0 | 12 | 16 | 28 |
| Total | 758 | 331 | 1,089 | 785 | 322 | 1,107 | 834 | 335 | 1,169 |

1. Interns are not considered. Expatriate employees were not accounted for in Brazil and were considered in the countries where they are working.

Number of employees by type of employment agreement² and region¹

| Region | 2020 | | | 2021 | | |
|--------------|-------------------|-----------------|--------------|-------------------|-----------------|--------------|
| | Indefinite period | Definite period | Total | Indefinite period | Definite period | Total |
| Brazil | 625 | 0 | 625 | 646 | 20 | 666 |
| Americas | 62 | 0 | 62 | 68 | 0 | 68 |
| Europe | 420 | 0 | 420 | 427 | 8 | 435 |
| Total | 1,107 | 0 | 1,107 | 1,141 | 28 | 1,169 |

1 In Brazil, there are only employees in the southwest region. In the Americas region, Paraguay, Argentina and the United States are considered. In the Europe Region, United Kingdom, France, Spain, Portugal, Netherlands and Romania are considered.

2 Interns are not considered. Expatriate employees were not accounted for in Brazil and were considered in the countries where they are working.

Number of employees by employment¹ type and gender

| Type of agreement | 2019 | | | 2020 | | | 2021 | | |
|----------------------------|------------|------------|--------------|------------|------------|--------------|------------|------------|--------------|
| | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Full-time work | 758 | 331 | 1,089 | 785 | 322 | 1,107 | 771 | 299 | 1,070 |
| Part-time work (part-time) | 0 | 0 | 0 | 0 | 0 | 0 | 63 | 36 | 99 |
| Total | 758 | 331 | 1,089 | 785 | 322 | 1,107 | 834 | 335 | 1,169 |

¹ Interns are not considered. Expatriate employees were not accounted for in Brazil and were considered in the countries where they are working.

Number of employees¹ by age group

| Age Group | 2021 |
|--------------------------------|--------------|
| Below 30 years old | 187 |
| Between 30 and 50 years of age | 772 |
| Above 50 years old | 210 |
| Total | 1,169 |

¹ Interns are not considered. Expatriate employees were not accounted for in Brazil and were considered in the countries where they are working.

Number of employees¹ by functional category

| Functional category | 2021 |
|---------------------|--------------|
| Officers | 7 |
| Managers | 96 |
| Specialists | 257 |
| Technical Staff | 440 |
| Assistants | 369 |
| Total | 1,169 |

¹ Interns are not considered. Expatriate employees were not accounted for in Brazil and were considered in the countries where they are working.

Management of significant impacts related to waste

[GRI 306-3]

| Waste generated ² by composition, in metric tons (t) | 2020 | 2021 |
|---|------------|------------|
| RECYCLING | 708 | 795 |
| Paper/Cardboard | 179 | 89 |
| Cardboard Packaging | 0 | 52 |
| Liner paper | 76 | 89 |
| Plastic | 58 | 63 |
| Metal Scrap | 70 | 73 |
| Clean Glass | 3 | 0 |
| Wood | 322 | 430 |
| REUSE OF RCC | 907 | 45 |
| Construction Debris | 907 | 45 |

| Waste generated ² by composition, in metric tons (t) | 2020 | 2021 |
|---|--------------|--------------|
| COMPOSTING | 46 | 55 |
| Organic | 43 | 55 |
| Pruning and vegetation | 3 | 0.56 |
| SANITARY LANDFILL | 59 | 90 |
| Pruning and vegetation | 0 | 9 |
| Regular waste | 59 | 80 |
| Waste from the seashore | 0 | 1 |
| EFFLUENT¹ TREATMENT | 24 | 14 |
| Sanitary effluent | 24 | 14 |
| ENERGY RECOVERY | 0 | 2 |
| Sanitary effluent | 0 | 2 |
| TOTAL CLASSE II | 1.744 | 1.002 |



| Waste generated ² by composition, in metric tons (t) | | 2020 | 2021 |
|---|------------------------|------------|------------|
| Class I Waste - Hazardous | REUSE | 851 | 911 |
| | Slop G - Grease | 101 | 100 |
| | Slop G - Oil | 101 | 163 |
| | Slop G - Fluid | 27 | 0 |
| | IBCs Log. Reverse | 78 | 0 |
| | Reusable Drums | 544 | 649 |
| | RECYCLING | 173 | 512 |
| | Damaged Drums | 50 | 56 |
| | Bulbs (kg) | 0 | 0 |
| | Plastic packaging | 25 | 31 |
| | Miscellaneous IBCs | 0 | 43 |
| | Reverse Logistics IBCs | 0 | 152 |
| | Slop G Lubricating Oil | 97 | 230 |
| | ENERGY RECOVERY | 92 | 160 |
| | Contaminated Solids | 72 | 118 |
| | Contaminated Glass | 0 | 4 |
| | Oily Sludge | 4 | 0 |
| | Reagent | 0 | 0 |

| Waste generated ² by composition, in metric tons (t) | | 2020 | 2021 |
|---|------------------------------|--------------|--------------|
| Class I Waste - Hazardous | Contaminated solvent | 13 | 20 |
| | Slop G - Lab | 0 | 17 |
| | AUTOCLAVE | 0 | 1 |
| | Used Disposable Masks | 0 | 1 |
| | INCINERATION | 1 | 2 |
| | CLASS I LANDFILL | 1 | 1 |
| | Asbestos tile | 1 | 1 |
| | EFFLUENT1 TREATMENT | 1,634 | 1,838 |
| | Oily water | 994 | 1,284 |
| | Contaminated water | 641 | 555 |
| | TOTAL CLASS I | 2,753 | 3,424 |
| | TOTAL WASTE GENERATED | 4,497 | 4,426 |

1 Effluents generated in the process and sent for treatment and disposal by third parties are classified as waste.

2 The generated waste presented refers to activities related to the production process of the Brasil plant.



| Waste ¹ generated ² by rating in metric tons (t) | 2019 | | 2020 | | 2021 | |
|---|--------------|--------------------|--------------|--------------------|--------------|--------------------|
| | Generation | Representativeness | Generation | Representativeness | Generation | Representativeness |
| Class I - Hazardous | 3,040 | 72% | 2,753 | 61% | 3,424 | 77% |
| Class II - Non-Hazardous | 1,206 | 28% | 1,744 | 39% | 1,002 | 23% |
| TOTAL WASTE | 4,246 | 100% | 4,497 | 100% | 4,426 | 100% |

1 Effluents generated in the process and sent for treatment and disposal by third parties are classified as waste.

2 The generated waste presented refers to activities related to the production process of Moove Fábrica Ilha do Governador.



Waste not intended for final disposal | GRI 306-4|

Waste not intended¹ for disposal, by type of waste and recovery operation, in metric tons (t)

| 2021 | |
|------------------------------|--------------|
| REUSE | 1,130 |
| Slop G - Grease | 100 |
| Slop G - Oil | 200 |
| IBCs Log. Reverse | 192 |
| Reusable Drums | 637 |
| RECYCLING | 292 |
| Damaged Drums | 60 |
| Plastic packaging | 31 |
| Slop G Lubricating Oil | 201 |
| Fluorescent Lamp | 0 |
| ENERGY RECOVERY | 167 |
| Contaminated Solids | 118 |
| Contaminated Glass | 4 |
| Contaminated solvent | 20 |
| Slop G - Lab | 25 |
| Hazardous waste total | 1,589 |

Class I Waste - Hazardous

Waste not intended¹ for disposal, by type of waste and recovery operation, in metric tons (t)

| 2021 | |
|----------------------------------|--------------|
| RECYCLING | 795 |
| Paper/Cardboard | 89 |
| Cardboard packaging | 52 |
| Liner paper | 89 |
| Plastic | 63 |
| Metal Scrap | 73 |
| Pallets | 430 |
| REUSE | 23 |
| Construction Debris - Routine | 23 |
| COMPOSTING | 56 |
| Organic | 55 |
| Pruning and Vegetation | 2 |
| Tires | 2 |
| Non-hazardous waste total | 877 |
| TOTAL | 2,466 |

Class II Waste - Non-Hazardous

1. The generated waste presented refers to activities related to the production process of Moove Fábrica Ilha do Governador.



Waste¹ not intended for disposal by recovery operation¹, in metric tons (t)

| | | 2020 | 2021 | Descrição |
|---------------------------------------|---------------------------|--------------|--------------|--|
| | | Total | Total | |
| Class I Waste - Hazardous | Preparation for reuse | 851 | 911 | Reuse as third-party raw material: Slop G - Grease, Slop G - oil Reverse Logistics: IBCs Reconditioning for new use: Reusable Metallic Drums |
| | Recycling | 173 | 512 | Processed and used for other purposes: Broken drums, lamps, plastic packaging Re-refine: Slop G - lubricating oil |
| | Other recovery operations | 92 | 160 | Energy Recovery (blend for co-processing): contaminated solids, oily sludge, reagents and contaminated solvent from the laboratory, Contaminated Glass and Slop G Lab. |
| | Total | 1,117 | 1,583 | There is no waste recovered within the organization. All Class I and II waste is recovered outside the organization. |
| Class II Waste - Non-Hazardous | Preparation for reuse | 907 | 45 | Reuse of the RCC: Construction Debris |
| | Recycling | 708 | 795 | Recycling: Cardboard, liner paper, plastic, scrap metal, clean glass, wood, tires |
| | Other recovery operations | 46 | 58 | Composting: restaurant food and pruning and vegetation |
| | Total | 1,661 | 898 | There is no waste recovered within the organization All Class I and II waste is recovered outside the organization |
| Total waste recovered | | 2,777 | 2,480 | |

Waste destined for final disposal | GRI 306-5|

| Waste destined for disposal ¹ , by type of waste, in metric tons (t) | | 2021 ² |
|---|---------------------------|-------------------|
| Class I Waste - Hazardous | Infectious | 1 |
| | TBN | 2 |
| | Asbestos tile | 1 |
| | Oily water | 1,284 |
| | Contaminated Water | 555 |
| | Hazardous waste total | 1,842 |
| Class II Waste - Non-Hazardous | Regular Waste | 80 |
| | Waste from the Seashore | 1,3 |
| | Sanitary effluent | 14 |
| | Sanitary effluent | 9 |
| | Non-hazardous waste total | 104 |
| TOTAL WASTE DISPOSED | | 1,946 |

1 The waste destined for disposal refers to activities related to the production process of Moove Fábrica Ilha do Governador.

2 The indicator does not have a historical series, as this is the first year of reporting of waste destined for disposal by type of waste.

| Waste destined for disposal ² per disposal operation ¹ , in metric tons (t) | | 2020 | 2021 |
|---|-------------------------------------|--------------|--------------|
| Class I Waste - Hazardous | Incineration (with energy recovery) | 0 | 2 |
| | Incineration (no energy recovery) | 1 | 0 |
| | Landfill confinement | 1 | 1 |
| | Other disposal operations | 1,635 | 1,839 |
| | Total | 1,636 | 1,842 |
| Class II Waste - Non-Hazardous | Incineration (with energy recovery) | 0 | 0 |
| | Incineration (no energy recovery) | 0 | 0 |
| | Landfill confinement | 59 | 90 |
| | Other disposal operations | 24 | 14 |
| | Total | 83 | 104 |
| TOTAL | | 1,720 | 1,946 |

1 The waste destined for disposal refers to activities related to the production process of Moove Fábrica Ilha do Governador.

2 There is no waste destined for disposal within the organization. All Class I and Class II waste is disposed of outside the organization.



Rate of new employees and turnover¹ | GRI 401-1

| Total number and rate of new hires, by age group | 2019 | | 2020 | | 2021 | |
|---|-----------------|-------------|-----------------|-------------|-----------------|-------------|
| | Total number | Fee | Total number | Fee | Total number | Fee |
| Below 30 years old | 85 | 38% | 60 | 38% | 69 | 29% |
| Between 30 and 50 years of age | 130 | 57% | 87 | 55% | 138 | 59% |
| Above 50 years old | 12 | 5% | 11 | 7% | 27 | 12% |
| Total | 227 | 100% | 158 | 100% | 234 | 100% |

| Total number and rate of employees (staff) hired, by gender | 2019 | | 2020 | | 2021 | |
|--|-----------------|-------------|-----------------|-------------|-----------------|-------------|
| | Total number | Fee | Total number | Fee | Total number | Fee |
| Men | 150 | 66% | 100 | 63% | 164 | 70% |
| Women | 77 | 34% | 58 | 37% | 70 | 30% |
| Total | 227 | 100% | 158 | 100% | 234 | 100% |

¹ The premise in 401-1b has been changed. Previously the comparison was made with the total of the type and not the total dismissed in the year. Data for 2019, however, has been included as per previous reports.



Total number and rate of employees (staff) hired, by region

| | 2019 | | 2020 | | 2021 | |
|----------------|--------------|-------------|--------------|-------------|--------------|-------------|
| | Total number | Fee | Total number | Fee | Total number | Fee |
| Rio de Janeiro | 82 | 36% | 66 | 42% | 78 | 33% |
| São Paulo | 32 | 14% | 25 | 16% | 28 | 12% |
| Argentina | 11 | 5% | 1 | 1% | 5 | 2% |
| United States | 16 | 7% | 13 | 8% | 17 | 7% |
| Spain | 1 | 0% | 1 | 1% | 4 | 2% |
| France | 20 | 9% | 12 | 8% | 7 | 3% |
| Portugal | 0 | 0% | 1 | 1% | 1 | 0% |
| United Kingdom | 65 | 29% | 39 | 25% | 94 | 40% |
| Paraguay | 0 | 0% | 0 | 0% | 0 | 0% |
| Netherlands | 0 | 0% | 0 | 0% | 0 | 0% |
| Romania | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 227 | 100% | 158 | 100% | 234 | 100% |

| Total number and rate of employees (employees) who left the company, by age group ¹ | 2019 | | 2020 | | 2021 | |
|---|--------------|-------------|--------------|-------------|--------------|-------------|
| | Total number | Fee | Total number | Fee | Total number | Fee |
| Below 30 years old | 43 | 27% | 36 | 27% | 50 | 29% |
| Between 30 and 50 years of age | 87 | 54% | 74 | 56% | 85 | 49% |
| Above 50 years old | 31 | 19% | 22 | 17% | 38 | 22% |
| Total | 161 | 100% | 132 | 100% | 173 | 100% |

1. The indicator's premise was changed, before the comparison was made with the total number of employees and not the total number of dismissed employees in the year. Data for 2019 were included, using the previously published report as a source.

| Total number and rate of employees (employees) who left the company, by gender ¹ | 2019 | | 2020 | | 2021 | |
|--|--------------|-------------|--------------|-------------|--------------|-------------|
| | Total number | Fee | Total number | Fee | Total number | Fee |
| Men | 104 | 65% | 80 | 61% | 120 | 69% |
| Women | 57 | 35% | 52 | 39% | 53 | 31% |
| Total | 161 | 100% | 132 | 100% | 173 | 100% |

1. The indicator's premise was changed, before the comparison was made with the total number of employees and not the total number of dismissed employees in the year. Data for 2019 were included, using the previously published report as a source.

Total number and rate of employees (employees) who left the company, by region¹

| | 2019 | | 2020 | | 2021 | |
|----------------|--------------|-------------|--------------|-------------|--------------|-------------|
| | Total number | Fee | Total number | Fee | Total number | Fee |
| Rio de Janeiro | 33 | 20% | 34 | 26% | 48 | 28% |
| São Paulo | 19 | 12% | 15 | 11% | 15 | 9% |
| Argentina | 4 | 2% | 1 | 1% | 2 | 1% |
| United States | 12 | 7% | 12 | 9% | 21 | 12% |
| Spain | 5 | 3% | 1 | 1% | 3 | 2% |
| France | 7 | 4% | 11 | 8% | 10 | 6% |
| Portugal | 0 | 0% | 0 | 0% | 0 | 0% |
| United Kingdom | 80 | 50% | 58 | 44% | 74 | 43% |
| Paraguay | 0 | 0% | 0 | 0% | 0 | 0% |
| Netherlands | 0 | 0% | 0 | 0% | 0 | 0% |
| Romania | 1 | 1% | 0 | 0% | 0 | 0% |
| Total | 161 | 100% | 132 | 100% | 173 | 100% |

1. The indicators premise was changed, before the comparison was made with the total number of employees and not the total number of dismissed employees in the year. Data for 2019 were included, using the previously published report as a source.



Maternity/paternity leave [GRI 401-3]

| Maternity/paternity leave in Brazil | | 2019 | 2020 | 2021 |
|--|-------|------|------|------|
| Total number of employees entitled to maternity/paternity leave | Men | 425 | 450 | 484 |
| | Women | 151 | 167 | 182 |
| Total number of employees who took maternity/paternity leave | Men | 9 | 5 | 3 |
| | Women | 8 | 7 | 7 |
| Total number of employees who returned to work, in the reporting period, after the end of maternity/paternity leave | Men | 9 | 5 | 5 |
| | Women | 8 | 4 | 7 |
| Total number of employees who returned to work after maternity/paternity leave and who were still employed 12 months after returning to work | Men | 5 | 2 | 5 |
| | Women | 2 | 4 | 7 |
| Return rate | Men | 100% | 100% | 100% |
| | Women | 100% | 57% | 100% |
| Retention rate ¹ | Men | n/a | 40% | 100% |
| | Women | n/a | 50% | 78% |

Maternity/paternity leave in other countries

| Maternity/paternity leave | | 2019 ¹ | 2020 ² | 2021 |
|--|-------|-------------------|-------------------|------|
| Total number of employees entitled to maternity/paternity leave | Men | 333 | 332 | 350 |
| | Women | 180 | 163 | 153 |
| Total number of employees who took maternity/paternity leave | Men | 3 | 5 | 3 |
| | Women | 9 | 25 | 6 |
| Total number of employees who returned to work, in the reporting period, after the end of maternity/paternity leave | Men | 3 | 5 | 5 |
| | Women | 2 | 25 | 18 |
| Total number of employees who returned to work after leave and who were still employed 12 months after returning to work | Men | 3 | 1 | 5 |
| | Women | 1 | 6 | 11 |
| Return rate | Men | 100% | 100% | 100% |
| | Women | 75% | 100% | 100% |
| Retention rate ³ | Men | 100% | 100% | 100% |
| | Women | 100% | 67% | 69% |

1. 2019: Of the 9 women who took leave in 2019, two had already returned, six were still on leave, and only one had not returned.

2. 2020: of the 25 women who took maternity leave in 2020, 6 completed 12 months and 3 left before that, the other Moovers are still in the company, but have not completed the 12 month period.



Workers covered by an occupational health and safety management system¹

[GRI 403-8]

| Report whether the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: | 2020 | 2021 |
|---|------|------|
| Number of all employees and workers who are covered by such a system | 561 | 619 |
| Percentage of all employees and workers who are covered by such a system | 100% | 100% |
| Number of all employees and workers who are covered by such a system that has been audited or certified by an external party | 0 | 0 |
| Percentage of all employees and workers who are covered by such a system that has been audited or certified by an external party | 0% | 0% |

1. The reported data is equivalent to Moove's own employees, calculated from the annual midpoint of our assets. Employees of the Ilha Terminal company, under our management, were not considered.



Labor-related injuries [\[GRI 403-9\]](#)

Employee health and safety rates and numbers¹

| Fees | 2020 | 2021 |
|---|------|------|
| Number of deaths as a result of work-related injuries | 0 | 0 |
| Death rate as a result of work-related injuries | 0 | 0 |
| Number of high-consequence work-related injuries (excluding deaths) | 0 | 0 |
| Rate of high-consequence work-related injuries (excluding deaths) | 0 | 0 |
| Number of reportable work-related injuries | 0 | 3 |
| Rate of reportable work-related injuries | 0 | 2,29 |

¹ The number of hours worked by employees in 2021 was 1,307,504 hours and in 2020 it was 1,185,184 hours.

Worker health and safety rates and numbers¹ (third parties and employees)

| Fees | 2020 | 2021 |
|---|------|------|
| Number of deaths as a result of work-related injuries | 0 | 0 |
| Death rate as a result of work-related injuries | 0.00 | 0.00 |
| Number of high-consequence work-related injuries (excluding deaths) | 0 | 0 |
| Rate of high-consequence work-related injuries (excluding deaths) | 0.00 | 0.00 |
| Number of reportable work-related injuries | 3 | 6 |
| Rate of reportable work-related injuries | 1.76 | 3.27 |

1. The total number and hours worked in 2021 was 1,835,680 and in 2020 it was 1,706,496.

Midpoint hours of training, per year, per employee [\[GRI 404-1\]](#)

Midpoint¹ hours of training that employees (staff) completed during the reporting period by gender

| Gender | 2019 | 2020 ² | 2021 |
|--------------|-----------|-------------------|-----------|
| Men | 40 | 11 | 31 |
| Women | 31 | 11 | 34 |
| Total | 37 | 11 | 32 |

1. For the midpoint number of hours of training per employee, we used 2020 data from ABTD (Brazilian Association of Training and Development) which is 19 hours/employee.

2. In the 2020 report, we only reposted the training hours related to the People & Culture budget. For the current report, all recorded trainings are included.

Midpoint¹ hours of training that employees (staff) completed during the reporting period by functional category

| Functional category | 2019 | 2020 ² | 2021 |
|------------------------|-----------|-------------------|-----------|
| Officer | 28 | 6 | 9 |
| Manager | 41 | 28 | 43 |
| Specialist/Coordinator | 59 | 12 | 43 |
| Technician | 27 | 8 | 37 |
| Assistant | 39 | 11 | 22 |
| Total | 37 | 11 | 32 |

1 For the midpoint number of hours of training per employee, we used 2020 data from ABTD (Brazilian Association of Training and Development) which is 19 hours/employee.

2 In the 2020 report, we only reposted the training hours related to the People & Culture budget. For the current report, all recorded trainings are included.

Diversity in governance bodies and among employees |GRI 405-1|

| Percentage of employees, by employee category and by gender | 2021 ¹ | |
|--|-------------------|------------|
| | Men | Women |
| Officers | 71% | 29% |
| Managers | 82% | 18% |
| Specialists | 72% | 28% |
| Technical Staff | 60% | 40% |
| Assistants | 82% | 18% |
| Total | 71% | 29% |

| Percentage of employees, by employee category and by age group | 2021 ¹ | | |
|---|--------------------------|--------------------------------|-------------------------|
| | Below 30 years of age | Between 30 and 50 years old | Over 50 years of age |
| Officers | 0% | 43% | 57% |
| Managers | 0% | 68% | 32% |
| Specialists | 3% | 77% | 19% |
| Technical Staff | 23% | 63% | 15% |
| Assistants | 21% | 62% | 17% |
| Total | 16% | 66% | 18% |

1. The indicator does not present a historical series, as this is the first year and report.



| Percentage of black ¹ employees, by employee category and by gender | 2021 ² | |
|--|-------------------|-----------|
| | Men | Women |
| Officers | 0% | 0% |
| Managers | 0% | 0% |
| Specialists | 0% | 0% |
| Technical Staff | 3% | 3% |
| Assistants | 11% | 10% |
| Total | 5% | 4% |

1. Ethnicity data are not included in the US and European systems due to locale-specific legislation.

| Percentage of people with disabilities (PCDs) ¹ , by functional category and by gender | 2021 ² | |
|---|-------------------|-----------|
| | Men | Women |
| Officers | 0% | 0% |
| Managers | 0% | 0% |
| Specialists | 1% | 0% |
| Technical Staff | 2% | 1% |
| Assistants | 3% | 3% |
| Total | 2% | 1% |

1. PCDs data are not included in the US and European systems due to locale-specific legislation.

2. The indicator does not present a historical series, as this is the first year and report.

Operations with significant potential or actual negative impacts on local communities |GRI 413-2|

| Operation location | Actual and potential significant negative impacts of operations | |
|--|---|---|
| <p>TEDUC - Located in Duque de Caxias (RJ), a predominantly industrial region, so there are no residents in the surroundings, only other companies and industries in similar segments.</p> | Real impacts | Truck traffic around the facilities |
| | Potential impacts | Potential leakage or transshipment of product resulting from movement on the ground (roads) |
| <p>MOOVE - Located in Rio de Janeiro (RJ), in the Ribeira/Ilha do Governador district, in a mixed occupation region, surrounded by the Guanabara Bay (3/4 perimeters) and the Ribeira district, where other O&G industries are also located, in addition to vast commerce.</p> | Real impacts | Truck traffic around the facilities |
| | Potential impacts | Potential leakage or transshipment of product resulting from movement on the ground (roads) or in water (Guanabara Bay) |
| <p>ILHA TERMINAL - Located in Rio de Janeiro (RJ), in the Ribeira/Ilha do Governador district, in a mixed occupation region, surrounded by the Guanabara Bay (3/4 perimeters) and the Ribeira district, where other O&G industries are also located, in addition to vast commerce.</p> | Real impacts | Truck traffic around the facilities |
| | Potential impacts | Potential leakage or transshipment of product resulting from movement on the ground (roads) or in water (Guanabara Bay) |

Indicators referring to operations in England

Energy consumption within the organization [|GRI 302-1|](#)

In 2021, energy consumption was 20,620 GJ. Data is obtained through daily meter reading for electricity and natural gas and diesel consumption based on the fuel purchased.

| Total energy consumption, in GJ | 2021 ¹ |
|---|-------------------|
| Fuels from non-renewable sources | |
| Natural gas | 7,208 |
| GLP | 44 |
| Total Diesel | 7,809 |
| Fuels from renewable sources | 0 |
| Total fuel consumption | 15,061 |

| Total energy consumption, in GJ | 2021 ¹ |
|---|-------------------|
| Fuels from non-renewable sources | |
| Consumed energy | |
| Electricity | 5,560 |
| Total energy consumption² | 20,620 |

1. The indicator does not have a historical series, as its report started in 2021

There was no energy consumption from heating, cooling or steam sources and no energy sales.

2. Data were converted from kWh to GJ using Kilowatt hours = 0.0036 Gigajoules. Source: <https://convertlive.com/u/convert/kilowatt-hours/to/gigajoules>

Reduction in energy consumption |GRI 302-4|

| Reductions in energy consumption obtained directly as a result of improvements in conservation and efficiency, in GJ | 2020 | 2021 |
|--|------|------|
| LED Lighting | 577 | 79 |

The energy included in the reduction of consumption is electric power. The basis used for calculating energy consumption reductions is the operating cost difference during the operating hours of the operating unit. The reduction in energy consumption had a considerably lower variation this year, as the lamp replacement campaign was carried out last year, generating a large reduction in energy consumption in 2020.

Water disposal |GRI 303-4|

In 2021, the total water discharge was 2.8 ML. Pre-treatment is done to remove oil from the water and the water is tested daily (PH, BOD level, suspended solid, and oil and grease) and then discharged.

| Total water discharge ¹ , in megaliters (ML) | 2021 ² |
|--|-------------------|
| surface waters, including wet areas, rivers, lakes, and oceans | 2.8 |
| Total | 2.8 |

1. The indicator does not include the volume of water discharged into the public sewage system. There are no regions characterized with water-stressed areas, so there is no disposal in water-stressed areas. The methodology used to assess whether the area is under water stress was Aqueduct. <https://www.wri.org/applications/aqueduct/water-risk-atlas>.

2. The indicator does not have a historical series, as its report started in 2021.

Water consumption |GRI 303-5|

| Total water consumption ¹ , in megaliters (ML) | 2020 | 2021 |
|---|------|------|
| Total water consumption | 8 | 7 |

1. There are no regions characterized with water-stressed areas, so there is no water consumption in areas with water stress. The methodology used to assess whether the area is under water stress was Aqueduct. <https://www.wri.org/applications/aqueduct/water-risk-atlas>

Direct emissions of greenhouse gases (Scope 1) |GRI 305-1|

| Direct emissions of greenhouse gases ¹ , in equivalent t CO ₂ | 2020 | 2021 |
|---|------|------|
| Total emissions (scope 1) | 979 | 877 |

1. The gas included in the scope calculations is CO₂. Base year chosen 2020. Data refer to the Gravesend operating unit and are collected monthly and calculated using up-to-date conversion factors from GOV. UK. Biogenic emissions are not applicable.

Indirect emissions from the acquisition of energy (Scope 2)

[|GRI 305-2|](#)

| Indirect emissions from the purchase of energy ¹ , in equivalent t CO ₂ | 2020 | 2021 |
|---|------|------|
| Total indirect emissions (scope 2) | 369 | 328 |

The gas included in the scope calculations are CO₂ and PFCs (perfluorocarbons). Base year chosen 2020. Data refer to the Gravesend operating unit and are collected monthly and calculated using up-to-date conversion factors from GOV.UK.

Waste generated [|GRI 306-3|](#)

| Waste generated by rating and composition, in metric tons (t) | 2020 ¹ | 2021 |
|---|-------------------|------|
| Class I - Hazardous | 223 | 143 |
| Class II - Non-Hazardous | 293 | 301 |
| Chemical effluents | 122 | 106 |
| Total | 638 | 550 |

1. The total waste reported in 2020 was changed after reviewing the values for this report.



Waste not intended for final disposal |GRI 306-4|

| Waste not intended for disposal, by type of waste and rating, in metric tons (t) | | 2020 ¹ | 2021 |
|--|--|-------------------|------------|
| Class I - Hazardous | Chemical effluents | 44 | 106 |
| | IBC (contaminated) | 32 | 53 |
| | Vials | 21 | 0 |
| | OLUC | 44 | 0 |
| | Contaminated packaging, absorbents, rags, etc. | n/a | 31 |
| | Drum/Barrel (contaminated) | n/a | 47 |
| | Waste Oil | n/a | 13 |
| | Total | 141 | 249 |

| Waste not intended for disposal, by type of waste and rating, in metric tons (t) | | 2020 ¹ | 2021 |
|--|----------------------|-------------------|------------|
| Class II - Non-Hazardous | Plastic film | 13 | 22 |
| | Cardboard | 117 | 117 |
| | Effluents | n/a | 100 |
| | IBC | 23 | 0 |
| | Liner paper | 27 | 12 |
| | scrap metal | n/a | 3 |
| | Paper | n/a | 3 |
| | Electronic equipment | n/a | 1 |
| | Other waste | 52 | 43 |
| | Total | 232 | 301 |
| TOTAL | 373 | 550 | |

1. In 2021, there was a greater detailing of the waste recovered by type and, therefore, some data from 2020 are not applicable (n/a).



| Waste not intended for final disposal by recovery operations ¹ , in metric tons (t) | | 2020 ² | 2021 |
|--|---------------------------|-------------------|------------|
| Class I - Hazardous | Preparation for reuse | 0 | 0 |
| | Recycling | 53 | 83 |
| | Energy recovery | 0 | 0 |
| | Treatment | 88 | 165 |
| | Other recovery operations | 0 | 0 |
| | Total | 141 | 249 |
| Class II - Non-Hazardous | Preparation for reuse | 0 | 0 |
| | Recycling | 180 | 158 |
| | Energy recovery | 52 | 43 |
| | Other recovery operations | 0 | 100 |
| | Total | 232 | 301 |
| TOTAL | | 373 | 550 |

1. There was no waste recovered for use within the organization in 2020 and 2021.

2. The year 2020 data reported was changed after reviewing the values for this report.



GRI

CONTENT SUMMARY

[GRI 102-55]



GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|-------------------------------------|---|----------------------------------|----------|-------|---------------------------|
| GRI 100: General Disclosures | | | | | |
| Organizational profile | | | | | |
| GRI 102-1 | Organization name | 22, 119 | | | |
| GRI 102-2 | Activities, brands, products and services | 22 | | | |
| GRI 102-3 | Location of the organization headquarters | 43, 119 | | | |
| GRI 102-4 | Place of operations | 09 24: | | | |
| GRI 102-5 | Nature of ownership and legal form | 27 | | | |
| GRI 102-6 | Markets served | 09 24: | | | |
| GRI 102-7 | Size of the organization | 23 | | | |
| GRI 102-8 | Information about the employees and other workers | 29, 79, 80 | | 8, 10 | |
| GRI 102-9 | Vendors chain | 57 | | | |
| GRI 102-10 | Significant changes in the organization and its vendors chain | None | | | |
| GRI 102-11 | Precautionary principle or approach | 39 | | | |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--------------|---|--|----------|-----|---------------------------|
| GRI 102-12 | External initiatives | 26, 35, 60, 66 | | | |
| GRI 102-13 | Interest in associations | 52 | | | |
| GRI 102-14 | Statement by the top executive | 3, 4, 5, 6 | | | |
| GRI 102-15 | Main impacts, risks and opportunities | 53 | | | |
| GRI 102-16 | Values, principles, rules and codes of behavior | 19, 21, 23, 51 | | 16 | |
| GRI 102-17 | Mechanisms for ethics guidance and concerns | 52 | | 16 | |
| GRI 102-18 | Governance framework | 28 | | | |
| GRI 102-19 | Delegation of authority | 28 | | | |
| GRI 102-20 | Responsibility of executive level positions and functions for economic, environmental and social topics | The Finance and IT Officer is responsible for economic and governance topics and the Brazil Officer is responsible for environmental, social and security topics. Both report directly to the CEO. | | | |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--------------|---|--|----------|-------|---------------------------|
| GRI 102-21 | Consultation with stakeholders on economic, environmental and social topics | 11 | | 16 | |
| GRI 102-22 | Composition of the highest governance body and its committees | 28 | | 5, 16 | |
| GRI 102-23 | Chairperson of the highest governance body | 28 | | 16 | |
| GRI 102-24 | Selection and appointment to the highest governance body | 28 | | 5 | |
| GRI 102-40 | List of stakeholder groups | 11 | | | |
| GRI 102-41 | Agreements in collective bargaining | All employees in Brazil are covered by collective bargaining agreements. | | 8 | |
| GRI 102-42 | Identification and selection of stakeholders | 11 | | | |
| GRI 102-43 | Approach to stakeholder engagement | 11 | | | |
| GRI 102-44 | Main concerns and topics raised | 11, 12 | | | |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--------------|--|---|----------|-----|---------------------------|
| GRI 102-45 | Entities included in the consolidated financial statements | 10 | | | |
| GRI 102-46 | Defining report content and topic Boundaries | 11, 12 | | | |
| GRI 102-47 | List of material topics | 11, 12 | | | |
| GRI 102-48 | Reformulation of information | None. | | | |
| GRI 102-49 | Report changes | None. | | | |
| GRI 102-50 | Period covered by the report | 10 | | | |
| GRI 102-51 | Most recent report date | Published in June 2021, referring to the year 2020. | | | |
| GRI 102-52 | Reporting cycle | 10 | | | |
| GRI 102-53 | Contact for questions about the report | 10 | | | |
| GRI 102-54 | Reporting statements in compliance with GRI Rules | 10 | | | |
| GRI 102-55 | Summary of GRI contents | 106 | | | |
| GRI 102-56 | External check | 10 | | | |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--|---|----------------------------------|----------|----------|---------------------------|
| Relevant topic: Health and safety | | | | | |
| 103-1 | Explanation of the material topic and its limits | 12 | | 3, 4, 8 | |
| 103-2 | Approach of the management and its components | 37 | | 3, 4, 8 | |
| 103-3 | Evolution of management approach | 16, 37 | | 3, 4, 8 | |
| GRI 403-1 | Management system of health and occupational safety | 38 | | 3, 8, 15 | 1, 3 |
| GRI 403-2 | Identification of dangerous work, risk evaluation and incident investigation | 39, 40 | | 8, 15 | 1, 3 |
| GRI 403-3 | Occupational health services | 39 | | 8, 15 | 1, 3 |
| GRI 403-5 | Training of workers in occupational health and safety | 37 | | 8, 15 | 1, 3 |
| GRI 403-6 | Promotion of worker's health | 40 | | 3, 15 | 1, 3 |
| GRI 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked to business relationships | 39 | | 3.8 | 1, 3 |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|---|--|---|----------|----------------------------|---------------------------|
| GRI 403-8 | Workers covered by an occupational health and safety management system | 38, 93 | | 8 | 1, 3 |
| GRI 403-9 | Work accidents | 39, 94 | | 3, 8, 16 | 1, 3 |
| GRI 403-10 | Professional diseases | 39 | | 3, 8, 16 | 1, 3 |
| GRI 416-1 | Assessment of health and safety impacts caused by product and service categories | “100% of the products are evaluated on the health and safety of consumers in order to identify opportunities for improvement” | | | |
| GRI 416-2 | Cases of non-compliance in relation to health and safety impacts caused by products and services | In 2021 and in the two previous years, there were no cases of non-compliance with regulations regarding the health and safety impacts of products and services. | | 16 | |
| Relevant topic: People and culture development | | | | | |
| 103-1 | Explanation of the material topic and its limits | 12 | | 1, 3, 5, 8, 10, 11, 16, 17 | |
| 103-2 | Approach of the management and its components | 21, 24, 29 | | 1, 3, 5, 8, 10, 11, 16, 17 | |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--------------|---|---|----------|----------------------------|---------------------------|
| 103-3 | Evaluation of the form of management | 15, 21, 24, 29 | | 1, 3, 5, 8, 10, 11, 16, 17 | |
| GRI 404-1 | Midpoint hours of training per year, per employee | 34, 96 | | 4, 5, 8, 10 | 1, 6 |
| GRI 404-2 | Programs for improving employee skills and career transition assistance | 32 | | 8 | 1, 6 |
| GRI 404-3 | Percentage of employees receiving regular performance and career development analysis | 33 | | 5, 8, 10 | 1, 6 |
| 405-1 | Diversity in governance bodies and employees | 29, 98, 99 | | 5, 8 | |
| GRI 406-1 | Discrimination cases and corrective measures adopted | In 2021, two cases of discrimination were registered, with one being dismissed and judged as groundless and therefore not subject to lawsuit; and the other one is still pending. Thus, there is no remediation plan implemented in the reporting year. | | 5, 8 | 1, 2, 3, 4, 5, 6 |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--|--|----------------------------------|----------|---------------------------------|---------------------------|
| Relevant topic: Relationship with local communities | | | | | |
| 103-1 | Explanation of the material topic and its limits | 12 | | 1, 3, 8, 10, 11, 16, 17 | |
| 103-2 | Approach of the management and its components | 55 | | 1, 3, 8, 10, 11, 16, 17 | |
| 103-3 | Evaluation of the form of management | 55 | | 1, 3, 8, 10, 11, 16, 17 | |
| GRI 413-2 | Operations with significant negative impacts - actual and potential - on local communities | 55, 100 | | 1, 2 | |
| Relevant topic: Environmental management | | | | | |
| 103-1 | Explanation of the material topic and its limits | 12 | | 6, 7, 9, 11, 12, 13, 14, 15, 17 | |
| 103-2 | Approach of the management and its components | 59, 69 | | 6, 7, 9, 11, 12, 13, 14, 15, 17 | |
| 103-3 | Evaluation of the form of management | 14, 59, 69 | | 6, 7, 9, 11, 12, 13, 14, 15, 17 | |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--------------|--|----------------------------------|----------|-------------------|---------------------------|
| 301-3 | Recovered products and their packaging | 61, 62 | | | |
| 302-1 | Energy consumption within the organization | 71, 72, 101 | | 7, 8, 12, 13 | |
| 302-3 | Energetic intensity | 71, 72 | | 7, 8, 12 | 8 |
| 302-4 | Reduction of energy consumption | 66, 71, 102 | | 7, 8, 12, 13 | |
| 303-1 | Interactions with water as a shared resource | 69 | | 6, 12 | 8, 9 |
| 303-2 | Management of impacts related to water disposal | 70 | | 6 | 8, 9 |
| 303-4 | Water disposal | 70, 102 | | 6 | 8, 9 |
| 303-5 | Water consumption | 69, 102 | | 6 | 8, 9 |
| 305-1 | Direct emissions (Scope 1) of greenhouse gases (GHG) | 67, 102 | | 3, 12, 13, 14, 15 | 7, 8, 9 |
| 305-2 | Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition | 67, 103 | | 3, 12, 13, 14, 15 | 7, 8, 9 |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--------------|--|--|----------|-------------------|---------------------------|
| 305-3 | Other indirect emissions (Scope 3) of greenhouse gases (GHG) | 67 | | 3, 12, 13, 14, 15 | 7, 8, 9 |
| 305-4 | Intensity of greenhouse gas emission (GHG) | 68 | | 13, 14, 15 | 7, 8, 9 |
| GRI 306-1 | Waste generation and significant waste-related impacts | 61 | | 3,6,11,12 | |
| GRI 306-2 | Management of significant impacts related to waste | 61 | | 3,6,8,11,12 | |
| GRI 306-3 | Generated waste | 61, 64, 81, 103 | | 3,6,11,12 | |
| GRI 306-4 | Waste not intended for final disposal | 61, 64, 84, 104, 105 | | 3,11,12 | |
| GRI 306-5 | Waste destined for final disposal | 61, 64, 86 | | 3, 6, 11, 12, 15 | |
| 307-1 | Non-compliance with environmental laws and regulations | In 2021 and in the two previous years, there were no records of assessments related to applicable rules and regulations of an environmental and social nature. | | 16 | 7, 8, 9 |
| GRI 308-1 | New vendors selected based on environmental criteria | 57 | | 8, 11, 15 | 7, 8, 9 |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--|--|--|----------|-------------------|---------------------------|
| GRI 308-2 | Negative environmental impacts in the vendors chain and measures taken | 57 | | 8, 11, 15 | 7, 8, 9 |
| GRI 414-1 | New vendors selected based on social criteria | 58 | | 5, 8, 16 | |
| GRI 414-2 | Negative social impacts in the vendors chain and measures taken | 58 | | 5, 8, 16 | |
| Relevant topic: Efficiency and performance | | | | | |
| 103-1 | Explanation of the material topic and its limits | 12 | | 9, 12, 14, 15, 17 | |
| 103-2 | Approach of the management and its components | 13, 45, 47, 48, 49 | | 9, 12, 14, 15, 17 | |
| 103-3 | Evaluation of the form of management | 13, 45, 47, 48, 49 | | 9, 12, 14, 15, 17 | |
| Other indicators without related material topic | | | | | |
| GRI 205-3 | Confirmed cases of corruption and adopted measures | There were no cases of corruption in the year 2021 and in the years 2020 and 2019. | | 16 | 10 |

GRI CONTENT SUMMARY [\(102-55\)](#)

| GRI Standard | Disclosure | Direct answer or link to chapter | Omission | SDG | Global Compact Principles |
|--------------|--|--|----------|--------------|---------------------------|
| GRI 206-1 | Lawsuits for unfair competition, trust and monopoly practices | In 2021 and the previous two years, there were no lawsuits filed for unfair competition, trust and monopoly practices in which we have been identified as participants." | | 16 | 1, 5 |
| GRI 401-1 | New hires and employee turnover | 31, 87 | | 5, 8, 10, 15 | 6 |
| GRI 401-2 | Benefits offered to full-time employees that are not offered to temporary or part-time employees | 40 | | 3, 5, 8, 15 | 6 |
| GRI 401-3 | Maternity/Paternity leave | 91 | | 5, 8, 15 | 6 |
| GRI 417-1 | Requirements of information and labeling of products and services | 64 | | 12 | |
| GRI 418-1 | Proven complaints regarding breaches of customer privacy and loss of customer data | There were no complaints about breaches of customer privacy, as well as cases of customer data leakage, theft, or losses. | | 16 | |
| GRI 419-1 | Non-compliance with laws and regulations in the socioeconomic area | In 2021 and in the two previous years, there were no administrative and court sanctions for non-compliance with laws and regulations in the social and economic area. | | 16 | 10 |

A free-translation from Portuguese into English of Auditors' Report on non-financial statements (Annual Sustainability Report) originally prepared in Portuguese and in Brazilian currency (R\$).

Independent Auditors' Limited Assurance Report on the Cosan Lubrificantes e Especialidades S.A. Annual Sustainability Report based on GRI – Standards (In accordance – “Core”)

To the Shareholder, Advisers and Directors of
Cosan Lubrificantes e Especialidades S.A.
São Paulo – SP

Introduction

We were engaged by Cosan Lubrificantes e Especialidades S.A. (“Company” or “Moove”) management to present our limited assurance report on the information contained in the Annual Sustainability Report based on Global Reporting Initiative (“GRI”) – Standards for the twelve-month period ended December 31, 2021 (“Report”).

Management and governance responsibilities for the Report

Moove’s management is responsible for preparing and presenting appropriately the information contained in Report in accordance with criteria, assumptions and requirements of the GRI guidelines (In accordance – “Core”), and for the internal controls as management determines is necessary to enable the preparation of information free from material misstatement, whether due to fraud or error.

Independent auditors’ responsibility

Our responsibility is to express a conclusion on the Moove’s Report information, based on the limited assurance work conducted in accordance with Technical Notice of Ibracon Nº 07/2012, approved by the Brazil’s National Association of State Boards of Accountancy (CFC) in light of NBC TO 3000 (Assurance Work Other Than Audit or Review), issued by the CFC, which is equivalent to international standard ISAE 3000, issued by the International Federation of Accountants, applicable to non-historical information. These standards call for compliance with ethic requirements, including independence and work carried out to obtain limited assurance that the Report is free of material misstatement.

A limited assurance work conducted in accordance with NBC TO 3000 (ISAE 3000) consists mainly of inquires of management and other professionals from Moove who were involved in the preparation of the Report, as well as of the application of additional procedures deemed necessary to obtain evidence which enables us to conclude on the limited assurance on the Report. A limited assurance work also requires additional procedures, as the independent auditor becomes aware of matters that lead him to believe that the Report information may contain material misstatement.

The selected procedures relied on our understanding of the aspects concerning the compilation and presentation of the Report information in accordance with criteria, assumptions and own methodologies from Moove. The procedures comprised:

- (a) the planning of the work, considering the materiality, the volume of quantitative and qualitative information and the operating and internal control systems which supported the preparation of the Report;
- (b) the understanding of the calculation methodology and the procedures for preparation and compilation of the Report through interviews with management in charge of preparing the information;

A free-translation from Portuguese into English of Auditors' Report on non-financial statements (Annual Sustainability Report) originally prepared in Portuguese and in Brazilian currency (R\$).

- (c) the application of analytical procedures on quantitative information and sample verification of certain evidence supporting the data used for the preparation of the Report;
- (d) comparison of the financial indicators with the financial statements and/or accounting records.

The procedures applied in this limited assurance work also comprised compliance with the guidelines of the structure for development of the GRI applicable in the preparation of the information contained in the Moove's Report.

We believe that the evidence obtained in our work was sufficient and appropriate to provide a basis for our limited conclusion.

Scope and limitations

The procedures applied in a limited assurance work are substantially less in scope than those applied in an assurance work aimed at issuing an opinion on the Report information. As a consequence, we are not in a position to obtain assurance that we are aware of all matters which would be identified in an assurance work aimed at issuing an opinion. Had we carried out a work to issue an opinion, we could have identified other matters or misstatements in the Report information. Accordingly, we did not express an opinion on this information. In addition, Moove's internal controls were not part of our limited assurance scope, and only data from Brazilian units are included in our scope.

The non-financial data is subject to further inherent limitations than financial data, given the nature and diversity of methods used to determine, calculate or estimate such data. Qualitative interpretations of materiality, significance and accuracy of data are subject to the individual assumptions and judgments. Also, we did not carry out any work on data reported for prior periods nor in relation to future projections and goals.

Conclusion

Based on the procedures performed and herein described, nothing came to our attention that makes us believe that the GRI KPIs presented on the Report, for the twelve-month period ended December 31, 2021, was not prepared, in all material respects, in accordance with criteria, assumptions and methodologies for the preparation of the KPI's based on requirements of the Global Reporting Initiative – Standards (In accordance – “Core”).

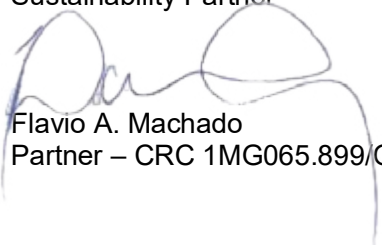
São Paulo (SP), June 29th, 2021.

Ernst & Young

Audidores Independentes S.S
CRC-2SP015199/O-6



Leonardo Masseli Dutra
Sustainability Partner



Flavio A. Machado
Partner – CRC 1MG065.899/O-2

Corporate information

[GRI 102-1, 102-3]

Moove

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Agenda

General coordination | Moove Sustainability and Social Communication Teams

Art direction and layout | Ara Comunicação

Indicators and materiality consultancy | Avesso Sustentabilidade

Editorial Board | KMZ Content