



m<sup>o</sup>ove

# 2018

SUSTAINABILITY REPORT



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## MESSAGE FROM MANAGEMENT

| GRI 102-14 |

For the last few years, and especially in 2018, we have been “moving fast” at Moove. We worked swiftly to deliver results aligned with our priorities: a High-Performance Team, a Culture of Efficiency, and Business Expansion, all directed at achieving our vision of becoming a global leader in the sale and distribution of lubricants.

We strengthened our position as a global company by expanding our business in South America and Europe, as well as entering the U.S. market. This expansion was significant and reflected in our financial results, strengthening our strategy. Early this year, we renewed our strategic alliance with ExxonMobil for an additional 20 years, and repositioned the brand in the market. We motivated our team to work even more consistently and confidently towards achieving our priorities.

In addition to working on our priority of business expansion, we also recognized the importance of establishing a strong platform for growth. Therefore, we focused our efforts and investments on the two other strategic pillars: a high-performing team and a culture of efficiency. We fully overhauled our corporate culture, and working as a whole we created Moove Attitudes, which serve as the pillars of our day-to-day activities. In terms of creating high-performing teams, we also trained and restructured our leadership, adding a global perspective, working to implement our best practices in our operations outside Brazil.

As part of our continual efforts to enhance efficiency, we implemented the Lean Program, aimed at avoiding waste and increasing productivity. We also strengthened our Replicable Management System, a business model that focuses on strategy excellence and building relationships among our distribution network and strategic partners.

This year has been an intense one, brimming with many accomplishments. The sum of our efforts can be seen in the value created for the Cosan group and the market; we closed our successful year with the announcement of a capital injection by **CVC Capital Partners Fund**, a major investment firm.

This report covers not just economic and socio-environmental indicators, but also shows that our products themselves are one of our main sustainable values. Our high-end technology improves the efficiency of our offerings, which in turn consume less energy.

In the years to come, we will continue to focus on this and other benefits in production and distribution activities, continuously creating significant value for stakeholders and for the society as a whole.

Enjoy the read.

**FILIPE AFFONSO FERREIRA**  
CEO of Moove



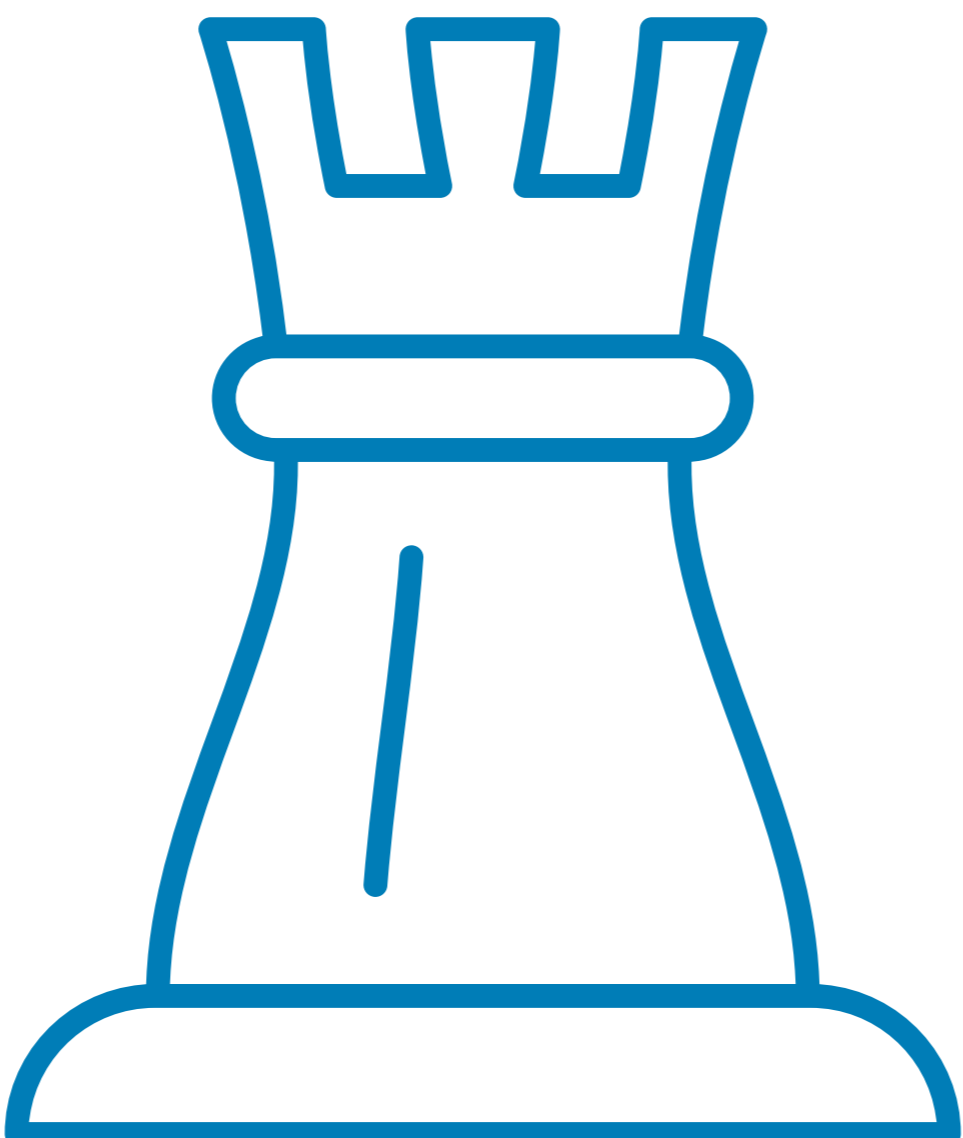


MOOVE  
IN 2018

MOOVE IN 2018



We restructured our business to consolidate **a team of regional leaders** - Europe, America (Latam and United States) and Brazil - and Global support areas.



**We expanded our business** to Argentina, France, Portugal and the United States.

*moove*  
**attitudes**

We established our **desired Moove Attitudes**, pillars of our culture that strengthen **our unique way of being**.

We made our internal communication more democratic and accessible with the **launch of a corporate social network**.

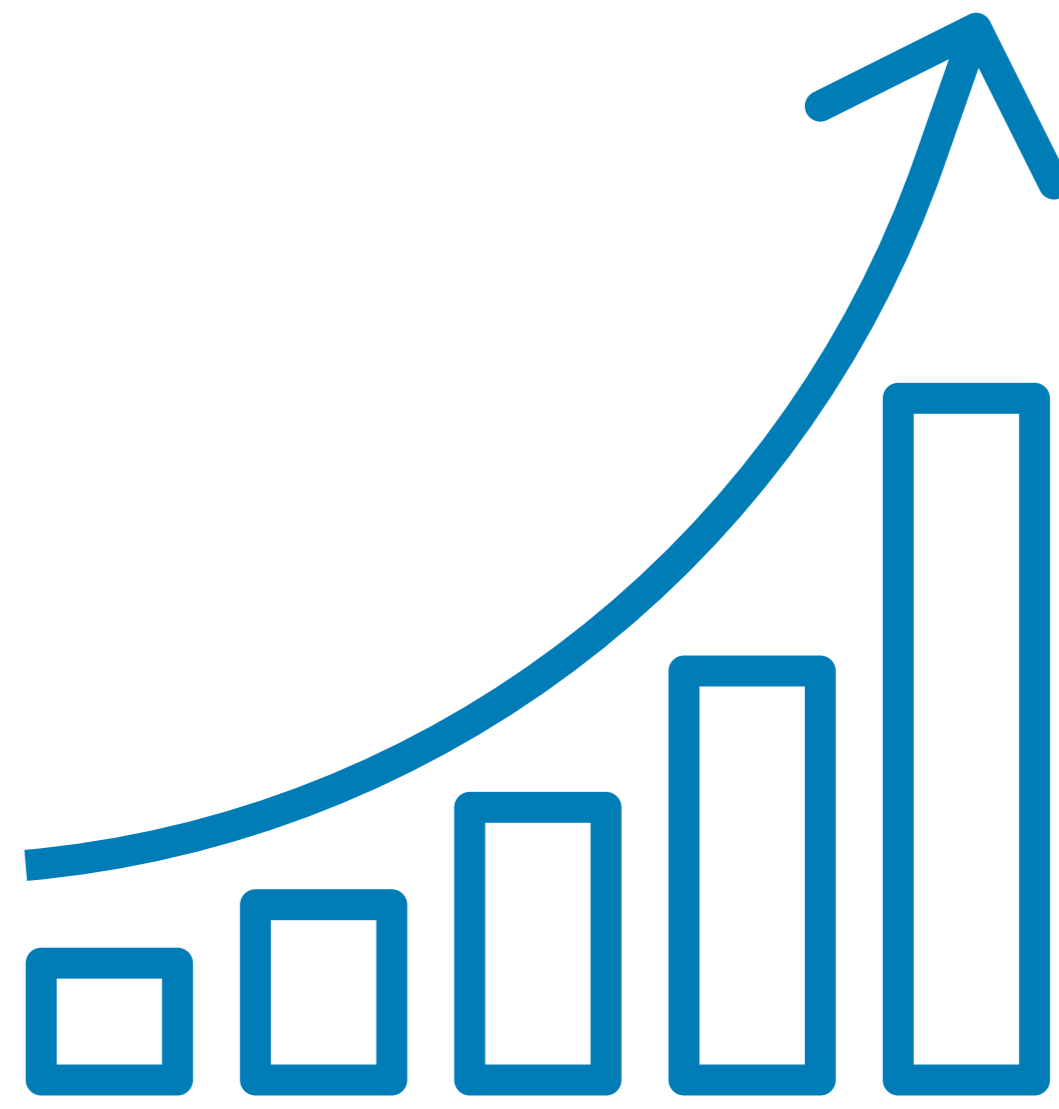


A new investing partner, CVC Capital Partners, joined us to build up our **international expansion plan**.



We renewed our strategic **alliance with ExxonMobil for another 20 years**, and we also launched our new campaign entitled **"If it's moving, it's Mobil"**.

**EBITDA reached R\$237 million, increasing 36%** from the previous year.







# ABOUT THE REPORT

| GRI 102-48, 102-49, 102-50, 102-51, 102-52, 102-54, 102-56 |





For the second consecutive year, we published our Sustainability Report, a tool for transparency and disclosure of our main financial and non-financial results to stakeholders, in addition to our value creation strategy. We follow the Global Reporting Initiative (GRI) Guidelines Standard, prioritizing performance indicators linked to the materiality matrix. The data was not externally verified and pertains to the fiscal year starting January 1 and ending December 31, 2018.

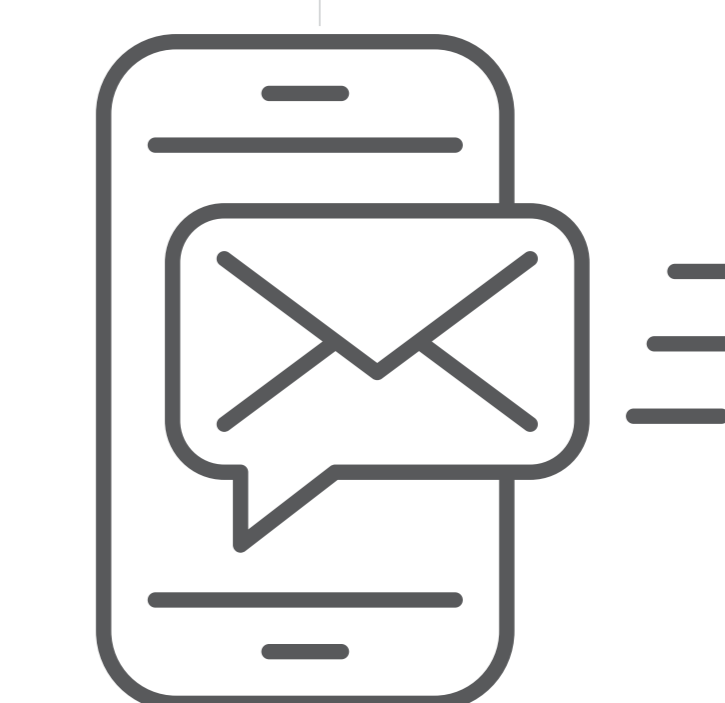
To identify the economic, environmental and social topics most relevant to Moove's business, we reviewed our materiality matrix in early 2019. The process involved consultations with SASB<sup>1</sup>,

RepRisk<sup>2</sup>, benchmarking of material topics disclosed by other companies in the industry, and interviews with eight senior Moove executives and 20 stakeholders in different fields. The topics identified during the engagement process allowed us to identify the most critical issues for the company, its stakeholders, and business sustainability in the long term.

These are the topics considered to be of extreme importance during the engagement phase and for the scenario and risk analysis performed by the company, to be discussed in this report: | [GRI 102-21](#), [102-40](#), [102-42](#), [102-43](#), [102-44](#), [102-45](#), [102-46](#), [102-47](#) |

<sup>1</sup> The Sustainability Accounting Standards Board ([www.sasb.org](http://www.sasb.org)) establishes specific rules for corporate sustainability disclosure to guarantee its materiality, comparability, and usefulness for investor decisions.

<sup>2</sup> RepRisk ([www.reprisk.com](http://www.reprisk.com)) is a tool that provides information on environmental and social issues that pose financial and reputational risks for a company.



| [GRI 102-53](#) |

Please submit your questions, suggestions and comments about this report to [ri@cosan.com.br](mailto:ri@cosan.com.br).



Materiality Matrix | GRI 102-15, 103-1 |

MATERIAL TOPIC	APPROACH	REASON FOR THE THEME'S MATERIALITY FOR THE BUSINESS	STAKEHOLDERS	CORRELATION TO SDGS
Process and Product Innovation	We work to become a reference in our market of operation, continuously investing in creative solutions to become leaders in innovation and new technologies	Operating risk Financial risk	Employees Clients Investors Government	 
Human Capital Development	Human capital is our most important asset, therefore we value each employee's contribution and encourage their continuous development	Operating risk Reputational risk Financial risk	Employees Investors	  
Waste	Our goal is to keep reducing the impact of our operations, bringing waste generation to a minimum and working on its correct disposal.	Operating risk Reputational risk Financial risk	Communities Clients Investors Government	 
Marketing and Labeling	We make sure that all relevant product information is displayed on the packaging including safe use, disposal, environmental impact, and technical and safety information.	Reputational risk Financial risk	Communities Clients Investors Government	
Energy	We constantly pursue clean energy generation methods that contribute to the planet's sustainable development and offer competitive advantages for our business.	Operating risk Financial risk	Employees Investors Government	
Effluents	We maintain strict daily procedures and controls for our effluents, which are separated, collected, and sent for environmentally-appropriate treatment.	Operating risk Reputational risk Financial risk	Employees Communities Investors	 
Local Communities	We work to maintain a harmonious relationship with our local communities.	Operating risk Reputational risk Financial risk	Communities	 
Occupational and Client Health and Safety	We believe safety is a non-negotiable value and the main driver of how we operate.	Operating risk Reputational risk Financial risk	Communities Clients Investors Government	 
Water	We invest in water reuse initiatives and ongoing awareness campaigns to promote rational use.	Operating risk Reputational risk Financial risk	Employees Communities Investors	 
Employment and Labor Relations	Our collective bargaining agreements cover 100% of our employees in Brazil, and we have internal commissions to establish various labor criteria.	Operating risk Reputational risk Financial risk	Employees Investors Government	 





# ABOUT MOOVE

| GRI 102-1, 102-2 |



**M**oove is currently one of Brazil's largest lubricant and basic oil companies, also present in other countries of Latin America, North America, and Europe. Part of the Cosan group, we have operated in the production and distribution market since 2008, and have since expanded to become a global company. In 2018, we celebrated 10 years of operations and countless achievements, including the renewal of a strategic alliance with ExxonMobil for an additional 20 years, which allowed us to enter the distribution market in Argentina and to reposition the Mobil brand in Brazil. | [GRI 102-7](#) |

In 2018, armed with a strong and successful business model, we increased our presence in Europe by expanding our markets in France and Portugal, as well as consolidating activities in Spain, Scotland and England, where we market the Comma brand, which is sold in more than 40 countries in Europe and Asia.

**GOVERNANCE DURING PERIODS OF UNCERTAINTY**

Business expansion was a major focus of 2018, supporting our vision of becoming a global leader in sales and distribution of lubricants. Despite facing uncertainty and instability, we strengthened our corporate governance by restructuring our organizational chart, improving our management model, and building a regional leadership team.

Today, our business is divided into three main regions, Europe, Americas (Latam and U.S.) and Brazil, with a general office responsible for each location's operations and sales department. We also created four functional areas and an intelligence and strategy center to support the business and its sustainable growth. They offer insight into the business as a whole, promoting operations in each location and strengthening key areas: People and Culture, Finance, Marketing, and Assets and Procurement.

| [GRI 102-18](#) |



**Well-defined Strategy**

Seizing synergies and adapting best practices to local markets.



**Business Units**

Units with a local perspective on operational and commercial activities. Focus on the business expansion strategy and optimal local execution



**Intelligence and Strategy Centers**

Departments with a global vision of the business, with a focus on structuring replicable models and processes that optimize efficiency and collaboration.

We also changed the name of the Human Resources department to People and Culture. The name change reminds us that people are

at the core of our strategy, and that integration and cultural alignment are essential to motivate and engage our team during expansion.







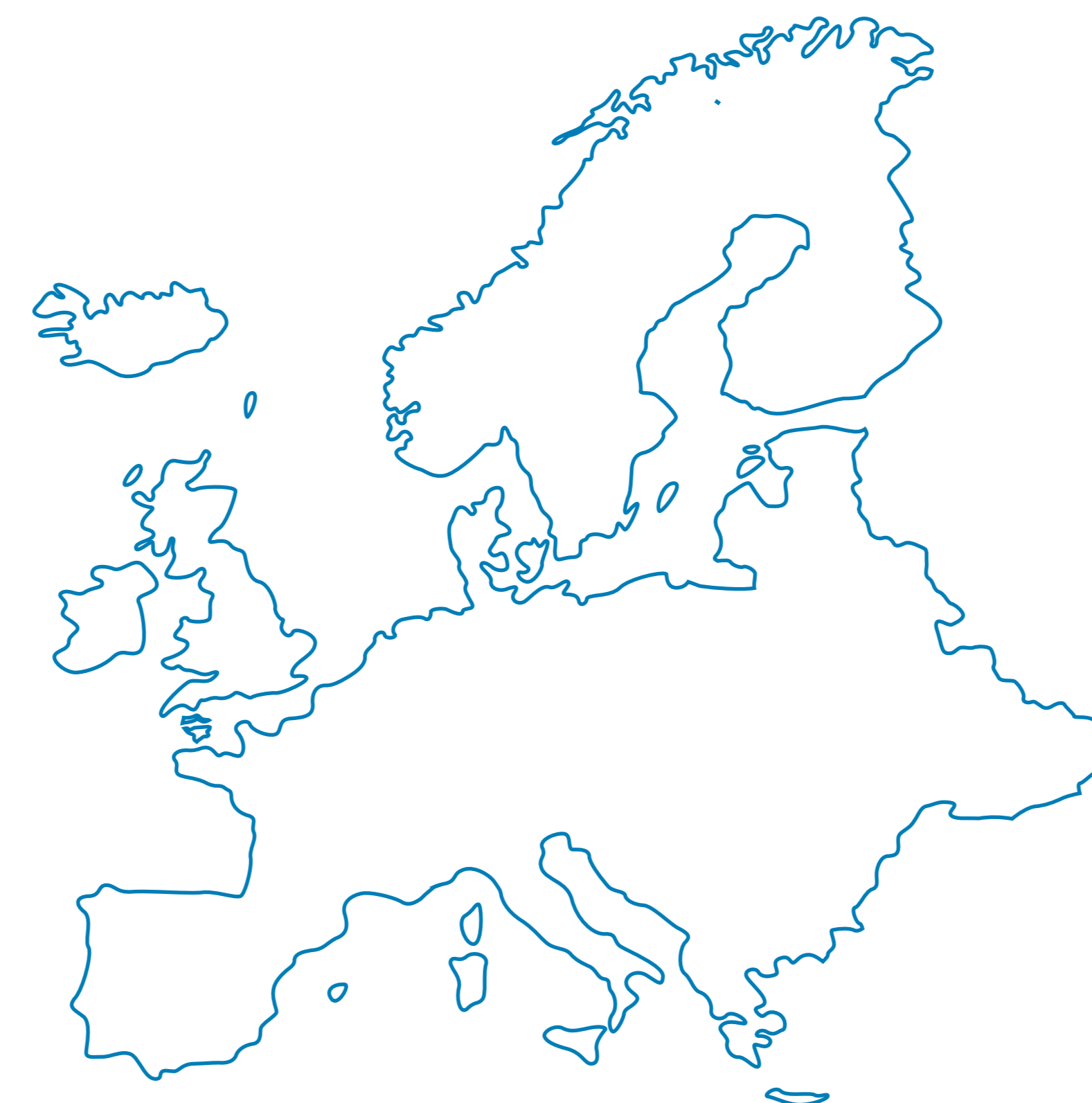
### REPRESENTATION IN TRADE ASSOCIATIONS

Moove actively participates in promoting discussion and collaboration with the industry in Brazil and abroad. | GRI 102-12, 102-13 |



#### Brazil

- **Plural:** National Association of Distributors of Fuels, Lubricants, Logistics and Convenience Stores
- **IBP:** Brazilian Petroleum Institute
- **PABG:** Area Plan for Guanabara Bay (a Committee for mutual accident response and preservation of Guanabara Bay)



#### Europe

- **UEIL:** Union of the European Lubricants Industry
- **UKLA:** United Kingdom Lubricants Association
- **IAAF:** Independent Automotive Aftermarket Federation
- **RoSPA:** The Royal Society for the Prevention of Accidents

### GOVERNANCE STRUCTURE

Our structure includes a Board of Executive Officers and a Board of Directors. The Board of Directors has no less than three and no more than five sitting members, all shareholders, with a two-year term and the possibility of reelection. The Board of Directors currently comprises five members elected on April 27, 2018. The Board of Executive Officers has no less than three and no more than five members residing in Brazil, namely one Chief Executive Officer and four Officers with no Special Designation, all with a two-year term and possibility of reelection. The Board of Executive Officers currently comprises five members; three were elected on May 22, 2018 and two were elected on October 8, 2018.





# BUSINESS EXPANSION



**M**oove's business expansion strategy is one of our main priorities. We entered an important international market and will strengthen this move through a Replicable Management System, which enables more efficient implementation of operations in other countries. We used this system to build the market from the ground up in Argentina, and are applying it to our market in the United States.

Therefore, we constantly support the groundwork for growth by improving Moove's Management System, continually enhancing our industrial expertise and engineering solutions, expanding our customer portfolio with strategic partners, efficiently managing our distributors network, and working on cultural transformation with Moove Attitudes.

Furthermore, the three main offices operating in America, Brazil and Europe help us quickly and efficiently improve international expansion by sharing best practices and integrating the same high-performance culture and engagement that supports our business in Brazil.

In the Americas, highlights included structuring of our commercial operations in Argentina (and continuation of our work in Bolivia, Paraguay and Uruguay), and initial steps towards entering the U.S. market.

In Brazil, we focused on more efficient production and distribution of Mobil lubricants, importing and distributing basic oils, and operating the Zip Lube franchise network, specializing in automotive services.



#### CVC CAPITAL PARTNERS

In 2018, the British private equity and investment firm CVC Capital Partners invested in Moove following a process of due diligence. The result was a capital injection of R\$562 million and an important business partner. This was CVC's first investment in Latin America, and the firm now owns 30% of the Company. This new partnership will allow us to boost our expansion plans and rely on CVC's global market expertise.

#### GROWTH SCENARIO

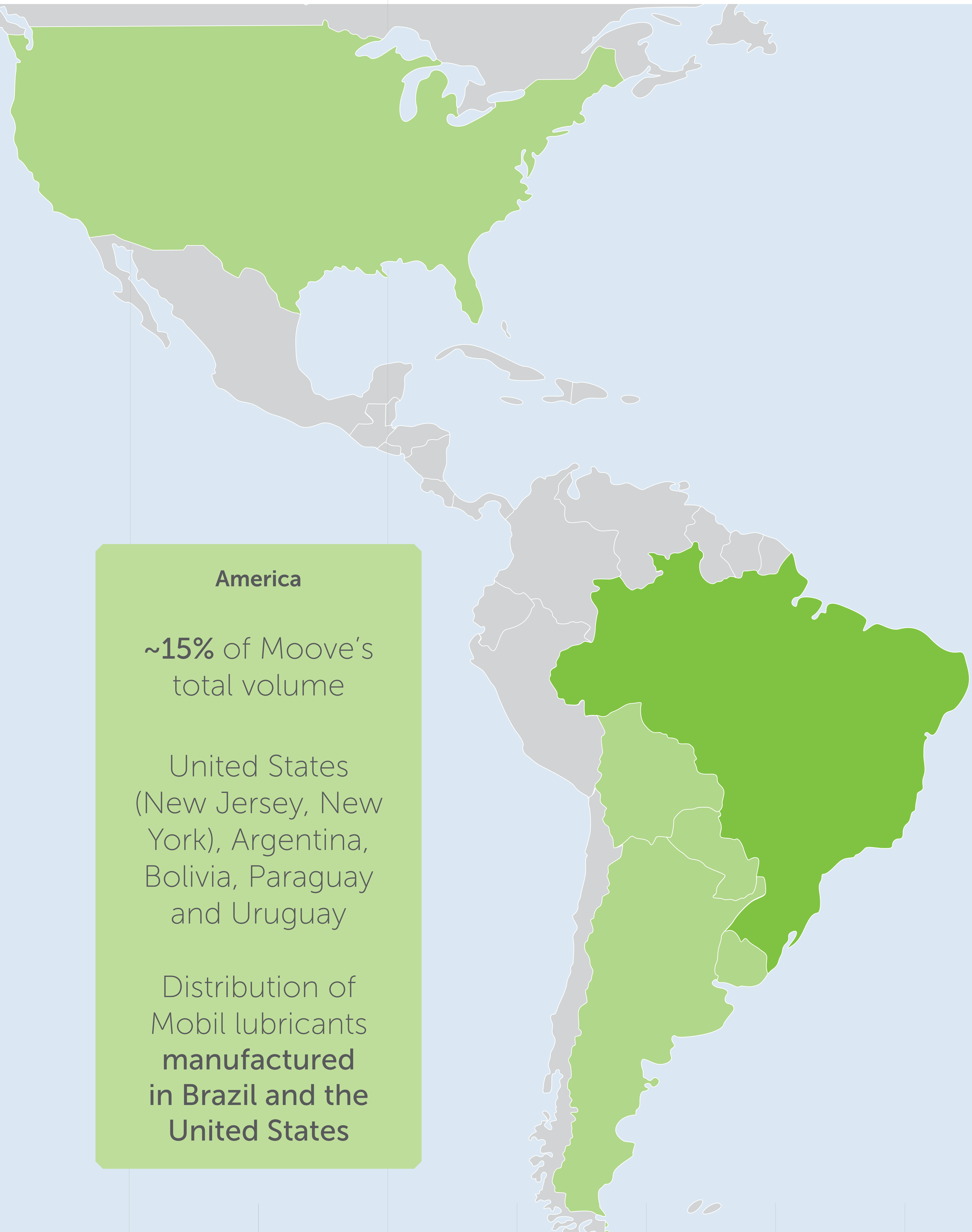
Based on estimates from Plural, the Brazilian association of lubricants producers, the Brazilian lubricants market posted growth once again in 2018, ending the year with a total volume of 1,299,000 cubic meters, up 2.9% from the previous year.

The main trend in the market today is promotion of premium high-technology, high-end, long-lasting products with greater productivity and lower energy consumption. By offering high-quality products like the Mobil brand, Moove enters the market with a competitive advantage and greater sustainable appeal than its competitors, leading to strong results in its markets of operation.



| GRI 102-4, 102-6 |

# 244 million liters of lubricants and specialty chemicals in 2018



**America**

~15% of Moove's total volume

United States (New Jersey, New York), Argentina, Bolivia, Paraguay and Uruguay

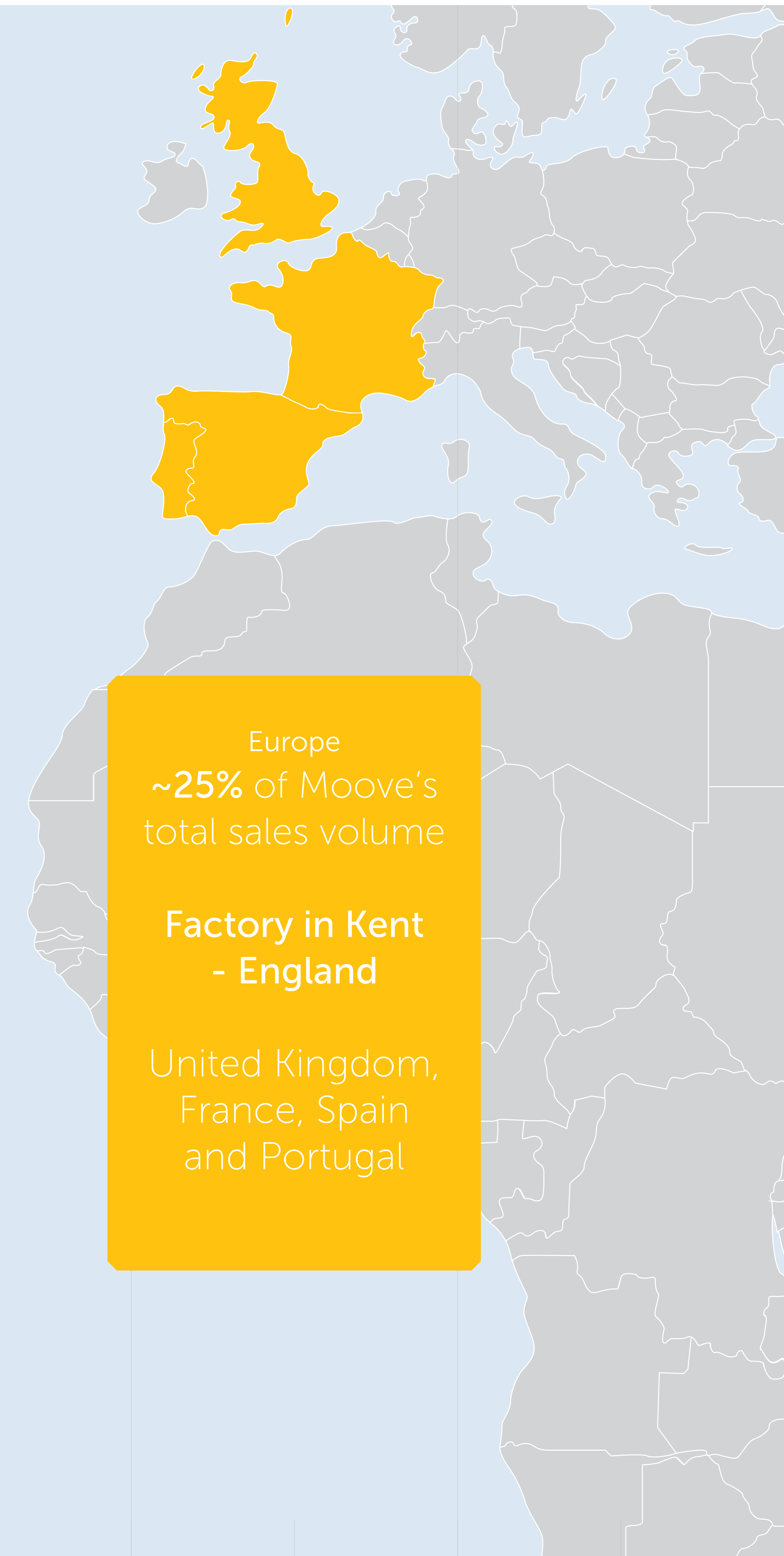
Distribution of Mobil lubricants manufactured in Brazil and the United States

**Brazil**

~60% of Moove's total sales volume

Plant at Ilha do Governador - RJ

80,000 points of sale in Brazil alone



**Europe**

~25% of Moove's total sales volume

Factory in Kent - England

United Kingdom, France, Spain and Portugal

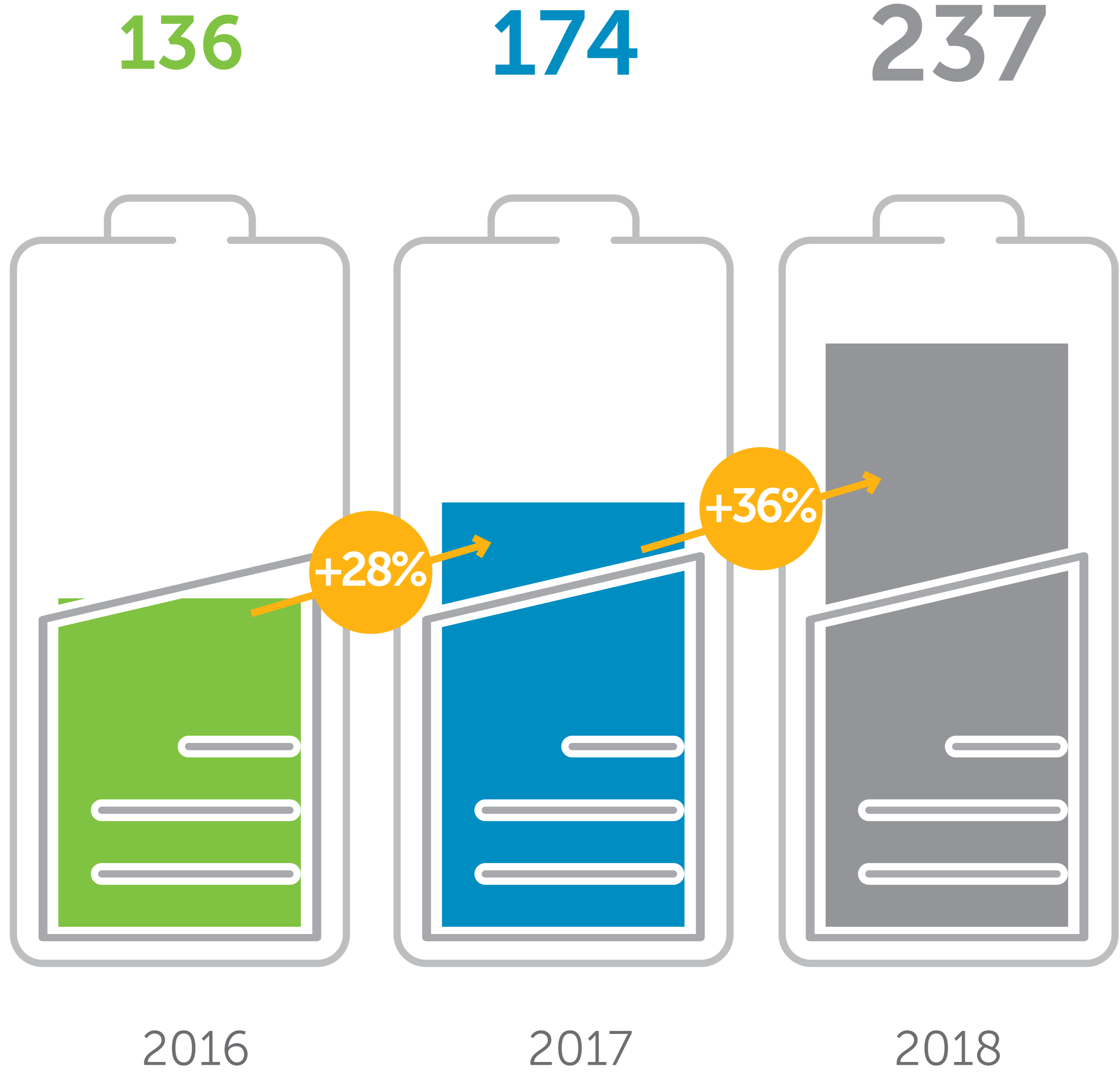


**RESULTS**

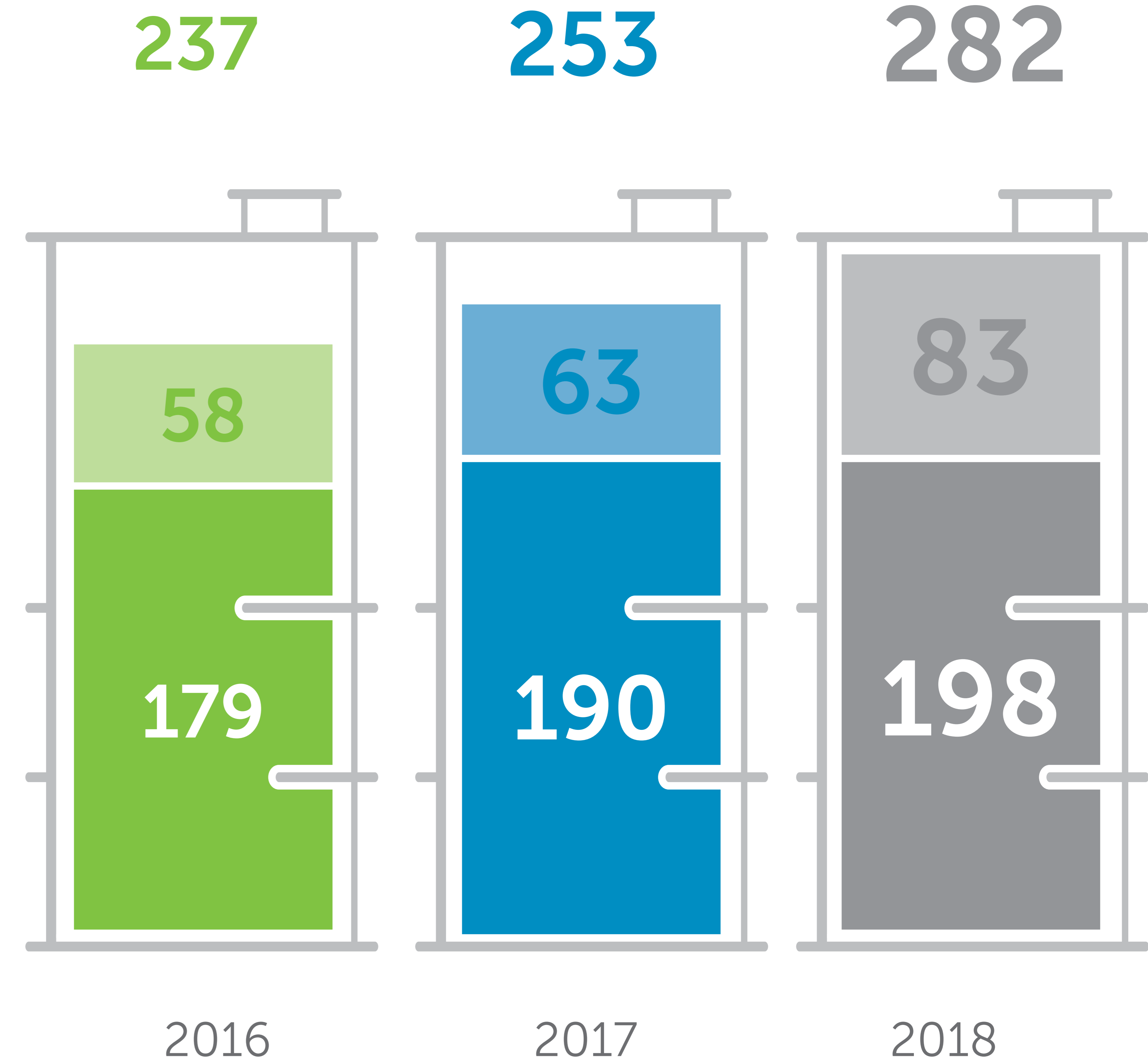
In 2018, we posted EBITDA of R\$237 million, an increase of 36% compared to the previous year, in line with the guidance disclosed for the year. This improvement in the year's results was mainly due to the growth in lubricant sales in all countries of operation. Our performance evolution reflects the gains from our international expansion strategy and the synergies captured in new regions, as well as investments made in the last ten years to make operation management more efficient.

The execution of our expansion strategy in the finished lubricants business, which grew in all regions, offset the decrease in basic oil sales, allowing total volume sold in 2018 to reach the same level as in 2017 (-1%), at 346,000 m<sup>3</sup>.

EBITDA (R\$ million)



Lubricants volume ('000 m<sup>3</sup>)



INTERNACIONAL

BRAZIL

**In 2018, we posted EBITDA of R\$237 million, an increase of 36% compared to the previous year.**





# CULTURE OF EFFICIENCY



One of our strategic pillars is the culture of efficiency, which is why we constantly discuss efficiency in all Moove units worldwide. During 2018 we developed and implemented several initiatives to expand our culture of efficiency, including the Lean Thinking methodology, a management philosophy that aims to increase customer satisfaction through a business strategy based on the following five key pillars:

1. **Value:** defining what the customer perceives as value.
2. **Value flow:** identifying the value flow and redesigning processes, keeping only those that create value for customers.
3. **Continuous flow:** establishing a process flow.
4. **Pull manufacturing:** upon customer request only.
5. **Perfection (or Kaizen):** continuous improvement of every aspect of the value flow.

Focusing on efficient industrial processes, Moove created a program to promote the principles of the Lean methodology at its plants and offices in Brazil, with much more significant results. This methodology is based on the TPS (Toyota Production System), using tools like 5S, PDCA A3, VSM (Value Stream Mapping), SW (standardized work), SMED (Single Minute Exchange of Die) and Kaizen for continuous improvement. Learn more about each of these tools:

- **5S:** a methodology used to transform work environments through organization to achieve higher productivity and efficiency.
- **PDCA A3:** used to solve problems, attacking the root cause and concentrating all data in an A3 sheet.



- **Value Stream Mapping (VSM):** mapping of the value flow. A valuable tool to get more details on manufacturing processes, establishing a common language among employees.
- **Standardized Work (SW):** establishes accurate procedures for the work of each operator in a production process.
- **SMED:** the single minute exchange of die aims to reduce the process setup time, resulting in more agility and productivity, as well as operational gains.
- **Kaizen:** through Kaizen, all of the company's employees, in all departments and at all levels, have the opportunity to contribute with simple ideas that can have a positive impact on Moove's efficiency. The result in 2018 was so positive that we plan to honor employees by implementing the best ideas.



#### Kaizen 2018 figures

- Employees trained in the methodology: **250**
- Ideas created: **165**
- Ideas approved: **119**
- Ideas implemented: **22**



#### PDCA Numbers

- Employees trained in the methodology: **110**
- PDCA created: **25**
- PDCA closed: **8**



### HES MANAGEMENT

Moove’s commitment to the health and safety of people and environments involved in its work processes is published and ratified in its Occupational Health, Environment and Safety Policy (HES), a nonnegotiable value of our culture.

HES management is carried out through the Integrated Operations Management System (IOMS), which seeks the continuous improvement of processes by constantly evaluating operating activities carried out by multidisciplinary teams on a corporate level. The IOMS is an ISO-equivalent management system (international standards for Occupational Health, Environment and Safety Management ISO 14001:2015 and OHSAS 45001:2015). Moove also holds an ISO 14001:2015 certification - Environmental Management System.

The IOMS structure covers ten procedures incorporated to day-to-day operations, allowing for the prevention and reduction of risks related to the workforce (employees and third parties) and non-compliance, and determining the execution of actions that are consistent with the potential environmental impact or personal/material damage, as well as their probability.

### IOMS PROCEDURES

1. Leadership Commitment and Continuous Improvement
2. Risk Assessment and Management & Change Management
3. Project & Construction
4. Documentation & Legal Compliance
5. People Management
6. Safety, Occupational Health and Environment & Social Responsibility
7. Operation & Maintenance

8. HES Requirements for the Acquisition of Products and Services
9. Incident Communication, Investigation and Analysis
10. Crisis Management & Preparation for Emergency Response

We also promote *Alerta!*, a set of technical and behavioral tools comprising the IOMS. These five tools are:

- SSE: Safety Self-Evaluation
- TSA: Task Safety Analysis
  - APM: Accident Prevention Monitoring
- IPI: Incident Prevention Investigation
- AI: Accident Investigation

### OCCUPATIONAL HEALTH AND SAFETY

To guarantee the progress and safety of our processes, we constantly invest in training programs, events and awareness campaigns to guarantee the safety of our processes. Additionally, our Health, Environment and Safety Committees are comprised of and/or run by leaders oversee, develop and discuss strategic decisions related to HES. | GRI 103-2, 103-3, 403-1, 403-2, 403-3, 403-5, 403-7, RT0101-18 |

Lost-time injury rate  
(employees + third parties) - Moove Brazil

2016	2017	2018
0	0.56	0.58

Number of lost time accidents per million hours worked.

### HAND SAFETY CAMPAIGN

In July 2018, we organized lectures and exhibits about personal protection equipment (glove types, applications and correct use), as well special HES discussions to raise awareness on the importance of working safely and using tools, equipment and materials correctly to prevent hand injuries.

### WORKPLACE ACCIDENT PREVENTION WEEK

The HES department in October 2018, promoted an accident prevention week “Efficient means to prevent accidents”, with support from the Internal Commission for Accident Prevention (ICAP). Divided into four teams led by Operations Managers, plant workers participated in various lectures, exhibits, games and dynamics to increase their commitment to promoting health and preventing personal, environmental and/or material losses. Training totaled 30 hours, in addition to 10 hours of creative activities, with 1,259 participants.





In 2018, Moove collaborated with DuPont, a world-class consulting company, to manage operations and transform processes, technologies, resources and behaviors, in a bid to strengthen our safety culture and pursue interdependency.

DuPont's first step was to perform a diagnosis by conducting an internal survey with all of the plant's internal stakeholders (employees and third parties), examining documents, performing field evaluations and interviewing leaders. It then offered a workshop entitled "Future Vision" to leaders, subsequently creating a customized program based on the analysis of results, including improvements to HES governance at different hierarchical levels.

One of the main results was the restructuring of HES Committees for oversight and discussion of strategic decisions related to health, environment and safety. Through these committees, HES performance is systematically monitored on different levels, permeating the entire organizational structure by verifying the evolution of indicators, audit results, and periodical critical analysis of the management system.

Among other actions, raising awareness of risks by staff at the plant was considered a priority in terms of operations and day-to-day activities. Another priority was revision of Moove's main loss prevention tool, SSE (Safety Self-Evaluation), and its approach to operating teams. As a result of this, Moove incorporated the institutional approach to safety in all day-to-day activities when defining the Moove Attitudes, using the hashtag *#alwaysafe*.

The cultural change program is based on the dissemination of the new SSE tool to employees, as a means to contribute to loss prevention in the workplace and enhance the everyone's perspective, to create an even safer and healthier workplace.





We also managed the environmental aspects of the entire production chain.

### ENVIRONMENT: RAISING AWARENESS

Our operation is constantly striving to improve processes by adopting best market practices and synergies in operations. In 2018, we received the new version of the ISO 14001 certification, published in 2015, with zero non-compliance events.

We also managed the environmental aspects of the entire production chain, from the arrival of inputs with qualification of suppliers to the production processes (subject to HES quality controls) and distribution to consumers, sharing information about the product and performing reverse logistics of our packaging.

The 3rd Annual Environmental Week was held in June 2018 to raise awareness among internal and external stakeholders regarding environmental preservation and perception of our activities as it relates to the environment. Entitled "Producing with Awareness," the event included exhibits, games, quizzes, lectures, and contests. During the entire three-day event, we mobilized and engaged our employees and third parties, plant teams and São Paulo teams, and also welcomed representatives from local communities. There was a total of 15 activities with 535 participants, including employees, partners and the community.





## WASTE MANAGEMENT

Our production process uses specific quality standards and criteria for the acquisition and use of materials and packaging. Waste recovery is the final step in the product's life cycle, achieved through a robust reverse logistics process for used or contaminated lubricant oil (UCLO), as well as plastic packaging for used lubricant oil.

In compliance with the National Solid Waste Policy, our management recovers contaminated empty packaging and used or contaminated lubricant oil (UCLO), to reduce impacts on the environment and health. In 2018, we collected a total of 63,123,572 liters of UCLO allocated for re-refining by licensed companies. We also collected 18,795.50 tons of plastic packaging contaminated by used lubricant oil through the Jogue Limpo Institute, which forwards this material for recycling.

We manage plastic packaging through a partnership with the *Jogue Limpo* Institute, which operates in 14 states and the Federal District, working to correctly allocate the packaging of products we sell. Focusing on reverse logistics of lubricant packaging, the Institute's mission is to assure that associated manufacturers and importers are compliant with the applicable law, implementing a functional reverse logistics system that enables the final disposal of product waste in an environmentally-correct manner. Our participation with the Institute is extremely important, considering that we are one of the three top-selling companies in the segment. | [GRI 103-2](#), [103-3](#), [306-2](#), [306-4](#) |

Our production process uses specific quality standards and criteria for the acquisition and use of materials and packaging.





All management of the waste generated at the Rio de Janeiro industrial unit, as well as its transportation and disposal, is carried out by licensed companies in accordance with the law, always considering waste classification guidelines and available technologies, promoting reduced generation and enhanced reuse and recycling.

### Hazardous waste

	2016	2017	2018
Reuse (kg)	269,410	166,678	78,110
Recycling (kg)	11,083	337,490	114,510
Recovery (kg)	191,610	242,582	132,608
Incineration (kg)	2,260	1,040	1,052
Other* (kg)	2,938,740	1,875,831	1,896,690

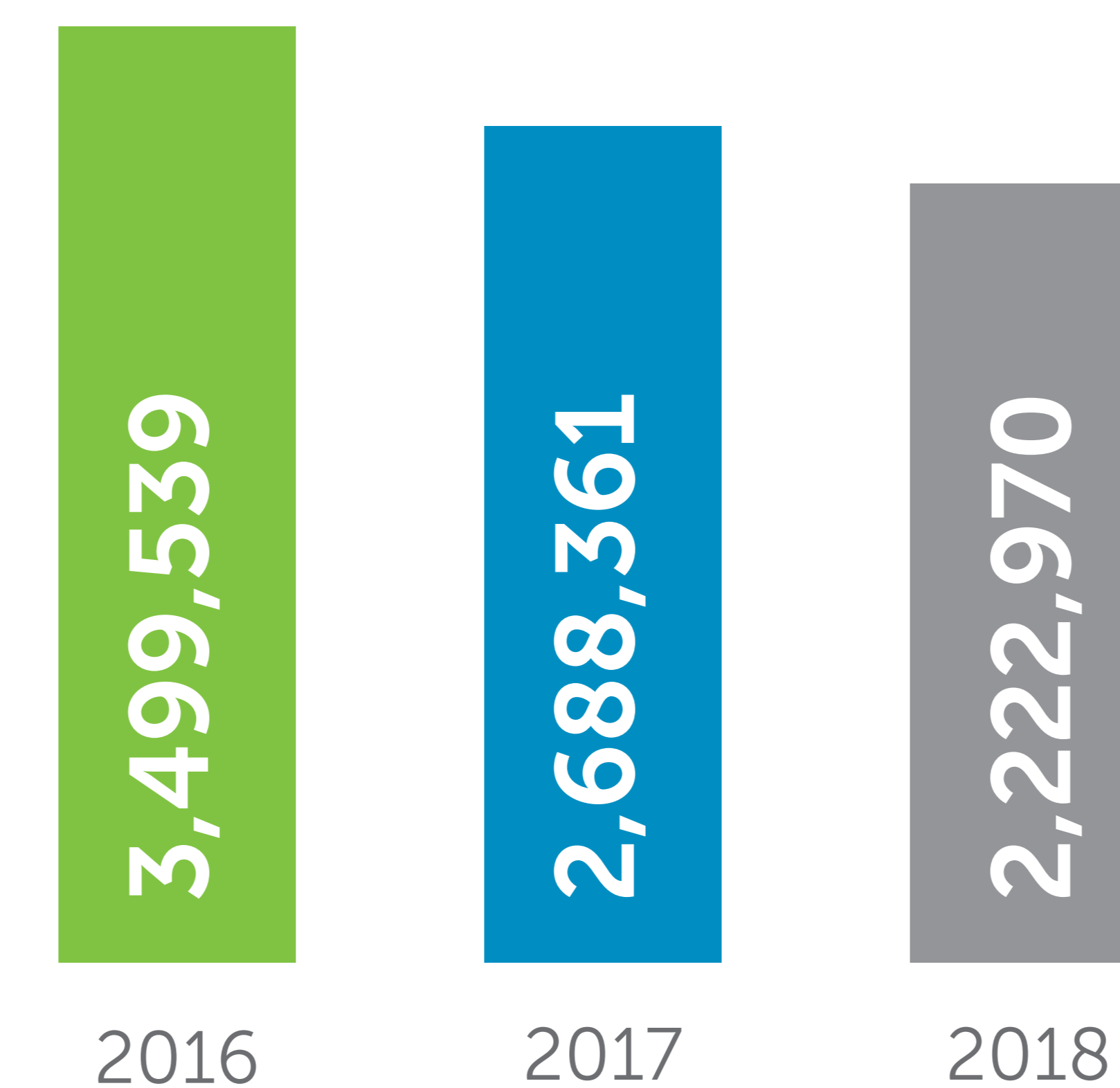
\*Note: Physical and chemical treatment.

### Non-hazardous waste

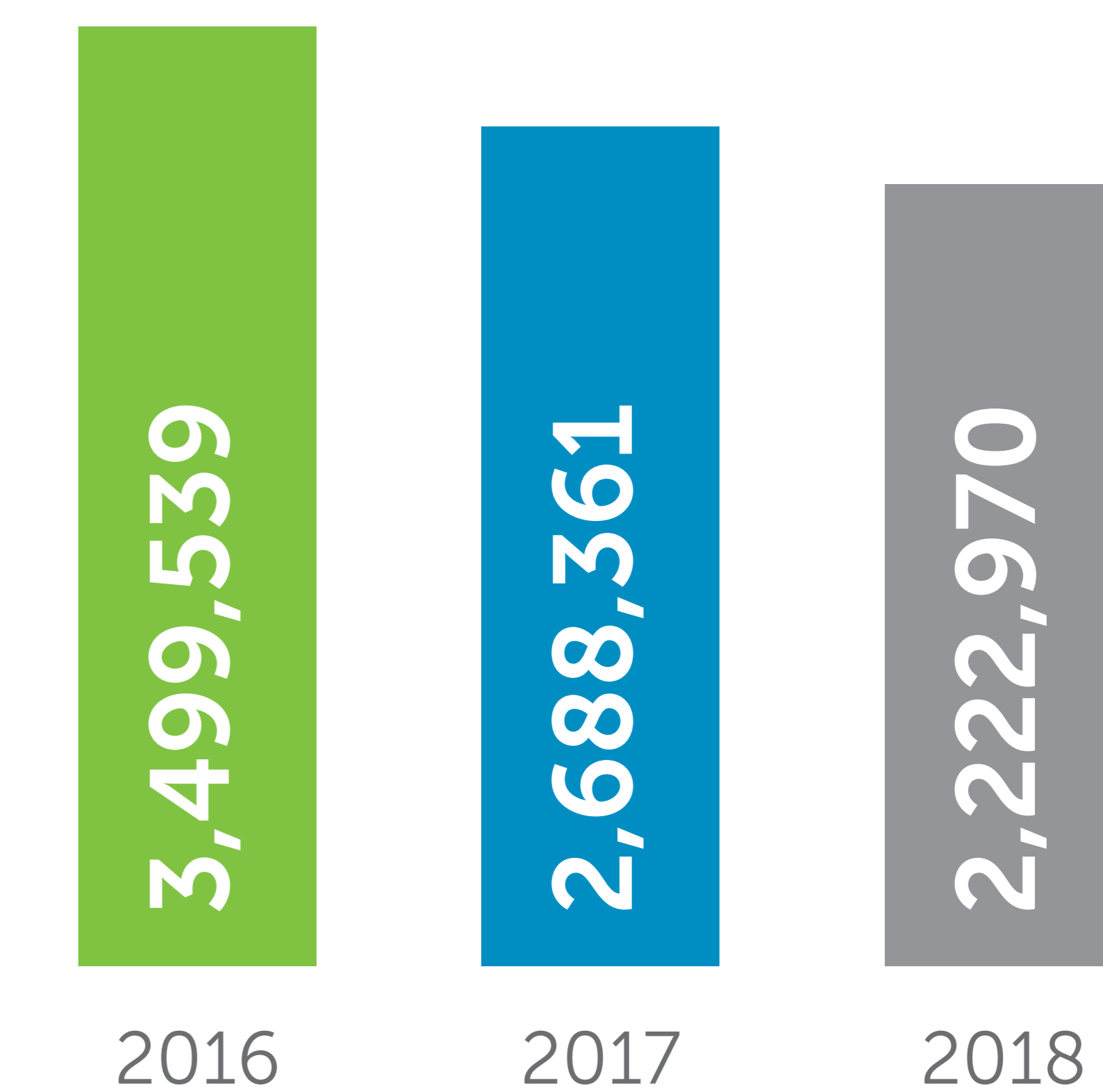
	2016	2017	2018
Recycling (kg)	1,437,190 kg	1,434,884	1.343.779
Composting (kg)	73,820 kg	74,200	45.427
Landfill (kg)	64,764 kg	59,740	74.872
Other** (kg)	83,740 kg	66,600	25.350


\*\* Note: Biological treatment.

### Transportation of hazardous waste (kg)



### Hazardous waste treated (kg)





## SMART EXCHANGE

Valuing and strengthening the communication of Smart Exchange is one of our sustainable initiatives. Through the program, which uses a mini-tank system that enables bulk oil to be directly supplied to the vehicle's crankcase, the car or truck is supplied with the exact amount of oil established by the manufacturer, and the client pays for the consumed amount only, a procedure that eliminates the production of thousands of plastic packages and cardboard used in these packages.

For cars, at every 100 oil changes, 400 less 1-liter packages will be disposed of.

For trucks, at every 100 changes, 200 less 20-liter packages will be disposed of.



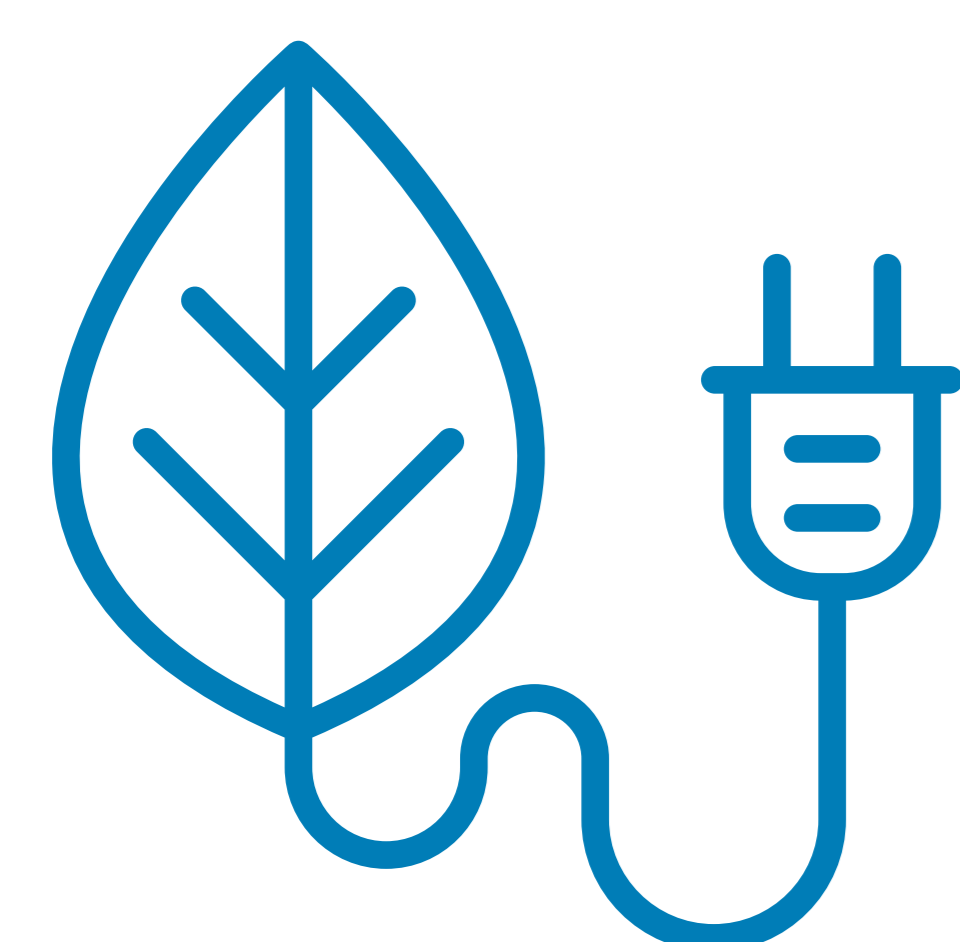
### ENERGY EFFICIENCY

In 2018, we continued to power our Rio de Janeiro production unit through electricity from biogas, a renewable energy source and efficient alternative to fossil fuels, using biogas produced at a landfill located in Caieiras (SP).

During the year we also made several improvements to increase the efficiency of processes involving electricity and natural gas consumption – the latter used as fuel for boilers and steamers (equipment in the utilities system). These include:

- Renovation of steamers for greater energy efficiency.
- Reuse of boiler exhaust: new changing room with a shower heating system that reuses gas from the boiler steam system.
- Installation of frequency inverters and LED lighting: to reduce consumption by using more efficient light bulbs.

With that, there was a 2% reduction in electricity consumption in 2018 compared to 2017, a significant savings given the increase in production volume. | GRI 103-2, 103-3, 302-1, 302-4 |



#### 2% decrease in electricity consumption between 2017 and 2018:

133.15MWh, also leading to a 20% reduction in CO<sub>2</sub> Scope 2 emissions in the Greenhouse Gas Inventory.

### Consumption of main energy sources in 2018

	2016	2017	2018
Electricity	7,170.507 MWh	7,562.609 MWh	7,429.46 MWh
Natural gas	1,695,525 m <sup>3</sup>	1,759,331 m <sup>3</sup>	1,914,623 m <sup>3</sup>
Diesel fuel (pumps in the fire control system)	3,200 liters	3,200 liters	3,600 liters
LPG consumption (forklifts)	105,935 Kg	110,960 Kg	115,680 Kg

### WATER AND WASTEWATER

We do not use water in our production process; consumption (supplied by public utilities) is related to the facilities and boiler operation (Utilities area). As such, we invest in initiatives to reuse stormwater, as well as water from air-conditioning equipment in the administrative building to water the garden, in addition to continuously raising awareness towards rational use.

Our highest effluent volume currently comes from stormwater, which is directed for treatment at the Oil Water Separator (OWS) after passing through the operational areas and detention basins, subject to strict procedures and controls on a daily basis. Other industrial effluents are separated, collected and directed for environmentally-appropriate external treatment, performed by companies that are licensed by the environmental agency.

Another significant environmental aspect related to water is the possibility of spills while transferring products between ships and tanks, for which we have strict operating procedures, production criteria and product handling criteria in place, in addition to frequent checks by operating teams to further reduce the likelihood of failure in such operations. We also maintain Emergency Plans with clear actions and resources to mitigate negative impacts on maritime biodiversity, for which we offer periodical training and simulation exercises.



**EMISSIONS**

Every year we prepare a Greenhouse Gas (GHG) Inventory in accordance with the rules and guidelines of the “GHG Protocol Corporate Accounting and Reporting Standard,” and following the requirements of the international standard ISO 14.064-1, declaring greenhouse gas emissions controlled by the Kyoto Protocol: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, PFC’s, HFC’s, SF<sub>6</sub> and NF<sub>3</sub>. | GRI 103-2, 103-3, 305-3, 305-1, 305-2, 305-7 |

We work towards continuously improving our processes to reduce emissions from Moove’s stationary combustion sources, which are systematically mapped out and monitored by Moove to ensure that emissions from our processes are always compliant with the air quality parameters legally established by environmental agencies. Environmental quality indicators are monitored under Moove’s Environmental Management Program.

	2016	2017	2018
Gross direct (Scope 1) GHG emissions in tons of CO <sub>2</sub> equivalent	3,849 tCO <sub>2</sub> eq	4,009.15 tCO <sub>2</sub> eq	4,400.01 tCO <sub>2</sub> eq
Biogenic CO <sub>2</sub> emissions in tons of CO <sub>2</sub> equivalent	0.59 tCO <sub>2</sub> eq	368.84 tCO <sub>2</sub> eq*	461.75 tCO <sub>2</sub> eq
Indirect (Scope 2) greenhouse gas emissions	440 tCO <sub>2</sub> eq	526.70 tCO <sub>2</sub> eq	423.22 tCO <sub>2</sub> eq
Other gross indirect (Scope 3) GHG emissions in tons of CO <sub>2</sub> equivalent	2,879.79 tCO <sub>2</sub> eq	7,012.13 tCO <sub>2</sub> eq	7,205.72 tCO <sub>2</sub> eq

	2016	2017	2018
NOx	97.44 t	72.76 t	103.2 t
SOx	0.09 t	0.03 t	0.06 t
Particulate material	0.38 t	0.38 t	0.38 t
Other	11.28 t	7.36 t	5.9 t

\* The increase in biogenic CO<sub>2</sub> emissions is due to the inclusion of product transportation, which was not measured in 2016.

- Scope 1 – Direct GHG emissions from sources that are owned or controlled by the company.
- Scope 2 – Indirect emissions from the purchase and consumption of electricity and thermal power.
- Scope 3 – Other indirect GHG emissions that occur as a consequence of the company’s activities, but from sources that are not controlled by the company

The increase in direct GHG emissions is due to higher production levels, with the exception of Scope 2, which decreased due to lower biogas power consumption. Data collection for the Inventory has also improved when it comes to Scope 3, the logistics chain.







# HIGH-PERFORMANCE TEAMS

| GRI 102-16, 103-2, 103-3, 404-2 |





To be a global reference in lubricant sales and distribution, Moove has set three strategic priorities: high performance teams, efficiency culture and business expansion. To put this goal into practice, we invested in a new identity and culture to generate motivation and engagement.

In 2017, workshops were held with senior leaders and interviews with over 90 employees from different levels of the organization, from operators to directors, in order to know in depth the climate of the organization and what needed to be improved.

Based on the diagnosis (a map of where we were and where we wanted to go), action plans for cultural change were defined on several fronts related to business processes and people management. From the evolution of this work, we built and implemented the Moove Attitudes in all regions. The sustaining links of our culture that strengthen our unique way of being and drives us to the company's strategic priorities. There are five key behaviors, structured by and for us, to maximize results and expand our business.

#### STRATEGIC PRIORITIES:

High  
Performance  
Teams

Efficiency  
Culture

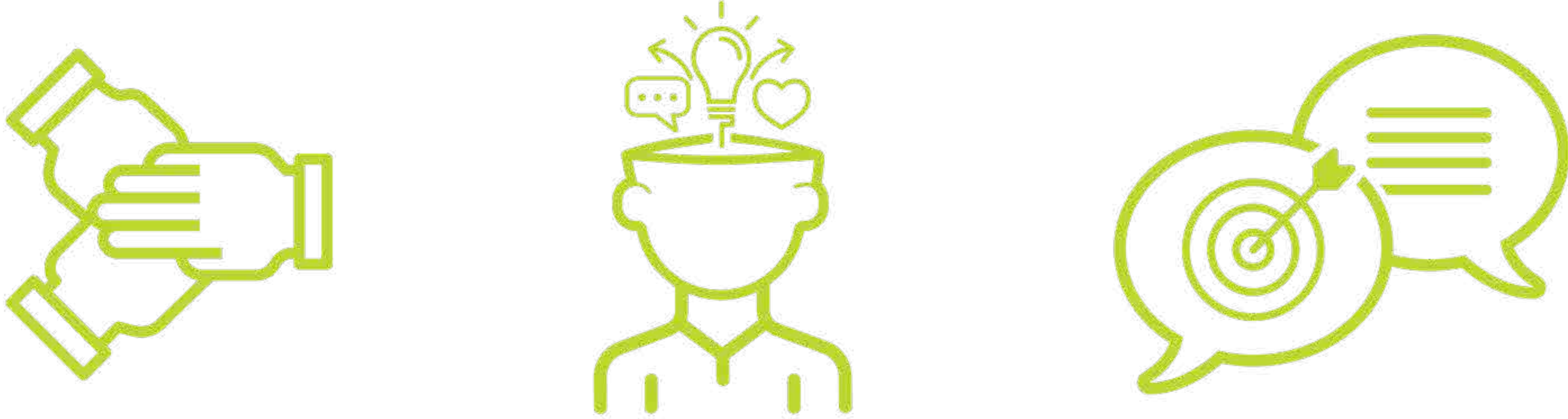
Business  
Expansion



**MOOVE ATTITUDES AROUND THE WORLD**

The five Moove Attitudes also define what it means to be a Moover: more than just an employee, Moovers are passionate about and proud of the company, taking an active role in everything they do.

*moove*  
**attitudes**



We're in this together

Open Mind

Real talk



Think big, carry it out simply



Always Safe



Launch on: Photo 1. São Paulo / 2. Rio de Janeiro / 3. United Kingdom

**THIS IS WHAT MOOVERS DO**

They work in teams and know that **WE'RE TOGETHER** to face any challenge, after all, no one gets anywhere by themselves.

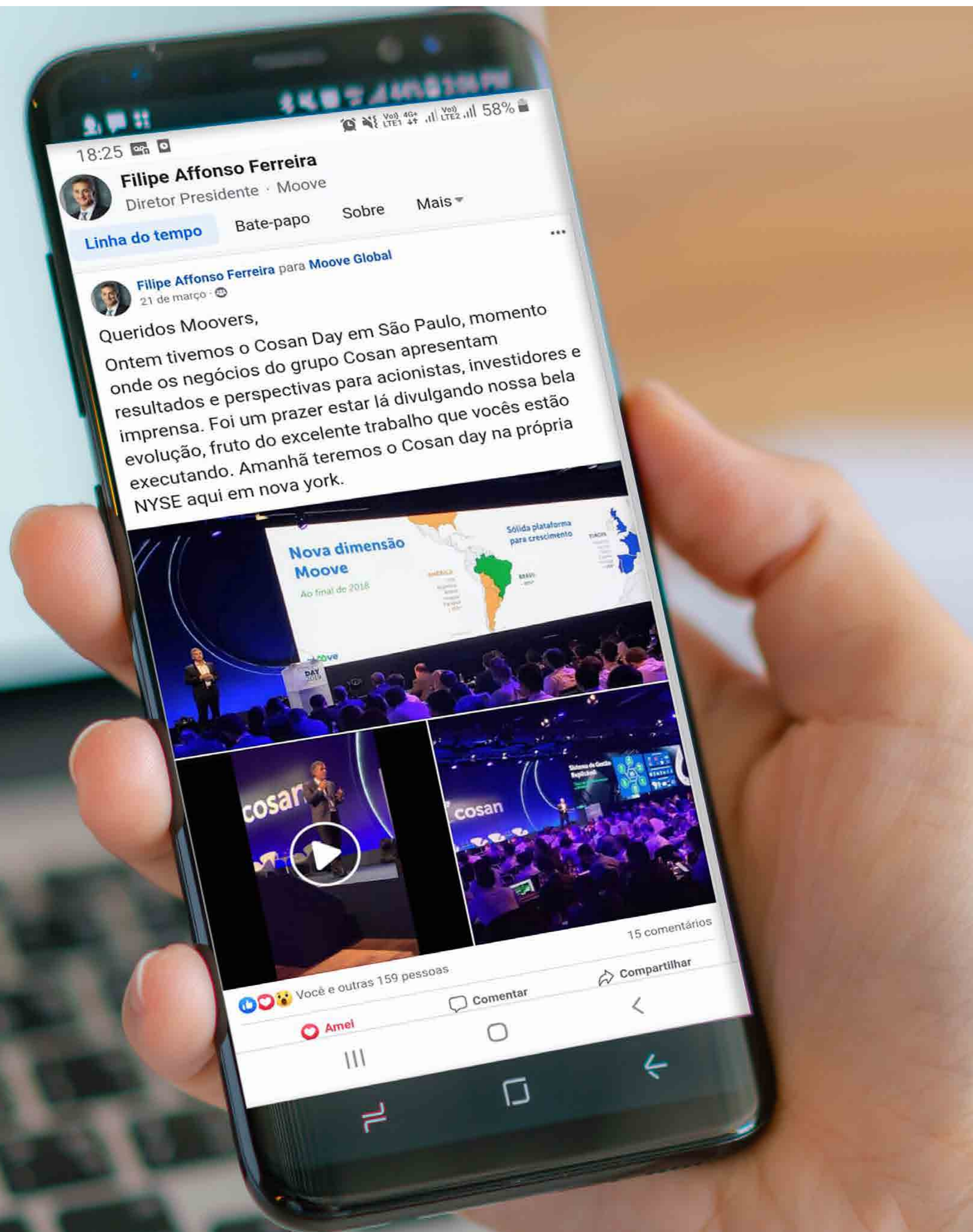
They make sure to keep an **OPEN MIND** for anything that is new, and believe that the best ideas come from diverse environments, which is why they discuss what is important and relevant, not avoiding **STRAIGHT TALK.**

No matter what happens, it's **SAFETY FIRST**, doing the right thing in the right way every time, focusing on results and striving to **THINK BIG** and **MAKE THINGS SIMPLE.**

Eu sou  
**Moover**

I am Moover





### FASTER AND DECENTRALIZED GLOBAL COMMUNICATION

In addition to Moove Attitudes, Moove implemented in Brazil an innovative communication tool, Workplace, the Facebook-developed social network for corporate environments, as part of the cultural transformation process

The new decentralized communication model encourages employees to take a proactive role in communication, and to share news from their departments and to exchange day-to-day ideas and information.

Workplace by numbers (2<sup>nd</sup> half of 2018)

**86.2%**  
active (415)

**+80%**  
created an  
account  
(481 accounts)

**60%**  
views per post,  
on average

With the success and positive results of Workplace in Brazil, the tool was officially rolled out to our operating teams in the Americas (February 2019 in Argentina) and Europe (January 2019).

The tool features groups for the company as a whole and for regions, allowing for the exchange of good practices, experiences and achievements among all teams. With this, we are all more connected and integrated, with more frequent daily communications. Today, 97.1% of our employees see Workplace as an official source of information at Moove.



**EDUCATION AND TRAINING**

An important means to achieve our main strategic priorities is by continuously training our team. We continued to develop corporate education practices over the course of 2018 through Moove University, in addition to the Leadership Development, Trainee and Internship programs.

**Moove University**

One of Moove University’s unique features is the “Learn More” online platform, which can also be accessed by distributors. The platform offerings range from technical and behavioral training to financial and people management courses. In 2018, the company invested over 11,800 hours in training, totaling 2,130 on-site and e-learning participants.

**Trainee Program**

After tremendous success in its first year, with over 5,600 applicants for 10 spots, in 2018 our Trainee Program had 3,354 applicants for 9 spots in various departments of the company. With an 18-month duration, the program also allows employees to enter, and offers an onboarding period in all business units, allowing young professionals to receive more general training in their first year.

**Internship Program**

Focusing on expanding opportunities for high-school and university students upon entering the job market, our internship program combines experience and on-the-job activities, also offering technical and behavioral training. In 2018, 20 interns participated in our program.

**Education and Languages**

We also have an Education and Language Incentive program that offers scholarships for employees based on their performance history, time with the company, and suitability for the role. The scholarships include language courses, undergraduate programs, vocational courses, and graduate programs. In 2018, 22 employees received scholarships. | [GRI 404-1](#), [404-2](#) |





All employees undergo a performance evaluation every year as part of our **people management cycle**.

**HIGH-PERFORMANCE LEADERS**

One of the ten action areas created during the process of defining Moove’s culture was the development of action plans to improve performance management. Opportunities include leadership training to further support the transformation and engagement of all employees. The Leadership Development program is carried out in partnership with Fundação Dom Cabral, a world-class educational institution focusing on the development and training of executives, entrepreneurs and managers.

| GRI 404-2 |





**PERFORMANCE EVALUATION AND CAREER DEVELOPMENT**

As part of a model that guarantees meritocracy in the performance and career development cycle of employees, all employees undergo a performance evaluation every year. The only exceptions are employees who have been with us for less than a period of three months, which is not sufficient time for a proper assessment.

All employees in administrative and leadership positions establish individual goals aligned with the year’s corporate goals. This alignment is guaranteed through a structured process and publishing goals. Individual goals are monitored by employees and their managers. At the end of the cycle, employees conduct a self-evaluation and managers evaluate the goals and behaviors expected by the organization.

The evaluation corresponds to 30% of the final score and the individual goals represent 70%. To guarantee fair evaluations across the organization, individual scores are also discussed in committee, and evaluations may occasionally be adjusted. | GRI 404-3 |

Total ratio of employees who received evaluation of regular performance and career development

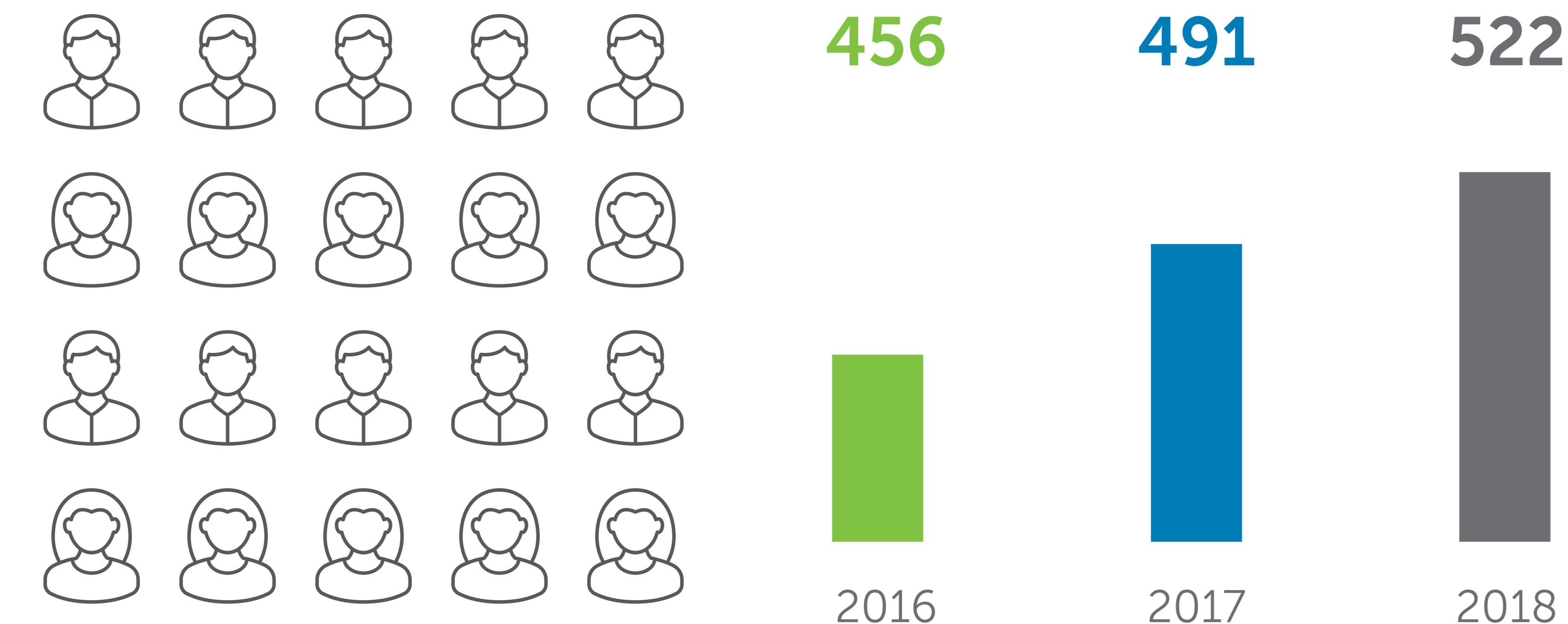
	2016	2017	2018
	91%	100%	100%
	88%	100%	100%



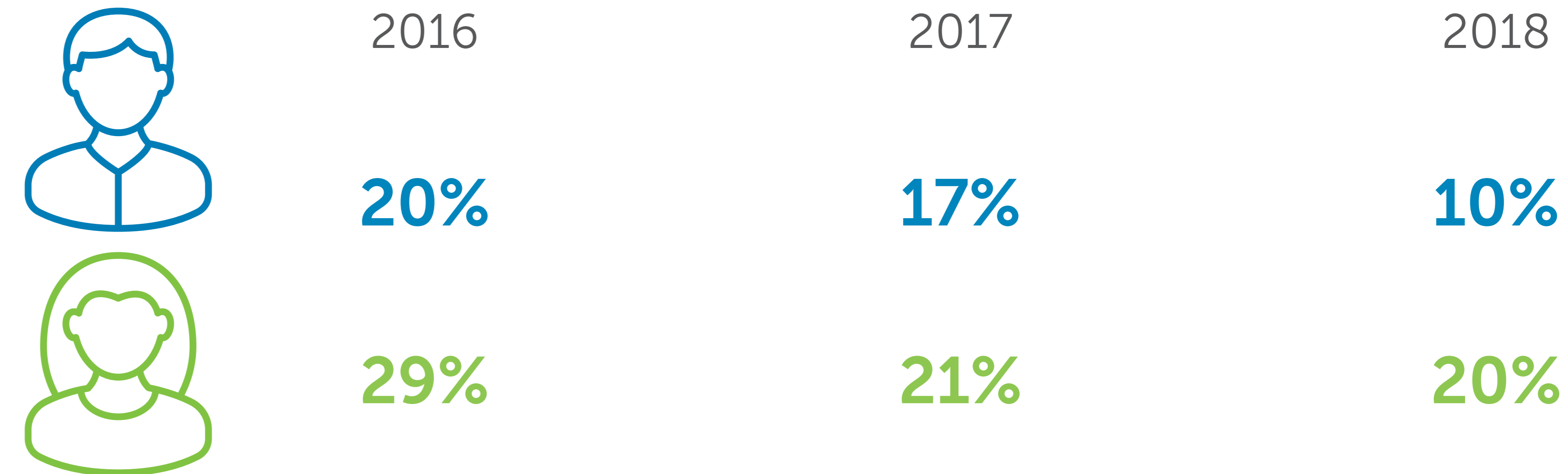
TOTAL EMPLOYEES (BRAZIL DATA)

Total employees

| GRI 401-1 |



Termination rate<sup>3</sup>



<sup>3</sup> In 2017, for our turnover rate we reported the ratio of all employees leaving the company based on pre-established criteria - age, gender, and region. For 2018, we updated information from 2016/2017/2018 and introduced the turnover rate considering the total number of departing employees by age, gender and region in relation to the total number of active employees in December 2016, December 2017, and December 2018, considering the same criteria.

Total employees by gender

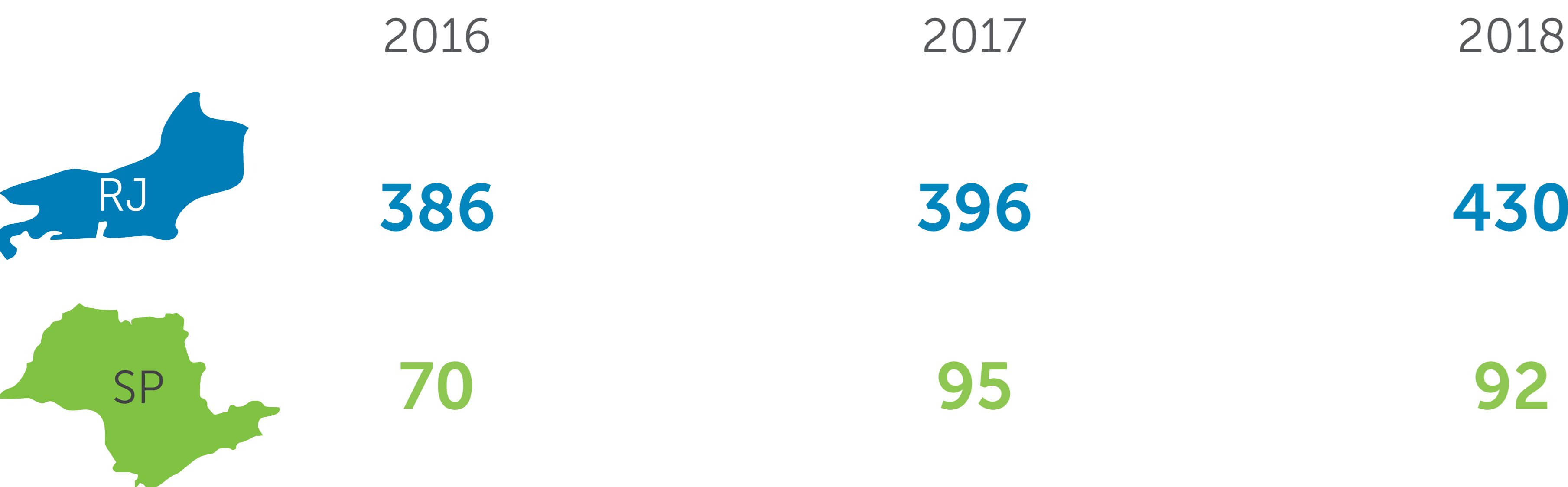


Total employees who went on parental leave

| GRI 401-3 |



Total permanent employees by region

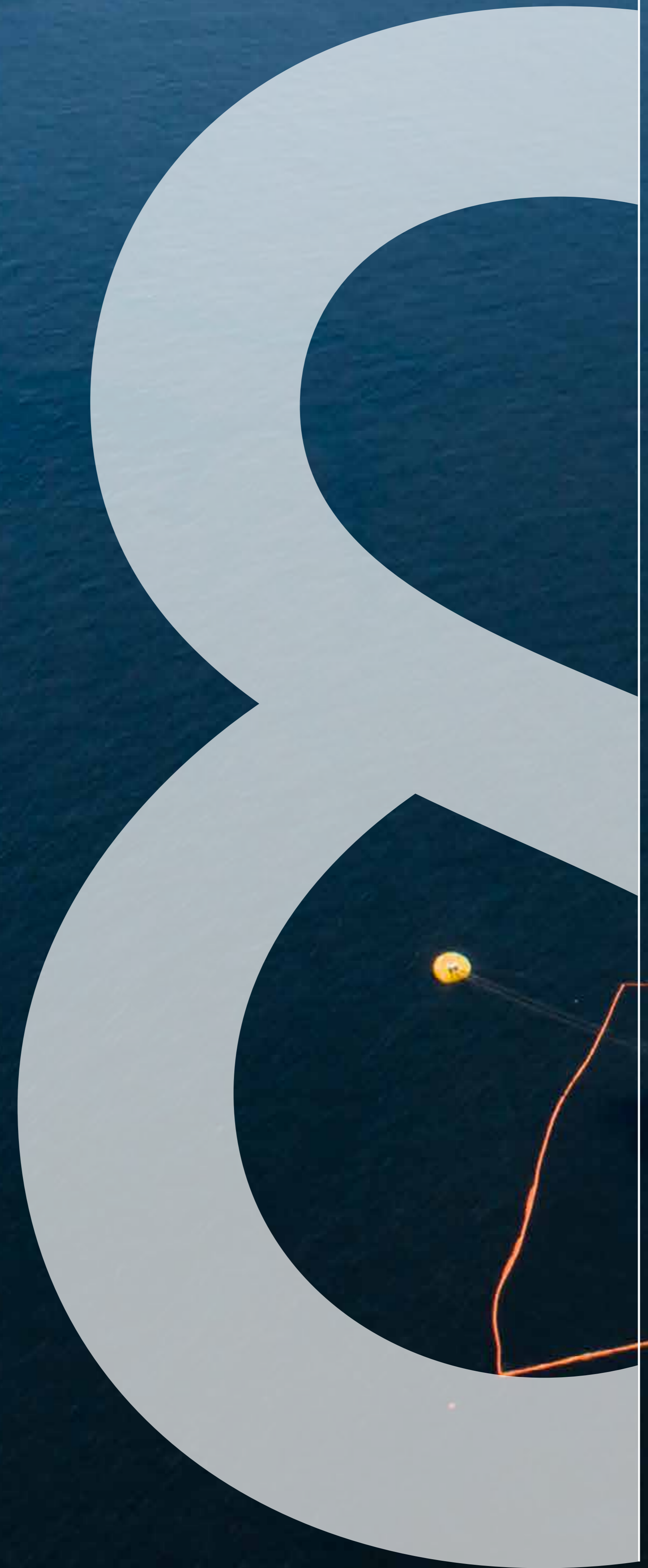


Total employees who returned from parental leave

| GRI 401-3 |







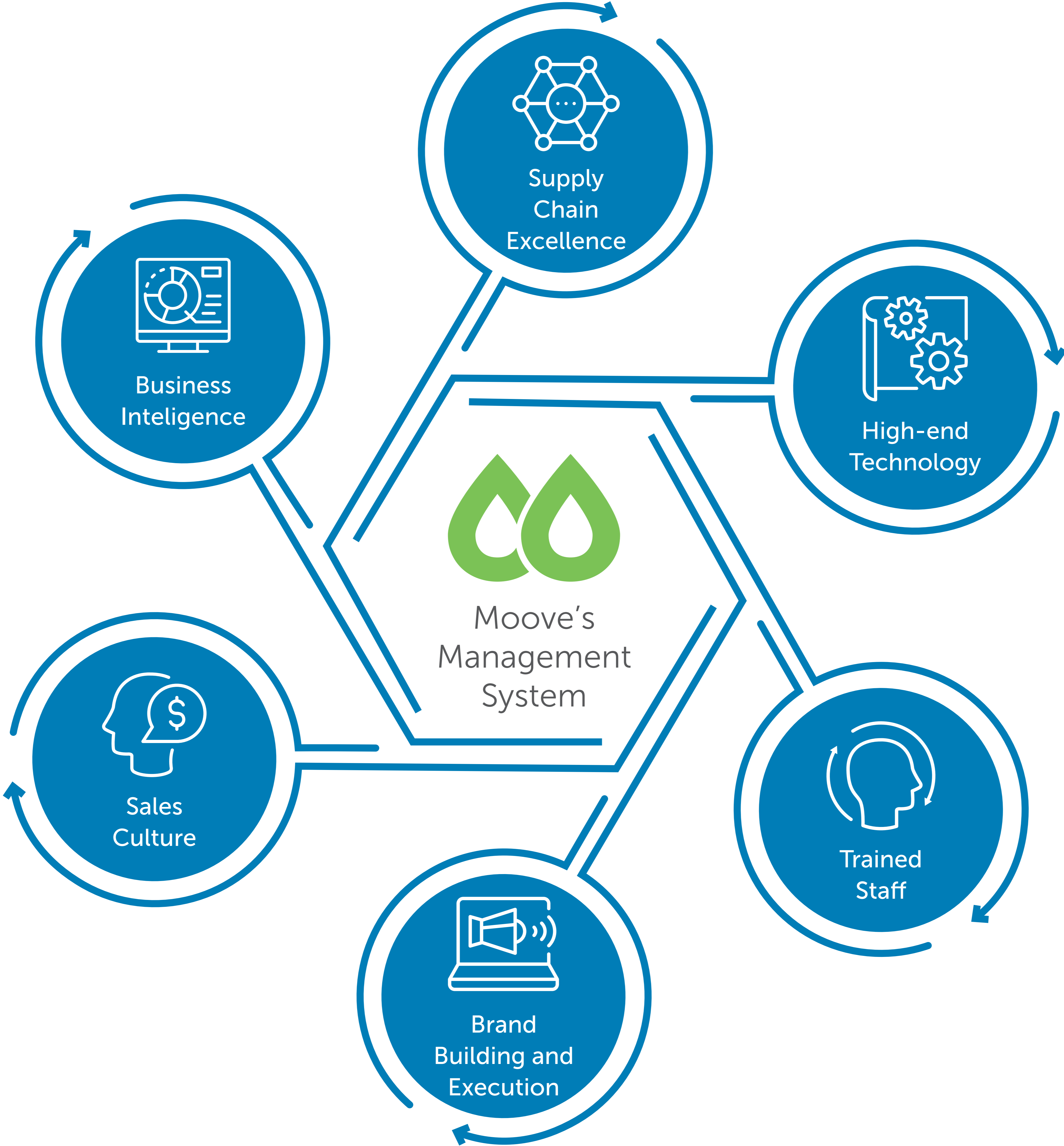
# REPLICABLE MANAGEMENT SYSTEM



**A**t Moove, our Replicable Management System makes our pursuit of strategic priorities unified and coherent, allowing us to grow sustainably. This model provides market intelligence supported by a business intelligence system responsible for fully mapping out 100% of Moove’s production, logistics and distribution to mitigate risks, such as the truck drivers’ strike in 2018.

We managed to maintain well-supplied inventories thanks to a comprehensive information inventory of all products, starting with product departure and including movements by the 14 distributors across Brazil (such as sales and need for replenishment).

To assure business alignment, this model is implemented in all of Moove’s business locations worldwide.



**OPERATIONAL RISK MANAGEMENT**

We have operational risk management frameworks in place, such as Internal Control, HES (Health, Environment and Safety), Crisis Management and Risk Management, all supported by sophisticated operational systems and specific safety resources that seek to mitigate these risks.

This model gives us an integrated overview of risks and controls. To determine the actions to be taken, a joint evaluation is conducted out by these above-mentioned departments as well as the office responsible for the process in which the risk was identified. All mapped risks are submitted to the Audit and Risk Committees for discussion, and the committees help address the specific risk by determining the actions to be taken, together with the operating departments. | [GRI 102-11](#) |

Our Replicable Management System ensures unity and consistency in pursuing our strategic priorities.





# PARTNERSHIPS AND RELATIONSHIPS





Over the last few years, Moove has been consolidating a business model through sustainable growth, working closely and innovatively with our value chain: suppliers, distributors and customers. Therefore, we continuously invested in processes related to these stakeholders, which translates into a key competitive advantage for our financial growth.

Moove is currently a global company, producing and distributing high-quality products to most of Brazil and the world, thanks to our commitment to our stakeholders. They are an integral part of our strategic priorities and contribute to our results in a virtuous cycle of mutual and continuous benefits.

## SUPPLIERS AND DISTRIBUTORS

Suppliers and distributors are vital links of our value chain, and therefore we work closely with them as we pursue growth, efficiency and expansion goals.

We maintain a close relationship with suppliers and distributors.. Through the Moove Distributors Program, implemented in 2006, we support our network through the adoption of best practices from logistics solutions to financial planning. Together with this network, we also strengthened and consolidated our customer portfolio, establishing a close relationship with major strategic partners. | [GRI 103-2, 103-3, 102-9, 412-2](#) |

## CUSTOMERS

With teams specializing in B2B and B2C, we have built a relationship of trust with our customers in all segments of operation. The comprehensive market knowledge of our consultants allows them to act strategically, offering solutions and improvements for sectors such automotive (cars, motorcycles and heavy vehicles), railway, maritime, aviation, and industry (energy, mining, steelwork and food and beverages).

In 2018, we strengthened our relationship with manufacturers of agricultural machinery by displaying the Mobil Delvac brand at two of Brazil's most important events in this industry: Safratec and Show Rural. We also invested in creating and disclosing the repositioning of the Mobil brand, through initiatives with distributors, large industries and direct consumers.

We also executed a campaign to launch the Mobil Delvac Utilitário product in the city of São Paulo. The exclusive line for utility cargo vehicles (UCV) offers protection against wear and tear caused by the "stop and move" traffic flow and the constant use of lower gears, as it guarantees fast lubrication of all engine parts, maintaining a protective film for a longer time. | [GRI 103-2, 103-3, 417-1](#) |

\*B2B: business to business (de empresa para empresa)

\*\*B2C: business to cliente (da empresa para o cliente)





## PRODUCT SAFETY

| GRI 103-2, 103-3, 416-2 |

To guarantee quality and increase customer satisfaction, we maintain a Quality Assurance System (QAS) based on NBR ISO 9001:2015 and IATF 16949:2016 (Quality Assurance System for Automakers). We also work with ISO/IEC 17025 certification (Competence of Test and Calibration Laboratories) to verify the reliability of lab results. Note that quality processes are periodically approved and assessed by ExxonMobil, based on the "Product Integrity - 3PIM" evaluation system.

All relevant product information is displayed on the packaging including safe use, disposal, environmental impact, and technical and safety information, in accordance with current rules and regulation in the country of sale. Labels also include correct usage information to protect the consumer's health and to prevent environmental impact caused by incorrect usage and inappropriate disposal.

In 2018, there were no non-compliance events regarding regulations and codes related to product information and labels. We also had no non-compliance events in marketing communications.

## COMMUNITIES

We work to maintain a harmonious relationship with our local communities. Potential interference is mainly related to the environment (caused by possible spills) or truck noise, particularly in the Ribeira community located near the Rio de Janeiro plant.

We constantly map out possible impact on these stakeholders in all our operations. We also maintain an open channel of communication with members of the community, who can submit their suggestions and complaints by phone, at (21) 3386-2222 and (21) 3386-2115; through the Operations and Safety Control Center (CCOS), or in person at the plant's reception area. The CCOS and the HES team record and forward information to the applicable departments for analysis and resolution.

We work to maintain a harmonious relationship with the surrounding communities.



## PROJECTS & SOCIAL ENGAGEMENT

Moove understands the needs and expectations of its external stakeholders as well as those of the communities in which it operates. We strive to give back to local populations by implementing projects and initiatives designed to support and sustain them. In 2018, our main initiatives included:

### Summer Camp & Sports, Culture, and Citizenship Education Project

With approximately 200 students participating, Moove's 2018 Summer Camp invited children between the ages of 7 and 14 to participate in athletics and cultural activities throughout the summer break. Sponsored by Moove and open to local communities, the Camp was also available to the children of employees.

Moove also sponsors the Sports, Culture, and Citizenship Education Project, an initiative designed to promote the social inclusion of children from underprivileged communities in *Ilha do Governador*, including Colony Z-10, a district in the vicinity of Moove's operations.

Both programs are overseen by physical education teachers to ensure participants at all skill levels receive appropriate athletics coaching.



### Celebração do Dia do Idoso

In October 2018, Moove coordinated its International Day of Older Persons celebration alongside those of the Rio Ar Livre (RAL) Project, which offers free daily exercise classes to elderly members of the communities in which Moove operates. The festive event included musical performances, celebratory T-shirts, and a lavish breakfast provided by Moove.

We stay active in interacting with the community.

### Task Force to Clean the Jequiá Mangrove

In September 2018, Moove's HES team joined the Task Force to Clean the Jequiá Mangrove. Through this initiative, Moove worked alongside the local community to spread awareness about the importance of mangrove preservation. The task force was organized by the 17th Battalion of the Military Police of Ilha do Governador and supported by the island's XX Administrative Region, the Z10 Fishermen Colony Association, the Brazilian Navy, agents from the Environmental Preservation Office, Comlurb, and residents of Ilha do Governador.

Moove spontaneously contributed to the event by providing safety gloves for garbage collection in the mangrove region. In addition to building a closer relationship with the Z-10 Fishermen Colony, this socio-environmental initiative helped us identify opportunities for operations that better fit the needs and expectations of our local communities.



## INTEGRATED COMMUNICATION AT ALL TIMES

During September, Moove's Communication and HES departments headed Moove Urban Mobility, an internal campaign that brought attention to commuting safety as well environmentally and health-friendly commuting alternatives (such as carpooling and cycling).

The campaign also targeted our freight companies by underscoring the importance of integrated action and pressing our logistics chain partners to raise awareness among drivers regarding the importance of reducing truck speed in the vicinity of our plants and respecting the established times for road circulation and access to the Terminal.

These measures help underscore ways to avoid disrupting communities while stressing compliance with traffic rules and proper fleet maintenance protocols. The result is improved driver safety and a reduction in air pollution generated by product transport.





**Se tem movimento,**

**tem Mobil.**

| GRI 417-1 |

BRAND BUILDING  
AND EXECUTION



At the end of the first quarter of 2018, we renewed our strategic alliance with ExxonMobil to extend our branding agreement an additional 20 years. Licensed to Moove in the countries where we operate, the Mobil brand is globally recognized for its leadership in synthetic lubricants. The superior quality and technology of the products offers a variety of benefits to customers, such as greater efficiency, productivity and reliability, with the added support of a highly-skilled technical team.

The new agreement was pivotal for the company to execute its planned strategies. One of the first initiatives was investment in new brand positioning. To develop our brand, we conducted a survey with over 2,000 people, including store consumers and mechanics, and concluded that we could leverage brand's strength and high-end technology.

With the slogan "If it's moving, it's Mobil," the new campaign focused on the brand's social media channels, including a video and a hotspot to highlight the unexpected ways the product has been used for more than a century. We fully integrated the product line's new communication strategy, with a single visual identity for all Mobil segments: cars, motorcycles, trucks, agricultural machinery, and industrial. | GRI 417-1 |

If it's moving, it's Mobil.



If it's moving, it's Mobil.



If it's moving, it's Mobil.

**STRONGER BRAND ENGAGEMENT**

The renewed contract with ExxonMobil to use the Mobil brand for another 20 years provided us with an opportunity to renew and reposition ourselves among distributors and other stakeholders, such as mechanics and truck drivers, who influence the buying decision of our main B2C customers, with whom they have a close direct relationship.

Through various initiatives, we implemented integrated communications for the entire product line for these stakeholders. At points of sale, we highlighted product quality and efficiency. For mechanics, who usually have a strong relationship with their customers, we developed a special campaign with the brand's ambassador, F1 pilot Rubinho Barrichello. Through the "Stories of Trust" campaign, we encouraged mechanics to share a story of trust with their customers, for a chance to participate in a car race with Rubinho.

We also made efforts to raise the visibility of the brand among truck drivers by sponsoring the TV show "Pé na Estrada", hosted by Pedro Trucão, where we lev-

eraged our brand's connection with truck drivers. To further connect with this audience, we also featured a series of videos on the daily life of truck drivers at our YouTube channel with the show "Sobre Rodas," hosted by our influencer Giovani Darolt.

By highlighting the fact that the Mobil lubricant is used by major automotive and aircraft brands, as well in NASA rockets and even the Sugarloaf Cable Car in Rio de Janeiro, we showed consumers the product's potential and technology for use in their vehicles.



[Click here to learn more about the Mobil Delvac Sobre Rodas show](#)

[Click here to watch the promotion's video](#)

[Click here to learn more about our new positioning and campaign.](#)





# GRI STANDARDS CONTENT INDEX



STANDARD GRI	DISCLOSURE	COMMENT	PAGE
<b>GRI 101: FOUNDATION 2016</b>			
<b>GENERAL DISCLOSURES</b>			
GRI 102: General Disclosures 2016	102-1 - Name of the organization	Cosan Lubrificantes e Especialidades S.A. - "Moove".	9
	102-2 - Activities, brands, products and services		9
	102-3 - Location of headquarters		47
	102-4 - Location of operations		14
	102-5 - Ownership and legal structure	Moove is a closed corporation and its capital is divided among common registered shares without par value.	14
	102-6 - Markets served		
	102-7 - Scale of the organization		10
	102-8 - Information on employees and other workers	Moove has contracts with companies that provide outsourced workers to perform supporting activities in our operations. These third parties work in accordance with the Laws 13,429/2017 and 13,467/2017.	
	102-9 - Supply chain		35
	102-10 - Significant changes to the organization and its supply chain	None.	
	102-11 - Precautionary Principles or Approach	Working together with the aforementioned areas gives the Company an integrated overview of risks and controls, to better assess actions adopted to address risks.	33
	102-12 - External initiatives	The joint operation of all areas allows the Company to have an integrated view of risks and controls and can make a better evaluation of the actions taken in risk treatment.	
	102-13 - Membership of associations		11

STANDARD GRI	DISCLOSURE	COMMENT	PAGE
<b>STRATEGY</b>			
GRI 102: General Disclosures 2016	102-14 - Statement from senior decision-maker		3
	102-15 - Main impacts, risks and opportunities		8
<b>ETHICS AND INTEGRITY</b>			
GRI 102: General Disclosures 2016	102-16 - Values, principles, standards and norms of behaviour		25
	102-17 - Counseling mechanisms and ethical concerns		
<b>GOVERNANCE</b>			
GRI 102: General Disclosures 2016	102-19 - Delegation of authority		18
	102-20 - Accountability of Executives for Issues economic, environmental and social	<a href="http://ir.cosanlimited.com/enu/corporate-structure">http://ir.cosanlimited.com/enu/corporate-structure</a>	
	102-21 - Stakeholder consultation on topics economic, environmental and social		7
	102-22 - Composition of the highest governance body and its commit	<a href="http://ir.cosan.com.br/enu">http://ir.cosan.com.br/enu</a>	
	102-23 - Chairman of the highest governance body	<a href="http://ir.cosan.com.br/enu">http://ir.cosan.com.br/enu</a>	
<b>STAKEHOLDER ENGAGEMENT</b>			
GRI 102: General Disclosures 2016	102-40 - List of stakeholder groups		7
	102-41 - Collective bargaining agreements	Collective bargaining agreements negotiated by the employer's union cover 100% of active employees active on 12/31/2018, applicable to the state (Rio de Janeiro and São Paulo). The company also maintains an Employee Commission, to determine the criteria and metrics for profit-sharing payments, having entered into an agreement for 2018.	



STANDARD GRI	DISCLOSURE	COMMENT	PAGE
GRI 102: General Disclosures 2016	102-42 - The basis for identifying and selecting stakeholders with whom to engage		7
	102-43 - Approach to stakeholder engagement		7
	102-44 - Key topics and concerns raised		7
<b>REPORTING PRACTICES</b>			
GRI 102: General Disclosures 2016	102-45 - Entities included in the statements consolidated financial statements		7
	102-46 - Defining report content and topic Boundaries		7
	102-47 - List of material topics		7
	102-48 - Restatement of information	In 2018, new business units were incorporated into Moove's portfolio, namely in the United States, Argentina, France and Portugal.	
	102-49 - Changes in reporting	None.	
	102-50 - Reporting period		6
	102-51 - Date of most recent report		6
	102-52 - Reporting cycle		6
	102-53 - Contact point for questions regarding the report		7
	102-54 - Claims of reporting in accordance with the GRI Standards		6
	102-55 - GRI content index		40
102-56 - External assurance	Moove does not perform external assurance of its report.	6	

STANDARD GRI	DISCLOSURE	COMMENT	PAGE
<b>ENVIRONMENT</b>			
<b>ENERGY</b>			
GRI 103: Management Approach	103-1 - Explanation of the material topic and its Boundary		8
	103-2 - The management approach and its components		23
	103-3 - Evaluation of the management approach		23
GRI 302: Energy 2016	302-1 - Energy Consumption Within the Organization		23
	302-4 - Reduction of energy consumption		23
<b>EMISSIONS</b>			
GRI 103: Management Approach	103-1 - Explanation of the material topic and its Boundary		8
	103-2 - The management approach and its components		24
	103-3 - Evaluation of the management approach		24
GRI 305: Emissions 2016	305-1 -Direct (Scope 1) GHG emissions		23
	305-2 - Energy indirect (Scope 2) GHG emissions		23
	305-3 - Other indirect (Scope 3) GHG emissions		23
	305-5 - Reduction of GHG emissions	As GHG emissions are not considered a significant environmental aspect of Moove's operations, there is no project in place to reduce such emissions.	
	305-6 - Emission of ozone-depleting substances (ODS)	Indicator not selected for response and items not applicable to the business.	
	305-7 - NOX, SOX and Other Atmospheric significant emissions		24



STANDARD GRI	DISCLOSURE	COMMENT	PAGE
<b>EFFLUENTS AND WASTE</b>			
GRI 103: Management Approach	103-1 - Explanation of the material topic and its Boundary		8
	103-2 - The management approach and its components		21
	103-3 - Evaluation of the management approach		21
GRI 306: Effluents and Waste	306-2 - Waste by type and disposal method		21
	306-3 - Significant spills	Zero	
	306-4 - Transport of hazardous waste		21
<b>EMPLOYMENT</b>			
GRI 103: Management Approach	103-1 - Explanation of the material topic and its Boundary		8
	103-2 - The management approach and its components		31
	103-3 - Evaluation of the management approach		31
GRI 401: Employment	401-1 - New employee hires and turnover of employees		31
	401-2 - Benefits provided to full-time employees not provided to temporary or part-time employees	São Paulo and Rio de Janeiro: life insurance, health plan, parental leave, private pension plan, transportation voucher, vision care, childcare and medication assistance, as well as assistance for dependents with disabilities. In Rio de Janeiro, a cafeteria is provided for employees. In São Paulo, employees receive meal vouchers.	
	401-3 - Maternity / paternity leave		31

STANDARD GRI	DISCLOSURE	COMMENT	PAGE
<b>LABOR RELATIONS</b>			
GRI 103: Management Approach	103-1 - Explanation of the material topic and its Boundary		8
	103-2 - The management approach and its components		-
	103-3 - Evaluation of the management approach		-
GRI 402: Labor Relations	402-1 - Minimum advance notice regarding operational changes	A communication process begins approximately four weeks prior to every operational change. In 2018, we continued to implement the Lean system and started operating in Argentina. These projects were communicated in advance and the departments involved adjusted to the situation, through the provision of information, adaption of processes/ controls, and decision-making to meet new demands.	
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
GRI 403: Saúde e Segurança no Trabalho 2016	403-4 - Health and safety topics covered in formal agreements with trade unions	20%. The agreements have health and safety clauses, discussed in meetings between the company and the unions.	
	403-6 - Promotion of Worker Health	Moove invests in the health of its employees by offering a Health Care Plan, Dental Plan, Prescription Card, and Vision Care, as well as quality of life programs.	
	403-8 - Workers covered by an occupational health and safety management system	100%	
	403-9 - Work-related injuries	Zero	
	403-10 - Work-related illness	There is no record of work-related illness.	



STANDARD GRI	DISCLOSURE	COMMENT	PAGE
<b>TRAINING AND EDUCATION</b>			
GRI 103: Management Approach	103-1 - Explanation of the material topic and its Boundary		8
	103-2 - The management approach and its components		25
	103-3 - Evaluation of the management approach		25
GRI 404: Training and Education 2016	404-1 - Average hours of training per year per employee.		29
	404-2 - Employee Skills Development and Career Transition Assistance Programs		25, 29, 30
	404-3 - Percentage of employees receiving regular pay performance and career development reviews		30
<b>HUMAN RIGHTS ASSESSMENT</b>			
GRI 103: Management Approach	103-1 - Explanation of the material topic and its Boundary		8
	103-2 - The management approach and its components		35
	103-3 - Evaluation of the management approach		35
GRI 412: Human Rights Assessment	412-1 - Operations that have been subject to human rights reviews or impact assessments .	There are no Human Resources initiatives in place to examine or assess impacts related to human rights.	
	412-2 - Employee training on human rights policies or procedures	There is no specific human rights training. However, every employee is expected to read the Cosan group's Code of Conduct every year. The code includes information on anti-slave labor and anti-child labor laws.	

STANDARD GRI	DISCLOSURE	COMMENT	PAGE
GRI 412: Human Rights Assessment	412-3 - Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Although the company requires compliance with the law during hiring, there is no specific examination for this purpose.	
<b>CUSTOMER HEALTH AND SAFETY</b>			
GRI 103: Forma de Gestão 2016	103-1 - Explanation of the material topic and its Boundary		8
	103-2 - The management approach and its components		36
	103-3 - Evaluation of the management approach		36
GRI 416: Customer Health and Safety	416-1 - Assessment of the health and safety impacts of product and service categories	100%	
	416-2 - Cases of non-compliance regarding health impacts and security of product and service categories		36
<b>MARKETING AND LABELING</b>			
GRI 103: Management Approach	103-1 - Explanation of the material topic and its Boundary		8
	103-2 - The management approach and its components		35
	103-3 - Evaluation of the management approach		35
GRI 417: Marketing and Labeling	417-1 - Requirements for product and service information and labeling		35, 39
	417-2 - Incidents of non-compliance concerning product and service information and labeling	Zero	
	417-3 - Incidents of non-compliance concerning marketing communications	Zero	





| GRI 102-3 |

# ACKNOWLEDGMENTS

## **MOOVE | GRI 102-3 |**

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