

# move

Sustainability  
Report

2022



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# Welcome

With transparent and responsible practices, we are publishing our sixth Sustainability Report, reaffirming our commitment to being a leading company in the high-performance lubricants market. Our products and services are increasingly associated with sustainable practices, as communicated to the market and stakeholders. **GRI 2-2, 2-4**

This publication is part of our annual reporting cycle and contains relevant information about our activities from January 01 to December 31, 2022, both in Brazil and beyond. The criteria and disclosures in this report relating to domestic operations only have been assured by EY. **GRI 2-3, 2-5**

The contents follow the Global Reporting Initiative (GRI), recognized as the global best practice for publicly reporting various economic, environmental and social impacts. Our operations also align around the United Nations' Sustainable Development Goals (SDGs). This report also showcases our initiatives connected to our EESG (Economic, Environmental, Social and Governance) Journey.

Our reporting is based around our materiality matrix with five priority topics. We are therefore presenting our corporate governance model, engagement with Moovers (our people), suppliers and other stakeholders, alongside our commitment to the environment. **GRI 2-29, 3-1, 3-2**

If you have any queries about the contents of this report, please contact: [falecomamoove@moovelub.com](mailto:falecomamoove@moovelub.com). **GRI 2-3**

Enjoy the report!



# Message from the CEO

## GRI 2-22

It is an exciting time for MOOVE, as we have established ourselves as an international company with integrated businesses in three regions: South America, home to our core operations in Brazil, and Bolivia, Uruguay, Paraguay and Argentina (referred to internally as BUPA); North America (United States); and Europe, with operations in Portugal, France, Spain and our largest operation, in the United Kingdom, where we produce and market lubricants and greases to over 40 countries in Europe and Asia.

We now have a meaningful presence in the Americas and Europe, and have developed a management model that we can replicate in new operations. We work seamlessly and believe in the power of our unity, as creating a governance model that embraces the culture of each country, its people and the local specificities in an ongoing endeavor. We strive to preserve regional autonomy and have been successful in spreading our culture and implementing our strategy to become a global leader in lubricants.

The company is growing as strategically planned. In the past year, we celebrated the acquisition of

the US company PetroChoice, one of the largest producers and distributors of lubricants in the United States, with around 240 million liters traded per year and operations in 25 states - affording us a meaningful presence in the world's second-largest market. We also acquired the Brazilian company Tirreno, which brings over 50 years of experience and a portfolio that complement's Moove's, with substantial synergy for distribution reach, growth and expansion possibilities.

The business model we have developed is unique in the market, both in how we understand the segment and how we operate within it through our team. Our performance is demonstrated by the consistent growth of our results. In the past five years, Ebitda has grown 4.9 times organically (through the company's natural growth) and inorganically (through acquisitions). In 2022, our net operating revenue was R\$ 8,980 million and our Ebitda was R\$ 851 million, growth of 41% on the previous year, driven by a more profitable portfolio and higher sales.

Evolution, maturity and continuous improvement are operative words that define our company in

**Filipe Affonso Ferreira**  
CEO

## MESSAGE FROM THE CEO

economic, environmental, social and governance (EESG) matters. In sync with our EESG Journey, we have enhanced our climate agenda, harnessing Disclosure Insight Action (CDP) to pursue global best practices in greenhouse gas emissions management.

We remain committed to our choices and public goals of having more women in leadership positions and incorporating more recyclable resins into our packaging, achievements made in the past year. We have been signatories of the UN Global Compact since 2021 and are wholeheartedly committed to enduring sustainable growth and value sharing. We have taken great strides in MOVER (Movement for Racial Equity), which we jointly founded. This initiative aims to establish guidelines, exchange experiences and teach how to create racially equitable business environments and societies.

We are ready to tap into multiple possibilities beyond our current business scope, supported by

**We draw on processes, governance, planning, innovation and, most importantly, responsible individuals who are courageous enough to take risks and grow continuously.**

a competent and diverse team focused on offering smart solutions to the market. To make this happen, we draw on processes, governance, planning, innovation and, most importantly, responsible individuals who are courageous enough to take risks and grow continuously.

**Filipe Affonso Ferreira**  
CEO



We work seamlessly  
and believe in the  
power of our unity

# The **m<sup>o</sup>ove** way of doing business



# About us

GRI 2-1, 2-2, 2-6

We are a Brazilian multinational company (headquartered in São Paulo) with the legal name Cosan Lubrificantes e Especialidades SA. For almost 15 years, we have been making lubricants, greases, fluids and special products distributed in North and South America and Europe, serving dozens of industries. We are also a key player in the supply of insulating oils and distribution of base stocks.

In Brazil we boast 95,175 points of sale operated by 14 distributors. (see more in *Operations in Brazil and worldwide* page 30).

This positions us among the top three companies in the industry in terms of market share in Brazil. And the largest in the premium lubricants segment. Our portfolio of premium lubricants and engineering services is designed to provide sustainability to our customers by offering:

- Greater equipment efficiency
- Reduced environmental impacts by extending the lifespan of components and minimizing the disposal of maintenance-related waste
- Lower exposure of individuals to operational risks during machinery and equipment maintenance
- Lower plastic usage through bulk sales
- Increased circularity of plastic packaging by investing in recycled resins
- Lower energy consumption and greenhouse gas emissions (GHG) through the use of friction-reducing lubricants.

Mobil is a brand leader in synthetic lubricant technology and offers products in the Mobil Super line with ILSAC GF-6 and API SP approvals, which regulate pollutant emissions.



## ABOUT US

Our work envisages three priorities: high-performance teams, a culture of efficiency and business growth.

We believe that acting responsibly and sustainably lets us build an engaged production chain, ensuring the longevity of our business and benefiting our stakeholders in the long term.

- **Vision**  
To be a global leader in lubricants.
- **Mission**  
To offer high-performance products and services with innovative solutions to transform the markets in which we operate.
- **Purpose**  
Moving people and businesses the right way for everyone.
- **Priorities**  
High-performance teams, culture of efficiency, business growth.





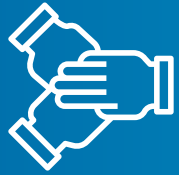


# Moving people and businesses the right way for everyone

With this purpose and spurred by professionals committed to our values and culture, we will become a global leader in lubricants . Our unique personality is shaped by the Moove Mindsets. These are five crucial mindsets that demonstrate what

it means to be a Moover and aim to inform our relationships and business practices with all our stakeholders. We draw on them to develop high-performance teams capable of working efficiently and growing the business by maximizing results.

# Moove Mindsets



## Tamo Junto

We start together and work as a team to connect ideas and share decisions. We turn adversities into opportunities to do even better.



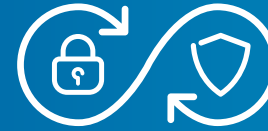
## Open Mind

We are open to new experiences and different ideas and opinions. We proceed with respect, dignity and fairness, and only give opportunities to people with fair and inclusive mindsets.



## Straight Talk

Open dialog, active listening and constructive conflict give us a new perspective and make even better solutions for our business, that's why we cut straight to the point.



## Always Safe

We demand ethical and unquestionable conduct, ensuring the integrity of people, the business and the environment. We believe in safety first and foremost.



## Think Big, Keep it Simple

We have big ambitions, we see far, we think simple and we value uncomplicated solutions that guarantee consistent results.

# Our Culture

## Our history inspires our future

The mindset of continuous improvement motivates us for short and medium-term actions and plans. A strong culture, clear vision and focus on executing strategic priorities have been the main assets and drives for our growth.



Visão

To be a global leader in lubricants.

High-performing teams

Culture of efficiency

Growing our operations

EESG

Performance

atitudes moove

People

pluralidade

propósito moove

transfor mational mooves

# Our Strategy



# Stronger together

## GRI 2-28

We believe in the engagement that we want to promote. We therefore participate in groups to strengthen our presence in the sector:

### Brazil

- Brazilian Institute of Petroleum, Gas and Biofuels (IBP)
- Community Security Council (CCS) of Ilha do Governador (RJ)
- Area Plan of Baía de Guanabara (PABG)
- Instituto Jogue Limpo (IJL)
- National Fuel and Lubricant Distributors' Union (Sindicom)

### Outside Brazil

- Technical Association of the European Lubricants Industry (Atiel)
- United Kingdom Lubricants Association (Ukla)
- Independent Automotive Aftermarket Federation (IAAF)
- Independent Lubricant Manufacturers Association (ILMA)
- The Royal Society for the Prevention of Accidents (Rospa)
- Argentina Chamber of Lubricants (CAL)

# Our geographies

GRI 2-1, 2.6



We produce and distribute lubricants, greases, fluids and specialties for South and North America, and Europe.



### United States

- Based in Pennsylvania
- 2 plants and 50 distribution centers (Petrochoice)

### Europe

- Head office and plant in England
- Operations in France, Spain and Portugal
- Sales to more than 40 countries in Europe and Asia

### Brazil

- Headquartered in São Paulo
- Plant on Ilha do Governador (RJ)
- 14 exclusive distributors
- Automotive and industrial fluid plant (Tirreno) in São Paulo

### BUPA (Bolivia, Uruguay, Paraguay and Argentina)

- Head office and operations in Buenos Aires
- Network of exclusive distributors in Bolivia, Uruguay, Paraguay and Argentina

# Sustainability as a part of strategy

GRI 2-22, 2-29

When we set off on our ESG Journey two years ago, we were committed to pursuing it legitimately, thinking about how we can implement processes, programs and initiatives, and leverage our sustainability culture to make it a permanent fixture. Growth only makes sense to us if it benefits our stakeholders, generating possibilities for society and, above all, for our people. More than just meeting market demands or our strategy, creating positive impact for all the entities we engage with is part of our modus operandi.

We have developed through commitment and structured governance on our material topics and management processes, primarily supported by the purpose of "moving people and businesses the right way for everyone," making sustainability pervasive throughout the organization to achieve our vision of being a global leader in lubricants..

## Cosan Group's 2030 ESG Vision
















*We are part of Cosan Group, which began reviewing its sustainability strategy in 2022, calling it its 2030 ESG Vision. This process involved deep involvement from various teams within the holding company and its portfolio businesses, including Moove. To contribute to this endeavor, we helped identify cross-cutting material topics for the group, translating them into core objectives and drivers that will guide Cosan Group's sustainability journey until 2030. Furthermore, in collaboration with the holding company, we established the Cosan Group Sustainability Commission, a governance practice composed of leaders and members from the ESG and Sustainability teams of the companies. This commission will report information to the Strategy and Sustainability Committee (a body reporting to the Cosan Board of Directors). The Sustainability Commission will contribute to monitoring actions and discussions on the progression of this strategy.*



You can read about Cosan Group's 2030 ESG Vision in the holding company's official publications on the page <https://www.cosan.com.br/sustentabilidade/>

# Our material topics

GRI 3-1, 3-2

Material Topics	Description	Priority SDGs <sup>1</sup>
<b>Health and safety</b>	To ensure the safety of individuals and minimize the risks of significant socio-environmental losses in the workplace, operations and product transportation, we take proactive actions and respond quickly to incidents and emergencies.	 
<b>People development and culture</b>	To nurture and ensure a safe, inclusive and prejudice-free work environment with career opportunities for all.	   
<b>Environmental management</b>	Commitments made and strategy established for sustainable environmental practices and to mitigate the effects of climate change. This includes monitoring greenhouse gas emissions throughout the value chain, energy efficiency, water and effluent management, and waste management through packaging and material circularity.	   
<b>Local community engagement</b>	To act responsibly and be mindful of the impact we can have on neighboring communities before, during and after our operations. This includes not only reducing our adverse footprint but also helping improving the quality of life for local populations.	  
<b>Efficiency and performance</b>	Investment in technological development and innovation, aiming to foresee market trends and meet customer expectations by seeking greater efficiency and productivity while easing negative social and environmental impacts.	 

The impacts of Health and Safety; People Development and Culture; Environmental Management and Efficiency and Performance are felt both within and outside the company. Only Community Engagement happens externally.

<sup>1</sup>The company is highlighting the following SDGs covered by the GRI indicators in this report as those most aligned with its objectives.

We understand that engaging stakeholders is crucial for our business. We therefore reviewed our materiality matrix one year ago, in line with Global Reporting Initiative (GRI) standards. Identifying the five priority topics that impact value creation in the short, medium, and long term involved executives and key stakeholders (customers, employees, contractors, suppliers, distributors, investors and local communities). The process was divided into four steps:

- **Step 1:** Mapping topics and impacts based on sector studies and internal documents
- **Step 2:** Stakeholder consultations (nearly ten in-depth interviews and over 60 online questionnaires administered)
- **Step 3:** Analyzing results
- **Step 4:** Validation by senior leadership.

These topics were subsequently linked to the United Nations (UN) Sustainable Development Goals (SDGs).



## Our public targets

We have publicly committed to two goals to be achieved by 2025:

**30%** of our management positions held by women



**SDG 5**

**Status:** 28.4% of 30%



**15%** recycled plastic in packaging



**SDG 12**

**Status:** 7.38% of 15%





# EESG Journey

We are embarking on an EESG journey that is connected to our corporate strategies and assesses the performance of our actions related to material topics. In addition to adding value to our business, this agenda aims to generate enduring positive impact and leave a legacy for future generations.



**Pacto Global**  
Rede Brasil

## THE UN GLOBAL COMPACT

We are signatories of the global commitment and aligned with the ten universal principles for responsible business established by this initiative in the areas of Human Rights, Labor Relations, Environment and Anti-Corruption. Our Sustainability Report showcases progress in these areas.



## ECOVADIS

Gold Seal: awarded to companies that achieve an overall score between 67 and 74, reflecting the quality of their sustainability management system.



## CDP PUBLIC REPORT

Climate change Score B it demonstrates the progress made in the area of climate change and recognizes that the company manages its emissions transparently throughout its processes.



## GHG PROTOCOL

Gold Seal: the highest recognition awarded to organizations that provide a complete and audited balance of their emissions, duly assured, thereby corroborating their efforts in reducing environmental impacts.

We consolidated our global governance model, creating synergies without diminishing local autonomy

## Governance Pillar

# Our decision making



## Highlights

### Consolidated culture

Replicable management model and integration of processes respecting diversity

### Focus on strategy

With the appreciation and engagement of high-performance teams to achieve results

### Value chain

Structure with over 80 local and global partners for base stocks, additives and packaging

### EESG Targets

Linked to executive performance

# Corporate governance

## GRI 2-9

We believe we can actively participate in building the legacy we want to leave for current and future generations—one that meets stakeholders' expectations and society's demands for a more sustainable world, while creating value for the business and ensuring strategies that enjoy enduring success.

We are a Brazilian multinational company that is on the path to becoming a global benchmark in lubricants, with a premium, high-tech portfolio. Our business has multiple dimensions in terms of geography, maturity and profiles, but the culture of efficiency and strategic planning spurs us on in our integration and expansion project through sustainable growth. Our corporate policies and culture are composed of guidelines that are geared towards a proactive, ethical, environmentally responsible and socially just operation.

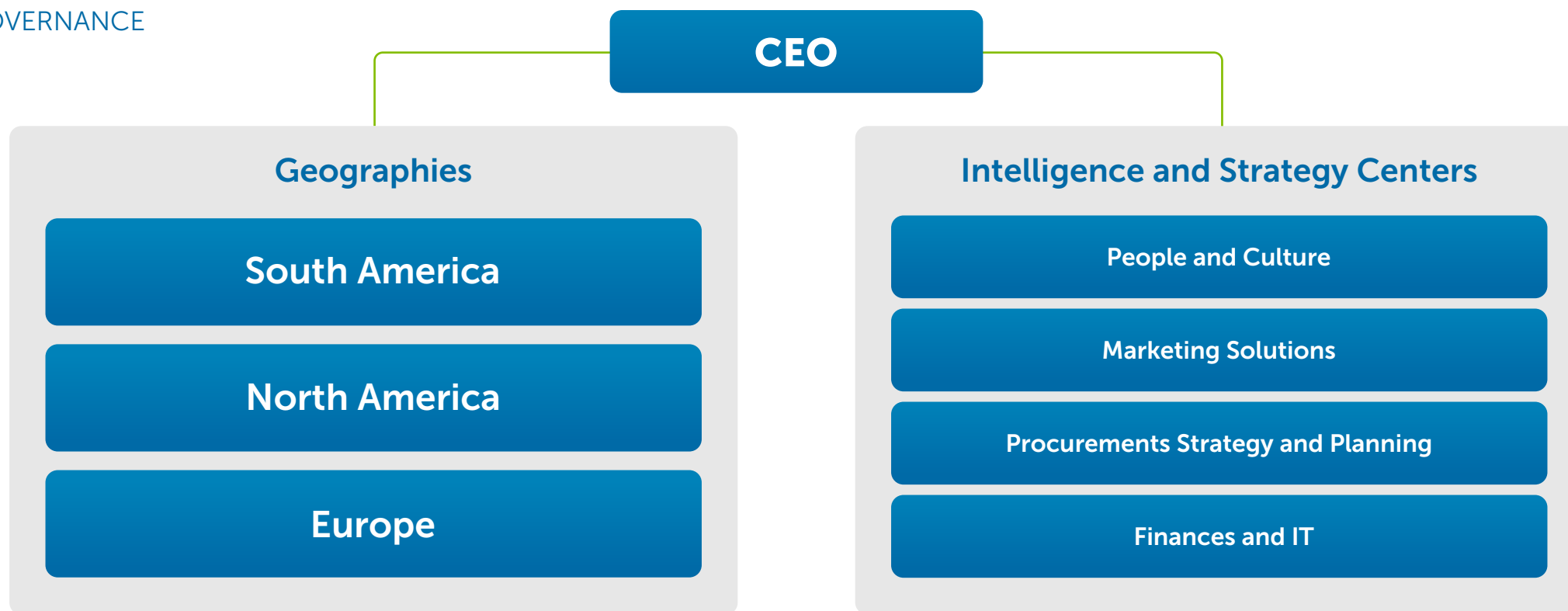
Following our recent international expansion, in 2022 we consolidated our global governance model, reinforcing the Moove Mindsets, creating processes and synergies without diminishing local autonomy, as they understand the regional market and can

make the best decisions, but with the common thread that unites us: our purpose, mission, values and strategic priorities.

2022 was marked by great challenges, such as logistical limitations and component shortages in the global supply chain, both linked to the post-pandemic period and exacerbated by the war in Ukraine and climatic events around the world. As a result of strategic governance actions, we were able to turn challenges into opportunities, improving operational efficiency through our elite teams.

**We believe that creating a robust socio-environmental agenda is conducive with good corporate governance**

## CORPORATE GOVERNANCE



This unique management model has made a significant contribution to our excellent operational performance. In our business units, we prioritize operational and commercial activities according to local needs. Our intelligence and strategy centers focus on structuring replicable models and processes that are a benchmark for efficiency and collaboration, also providing solutions and strategic guidance to support all regions and unleash their potential. To achieve this, we have a robust

corporate governance structure consisting of a Board of Directors, Risk and Audit and Compensation Committees, in addition to the Executive Board. Our governance is guided by integrated work thinking, transparency and visibility.

With a forward-looking approach, we are integrating EESG into our business. We are therefore constantly developing good practices to prioritize investments in people, innovation, technology and sustainability

to mature our governance. We believe that developing sustainability as a part of culture is conducive with good corporate governance. In 2022, we began linking EESG goals to the performance of Company executives (with annual assessments for positions from management to the presidency) through the voluntary completion of the simulated questionnaire of the Corporate Sustainability Index (ISE) of B3, the Brazilian stock exchange. **GRI 2-18**

# Global governance structure



## Share ownership

We are a privately held company and part of Cosan, one of the largest economic groups in Brazil, with interests in the energy and logistics sectors. Since 2019, CVC Capital Partners, a British private equity and investment firm, has been one of our shareholders. CVC currently holds 30% of our capital and has been collaborating in the development of expansion plans for the upcoming years.



## CORPORATE GOVERNANCE



### BOARD OF DIRECTORS

**GRI 2-11, 2-12, 2-13, 2-14**

The highest decision-making body, responsible for setting business strategies and monitoring their implementation, is the Board of Directors. It is composed of six regular members, appointed by Cosan and CVC for indefinite terms. The Board is supported by two advisory committees for strategic matters: the Risk and Audit Committee and the Compensation Committee. Both committees consist of three members, with two members elected by Cosan and one member elected by CVC, also serving indefinite terms. **GRI 2-10**

### EXECUTIVE BOARD

**GRI 2-12, 2-17**

This Board is responsible for the internal organization and daily operations of the company and enforcing the policies and general guidelines set by the Board of Directors. It consists of a CEO and six officers without specific designations, all chosen by the Board of Directors for renewable two-year terms.

### GLOBAL COMMITTEES

**Risk and audit committee:** this committee provides guidance on the hiring and discharging of independent auditors and oversees internal controls, auditing and controller departments, among other responsibilities specified in its rules of procedure.

**Compensation committee** this committee is responsible for allocating the global budget for executive compensation and determining the distribution of funds according to the nature of the benefits.

### BRAZILIAN COMMITTEES

**Sustainability committee:** dedicated to disseminating strategies and supporting governance in our EESG Journey. It consists of executives from key business areas and is headed by the Vice President of South America, with the support of Development Groups composed of multidisciplinary teams dedicated to implementing material issues in operations. The sustainability team provides information for annual reports and disclosures related to EESG issues.

**Diversity Committee:** this committee is under the management of the Vice President of People and Culture, instilling diversity, equity and inclusion actions and programs into the company's strategy. It consists of voluntary teams divided into Colors (ethnic-racial equity), Gender (gender equity), Pride (LGBT+ inclusion), and PCD (inclusion of people with disabilities).

# Ethics and Compliance

GRI 2-23, 2-24, 2-25

We believe the right way to move people and businesses is based on ethics, which guides our activities and relationships with stakeholders. They have implemented a comprehensive Compliance Program to share their principles and values with all employees (referred to as Moovers) through various trainings and communications. This program aims to raise awareness around ethics risks and bolster integrity as a core value and expected behavior, promoting partnerships between all parties.

Our [Code of Conduct](#) contains guidelines reinforcing our values and commitment to Moovers (our employees), business partners, suppliers, customers, shareholders and the community in general. The Code provides guidance for all Moovers and contractors on how to act correctly in accordance with the applicable laws in each location and the policies established by the company. Every two years, the Code is replicated as training to ensure the entire team is updated on the topic.

We run internal initiatives and policies to prevent unethical behavior, including: Anti-Corruption, Anti-Money Laundering, Donations and Sponsorships, Related Parties, Travel and Transportation Expenses, Recruitment and Selection, Education Incentive, Purchasing and Contracting, Variable Compensation, [among others established internally and by Cosan Group. To avoid situations involving potential conflicts of interest and ensure transparency in their processes, we have rules on the subject, hold meetings with board members and directors and involve CVC in case the matter involves related parties. GRI 2-15](#)





## ETHICS AND COMPLIANCE

## Anti-corruption

We reinforced our commitment to business ethics by becoming signatories of the United Nations Global Compact. By joining this movement, we are aligning ourselves with over 16,000 organizations in promoting the ten universal principles for responsible business concerning human rights, labor rights, the environment and anti-corruption. We have adopted the [anti-corruption policy of Cosan Group](#), to which we belong, and are compliant with Brazil's Anti-Corruption Law (Law 12.846/2013) and the U.S. Dodd-Frank Act (Section 1502 - Conflict minerals). Having the support and commitment of leadership is essential in disseminating a culture of integrity, as it enables us to take a zero-tolerance stance against corruption, unethical practices or human rights violations.

### ETHICS HOTLINE

#### GRI 2-26

The Ethics Hotline is a confidential and secure channel for reporting situations that breach our values, Code of Conduct, internal policies and/or applicable laws. It can be accessed via a website or telephone, 24 hours a day, seven days a week (24x7).

The channel is available to Moovers, clients, suppliers, third parties and other stakeholders, and is managed by an independent third-party firm, ensuring absolute confidentiality and appropriate handling of each situation.

After consolidation, reports are forwarded to the team responsible for directing them to the appropriate instances and overseeing them until resolution. In cases where violations of laws, internal policies or our values and principles are substantiated, appropriate disciplinary measures are applied. In 2022, the channel received 27 reports, with 16 being resolved within the same period and the remainder under investigation.



#### Contacts:

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# Value chain

## Moove business strategy

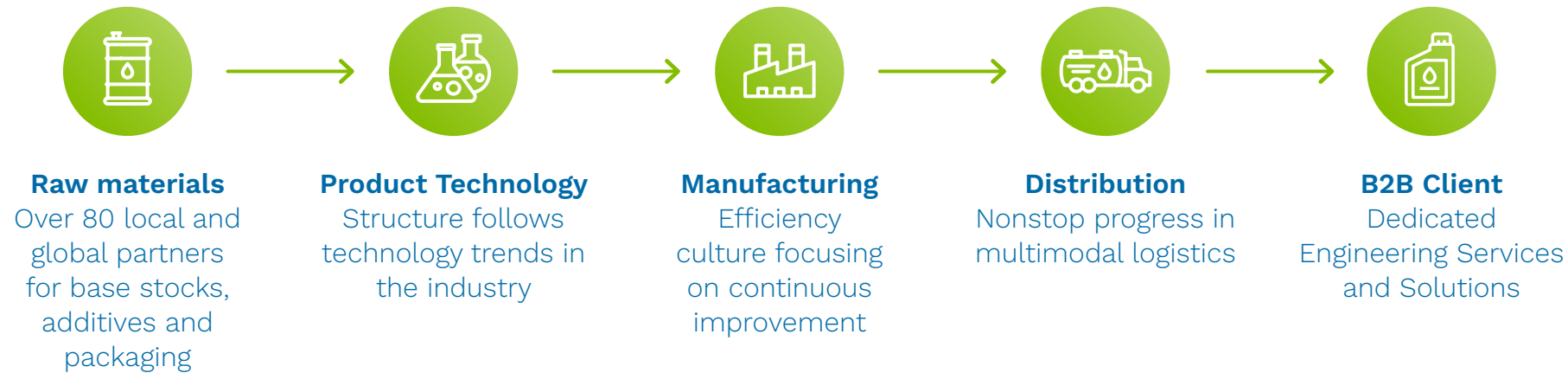
Becoming a relevant player in the Americas and Europe

We have a strategic approach to our value chain, which includes employees, customers, suppliers, banks, investors and society, among other players. Achieving a balance among all parties is both a challenge and an opportunity to foster responsible practices within the industry. As a global company, we have developed a strategic vision of our supply chain to manage a complex environment composed of various items and suppliers. We work with

over 80 local and global partners for base stocks, additives and packaging, and we employ a seamless logistics system that ensures customer fulfillment in compliance with inventory level policies.

In 2022, we came up against challenges associated with the post-pandemic period, such as logistical limitations and component shortages in the global supply chain. The lubricants sector was affected by

the shortage of inputs and delays in the logistics process, which added complexity and cost to finding solutions while also posing risks to our business due to potential disruptions with our partners.



## VALUE CHAIN

The complexities in 2022 required us to prioritize procurements intelligence, intensifying the governance model, and establishing integrated planning across multiple areas to ensure the best decisions are made company-wide. The development of alternative formulations for our products, new options in global logistics, and the ongoing work of long-term partnership with suppliers were crucial in supporting the business during this challenging period.

As a result of strategic planning and procurement actions, we transformed challenges into opportunities, delivering a level of service, product availability and efficiency in the production chain that outperforms our peers. This competitive advantage significantly contributed to the company's performance.

As part of our supplier precautions, all contracts and purchase orders have clauses assuring environmental compliance, zero tolerance for slave labor, child labor, racial, social or gender discrimination, as well

### S&OP – Sales and Operations Planning

The S&OP methodology permeates the entire organization, maximizing planning resources and global integration to ensure efficient market responsiveness, serving as a strategic crux for decision-making.

**In partnership with our entire value chain, we are confident that we will achieve our objectives and continue to inspire the industry.**

as prohibiting illicit activities on our premises or in supplier management. There are also requirements related to health and safety, anti-corruption policies and antitrust legislation.

We have a dashboard for assessing delivery and compliance with labor documentation, as well as a third-party management manual that defines conditions for withholding payments and terminating contracts in the event of non-compliance with established criteria. Contracts are composed of prerogatives established in the Procurements Policy and documents of the Integrated Operations Management System (SIGO), which includes third-party evaluation procedures. We have an auditing process for suppliers that pose any type of risk to the value chain, such as distributors, carriers and direct service providers, as they can critically impact the business longevity. Based on this, specific criteria are considered in the selection, acquisition or maintenance of partnerships between these stakeholders and the Company. **GRI 308-1**

# Risk management

GRI 2-13, 2-25

Risk management is an integral part of the decision-making process and contributes to achieving our strategic objectives and longevity. We have policies in place that address this issue and an integrated team focused on planning to mitigate risks of considerable severity.

Our management uses the three lines of defense concept: the first line of defense is each business function (including our associates and subsidiaries, responsible for the risks intrinsic to the operations they manage); the second line of defense

consists of our control structures - internal controls and controller's department (which provide first-line managers with the tools for sound management); and the third line is the internal audit, which provides an independent perspective to verify the effectiveness of our business model and internal processes.

The risk management process is conceived by vice presidents, officers, executive managers and managers and is approved by the CEO. It is conducted once a year and includes the following steps:

Management entails monitoring compliance with laws and regulations. In 2022 we did not document any cases of violations of these rules resulting in non-monetary fines and penalties.

Our robust risk assessment and management methodology considers the following areas of analysis: financial, commercial, safety, social, environmental, operational, image/reputation and legal/regulatory.

In 2022, our management started considering risks and opportunities related to climate and improved communication on this topic in the Company's financial statements. We have made progress in studies to analyze scenarios based on scientifically recognized climate models, aiming for business resilience. 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.



# Information security

We have a corporate information security structure composed of a multidisciplinary team available 24/7 for immediate response to any suspicious activity. We also have a Threat Intelligence Center to proactively address potential cyber attacks on our business and develop rapid remediation actions, if necessary. Our information security structure encompasses four pillars:

- 1. Confidentiality:** ensuring that information and information assets are accessed only by authorized users for the necessary period.
- 2. Availability:** ensuring that information and information assets are available to authorized users and clients whenever required for business processes.
- 3. Integrity:** ensuring that information and information assets are complete and intact, without any unauthorized modification or destruction throughout their life cycle.
- 4. Authenticity:** ensuring the ownership of information and the claimed source without any alteration throughout an established process.

## Cyber OT (Operation Technology) Project

We have developed a vulnerability management program, continuously monitor and respond to incidents (24x7x365), and have increased the seniority of the team, focusing on the deployment and execution of cybersecurity actions related to the Moove OT (Operation Technology) environment.



Always Safe

### PERSONAL DATA PROTECTION

We take responsibility for upholding the confidentiality of all our stakeholders' personal information. This includes Moovers, clients, beneficiaries, consumers and business partners. We have policies and processes to ensure compliance with the General Data Protection Law (LGPD) - Law 13.709/2018 - and other relevant privacy and data protection laws.

In this regard, we continuously enhance information security controls, expand the scope of processes and controls in information technology (IT) to instill information and cyber security across all departments. We engage employees on a daily basis to prevent, detect and minimize risks and to make more secure decisions.



We generate direct and indirect economic impacts, driven by the quality and competitiveness of our products

**Economic Pillar**

# Operations in **Brazil** and worldwide

## Highlights

R\$ 9  
billion

in net revenue

R\$ 851  
million

EBITDA

R\$ 487  
million

net income

525  
million

liters of lubricants sold from our plants  
and distribution centers

USD 479  
million

Acquisition of **PetroChoice**, one of  
the largest lubricant companies in  
the United States

# Fronts of operation

We are focused on continually improving our core processes and enhancing our business capabilities so that **our operating model (Moove Management System) can be replicated globally in new markets.** For this, we invest in strategies that create value for *stakeholders*, in product supply, manufacturing and marketing through a robust portfolio, as well as in enhancing our corporate governance and strengthening our assets - people, operations and intelligence.

Our lubricants and greases are used in equipment across dozens of sectors, allowing us to mark our presence in the daily lives of companies and individuals. To sustain this footprint, we have five plants, two in Brazil, two in the United States and one in Europe. At the Rio de Janeiro plant we produce Mobil™ brand lubricants for all of South America with an exclusive network of 14 distributors and 95,175 sales outlets in Brazil only.

We have commercial operations in South American countries such as Argentina, Bolivia, Paraguay and Uruguay. Our Rio de Janeiro plant has the largest lubricant storage area in Latin America, with a proprietary port and operation nestled in Guanabara Bay. We are also an authorized distributor of

## Lubricants are everywhere and offer unlimited value creation opportunities



Light vehicles



Heavy vehicles



Industrial equipment



Durable goods



Non-durable goods

base stocks imported from our strategic partner ExxonMobil (Groups I and II) and other major industry players such as ERGON, S-OIL and SK. From our plant in Kent, England, we produce and market lubricants under the Comma Oil brand, among our own labels, to more than 40 countries in Europe and Asia; and we distribute Mobil lubricants in the United Kingdom, Spain, Portugal and France.

**We generate indirect economic impacts for our stakeholders, whose partnership is part of Moove Mindsets translated as #We're Together.**

In the last five years the distribution system's reach has grown considerably, driven by the competitiveness of our high-quality product.

Our logistics expansion projects benefit us and the entire supply chain (from transportation to customer distribution), generating improvements in delivery efficiency and creating jobs and income for different locations in Brazil. **GRI 203-2**

## We are present in all market segments



# New frontiers

Our ambition is to become a global leader in lubricants, and expanding our business to the Americas and Europe is one of the Company's strategic priorities. Growth plans (organic or non-organic) are underpinned by a culture of efficiency consolidated over the years and *elite* teams.

**Since 2011, we have been pursuing international expansion based on the pursuit of new opportunities conducive with business equilibrium.** In 2022 we accordingly completed the acquisition of the US company PetroChoice for USD 479 million, a major step forwards in our plans to consolidate Moove among the major global lubricant companies.

By acquiring the company we achieved a foothold in the second most important market in the world (USA), six times larger than the Brazilian market. That year we also bought the Brazilian company

## We aspire to be a company with simple and efficient standardized global processes

Tirreno, a manufacturer of chemicals and fluids for the automotive and industrial lines, a profile closer to our product profile, which added 1,400 clients to our portfolio.

Due to our management being consistent and replicable, we managed to consolidate operations around our business model. This has already happened in South American countries, and we are in the process of integrating PetroChoice's assets – 50 distribution centers and 29,000 sales outlets:



### United States

**50**  
distribution centers

**29,000**  
sales outlets



### United Kingdom

In 2022, we initiated the Global ERP project in Europe to connect all information in the countries where we operate. This lets us simplify processes to operate in different regions.



Moove Plant, in Kent, United Kingdom



# Financial performance

Our main performance indicators have improved significantly over the years. In 2022, for the sixth consecutive year we guaranteed a robust financial performance, with an average weighted growth rate of 37% per year, a high-performance story being built in an inclusive and healthy environment. All of this stems from the quality of our operations, our discipline in executing our strategic plan, our global corporate governance, and the EESG Journey that adds value to the business.

Our net operating revenue reached R\$ 9 billion, and EBITDA increased by 41% compared to the previous year, driven by a portfolio with higher profitability and sales growth. The result highlights the efficient execution of supply, operations and revenue management strategies, which offset strong cost pressures and restrictions on raw material supply in the global market.

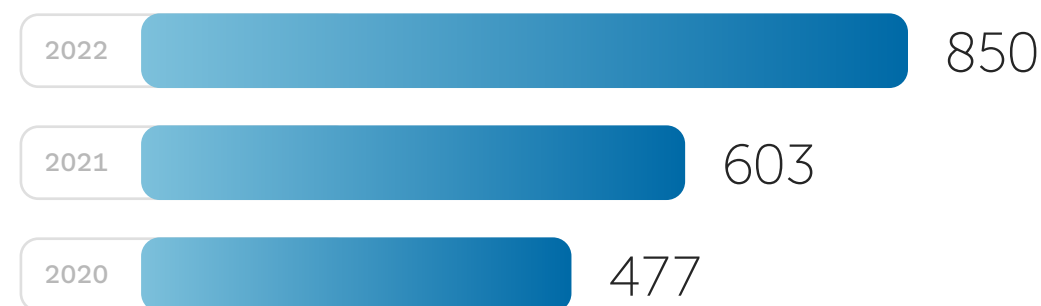
Once again we managed to meet demand for our products in various locations worldwide by expanding operations through the distributor network, with added services in Brazil and international operations, which already account for half of our revenue.

We managed to increase market share and achieved the best ever result in Europe and South America.

We reached another level as a company, with new dimensions and expectations from our stakeholders. With the two acquisitions made during the year, the estimate for net revenue in 2023 is over R\$ 10 billion. We now have approximately 55% of revenue in hard currency (dollar and euro). This is a substantial shift resulting from organic and sustainable growth performance.

## EBITDA

R\$ million



**We guaranteed a robust financial performance for the sixth consecutive year and the highest EBITDA in our history, in a healthy corporate environment**

# Efficiency and *performance*

## GRI 3-3: material topics

Our culture of efficiency allows us to stay attentive to the needs and new technologies of each sector in which we are present. That's how we add value to our services, deliver quality products and reduce potential social and environmental impacts. From a strategic standpoint, this is the first step towards creating a company with globally standardized processes for simple and efficient operation.

Among the program's technological innovations, we have developed various solutions for efficient lubrication with optimized lubricant consumption, lower energy expenditure, lower CO<sub>2</sub> emissions, and less human interaction with machinery, contributing to operational safety. Operational efficiency is one of the strategic priorities, which allows us to leverage the results and guide Moove activities in simplifying the process and increasing the quality of the final product we make.

**A culture of efficiency is one of our strategic priorities, which consistently allows us to leverage our results**



### Platform offers innovative solutions




To foster innovative solutions, in 2022 we developed the Moove Engineering Solutions platform, which identified the services needed to complete our product range based on the needs of industry. The platform offers solutions that go far beyond

lubrication, developed with *startups*, partner companies and Moove *teamexpertise*. The new portfolio of services incorporates elements of Industry 4.0, such as Data Mining, Analytics, Machine Learning and IoT (Internet of Things).

## EFFICIENCY AND PERFORMANCE

## Success Stories in Engineering Solutions and Services



### Efficiency in the field

One of the engineering studies was about the oil change interval for Mobil Delvac Extreme 15W-40 in agricultural machinery engines (harvesters, tractors, etc.) at a sugarcane mill in São Paulo, to increase fleet efficiency. The results proved that the interval leapt from:

- **250 to 750 hours**, without impairing engine protection and lubrication
- **R\$ 1.1 million** in savings
- **75,000 liters** of oil no longer disposed of every year



### Savings for the energy sector

Another project carried out was for a thermoelectric power plant in Pernambuco, using Mobilgard M430 to reduce the cost of energy generated from lubricating oil consumption. After six months of testing, it was proven that Mobilgard M430 contributed to a reduction of:

- **28.5%** in consumption
- **R\$ 3.6 million** annual savings



### Benefits for the mining sector

Three mining companies partnered in studies with our Engineering department:

- In Congonhas (MG): the customer used Mobil Delvac Extreme 15W-40 to extend the lubricant lifetime in trucks **from 250 to 500 hours**, yielding **annual savings of R\$ 20 million**.
- In Mariana (MG): by using Mobil SHC 632, the customer **reduced the energy consumption** of the iron ore beneficiation ball mill drive reducers by 1.5%.
- In Vitória (ES): the client reduced the carbon footprint by **34 tCO<sub>2</sub>eq/year** on the continuous casting machine, due to the performance of Mobil Centaur XHP 462 grease.

## EFFICIENCY AND PERFORMANCE

### FLOW PROGRAM

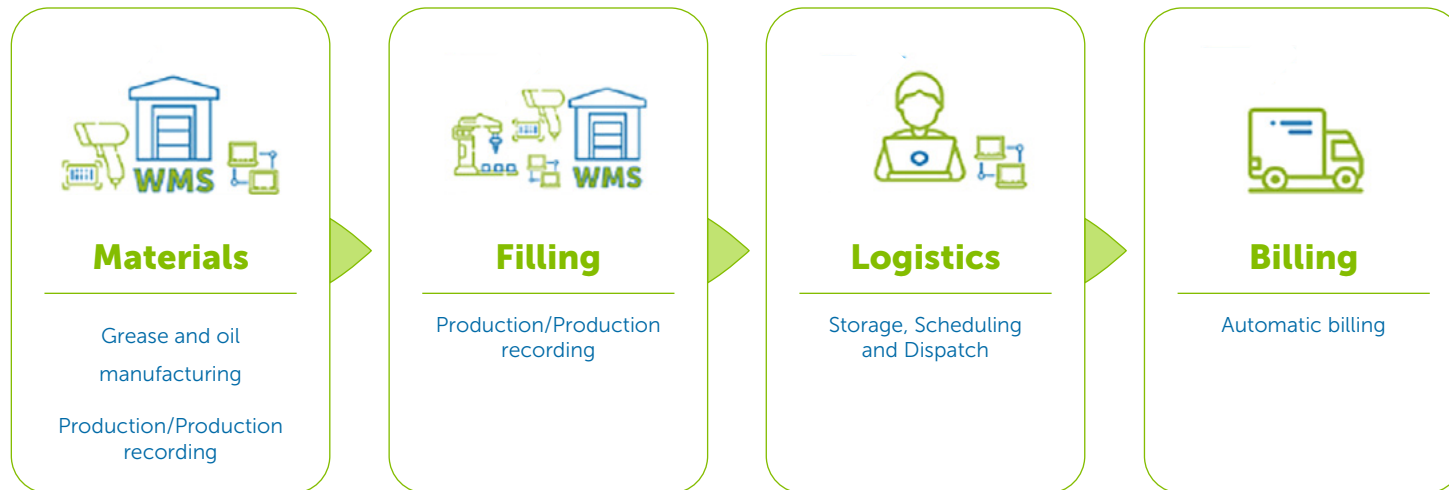
The program started more than two years ago with the Operational Redesign front, for which more than 200 short-, medium-, and long-term actions were mapped.

Over 94% of this total have been implemented, bringing more efficiency to our operation.

At the same time, we continue with the selection of the system, hardware and consulting, and we are in the implementation and testing phase.

We continuously seek efficiency in our processes to deliver quality products with less socio-environmental impact

### Steps within WMS



- increase in warehouse operation productivity;
- lower fuel consumption in forklifts;
- increase in inventory efficiency;
- fewer dispatch errors;
- lower paper use.

## EFFICIENCY AND PERFORMANCE

## Continuous improvement is part of the MOOVE way of doing business

Internally, we use tools that are aligned with “think big, keep it simple,” a reflection of the Company’s culture. The Lean Program is the model applied to guide us on the journey to efficiency, supported by six tools:

- **5S:** a method used to transform work environments in an organized way, aiming for higher productivity and efficiency.
- **Kaizen:** a philosophy in which all Moovers have the opportunity to collaborate with simple ideas that can positively impact our efficiency.
- **Value Stream Mapping (VSM):** maps the value flow, essential to know the manufacturing processes in detail and define a common language among employees.



- **Plan-Do-Check-Act (PDCA) A3:** used for problem solving, control and continuous improvement by identifying and acting on the originating cause.
- **Standardized Work (TP):** defines precise procedures for the work of each of the operators in a production process.
- **Single Minute Exchange of Die (SMED):** quick tool change for reducing process set-up time, which provides more agility and increases productivity and operational gains.

Additionally, the Company’s processes and controls are recognized through certifications and self-assessment frameworks which attest to responsible practices in compliance with Brazilian and international standards and guarantee product quality.



## EFFICIENCY AND PERFORMANCE

# Certifications and commitments afford us high standards of quality

Our sustainability journey has become increasingly relevant to *stakeholders* as we progress in our initiatives, achieve or renew certifications, and establish ties that strengthen our purposes, such as:



**UN Global Compact:** we are signatories to the UN's global commitment and aligned with the ten universal principles for responsible business established by this initiative in the areas of Human Rights, Labor Relations, Environment and Anti-Corruption.



**Participation in the CDP Benchmark Club:** to improve the information provided and access to global best practices related to the climate agenda.



**Ecovadis:** we have the Gold seal in the EcoVadis Sustainability Rating 2022, a business sustainability rating organization that measures the quality of the corporate social responsibility management process of companies around the world.



**GHG Protocol:** we have the gold seal, the highest level of certification of the Brazilian program, and granted to companies that demonstrate compliance with all transparency criteria in the publication of greenhouse gas inventory.



**ISO 9001:** certification of our Quality Management System.

**ISO 17025:** certification of our laboratory, which ensures compliance with the necessary requirements to certify competence as a test laboratory, currently with 16 tests certified by the National Institute of Metrology, Quality and Technology (INMETRO), to attest to the quality of the results reported.

**ISO 14001:** certification acquired in Brazil and the United Kingdom, which establishes requirements for implementing an environmental management system for organizations, demonstrating a commitment to sustainable practices, environmental protection, pollution prevention, and continuous improvement.



**IATF 16949:** certification for supplying products to automakers. The endorsement complements ISO 9001.



**Generation 3 Dexos Seal:** geared towards General Motors (GM) vehicles that require specific approval to meet the requirements of their engines and lubricants.

## EFFICIENCY AND PERFORMANCE



The 20-liter drum is produced in Brazil from 40% PCR (post-consumer recycled) resin and distributed nationally and also to BUPA (Bolivia, Uruguay, Paraguay and Argentina)



The plastic packaging produced in the United Kingdom contains 35% PCR (post-consumer recycled)



## EFFICIENCY AND PERFORMANCE

## B2C sales have avoided the disposal of 825 tons of plastic

### SMART EXCHANGE (B2C)

A pioneering program in Brazil, consolidated seven years ago, Smart Exchange offers the sale of bulk lubricants, preserving the quality of the product without the use of packaging. Stored in 400-liter tanks, this system allows the oil to be changed directly in the vehicle's oil pan and avoids the use of plastic weighing up to 50 kilos per tank used in the Exchange. The customer pays only for the necessary amount, which generates savings of up to 20% and reduces the environmental impacts caused by the disposal of plastic packaging.

**One of the main benefits of the Smart Exchange is its wide access, as Mobil bulk lubricants serve cars, trucks, fleets, mining equipment, construction, and agricultural machinery, with the same quality as traditional packaging.**

**TROCA**  
INTELIGENTE

In addition, for every 100 oil changes made in cars, 400 packages (1 liter each) are not discarded. In trucks, these are equivalent to 200 packages (20 liters each) not discarded. In the conventional system, the driver would need to buy four one-liter bottles to fill a car, which requires 3.5 liters of lubricating oil. With Smart Exchange, they only pay for the volume filled and there is no disposal of single-use packaging.

In 2022, sales through this program represented 8.25% of the total volume, avoiding the disposal of 825 tons of plastic with the premise that each liter of bulk oil reduces 50 grams of plastic consumed.

Other advantages are: certified quality seal, simpler inventory control, optimization of the storage area, and elimination of the risk of contamination when working on cars.



## EFFICIENCY AND PERFORMANCE



## The bulk sales model eliminates the need for packaging disposal and has been a strong ally worldwide in combating waste and the accumulation of waste, especially plastic

### DIRECT SALES TO INDUSTRY (B2B)

The promotion of bulk product sales is part of our strategy to reduce negative environmental impacts and meet our internal circularity goals.

This mode of sale eliminates the need for packaging disposal and has been a strong ally worldwide in combating waste and the accumulation of waste, especially plastic. In addition to being more ecological, with bulk purchases, the customer purchases the right amount of lubricant needed. We have been investing energy and specialized resources in the marketing, commercial and operations teams to develop the bulk sales market and provide end customers with an alternative solution that ensures all globally recognized quality and efficiency standards.

In 2022, we launched Pede Direto, an online sales channel incorporated into the services of 13

partner distributors, which now offers the option to virtually purchase Mobil lubricants for the automotive and industrial sectors. Distributors are responsible for sales, delivery, exchanges, returns and customer service. Customers, in turn, will have access to product information, technical and safety data sheets, 24/7 service, purchase history and promotions, among other benefits.

The channel is in line with our purpose of “moving people and businesses the right way for everyone”.

Our environmental management is based on the pursuit of best practices that contribute to the perpetuity of natural resources

## Environmental Pillar

# Commitment to the environment





## Highlights

# First company

to use **post-consumer plastic resin** in lubricant packaging

# Environmental Management System

**Certified** in plants in Brazil and United Kingdom

# I-REC Certificate

Sites in Brazil and the United Kingdom started to use the International Renewable Energy Certificate (IREC)

# Brazilfor the Environment Movement

We participate in the **Amcham Brasil** initiative presenting our Plant for Neutralization Project

# Environmental stewardship

## GRI 3-3: material topics

We are working to build a more efficient and sustainable world and for that, we have invested in our purpose.

We seek to make our EESG Journey a process to advance our ambitions in a legitimate and structured way. Our material topic Environmental management stewardship guides us to the best practices related to greenhouse gas emissions, energy efficiency, water, wastewater and waste management through the recycling of packaging and materials in our plants in Brazil and the United Kingdom.

We rely on the support of the Sustainability Committee and the Development Groups (GDs) that study better initiatives that go through the environment, people (Moovers and communities), and business efficiency.

We know that engagement is necessary on the topics that surround sustainability. We therefore harness World Environment Day, in June, to carry out interactive activities showing how sustainable development is integrated into our culture and strategy, and how the SDGs can drive companies' actions around the 10 principles that form the 2030 Agenda.

## International guidelines

In our Brazil and UK plants, our productive chain is tracked by an Environmental Management System (SGA), with ISO 14001 certification, in line with internationally recognized guidelines for mapping and monitoring environmental issues. Therefore, all stages and activities in the life cycle of our products are managed, measured and controlled, in order to eliminate or reduce to acceptable levels possible impacts and damages to the environment, safety and health of employees, facilities and society.

We also have control procedures that inform the environmental safety of our operations, including port operations, for the safety of local fauna and flora, and actions to mitigate possible impacts.



In Brazil, we participated in the [Amcham Brasil](#) initiative, whose focus is to showcase corporate actions for environmental preservation as a way to inspire organizations and society.

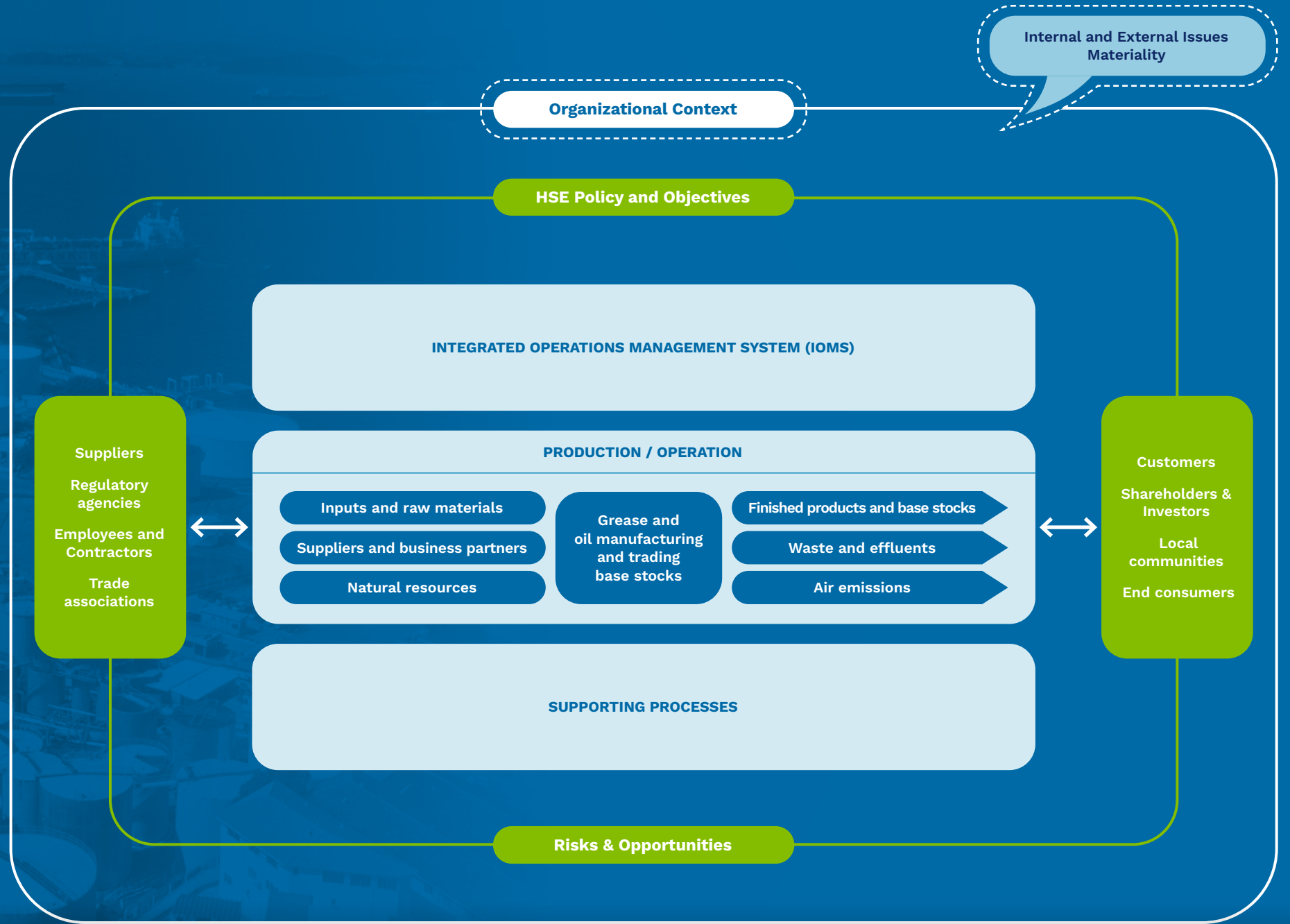
ENVIRONMENTAL STEWARDSHIP

# Comprehensive approach

Our Environmental Management System (EMS) is geared towards a continuous and progressively better performance in this area. The interaction between processes, incorporating our sustainability strategy, allows us to analyze the management of our operations, risks and also opportunities.

Our Health, Safety and Environment Policy and the Environmental Management System (EMS) include the commitments made and measures adopted to prevent pollution and monitor emissions resulting from our operations and along the value chain, such as in transportation.

The performance of the Environmental Management System is systematically communicated to leadership, verified in internal and external audits, and can also be observed through publications or in the Company's Sustainability Report.



ENVIRONMENTAL STEWARDSHIP

# Eco-Efficient operations

Focused on managing the environmental side of our operations, willing to contribute to building a better tomorrow and aware of the great challenges the world faces due to climate change, we have initiatives to manage and reduce the environmental impacts of our operations.



## Waste management

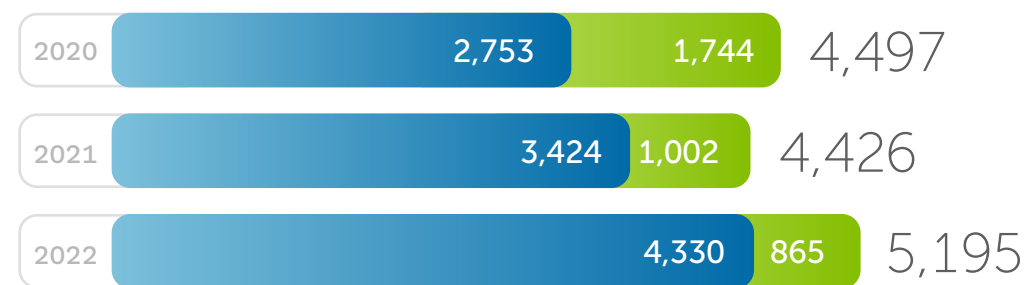
GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5

Waste management, carried out by a qualified third-party company, is a priority in our production chain. We perform a complete analysis of the product cycle to identify waste from all activities, from the phases of input reception and production to post-consumption (packaging and used or contaminated lubricating oils - UCLLO), collected through logistic partners and sent for re-refining. In 2022, 72,763,894 liters were collected.

In compliance with legal and regulatory requirements, the waste generated according to its class and selective collection is part of the Moovers' routine, guided by the Waste Management Plan (WMP). Through the "We're Together" mindset, shared responsibility starts at generation and goes to final disposal, so for each waste generated, the environmental licenses of the contracted transporters and disposers are controlled.

BRAZIL

### Waste generated by composition (t) GRI 306-3



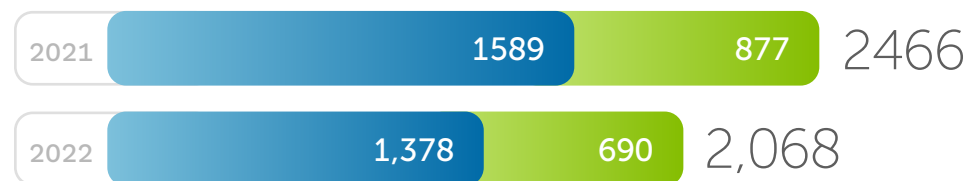
- Class I Waste – Hazardous
- Class II Waste – Non-Hazardous

In 2022, our operations at the Brazilian plant generated 5,195 tons of non-hazardous and hazardous waste. Compared to 2021, there was a specific increase mainly due to the disposal of contaminated water (Class I waste) during the maintenance of the condensate return system. During this period, the captured effluent was directed to external treatment and subsequent co-processing.

## ENVIRONMENTAL STEWARDSHIP

### BRAZIL

#### Total waste diverted from disposal, by composition (t)<sup>1</sup> GRI 306-4



- Class I Waste – Hazardous
- Class II Waste – Non-Hazardous

<sup>1</sup> This disclosure was not reported in 2020.

Non-hazardous waste amassed 865 tons, of which 80% was not directed to disposal, i.e., some form of recovery (recycling, reuse and composting) was prioritized.

Compared to 2021, we reduced the generation of Class II waste, even with the significant return of employees after the social distancing period caused by the covid-19 pandemic.

**In 2022, 80% of Class II waste was inserted into the circular economy, such as recycling, reuse and composting.**

Our waste generation and disposal indicators are monitored monthly, and events and actions are carried out to raise awareness among internal and external audiences (such as suppliers) about the importance of the topic. 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 to ensure a process of continuous improvement.



### Zero Landfill Goal

At the UK plant, the waste generated totaled 618.05 tons, with 336.874 tons of hazardous waste and 281.180 tons of non-hazardous waste.

In the country, Moove pursues the “zero landfill” goal, and currently 95% of waste is diverted from landfills and sent for some type of recovery. Efficient management includes various actions, like wooden pallets and cardboard protectors for bottle edges that are returned to the supplier for recycling.



ENVIRONMENTAL STEWARDSHIP

## Recycled Resin

We are the first company to use packaging made from post-consumer recycled resin for the 20-liter Mobil lubricant drums.

This new technology reduces plastic in the environment and ensures the integrity and quality of the product and packaging. The 20-liter drum is produced in Brazil with 40% PCR (post-consumer recycled) resin. The use of this material resulted in a 7.38% reduction in Moove's total consumption of virgin plastic in 2022 and approximately 405.33 tons of recycled plastic. The drums used in the industrial process are classified according to their state of preservation and directed for reconditioning, thus contributing to the circular economy.



### INTERNAL AND PARTNER ENGAGEMENT

We carry out campaigns, training and publications with environmental content for our employees and communities in our geographies. Among the topics discussed are: conscientious consumption, selective collection, cleanliness and organization, and operational efficiency (optimization of resources, energy and waste reduction).

Attentive to the practice of responsible labeling, we adopt procedures in the checklists for creating art for labels of all our products. In this way, we ensure the clear and transparent communication of information about substances and product disposal, and safe use and disposal of packaging for environmental conservation.



In the UK, our bottles contain 35% PCR. Out of the 701 tons of plastic used, 252 tons come from recycled plastic.

Alongside our partners and suppliers, we strive to set goals and work towards a more circular economy and waste reduction. We have a public goal of incorporating 15% recycled plastic into plastic packaging by 2025. Among the actions implemented are the sale of bulk lubricants and the use of recycled resins from old packaging in 40% of the material used in the production of 20-liter drums.

## WASTE MANAGEMENT

Through the "We're Together" mindset, we share the responsibility of ensuring that post-consumption waste is also properly disposed of.

### Instituto Jogue Limpo

Founded by Moove, the institute, which now operates in 19 Brazilian states and the Federal District, fosters the reverse logistics of lubricant packaging and collects and directs the packaging of the sector for recycling. The voluntary delivery point (PEV) is a space voluntarily provided to enable individuals and/or legal entities to properly dispose of used plastic oil lubricant packaging.

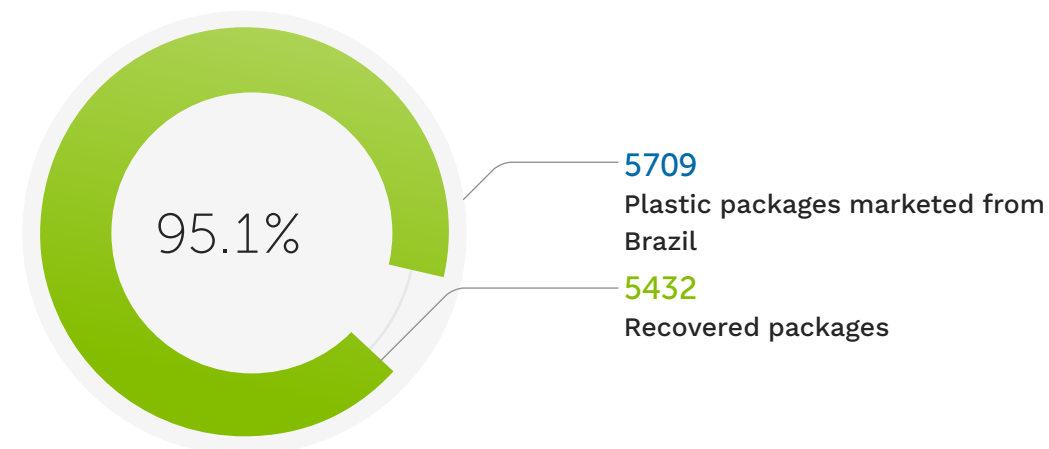
Currently, the Jogue Limpo Institute has eight associates to fulfill the obligations assumed in the Sectorial Agreement signed with the Ministry of the Environment in 2012, and the National Solid Waste Policy Law. The institution received the Green Seal certification awarded by Instituto Internacional Socioambiental Chico Mendes, which fosters sustainable development through programs, projects and actions that contribute to environmental conservation and human development.



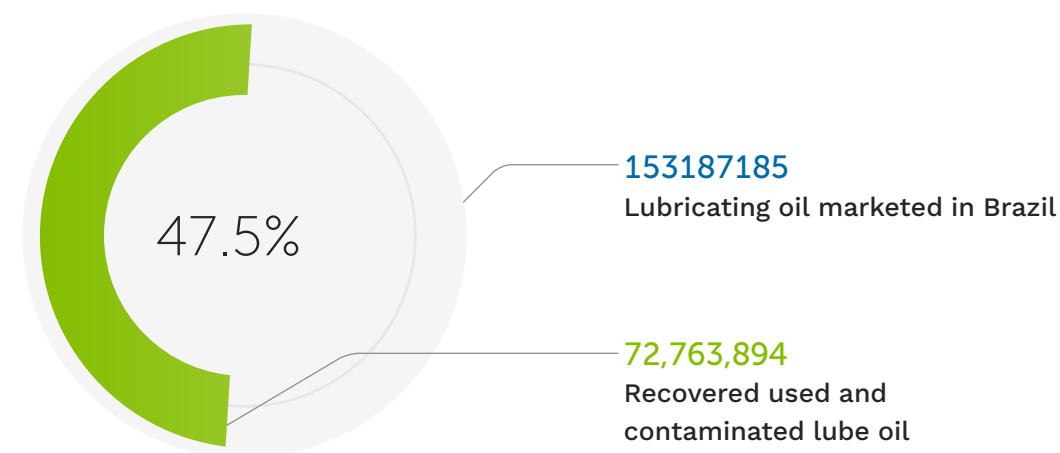
### Reclaimed products and their packaging materials<sup>1</sup>

GRI 301-3

Post-consumer plastic packaging (t)



Used and contaminated lube oil - UCLO (l)



<sup>1</sup> The recovered plastic packaging and used and contaminated oil (OLUC) are accounted for through partnerships established by Moove in Brazil for the operation of reverse logistics systems. The percentage in the graphs represents the ratio between the recovered products and those marketed from Brazil.

## ENVIRONMENTAL STEWARDSHIP

# Emissions Management

GRI 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, PG 11.1.5

To reduce the environmental impacts of our activities, we adopt monitoring and management mechanisms, we evaluate trends and suggestions from experts and stakeholders to guide our sustainability strategy, especially with regard to emissions management.

Globally, extreme climate effects disproportionately affect regions and people, particularly with irreversible impacts on more vulnerable systems.

The Climate Change 2022 report: Impacts, Adaptation and Vulnerability, from the Intergovernmental Panel on Climate Change (IPCC), underscores the importance of limiting global warming to 1.5°C if we are to achieve a fair, equitable and sustainable world.

Although experts have concluded that there are viable and effective adaptation options that can reduce risks to nature and people, they also found that there are limits and it is necessary to increase ambition to curb warming.

We are aware of the environmental issues resulting from our activities (from the production process to

the value chain), especially those related to transport suppliers due to combustion sources and emissions with the potential to affect air quality.

We accordingly adopt controls for management and monitoring with the purpose of contributing to minimize the effects of climate change.

In 2022, we published our Greenhouse Gas Emissions Inventory (GHG) in the Brazilian GHG Protocol Program (PBGHG) for the first time, updated annually and aimed at mapping our scope 1, 2 and 3 emissions.

**All data are verified by a third-party audit, which earned us the GOLD SEAL in the reporting year.** In addition to making information publicly available, the Program encourages continuous review and improvement of participants' inventories, in categories of direct control (scope 1) and particularly indirect emission sources (scopes 2 and 3). We also periodically monitor our stationary sources of atmospheric emissions to ensure compliance with air quality parameters defined by environmental agencies.

## Global inspirations

We achieved a B grade in the Carbon Disclosure Project (CDP) questionnaire on Climate Change, a report on the evolution and best practices associated with global environmental leadership. We also participate in the CDP Benchmark Club, seeking to learn, influence and exchange ideas about global actions on this topic.



## EMISSIONS MANAGEMENT

In view of the importance of the climate issue, our Sustainability Committee has advanced various initiatives to strengthen this agenda. **The sponsor of the Committee and party responsible for submitting the CDP questionnaire is the vice-president of South America, reporting to the Company's CEO, thus strengthening Moove's governance on the subject.**

**In 2022, the Sustainability Committee began reporting its performance to senior management and plans to improve communication with the Board of Directors regarding strategies such as risk matrix review, sustainability-related investments, and monitoring of executive and company performance goals. Through the Committee, the main emissions management indicators and opportunities for progress in this agenda are presented and tracked.**

In our strategy, the impact of climate change on the environment and the company is addressed through the regulatory impacts on the environmental operating license and the consequences of changes in technologies and markets. Other potential implications are disclosed through the [CDP](#) Report, a report aligned with the Task Force on Climate Related Financial Disclosure (TCFD) and publicly available.

Through continuous improvement of our processes, we seek to reduce atmospheric emissions from stationary combustion sources. **We use natural gas as the energy matrix for boilers and vaporizers in the plants in Brazil and England, which have low CO<sub>2</sub> emissions.** Within our Environmental Management Program, specific quality indicators are controlled, and we report 100% compliance in the monitoring of the fixed sources of the boiler and vaporizers operated in the plant in Brazil. In 2022, we recorded an intensity of 21.22 tCO<sub>2</sub>eq/million liters produced in Brazil, a reduction of 8% on 2021. In the United Kingdom, the indicator was 24.91 tCO<sub>2</sub>eq/million liters produced, data reported for the first time in 2022.

As part of the studies related to the climate agenda, a project mapping and action plan were carried out that identified opportunities for reducing and removing GHG at Moove, and the feasibility of generating carbon credits from these initiatives. One of the mapped opportunities represents the replacement of approximately 2 million m<sup>3</sup>/year of natural gas used in boilers, forklifts and the internal fleet by biogas. In the United Kingdom, the forklifts that were previously powered by LPG have been replaced by electric ones, significantly reducing Scope 1 emissions.



The increase in Scope 3 emissions is linked to the expansion of better data capture for logistics in 2022. Today our inventory includes all emissions resulting from upstream and downstream transportation processes, whether by road, rail or waterway.

To ensure that our products reach customers across Brazil and the world, we invest in reducing Scope 3 emissions through multimodal forms. We leverage our partnership with Brado (a Cosan Group company), transporting our lubricants and greases by rail, mainly in the central-west region of Brazil. In 2022, this action reduced more than 480 tons of carbon that would have been emitted into the atmosphere, equivalent to 369 flights from São Paulo to New York. We also rely on waterways to deliver our products domestically and abroad. **We ended the year with 60% of our distribution to the North and Northeast regions made by cabotage, up to five times less polluting than exclusive truck transport.**

## EMISSIONS MANAGEMENT

### Brazil

Direct greenhouse gas emissions<sup>1</sup> (tCO<sub>2</sub>eq) - Scope 1

GRI 305-1, PG 11.1.5

<sup>1</sup> Scope 1 includes direct emissions from mobile, stationary and fugitive combustion.



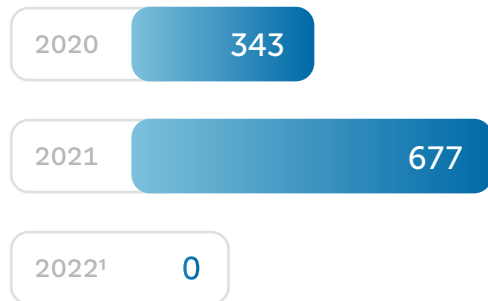
Scope 1 emissions are largely linked to the consumption of fuels by stationary sources. This indicator increased compared to 2021 due to the maintenance period of the condensate return system, which then demanded more energy use in the fluid heating process.

Our manufacturing operations in Brazil and the UK have begun to use the International Renewable Energy Certificate (IREC), thus proving the use of renewable energy sources and a reduction of approximately 504.6 tCO<sub>2</sub>eq, bringing Scope 2 to zero for both locations.

Indirect emissions from energy acquisition (tCO<sub>2</sub>eq) - Scope 2

GRI 305-2

<sup>1</sup> Starting from 2022, Moove began to certify renewable energy consumption. The generated emission is therefore reported as zero, meaning that 250.5 tCO<sub>2</sub>eq were prevented from being emitted into the atmosphere.



### United Kingdom

Direct greenhouse gas emissions<sup>1</sup> (tCO<sub>2</sub>eq) - Scope 1

GRI 305-1, PG 11.1.5

<sup>1</sup> Scope 1 includes direct emissions from mobile, stationary and fugitive combustion.

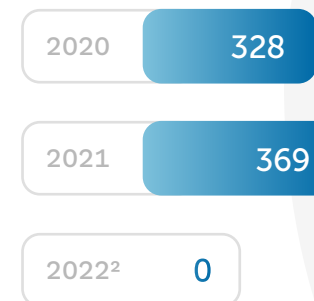


Indirect emissions from energy acquisition<sup>1</sup> (tCO<sub>2</sub>eq) - Scope 2

GRI 305-2

<sup>1</sup> Biogenic emissions were not inventoried between 2020 and 2022.

<sup>2</sup> From January 2022, Moove began using green electricity at the Gravesend Site. Therefore, the generated emission is reported as zero, meaning that 254.1 tCO<sub>2</sub>eq were prevented from being emitted into the atmosphere.

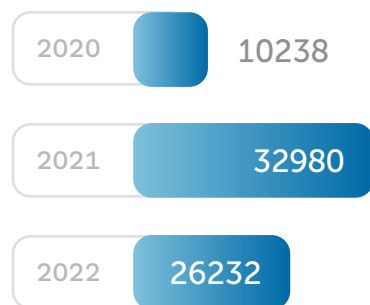


## EMISSIONS MANAGEMENT



Other greenhouse gas emissions<sup>1</sup> (tCO<sub>2</sub>eq) – Scope 3 (historical series) GRI 305-3

<sup>1</sup> Scope includes emissions from solid waste, business travel and upstream and downstream transportation.



### Other greenhouse gas emissions (tCO<sub>2</sub>eq) – Scope 3 (new reporting model)

Total energy consumption by type	2020	2021	2022
New reporting model <sup>1</sup>	-	-	259,035
Total GHG Emissions	10,238	32,980	285,267 <sup>2</sup>

<sup>1</sup> In 2022, the number of emissions recorded began following a new reporting model, which included and calculated the categories in Scope 3.

<sup>2</sup> The total GHG emissions in 2022 account for the sum of the historical series and the emissions from the new reporting model.

As part of the progress in our EESG Journey, in the 2022 GHG Inventory, we focused on deepening and improving data accuracy, accessing new information related to indirect emissions (scope 3). With this, the following categories were analyzed and considered material, and were captured and calculated in more detail, expanding our focus mainly on the transportation and distribution chain (upstream and downstream).

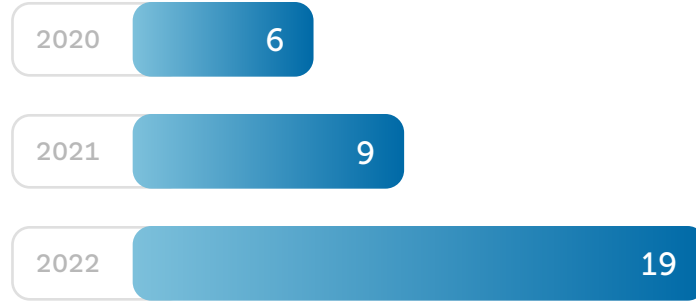
The improvement of this process, which brought us a new reporting model, directly triggered a significant increase in the emissions that started to be mapped within our scope 3.

**This effort represents the enhancement of our climate agenda and the main goal is to build a robust database, allowing a better understanding and perspective of the information and the gradual evolution from a gate-to-gate approach to cradle-to-cradle, i.e., from within our gates to the engagement of our supply chain.**

Category	New model for reporting scope 3 emissions from 2022
<b>Transportation and distribution (upstream)</b>	In addition to the emissions from transporting raw materials by road (2021), the transportation of products and raw materials by waterway was also accounted for. There were changes in the methodology calculation.
<b>Waste generated in operations</b>	Data on composting, co-processing and landfill destinations were accounted for, but with a new calculation methodology.
<b>Business travel</b>	The same way of accounting for emissions was maintained.
<b>Employee commuting (home-work)</b>	Category added in 2022, accounting for the transportation of employees who travel by bus and car.
<b>Transportation and distribution (downstream)</b>	In addition to the emissions from the transportation of products and waste by road (2021), the transportation of products and raw materials through railway and waterway modes was also accounted for. There were changes in the methodology calculation.

**Biogenic CO<sub>2</sub> emissions (tCO<sub>2</sub>)<sup>1</sup> - Scope 1**  
**GRI 305-1, PG 11.1.5**

<sup>1</sup> The significant increase is due to the fact that in 2022 Moove began using a substantial fleet of its own, fueled by gasoline and diesel, in addition to a significant return of employees to in-person activities.

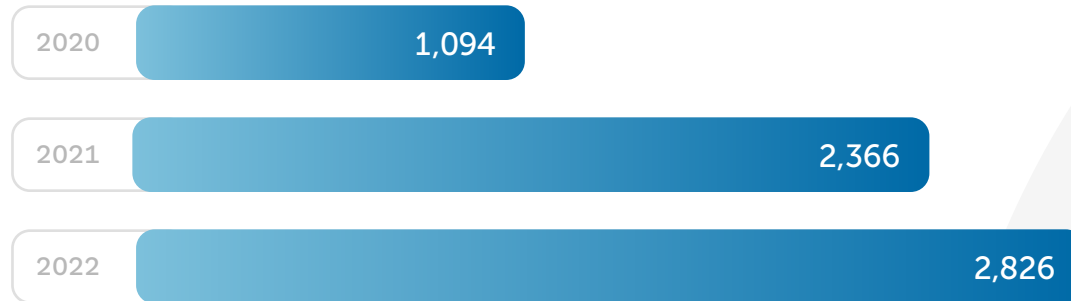


Biogenic emissions come from processes related to the natural carbon cycle. In both Moove's scope 1 and scope 3, this type of emission results from activities involving combustion.

In addition to the data capture expansion mentioned above, the graphical increase (scopes 1 and 3) occurred due to the growth in the consumption of renewable fuels in road operations, such as biodiesel mixed with diesel and ethanol mixed with gasoline.

**Biogenic CO<sub>2</sub> emissions (tCO<sub>2</sub>)<sup>1</sup> - Scope 3**  
**GRI 305-3**

<sup>1</sup> The increase compared to 2021 is due to the fact that in 2022 we expanded data capture related to road transports.



# Water and effluent

GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5

Water is not an essential input for our process, our consumption is mainly related to boiler operations and the functioning of facilities, and in 2022 it was 2.92 megaliters (ML). The only water resource used in our Rio de Janeiro plant comes from the public supply (Companhia Águas do Rio), mostly used in the boilers which then returns to the municipal treatment system. Water is not drawn from other types of water or sources. We reuse rainwater and water from air conditioning equipment for cleaning and irrigating the garden of the Rio de Janeiro plant. The water consumption indicator is monitored periodically, and the management of this resource is carried out by the maintenance team, being an important part of the [Waste Combat Program](#), which encourages the recording and analysis of waste and promotes awareness campaigns about rational water use in the facilities for all employees.

We also have a pilot project through which we have stopped consuming a considerable volume of water from the local utility in the cleaning procedure of the Water and Oil Separator System (SSAO) and started to reuse the wastewater treated by the system itself, resulting in an annual reduction of more than 0.2 ML of drinking water. We map the environmental

factors related to operational activities that can impact biodiversity. We identify the possible affected species and list response actions to be carried out by specialist companies in aquatic fauna management.

Through our Environmental Management System (EMS), we monitor eco-efficiency indicators together with key areas that measure the total amount of water consumed by the volume of oil produced in our operations, and water consumption in factories and the environmental quality of discharged effluents. On Ilha do Governador, the total residual water discharge was 4.63 ML, originating from the drainage process of the lubricants and greases plant. The concentration of oils and greases was less than 20 mg per liter, which complies with the legislation in all analyses carried out during the year. [PG 11.6.5](#)

To assess water stress in the areas where we operate, we use a tool (Aqueduct) developed by the World Resources Institute (WRI), affording us a global view of regions more susceptible to the occurrence of river and coastal floods, scarcity or severe droughts, in order to correlate the company's water use with the indicated risk level.



## Consumption and quality control

In England, whose applications are similar to the Brazilian plant, we use water provided by Southern Water, with 70% from underground sources, 23% from rivers and 7% from the company's own reservoirs, for chemical mixtures in products not manufactured in Brazil, such as radiator additives and *coolants*. Therefore, the consumption was 1.74 ML. The consumption of water in plants and the environmental quality of liquid effluents discharged into the public sewage network are controlled.



# Energy

GRI 3-3, 302-1, 302-3

We constantly invest in clean and renewable sources of energy. Since 2017, the electrical energy we consume at the Rio de Janeiro plant is produced from biogas generated in sanitary landfills, which accounts for 100% of the electricity consumed at the Rio de Janeiro factory. We also adopted clean energy sources at the productive unit in the United Kingdom. In 2022, we continued practices for conservation and efficiency in the use of electricity, such as the installation of LED lights at our units; replacement of conventional tiles with translucent ones; modernization of motor-pump sets and the initiation of the Waste Combat Program, which promotes and monitors energy efficiency indicators at the lubricant plant, and promotes awareness actions for the rational use of natural resources.

The energy consumption by the factory on Governor's Island was 216,587.52 GJ, with an energy intensity of 426 GJ per million liters of oil produced.

Our reduction in consumption during the year was 12.10% and we did not register any energy sales in 2022. The reduction in energy consumption in the United Kingdom was 829 GJ due to several improvements implemented. Incorporated in our EESG Journey and supported by the Lean program, we seek continuous evolution and energy efficiency waste reduction, and the promotion of conscious consumption.



## Waste Combat Program

Launched in 2022 at the Rio de Janeiro plant, the program provides a digital tool for recording and investigating waste and efficiency losses in processes that involve water, gas, or energy consumption, and promotes awareness campaigns for the internal public.

In the first year, we recorded the factory's highest energy efficiency milestone when we measured electricity consumption for lubricant production.





## Energy consumption within the organization (Brazil)

Total energy consumed (GJ) GRI 302-1



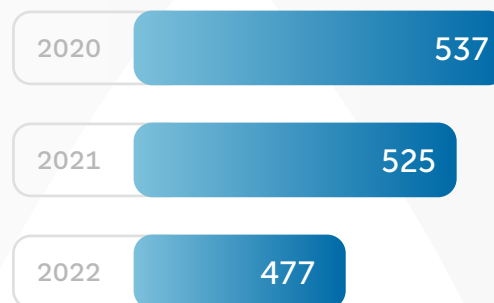
Electricity sold<sup>1</sup> = 0 (2020, 2021, 2022)

- Energy consumed from non-renewable sources
- Energy consumed from renewable sources

<sup>1</sup> Moove does not sell energy. The energy was calculated based on the consumption registered on the invoices. Conversion factors used: Supply-load Balance - Ministry of Mines and Energy.

Distribution of source usage in 2022: Non-renewable fuel sources: Natural gas (92%), LPG (7%), and diesel (1%); Electricity consumed from renewable sources: Biogas (100%); LPG used as fuel for forklifts; Natural gas used for steam generation by boilers; Diesel consumed in fire pumps; the value is estimated.

Energy intensity<sup>1</sup> (GJ/ML) GRI 302-3



- Within the organization

<sup>1</sup> Types of energy included in the calculation: fuel and electricity. The energy intensity outside the organization is not monitored.



## Energy consumption within the organization (United Kingdom)

Total energy consumed (GJ) GRI 302-1



Electricity sold<sup>1</sup> = 0 (2020, 2021, 2022)

- Energy consumed from non-renewable sources
- Energy consumed from renewable sources

<sup>1</sup> The energy intensity of operations in the UK was 539 GJ/ML of oil produced. There is no historical series reported, as this is the first year of reporting this indicator. Energy intensity outside the organization is not monitored.

Distribution of source usage in 2022: Non-renewable fuel sources: natural gas (63%) and diesel (37%); Electricity consumed from renewable sources: solar (28%), small hydropower plants (31%), and wind (41%); Natural gas used for steam generation by boilers; Diesel consumed in fire pumps; the value is estimated and the vehicles are owned.



We encourage employees to own their careers, respecting differences and honing the skills of our Moovers

Social Pillar

# Taking care of people



## Highlights

### Female leadership

40% of leadership vacancies were filled by women

### Safety as a value

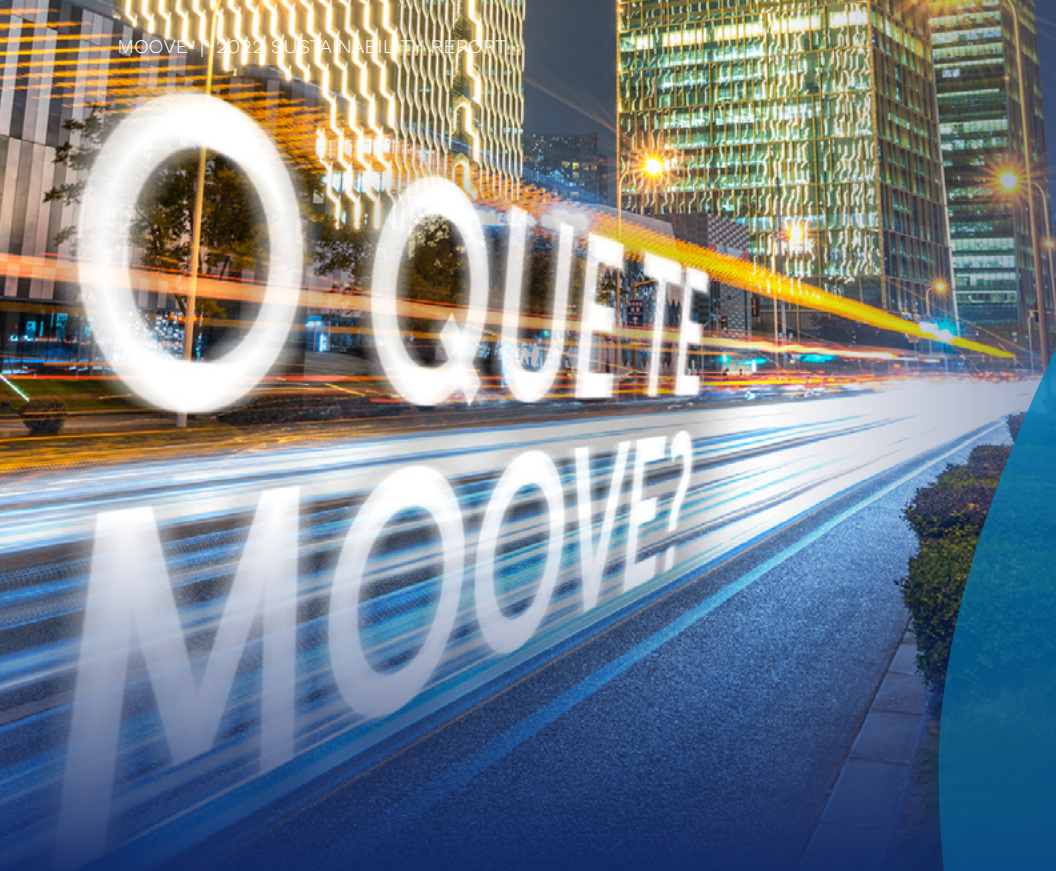
Over 100% increase in reported deviations through loss prevention tools

### We are Mover

Movement for Racial Equity - We share the goal of placing 10,000 black individuals into leadership positions by 2030

### Mangrove replanting

Over 800 mangrove seedlings replanted and over 2 tons of waste removed in a socio-environmental project around the Brazil plant



## What Mooves you?

Our way of being and our culture value people because we believe that our success is the result of many talents coming together. In caring for our people, who lie at the heart of our strategy, we strive to create an experience that helps professionals become better every day. We are inspired by the Moove Mindsets that inform how we relate and conduct business, always with the aim of becoming a global leader in lubricants.

## Our manifesto

1,700 kilometers per hour. That's the speed at which the Earth spins on its axis every day.

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

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

This question is our daily mission.

No one becomes a global leader in high-performance lubricants by chance.

What Mooves you? It is our greatest motivation, our outlook on the world.

Thinking big, keeping it simple. More than lubricants, we develop: a-tti-tude.

A feeling of teamwork that ended up gaining a name: Moovers.

Technology, performance, international footprint: this is Moover.

Open to the new, to differences and to opportunities: this is Moover.

Straightforward relationships, focused on respect and results: that's Moover in a nutshell.

Safety-oriented behavior, prioritizing life over profit: that's 100% Moover.

Open-mindedness, honest conversations and safety always.

Our lubricants have this formula.

## TAKING CARE OF PEOPLE

# We want our Moovers to write their own stories and take ownership of their lives and careers

We believe in ethical and dignified production chains that hone the skills of all professionals involved. We want our Moovers to write their own stories and take ownership of their lives and careers. We had 1,222 employees in 2022, with 71% being male and 29% female. They strive to ensure the company functions optimally and fulfill Moove's commitments to society and the planet, while being committed to moving people and businesses in the right way for everyone.

Guided by our Open Mindset, in 2022 we conducted internal training on intercultural intelligence, discussing differences in cultural heritage and market functioning between countries. The goal of this initiative was to foster closer relationships, generating more empathy and respect among everyone.

We conduct an annual survey across all our operations to measure employee engagement. The methodology includes questions about well-being, career and development, cooperation and teamwork, workplace safety, and others. In 2022, we revised

the methodology to simplify and streamline our engagement mapping process.

Our compensation policies help recruit, motivate and retain members of the highest governing body and senior executives (who receive fixed and variable compensation approved by the Compensation Committee and the Board of Directors) as well as general employees. [GRI 2-19, 2-20](#)

We provide our employees with the +ENERGIA program, which offers free and confidential financial, legal, psychological, nutritional and social consulting services for all Moovers, including their dependents and spouses. We offer a benefits package that extends to dependents, including health and dental plans, life insurance, access to discounted medications (through payroll deduction), disability and impairment assistance, concierge services for scheduling exams and appointments, programs for pregnant employees and those with chronic illnesses, and a fitness incentive app. [GRI 401-2, 403-6](#)





# People development and culture

## GRI 3-3: management of material topic

Caring for people is a core value at Moove, and respecting differences is part of our mindset and strengthens us. We invest in training and development programs to hone the skills and abilities of our professionals. To achieve this, we rely on strategic partnerships with educational institutions such as Fundação Dom Cabral, Leader Educa, Crescimentum, Honda e Gentil, Kings, Ckz, Eadskill and Sentidos.

We have an Education and Language Incentive Policy through which we offer scholarships for continuing education (technical vocational courses, undergraduate degrees, MBA/postgraduate programs and language courses) based on performance history, tenure and alignment with job requirements. Throughout 2022, we maintained our corporate education practices with key development and training programs: [GRI 404-2](#).

- **Leadership development program (PDL):** aimed at developing team leadership skills for both new and existing leaders. Topics such as emotional management, change management and cultural intelligence are discussed and also posted on the YOURMOOVE platform.
- **Moovers' development program (PDM):** focuses on training our analysts in productivity in Office 365, conflict management, project management, high-impact presentations, negotiations and persuasion.
- **Talents:** designed for interns and apprentices, with customized trails to impart business expertise and our culture and to nurture soft skills. In addition to training initiatives, we arrange meetings between leadership and young talent through an internal mentoring program.
- **Moovebassadors:** rolled out in 2022, with three training groups, the program prepares employees with board technical expertise to share information and experiences.

## PEOPLE DEVELOPMENT AND CULTURE

We conduct annual performance and potential assessments for all our employees to ensure individual career development. In 2022, goal setting and 360-degree evaluations were carried out, where each Moover self-evaluates and is also evaluated by their supervisors and selected peers. Employees in leadership positions are evaluated by their teams. Training and improvement plans are created after the evaluation process has finished.

Moovers identified for leadership positions undergo development cycles, with a focus on humanization to strengthen empathy and enhance the versatility of each individual's story and personal journey. Through this learning and self-discovery journey, leaders become aware of their specific traits and become equipped to respect differences and motivate elite teams.

To reinforce governance in this field, we continuously review our selection processes and succession plans to foster an increasingly diverse environment (*read more below*). Furthermore, our Code of Conduct clearly covers decisions regarding Moovers, such as hiring, promotions and terminations, based on objective factors of merit, qualifications and



### Leadership development also emphasizes humanization to strengthen empathy and each individual's personal journey

performance. We also have a career transition program for leadership and strategic positions, guiding employees in developing an action plan for their next stage of their career or retirement.



## YOUR MOOVE

Two years after its implementation in Brazil and Argentina, the YOUR MOOVE system has been expanded to other countries as part of our regional integration strategy. This tool centrally hosts the entire people management cycle and development process, including recruitment and selection, performance management and training and development.

In practical terms, this enables Moovers to track all actions related to their performance, such as reviewing assessment tasks and feedback, monitoring the progress of their goals and accessing individual action plans for professional development.



## PEOPLE DEVELOPMENT AND CULTURE



### DIVERSE TEAMS

Putting people first is an integral part of our strategy. In 2022 we accordingly prioritized the Moove issue and made considerable improvements in advancing this concept. We launched communication campaigns during awareness months and put Moovers at the forefront. They used their voices to share their strengths and challenges in the workplace through videos shared company-wide, aiming to raise awareness and create new allies. Additionally, we continued monthly discussion forums led by the Plurality Committee, where we explored learned topics and updated everyone on our progress in this area.

Regarding the achievements of each diversity cell (Gender, Colors, Pride and PwD), we continued to hold bi-weekly meetings to discuss germane issues and provide guidance and consultation to Moove departments upon request. This resulted in the following advancements:

- **Gender:** 40% of leadership vacancies were filled by women.
- **Color:** we upsized black representation to 32%.
- **Pride:** we developed inclusion initiatives with intentional support from senior leadership.
- **PwD:** we established governance and processes to address issues related to this group and meet legal requirements regarding the quota of employees with disabilities in our workforce.

In our recruitment and selection processes, we established the requirement of presenting at least one "diverse applicant" for every three applicants, respecting individualities and striving for an inclusive culture that promotes equity and values differences. These results are the outcome of awareness initiatives undertaken by our Moovers, such as addressing diversity and respect in the mandatory



training on the company's Code of Conduct alongside other opportunities, including important speakers contributing to these conversations and raising awareness, such as Lia Vainer (psychologist), Gabriela Augusto (founder of Transcendemos), Thiago Amparo (lawyer), Denise Fraga (actress) and Guilherme Bara (diversity consultant).

## Empodera Moove

The discussion at Moove about the role of women in a predominantly male industry like the lubricant sector, and the pursuit of diversity is hardly a new initiative. Five years ago we created a group that gave rise to Empodera, a training program focused on empowering women to better prepare them for leadership roles within our team.

By including Moovers at all levels in this program, we aim to provide an experience focused on self-awareness, career insights and shattering limiting beliefs.

This initiative is part of our firm commitment to achieve our publicly stated goal of having

at least 30% women in leadership positions by 2025. In 2022, we celebrated further milestones, with a female representative assuming the role of Moove Vice President in Europe and another female representative taking the reins of Tirreno's operations.

We also strive to hire more employees aged 50+ and 60+, particularly in Brazil and South America. In Europe, the presence of senior employees is more common. In 2022, we hired 19 professionals in this age group in Brazil, and this initiative highlighted the importance of having more experienced Moovers in our workforce, fostering an environment of exchange, synergy and learning for all.



**Mara Pezzotti**

VP Europe and Marketing Solutions



**Roberta Maia**

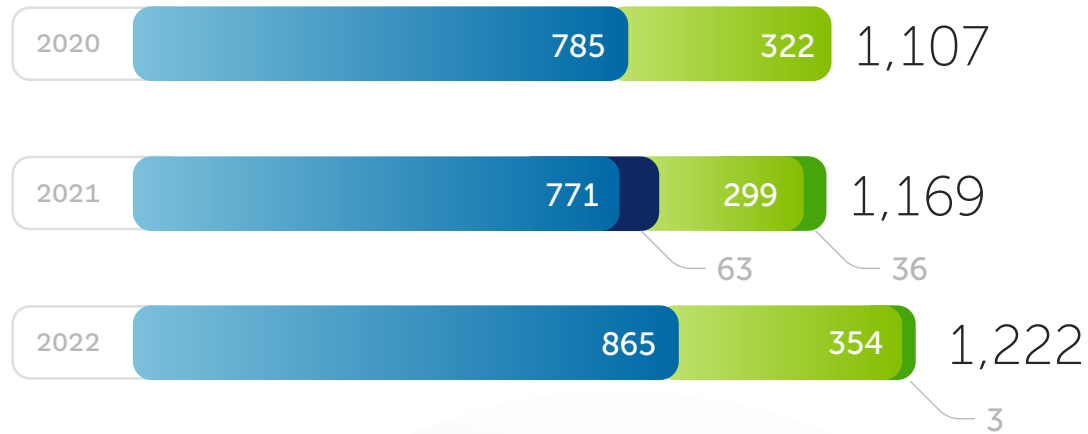
Tirreno COO

## PEOPLE DEVELOPMENT AND CULTURE

The data covers Moovers from Brazil, Argentina (BUPA region), Europe (United Kingdom, France, Spain, Portugal, Netherlands and Romania), and the United States. However, it does not include employees from the recently acquired Petro Choice

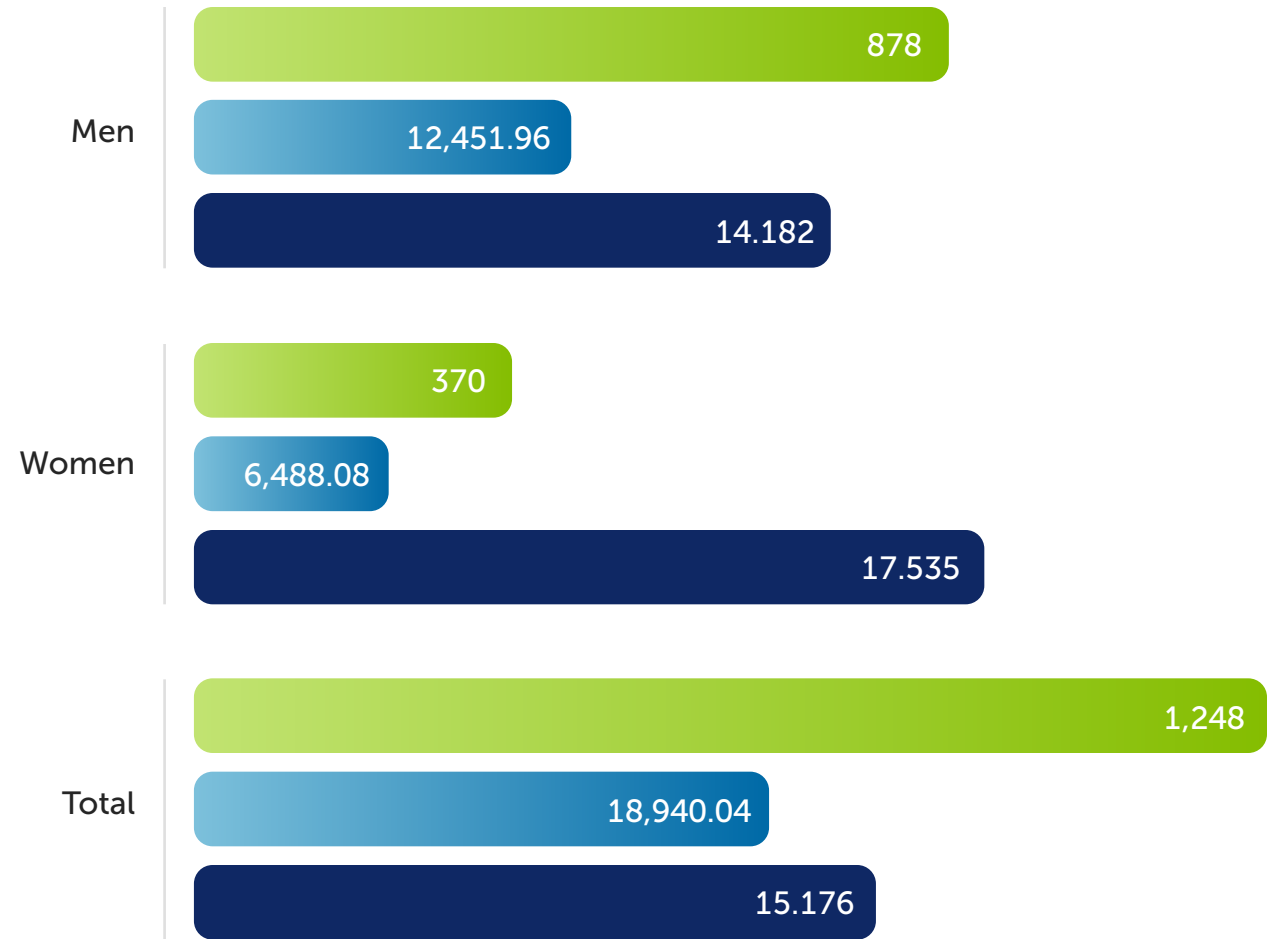


### Workforce by employment type and gender GRI 2-7



- Men, full time
- Men, part time
- Women, full time
- Women, part time

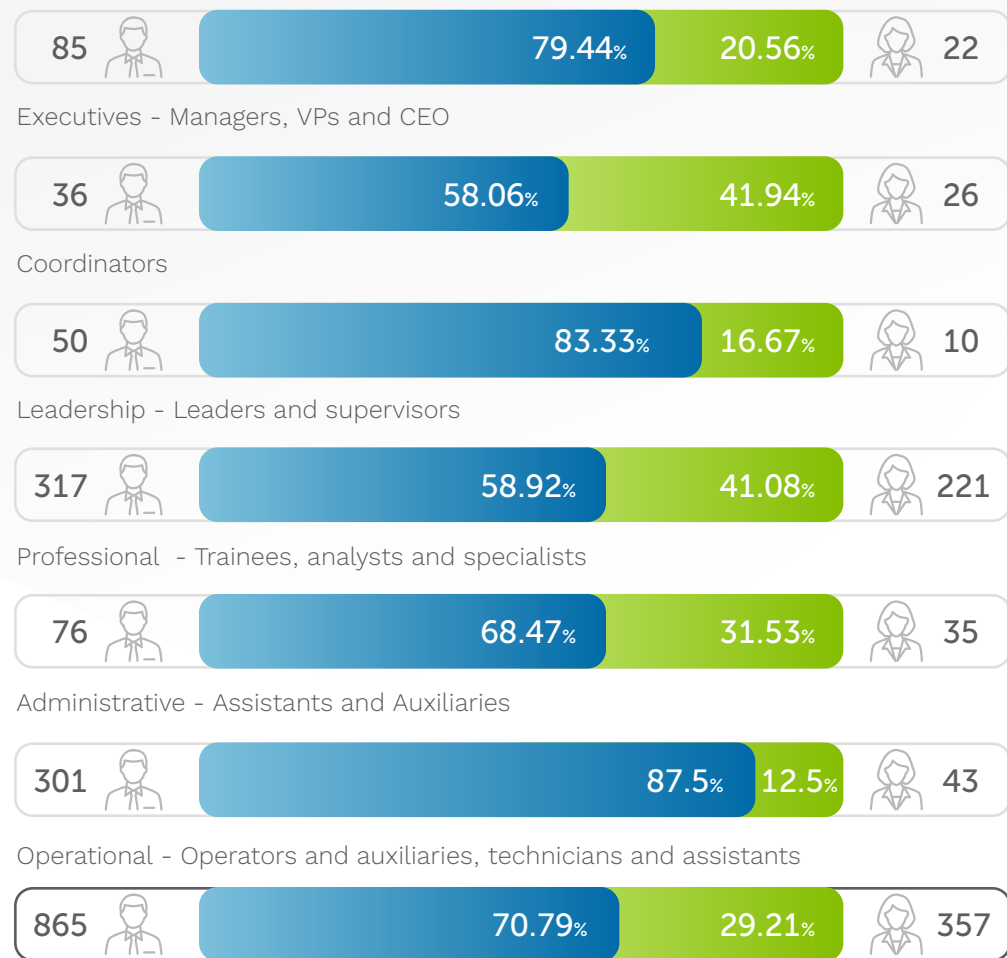
### Average hours of training per employee by gender<sup>1</sup> (2022) GRI 404-1



- Total number of employees
- Hours of training
- Average hours of training

<sup>1</sup> No historical reporting series. First year the disclosure is being presented with this data.

## Percentage of employees, by employee category and by gender<sup>1 2</sup> in 2022 GRI 405-1



<sup>1</sup> The table does not provide a historical series as the functional categories were different in previous years, making it impossible to compare the data.

<sup>2</sup> The public target for women in leadership positions considers the roles corresponding to the functional categories of Coordinators and Managers - Managers, VPs, and CEO.



## PEOPLE DEVELOPMENT AND CULTURE


**WORKING TOGETHER YIELDS  
THE BEST OUTCOMES**

With this premise, we are one of the founding companies of [MOVER](#), the Movement for Racial Equity - an initiative that brings together 47 companies with the common goal of eliminating inequality and racism in the labor market through three major shared public commitments:

- **Leadership: creation and filling of 10,000 leadership positions for black individuals by 2030.**
- **Training and employability: training, impacting, and improving the lives of 3 million black individuals throughout Brazil.**
- **Awareness: with actions and content on literacy and promoting dialog with society.**



## PEOPLE DEVELOPMENT AND CULTURE



The exclusive project in Brazil has reached 1.3 million black individuals employed through diversity, equity and inclusion initiatives, whose practices transform people's lives and shape Brazilian society as a whole. Moove helps promote and participate in several such initiatives, such as:

- **Prolider:** a mentoring program created by MOVER and Instituto Four in partnership with companies, focused on black individuals who are close to assuming leadership positions or who have recently taken on these roles. Among the topics presented were the black history of Brazil, inspiration, references, purpose and market challenges. We had two Moovers among the hundred participants.
- **Mover #in:** Moove and MOVER, in collaboration with EF Education First, provided 500 scholarships for the one-year, 100% online English course English Live, completely free of charge, exclusively for black professionals from companies associated with MOVER who are not proficient in the language. 20 people registered at Moove, nine were eligible, and within our quota, we selected six Moovers to pick up the language.
- **Mover Challenge:** a racial awareness journey for Moovers to stay informed about race topics and become transformation agents. The Mover Challenge was conceived by Mover and developed by JOCO, with content created by Indique uma Preta. The first 200 participants who completed it received a MOVER KIT of gifts, including three Moovers.



Moove's selection processes are frequently revisited to create a fairer environment that respects differences.

## Forging bonds with our partners

We aim to strengthen our relationship with mechanics, truck drivers, motorcyclists and other personnel, in order to value these partners that consume our products. We make a series for truck drivers, a partnership between Mobil and Moove ("Trecho da História" and "Movimento de Valor"), which features characters who recount their professional journeys. We also paid tribute to truck drivers on their day, recognizing the crucial role they play in Brazil's productive chain. For the Company's licensed brand Mobil this initiative was an opportunity to honor these professionals who dedicate their lives to these grueling journeys, delivering our products across Brazil.

In 2022, we launched the book "Mecânicos do Brasil" (Mechanics of Brazil). It is the first book about mechanics, with 100% sponsorship from the Mobil brand possible under the Cultural Incentive Law of the Ministry of Tourism, supported by Sindirepa SP (São Paulo State Vehicle Repair and Accessories Industry Union) and Sindirepa Brasil. The publication features stories of 70 mechanics from Brazil's five regions.

Another recognition initiative developed in 2022 was the "Super Mecânico" (Super Mechanic) project, training professionals throughout Brazil, with lectures, in-person and online training and certifications.

For motorcyclists, we created editorial content focused on the topics they are most interested in, such as daily tips and motorcycle maintenance. We ran the promotion "Pilote seus sonhos" (Drive Your Dreams) in partnership with Duas Rodas magazine, and over the course of 2022 we raffled six motorcycles, a year's supply of free lubricants, and five places in the pilot training course with Leandro Mello. We sponsored the "Moto do Ano" (Motorcycle of the Year) award, promoted by the homonymous publication, considered the world's largest comparative testing event. On the day of the motorcyclist, we also released a song on Spotify called "Cilindrada", paying homage to motorcycle riders.



Leandro Mello, pilot.

**We value the people who consume our products, such as truck drivers and motorcyclists**



## PEOPLE DEVELOPMENT AND CULTURE

### ATTRACTING AND RETAINING TALENT

We strive to attract and retain professionals who want to contribute to and grow with our business. We have a talent attraction policy with clear guidelines and criteria for recruitment and selection processes, always underpinned by Moove's values.

We carry out internal referral campaigns, where Moovers can recommend candidates for selection processes conducted by the Attractiveness department. They go through the journey (like any other candidate) to become a member of the company.

We have a robust compensation and benefits policy compared to the market, which aids talent attraction and retention. Another advantage of being a Moover is the opportunity to work in other countries due to our international growth.

**We strive to create experiences that inspire professionals to become better every day**

We want closer ties with academia and involve universities in connecting with Moove through internship and trainee programs. With our Open Mindset, we have partnered with PriG - Primeira Geração Institute to provide opportunities for first-generation college students. In 2023, we will launch a specific trainee program for black people.



# Occupational health and safety

## GRI 3-3: management of material topic

Ensuring the health and safety of our Moovers and the communities surrounding our operational units is one of our pledges. To honor them, we follow a management system developed in accordance with current legislation and standards. As a preventive measure, all Moovers and service providers are trained in the tools of the Alerta! System, which provides guidance on safe behavior and establishes control measures to eliminate or minimize risks in the workplace, operations and product transportation, with proactive responses to potential incidents and emergencies. We have a methodology for selecting and evaluating suppliers based on environmental, occupational health and safety criteria. In the United Kingdom, operational safety procedures are reviewed every three years.

**GRI 403-2, 403-7**

**Moove's "Safety Always" mindset reinforces the guarantee of a safe work environment with a goal of zero incidents.** We have the Integrated Operations Management System (SIGO) in place for all operations in Brazil and the United Kingdom, consisting of ten elements that address the health

and safety of our Moovers. SIGO enables the assignment of responsibilities, standardization and systematic monitoring of occupational health and safety indicators, not only for our Moovers but also for carriers and distributors. In both our Brazil and UK units, we boast Environmental Management System certification in accordance with the NBR ISO 14001:2015 standard. The system complies with legal and regulatory requirements in both locations.

**GRI 403-1**

We evaluate each stage of our product cycle, periodically review risk assessments of processes and continually present actions to minimize or eliminate short-, medium-, and long-term occupational risks, for which control measures are established. For this, we have:



## Our loss prevention tools:

- 1) risk assessment conducted by teams (Risk Assessment)
- 2) identifying environmental concerns and occupational hazards
- 3) Task Safety Analysis (ASTs) and
- 4) Safety Self-Assessment (AAS) before each operational activity.



## HEALTH AND SAFETY

**We increased the number of reported deviations by over 100% compared to the previous year, as a result of promoting this practice**

Critical activities such as cold work, hot work, electrical work, work at heights, confined space work and excavation require an additional risk assessment through the permit-to-work procedure. The task is only initiated after implementing safety measures.

**GRI 403-2**

Hazards or situations that cause them can be reported through the online channel "Deviation Report," easily accessible to Moovers and contractors for reporting any unsafe conduct or conditions. In 2022, in Brazil, our Moovers and third parties did not report any occupational health problems, according to internal Occupational Health and Safety data. Regarding accidents, there were three cases of lost-time injuries due to ladder falls and sprained ankles, and all events were duly recorded, investigated and treated as necessary. **GRI 403-9, 403-10**

In the previous cycle, we held meetings with all Moovers to promote the maturation of the process and raise awareness about the importance of reporting deviations and near-miss incidents for proactive action. This gentle push yielded a 101% increase in reported deviations in 2022 compared to 2021. Moovers are also encouraged to participate in the consultation, implementation and evaluation of the health and safety management system, Internal Accident Prevention Commission (CIPA) and Safety, Health and Environment Committees (SSMA), among others. Access to relevant information on occupational health and safety is provided through our internal communication channels, awareness campaigns and training programs related to the topic, planned according to the training matrix and validity periods (practices extended to the United Kingdom), with the participation of People & Culture, Occupational Safety, Sustainability, Laboratory, Continuous Improvement and Management.

**GRI 403-4, 403-5**



## United Kingdom

- 28 years without lost-time injuries at the Gravesend site in England.
- 25 consecutive years of the RoSPA (The Royal Society for the Prevention of Accidents), a charitable organization that works globally to promote safety training and prevent accidents in all areas of industry and business

## HEALTH AND SAFETY

In addition to safety measures, we foster the health and well-being of Moovers. In the United Kingdom, we also have the support of a specialized consultancy firm that conducts frequent monitoring to adopt initiatives aimed at reducing or eliminating occupational risks in operations. In the UK there are assistance programs for Moovers that include mental health care, stress management and grief support, among others. [GRI 403-3, 403-6](#)

We have our own medical clinic at our facilities and a health team composed of specialized and duly registered professionals. Through meticulous process control, we ensure the effectiveness of the Occupational Health Medical Control Program (PCMSO) by monitoring the health of Moovers to reduce occupational risks. The confidentiality of our workers' personal health information is upheld by software used exclusively by the health team.

In Brazil, we enhanced the + Energia Program by providing exclusive benefits for pregnant women and people with chronic illnesses, who now receive appropriate support and care. The +Motherhood!

Program - which is now part of + Energy, includes female employees and expectant mothers at any stage of pregnancy as well as dependents of Moovers.

Preventive health care is the secret to a healthier life. And because we value the health of our Moovers, every year we hold the +Energy Week as part of our Health program, featuring debates, workshops and initiatives focused on the well-being of our internal stakeholders.

# Local community engagement

GRI 3-3: management of material topic, 203-1, 413-1, PG 11.15.1

Make a difference in the locations where we are present, and contribute to local development. We acknowledge that companies play an important role in this process and we are aware of our responsibility to the communities surrounding our operations within and outside of Brazil. Sustainability is a journey built through networks, and we therefore engage responsibly with 100% of the communities we interact with.

Above all, we seek to positively influence the lives of residents, improving the quality of life in the community. To achieve this, we produce a map to understand local specificities and the expectations of individuals and key stakeholders in these areas. We also provide a 24-hour channel to receive suggestions or complaints from the communities. In 2022, we received 35 reports, all of which were addressed or resolved. [PG 11.15.4](#)

We prioritize socio-environmental actions in Ilha do Governador (RJ), where our plant is located. We have initiatives there that include controlling

truck circulation hours to reduce noise and traffic, promoting sports and health, such as the Moove Ilha Carioca running circuit, and maintaining and conserving Praça Iaiá Garcia in the Ribeira neighborhood. The collected plastic caps are sold to recycling companies, and the money raised is used to purchase wheelchairs, providing children from disadvantaged backgrounds with greater mobility and independence.

In 2022, we sponsored the project "Reciclar é uma festa" (Recycling is a Party), which brought interactive and playful presentations about selective waste collection awareness to public schools. Through "Por um mundo melhor" (For a Better World), we aim to awaken children's creativity and manual skills by reusing waste materials. The project "Uma vitória leva a outra" (One Victory Leads to Another) carried out in collaboration with Empodera focuses on empowering girls through sports.

We believe that culture is an instrument of social transformation and also sponsor initiatives such



as the Cine Autorama project, which is a pioneer in bringing a traveling drive-in cinema to various locations in Brazil. In 2022, the São Paulo cities of Suzano and Mogi das Cruzes received film screenings again, bringing leisure and entertainment for the public.

## We strive to positively influence the lives of the communities we engage with

In our Integrated Operations Management System, we have tools for identifying, evaluating and controlling the environmental and social aspects and impacts of our activities, following the ISO 14001 methodology. Significant environmental issues include potential disturbances due to truck traffic and potential losses involving product transportation. In both cases, control procedures, resources, trained teams and response plans are implemented as necessary and periodically reviewed to prevent any kind of losses. **GRI 413-2, PG 11.15.3**

We maintain a socio-environmental agenda focused on promoting initiatives within the local community to expand positive impacts.



### **RECICLAR É UMA FESTA (RECYCLING IS A PARTY)**

The Reciclar é Uma Festa project brings environmental topics to public schools on Ilha do Governador through playful and interactive presentations. The theater show focuses on raising awareness about selective waste collection while providing a lot of fun for children.

### **POR UM MUNDO MELHOR (FOR A BETTER WORLD)**

By introducing different artistic concepts to schools on Ilha do Governador, the Por Um Mundo Melhor harnessed the reuse of waste materials as a lever to awaken children's creativity, nurturing their manual skills and much more.

### **EMPODERA**

Through Empodera, Moove supports the Uma Vitória Leva a Outra (One Victory Leads to Another) program, which aims to empower girls through sports and ensure enduring results in breaking the cycle of violence.



## Plant for Neutralization

In partnership with the NGO Instituto Terrazul and the Rio de Janeiro Environmental Education Center (CEA), in 2021 we implemented the "Plant for Neutralization" project in the Z10 fishermen's colony on Ilha do Governador. With the aim of generating positive socio-environmental impact, we carried out actions for mangrove restoration and selective waste collection in the region. Over 3 tons of waste were collected, and more than 865 seedlings of three native species were planted in 2022. An ecological scavenger hunt involving 100 volunteers, including

residents, fishermen and Moove employees was organized. The collected materials were sorted and sent for recycling.

"Plant for Neutralization" also runs socio-educational activities for local children. Over 70 children participated in environmental education actions focused on mangrove preservation and climate change. [GRI 413-1](#)





# Appendices



# Stakeholder engagement

GRI 2-29

Engagement with our stakeholders is essential to identify the needs and expectations of the key groups we interact with. This relationship allows us to mitigate potential risks and conflicts, dissatisfaction or resistance to change. Our main stakeholders were identified based on their level of interest or influence in the company, and we accordingly establish regular communications to keep them informed and satisfied.

**We are committed to being a leading company for our stakeholders.**

Stakeholders	Forms of engagement
<b>Staff</b>	Communication channels such as corporate TV, email marketing, notice boards, and the workplace platform administer actions to prepare leadership for people management, in-person training sessions, and through Your Moove, safety talks, internal health and safety campaigns and results presentations (Conexão Ilha and Conexão Global).
<b>Local communities</b>	Promoting and supporting projects in the cities where we operate; maintaining an open-doors policy to listen to the needs of the local community (24/7). Ethics hotline available not only for employees but also for communities. Hiring local labor. Engaging small local suppliers.
<b>Customers</b>	Through telephone contact, email, text messages, website and e-commerce.
<b>Suppliers</b>	Compliance analysis, socio-environmental audits, dialogs, workshops, partnerships and performance communication.
<b>Press</b>	Through constant communication, especially via press releases about the company's main initiatives, and providing in-person or online assistance to journalists who seek us as sources of information (interviews granted by CEO and officers).
<b>Market/Investors</b>	Though not publicly traded, Moove makes every effort to afford transparency to its priority investors by publishing audited financial statements and quarterly earnings releases. We seek to create long-term value through good practices and risk management for better decision-making, including through the Sustainability Report.
<b>NGOs and Working Groups</b>	We actively participate in working groups aimed at promoting sustainable practices and partner with NGOs working in the socio-environmental field, creating organic experiences and allocating valuable resources to address ESG issues.
<b>Trade associations</b>	Membership, serving on councils and actively participating in events organized by associations.



# Waste

## Brazil data

### Materials used by weight or volume <sup>1</sup> GRI 301-1

2022				
Material	Materials used	Use	Renewable or non-renewable	Quantity (t)
Bottle (1L)	Polypropylene Resin	Packaging	non-renewable	3125.04
Drum	Steel	Packaging	non-renewable	4132.05
Reconditioned Drum	Steel	Packaging	non-renewable	518.25
Plastic Drums (20L)	Polypropylene Resin	Packaging	non-renewable	1780.87
PCR Drum	PCR Resin	Packaging	renewable	486.21
Lid (1L)	Polypropylene Resin	Packaging	non-renewable	305.38
Tampa Lid	PCR Resin	Packaging	renewable	11.43

<sup>1</sup>The indicator is being reported for the first time, so there is no comparative data from the previous year.

### Recycled input materials used<sup>1</sup> GRI 301-2

2022			
Material	Amount used	Total recycled input materials	Percentage
PCR Packaging	5,757,408	1,727,222	30
Bottle (1L)	3,125.04	283.14	9.06
Lid	305.38	15.56	5.42
Plastic Drums (20L)	1,780.87	486.21	27.30
Reconditioned Drum	4,132.05	518.25	12.54

<sup>1</sup>The indicator is being reported for the first time, so there is no comparative data from the previous year.

## Reclaimed products and their packaging materials<sup>1</sup> GRI 301-3

Material	2020	2021	2022		
	Recycled input materials	Recycled input materials	Amount sold	Recycled input materials	Percentage (%)
Post-consumer plastic packaging (t)	4,556	5,194	5,709	5,432	95.1
Used and contaminated lube oil (liters) <sup>2</sup>	64,839,679	77,253,667	153,187,145	72,763,894	47.50

<sup>1</sup>The amount of material reclaimed and the percentage of each item were not calculated in the reports for 2020 and 2021.

<sup>2</sup>The legal target for reverse logistics of used lubricating oil containers (OLUC) is not included in the percentage shown in this table.

## Total hazardous waste diverted from disposal by recovery operation (t) GRI 306-4

Type of disposal	2020	2021	2022
	Outside the organization <sup>1</sup>		
Preparation for usage	851	911	99
Recycling	173	512	1,104
Other recovery operations <sup>2</sup>	92	160	172
<b>Total</b>	<b>1117</b>	<b>1,583</b>	<b>1,374</b>

<sup>1</sup>No waste was reclaimed for internal use between 2020 and 2022.

<sup>2</sup>Co-processing.

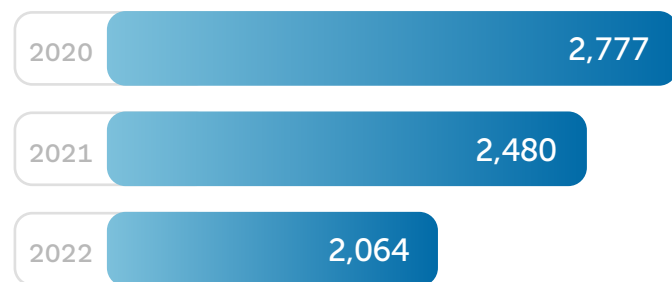
## Total non-hazardous waste diverted from disposal by recovery operation (t) GRI 306-4

Type of disposal	2020	2021	2022
	Outside the organization <sup>1</sup>		
Preparation for usage	907	45	0
Recycling	708	795	625
Other recovery operations <sup>2</sup>	46	58	65
<b>Total</b>	<b>1661</b>	<b>898</b>	<b>690</b>

<sup>1</sup>No waste was reclaimed for internal use between 2020 and 2022.

<sup>2</sup>Co-processing.

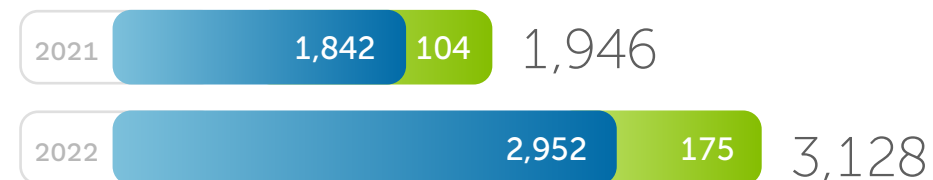
### Total hazardous and nonhazardous waste diverted from disposal by recovery operation<sup>1</sup> (t) GRI 306-4



● Offsite<sup>1</sup>

<sup>1</sup> No waste was reclaimed for internal use between 2020 and 2022.

### Waste directed to disposal, by composition<sup>1</sup> (t) GRI 306-5



● Class I Waste – Hazardous

● Class II Waste – Non-Hazardous

<sup>1</sup> This disclosure was not reported in 2020.

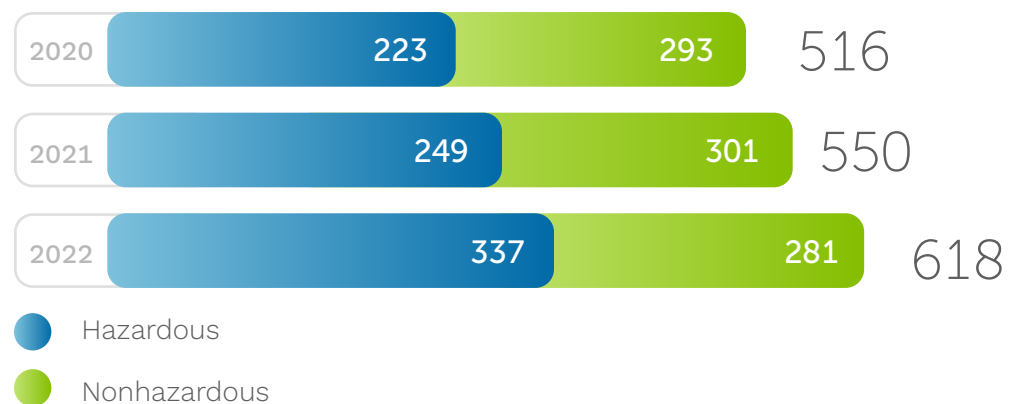
### Waste directed to disposal (t) GRI 306-5

Type of disposal	2020	2021	2022
	Outside the organization <sup>1</sup>		
Incineration with energy recovery	0	2	3
Incineration without energy recovery	1	0	0
Landfilling	60	91	2
Other disposal operations <sup>1</sup>	1,659	1,853	2,950
<b>Total</b>	<b>1,720</b>	<b>1,946</b>	<b>2,956</b>

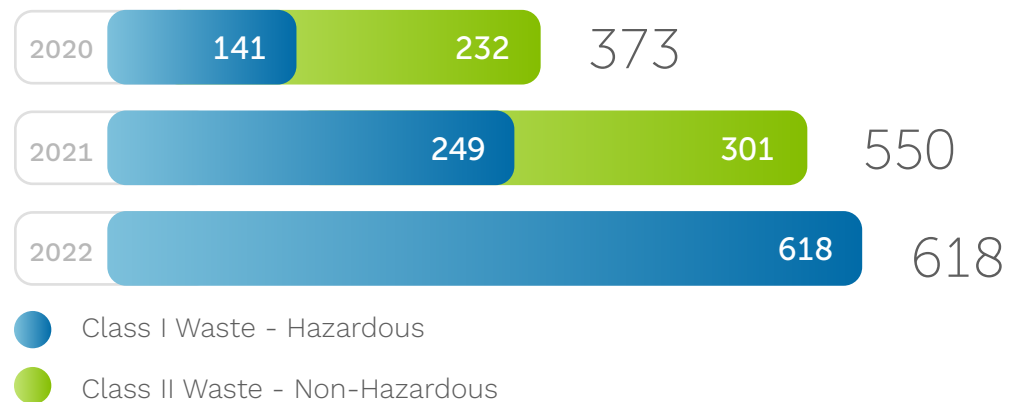
<sup>1</sup>No waste was reclaimed for internal use in the past three years.

# United Kingdom

## Waste generated by composition (t) GRI 306-3



## Total waste diverted from disposal, by composition (t) GRI 306-4



## Total hazardous waste diverted from disposal by recovery operation (t) GRI 306-4

	2020	2021	2022
	<b>Outside the organization<sup>1</sup></b>		
Preparation for usage	0	0	0
Recycling	53	83	230
Other recovery operations <sup>2</sup>	88	165	388
<b>Total</b>	<b>141</b>	<b>249</b>	<b>618</b>

<sup>1</sup> No waste was reclaimed for internal use in 2020, 2021 and 2022.

<sup>2</sup> Waste treatment and co-processing.

Despite waste generation rising on 2021, not all of it was directed to disposal. Instead, priority was given to some form of reclaiming (recycling, reuse, co-processing, composting and others).

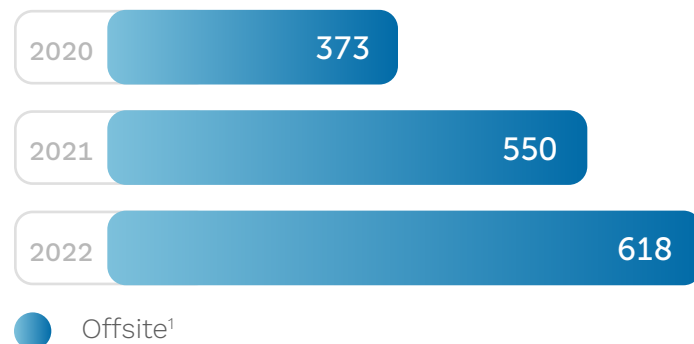
## Total non-hazardous waste diverted from disposal by recovery operation (t) GRI 306-4

	2020	2021	2022
Type of disposal	Offsite <sup>1</sup>		
Preparation for usage	0	0	0
Recycling	180	158	0
Other recovery operations <sup>2</sup>	52	43	0
<b>Total</b>	<b>232</b>	<b>301</b>	<b>0</b>

<sup>1</sup> No waste was reclaimed for internal use in 2020, 2021 and 2022.

<sup>2</sup> Waste treatment and co-processing.

## Total hazardous and nonhazardous waste diverted from disposal by recovery operation (t) GRI 306-4



<sup>1</sup> No waste was reclaimed for internal use between 2020 and 2022.

## Total waste directed to disposal, by operation (t) GRI 306-5

	2022
Hazardous waste	Offsite <sup>1</sup>
Incineration with energy recovery	67.48
Incineration without energy recovery	0
Landfilling	0
Other disposal operations <sup>1</sup>	550.58
<b>Total</b>	<b>618.06</b>

<sup>1</sup> No waste materials were reclaimed for internal use within the organization in 2022, and there is no historical data available as this is the first year the disclosure is being reported in the United Kingdom. *In this unit, no non-hazardous waste was generated and directed to disposal during the cycle.*

# Emissions

## Brazil data

### Greenhouse gas emissions intensity (tCO<sub>2</sub> eq/ m<sup>3</sup>) GRI 305-4

	2020	2021	2022
Greenhouse gas emissions intensity (Scopes 1 and 2)	0.019	0.023	0.021

<sup>1</sup>All scopes were calculated based on the gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>. Emissions intensity is calculated as the ratio of the sum of scope 1 and 2 emissions to millions of liters produced.

## UK Data

### Greenhouse gas emissions intensity<sup>1</sup> (tCO<sub>2</sub>eq/m<sup>3</sup>) GRI 305-4

	2022
<b>Total GHG emissions (t CO<sub>2</sub> equivalent)</b>	<b>907.00</b>
Intensity of greenhouse gas emissions	0.025

<sup>1</sup>There is no historical series report, as this is the first year the disclosure is being reported for the United Kingdom. Emissions intensity is calculated as the ratio of the sum of scope 1 and 2 emissions to millions of liters produced.

### Reduction of GHG emissions<sup>1</sup> (tCO<sub>2</sub>eq) GRI 305-5

	2022
Reductions of direct emissions (Scope 1)	0
Reductions of indirect emissions from purchased electricity (Scope 2)	254
Reductions of other indirect emissions (Scope 3)	0
<b>Total reduction of GHG emissions</b>	<b>254</b>
Reductions from offsets	0

<sup>1</sup>There is no historical series, as this is the first year the disclosure is being reported for the United Kingdom.

## Other indirect (Scope 3) GHG emissions (tCO<sub>2</sub>eq)- GRI 305-3

	2022
<b>Upstream</b>	
Goods and services purchased	0
Capital goods	0
Fuel- and energy-related activities	0
Upstream transportation and distribution	0
Waste generated in operations	9.09
Business travel	157.42
Employee transportation	0
Leased assets	0
Other upstream activities	15.33
<b>Subtotal</b>	<b>181.84</b>
<b>Downstream</b>	
Downstream transportation and distribution	13,456.00
Processing of sold products	0
Use of sold products	0
End-of-life treatment of sold products	0
Leased assets	0
Franchises	0
Investments	0
Other activities	0
<b>Subtotal</b>	<b>0</b>
<b>Total</b>	<b>13,637.84</b>

<sup>1</sup> There is no data available for the historical series of Scope 3 emissions, as 2022 is the first year this inventory was compiled in the United Kingdom.

# Water and effluents

## Brazil data

### Total water discharge to all areas<sup>1</sup> (ML) GRI 303-4

	2022
Destination	Amount (ML)
Baía de Guanabara <sup>2</sup>	4.63
Public sewage collection	27.10
<b>Total</b>	<b>31.73</b>

<sup>1</sup>Moove does not discharge water in areas with water stress. There is no historical data available because the disclosure was not detailed the same way in previous reports.

<sup>2</sup> During the month of May, there was a calibration of the flow meter. Therefore, for the days without records, averages of previous values and the following day were considered to calculate the water discharge into Guanabara Bay.

### Water discharge by type of treatment<sup>1</sup> (ML) GRI 303-4

	2022
Physical treatment	4.63
Chemical treatment	27.10
Biological treatment	0
<b>Total</b>	<b>31.73</b>

<sup>1</sup>There is no historical data available because the disclosure was not detailed the same way in previous reports.

### Total volume of water consumed across all areas and in areas with water stress (ML) GRI 303-5

	2020	2021	2022
Total water withdrawal <sup>1</sup>	0	0	28.81
Total water discharge	39	33	31.73
Water consumption	33	28	2.92

<sup>1</sup>Total water withdrawal was not reported in 2020 and 2021.



## UK Data

### Total water discharge to all areas<sup>1</sup> (ML) GRI 303-4

	2021	2022
Septic tank effluent	2.80	2.08
<b>Total</b>	<b>2.80</b>	<b>2.08</b>

<sup>1</sup>Data for 2020. The septic tank effluent comes from bathrooms and is collected by a company in the sector.

### Water discharge by type of treatment<sup>1</sup> (ML) GRI 303-4

	2022
Physical Treatment	1,741
Chemical Treatment	0
Biological Treatment	0
<b>Total</b>	<b>1,741</b>

<sup>1</sup> There is no historical series, as this is the first year the disclosure is being reported for the United Kingdom. No discharges are made to areas with water stress.

### Total water consumption from all areas<sup>1</sup> (ML) GRI 303-5

	2020	2021	2022
Total water withdrawal <sup>2</sup>	0	0	7.02
Total water discharge	0	2.80	8.76
Water consumption	8	7	1.74

<sup>1</sup>No operations are made in areas with water stress.

<sup>2</sup> Total water intake was not reported in 2020 and 2021 and nor was total water discharge in 2020.

# Energy

## Energy consumption within the organization (Brazil)

### Energy consumed (GJ) GRI 302-1

Consumption by type of energy	2020	2021	2022 <sup>1</sup>
Electricity	25,636.00	25,470.00	21,159.53
Heating	5,162.00	6,594.00	6,255.92
Refrigeration	0	0	0
Steam	81,305.00	77,598.00	80,858.31
<b>Total</b>	<b>112,103.00</b>	<b>109,662.00</b>	<b>108,273.76</b>

### Fuel consumption - nonrenewable (GJ)

Non-renewable	2020	2021	2022
Natural gas (used to generate steam for boilers)	81,305	77,598	80,858.31
LPG (used as forklift fuel)	5,135	6,556	6,225.92
Diesel (used as fuel for fire pumps)	27	38	40
<b>Total</b>	<b>86,467</b>	<b>84,721</b>	<b>87,154.23</b>

## Total energy consumed (GJ)

Total energy consumption by type	2020	2021	2022
Nonrenewable fuels	86,467.00	84,721.00	87,154.23
Renewable fuels <sup>1</sup>	0	0	0
Electricity consumed	25,636.00	25,470.00	21,159.53
Electricity sold <sup>2</sup>	0	0	0
<b>Total</b>	<b>112,103.00</b>	<b>110,191.00</b>	<b>108,273.76</b>

<sup>1</sup> There is no consumption of renewable fuels.

<sup>2</sup> Moove does not sell energy.

## Energy consumption within the organization (UK)<sup>1</sup>

### Fuel consumption - nonrenewable (GJ)

	2021	2022
Natural Gas	7,207.88	4,762.00
LGP	44.14	0
Diesel	7,808.70	8,152.00
<b>Total</b>	<b>15,060.72</b>	<b>12,914.00</b>

## Electricity consumed (acquired) (GJ)

Consumption by type of energy	2021	2022
Electricity	55,590	4,731
Heating	0	4,762
Refrigeration	0	0
Steam	0	0
<b>Total</b>	<b>55,590</b>	<b>9,493</b>

## Energy consumed (GJ)

Total energy consumption by type	2022
Nonrenewable fuels	8,152
Renewable fuels <sup>1</sup>	0
Electricity consumed	9,493
Electricity sold <sup>2</sup>	0
<b>Total</b>	<b>17,645</b>

<sup>1</sup> Moove UK does not consume renewable fuels.

<sup>2</sup> Moove UK does not sell energy.

## Energy intensity (GJ) GRI 302-3

Total energy consumption by type	2022 <sup>1</sup>
Within the organization <sup>2</sup>	539
Outside the organization	Not monitored
<b>Total</b>	<b>539</b>

<sup>1</sup>There is no historical series, as this is the first year Moove is reporting this disclosure for the United Kingdom.

<sup>2</sup> Source of the conversion factors can be seen [here](#).

# Staff

## Employees by employment contract and gender GRI 2-7

Type of contract	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	785	322	1,107	822	319	1,141	854	350	1,204
Temporary	0	0	0	12	16	28	11	7	18
<b>Total</b>	<b>785</b>	<b>322</b>	<b>1,107</b>	<b>834</b>	<b>335</b>	<b>1,169</b>	<b>865</b>	<b>357</b>	<b>1,222</b>

## Employees by employment contract and region<sup>1</sup> GRI 2-7

Region	2020			2021			2022		
	Definite term	Indefinite term	Total	Definite term	Indefinite term	Total	Definite term	Indefinite term	Total
Brazil	0	625	625	20	646	666	18	698	716
BUPA	0	62	62	0	68	68	0	30	30
US	0	62	62	0	68	68	0	32	32
Europe	0	420	420	8	427	435	0	444	444
<b>Total</b>	<b>0</b>	<b>1,107</b>	<b>1,107</b>	<b>28</b>	<b>1,141</b>	<b>1,169</b>	<b>18</b>	<b>1,204</b>	<b>1,222</b>

<sup>1</sup> Moove's 2020 and 2021 Sustainability Report considered the business regions Brazil, Europe and Americas. In 2022, this classification changed, with the data for the 'Americas' being separated into Brazil and the United States. The indicator is therefore grouped in previous years.

## Employees by employment contract (full or part time) by region<sup>1</sup> GRI 2-7

2022			
	Full time	Part time	Total
Brazil	716	0	716
BUPA	30	0	30
Europe	441	3	444
United States	32	0	32
<b>Total</b>	<b>1,219</b>	<b>3</b>	<b>1,222</b>

<sup>1</sup> Expatriate employees were not included in the count for Brazil, but were counted in the countries where they are working.

## Workforce by work category and gender<sup>1</sup> GRI 2-8

2022			
Employee category	Men	Women	Total
Apprentices	4	10	14
Interns	13	13	26
<b>Total</b>	<b>17</b>	<b>23</b>	<b>40</b>

<sup>1</sup> First year that Moove is presenting this classification, meaning there is no historical series. Interns are not considered in the employee count for reporting purposes. Apprentices in Brazil are not hired through payroll, but rather through a private corporation that places young people in the job market, without forming an employment relationship with the Company.

## Hires, terminations and turnover rate by age group<sup>1</sup> GRI 401-1

2022				
Age group	Total workforce	Hires	Terminations	Turnover rate (%)
Below 30	186	61	16	20.7
30 to 50	778	126	80	13.24
Over 50	258	19	21	7.75
<b>Total</b>	<b>1,222</b>	<b>206</b>	<b>117</b>	<b>13.22</b>

<sup>1</sup> Data related to 2022, as the assumptions for turnover calculations in previous years were different, preventing comparison.

## Hires, terminations and turnover rate by gender<sup>1</sup> GRI 401-1

2022				
Gender	Total workforce	Hires	Terminations	Turnover rate (%)
Men	865	137	83	12.72
Women	357	69	34	14.43
<b>Total</b>	<b>1,222</b>	<b>206</b>	<b>117</b>	<b>13.22</b>

<sup>1</sup> Data related to 2022, as the assumptions for turnover calculations in previous years were different, preventing comparison.

## Hires, terminations and turnover rate by region<sup>1</sup> GRI 401-1

2022				
Region	Total workforce	Hires	Terminations	Turnover rate (%)
Brazil	716	116	57	12.08
BUPA	30	4	4	13.33
Europe	444	81	48	14.53
United States	32	5	8	20.31
<b>Total</b>	<b>1,222</b>	<b>206</b>	<b>117</b>	<b>13.22</b>

<sup>1</sup>Data related to 2022 only, as the assumptions for turnover calculations in previous years were different, preventing comparison.

## Maternity/paternity leave GRI 401-3

		2020	2021	2022
Employees entitled to leave	Men	450	484	865
	Women	167	182	357
Employees who <u>took</u> parental leave	Men	5	3	22
	Women	7	7	17
Employees who <u>returned</u> to work during the reporting period after parental leave ended	Men	5	5	22
	Women	4	7	8
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Men	2	5	20
	Women	4	7	7
Rate of return	Men	100%	100%	100%
	Women	57%	100%	47%
Retention rate	Men	40%	100%	91%
	Women	50%	100%	88%

## Work-related injuries GRI 403-9

		2020		2021		2022	
		Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization	Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization	Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization
Number of hours worked	No.	1,185,184	1,706,496	1,307,504	1,835,680	1,106,512	646,272
Hours worked	No.	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Number of fatalities as a result of work-related injuries	No.	0	0	0	0	0	0
Rate of fatalities as a result of work-related injuries	%	0	0	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	No.	0	0	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	%	0	0	0	0	0	0
Number of recordable work-related injuries (including fatalities)	No.	0	3	3	6	3	3
Rate of recordable work-related injuries (including fatalities)	%	0	1.76	2.29	3.27	2.71	4.64
Main types of work-related injury		Fall from the same level and superficial cut on the upper or lower limbs		Fall from the same level and superficial cut on the upper or lower limbs		Fall from the same level and superficial cut on the upper or lower limbs	

## Average hours of training per employee by employee category<sup>1</sup> GRI 404-1

2022			
Employee category	Total number of employees	Hours of training	Average hours of training
Interns	26	1,627.56	62.60
<b>Total</b>	<b>26</b>	<b>1,627.56</b>	<b>62.60</b>

<sup>1</sup> No historical reporting series. First year the disclosure is being presented with this data.

## Percentage of employees receiving regular performance and career development reviews<sup>1</sup> (%) GRI 404-3

2022			
Employee category	Men	Women	%
Leaders and Supervisors	33	10	100%
Coordinators	35	21	100%
Executives (Managers, VPs and CEO)	58	14	100%
Administrative (Assistants and Auxiliaries)	62	23	100%
Operating (Operators and Operating Auxiliaries)	131	9	100%
Professionals (Trainees, Analysts and Specialists)	202	114	100%

<sup>1</sup> It was not possible to include comparative data from previous years because the classification of job categories underwent a reorganization in 2022. All employees who remain with the Company for at least nine months undergo a mandatory performance assessment.

## Individuals within the organization's governance bodies, by gender (%) GRI 405-1

Board of Directors	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of governance body members	6	0	6	6	0	6	6	0	6
Percentage of governance body members by gender	100	0	100	100	0	100	100	0	100

## Diversity of governance bodies and employees GRI 405-1

Vulnerable groups	2020	2021	2022
Women in Senior Management <sup>1</sup>	2	2	2
Minority representative on the Board <sup>2</sup>	1	1	1

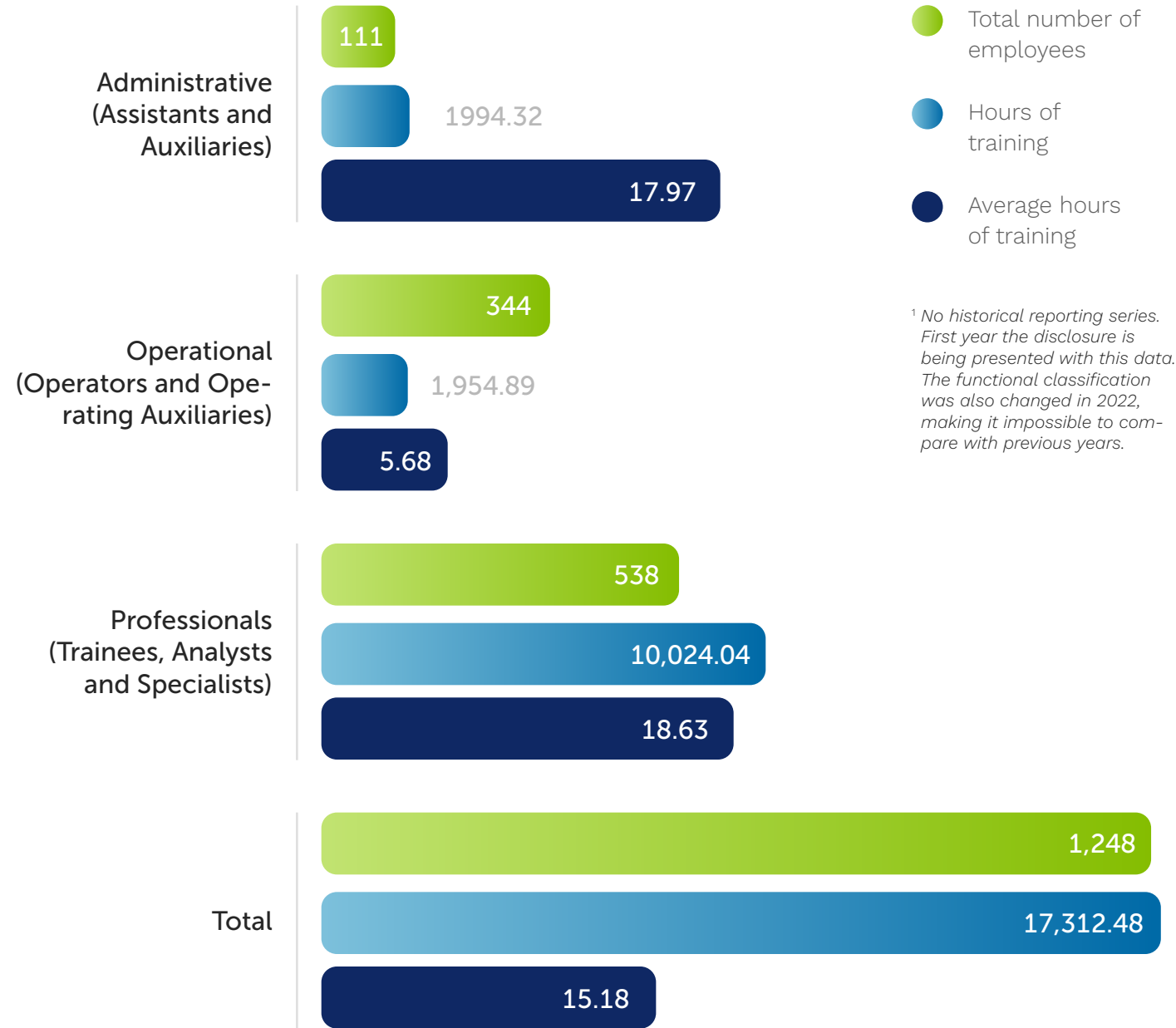
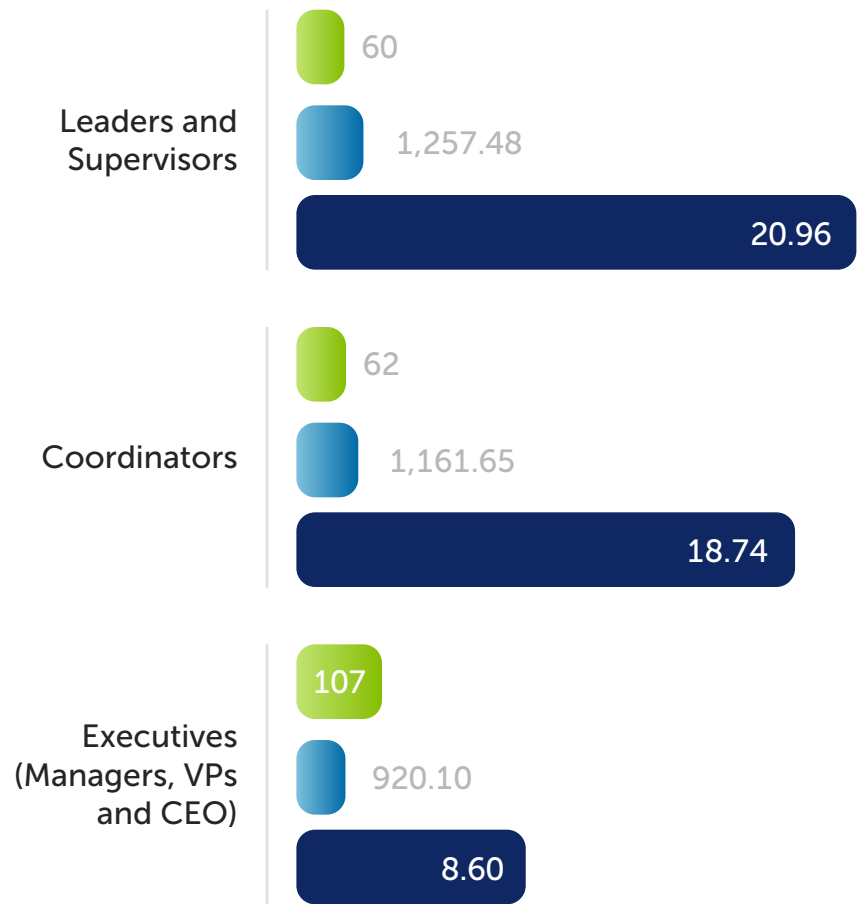
<sup>1</sup>Women are highlighted due to the male-to-female ratio in the oil and gas sector and the Company's public target.

<sup>2</sup>Minorities: black people, LGBTQIA+ and PCDs.

## PEOPLE DEVELOPMENT AND CULTURE



### Average hours of training per employee by employee category<sup>1</sup> GRI 404-1



<sup>1</sup> No historical reporting series. First year the disclosure is being presented with this data. The functional classification was also changed in 2022, making it impossible to compare with previous years.



## Workers by category and gender (%) GRI 405-1

2022	Men	Women	Total
Interns	14	13	27
Percentage	51.85	48.15	100

The table has no historical series as this is the first year this data is being reported.

## Employees by employee category and age group (%) GRI 405-1

	Number	Percentage		Number	Percentage
<b>Executive Board</b>			<b>Administrative</b>		
Below 30	0	0	Below 30	129	19.88
30 to 50	1	16.67	30 to 50	421	64.87
Over 50	5	83.33	Over 50	99	15.25
<b>Total</b>	<b>6</b>	<b>100</b>	<b>Total</b>	<b>649</b>	<b>100</b>
<b>Management</b>			<b>Operational</b>		
Below 30	1	0.99	Below 30	51	14.83
30 to 50	66	65.35	30 to 50	189	54.94
Over 50	34	33.66	Over 50	104	30.23
<b>Total</b>	<b>101</b>	<b>100</b>	<b>Total</b>	<b>344</b>	<b>100</b>
<b>Heads/coordinators</b>			<b>TOTAL</b>		
Below 30	2	3.23	Below 30	186	15.22
30 to 50	54	87.10	30 to 50	778	63.67
Over 50	6	9.68	Over 50	258	21.11
<b>Total</b>	<b>62</b>	<b>100</b>	<b>Total</b>	<b>1222</b>	<b>100</b>
<b>Technical/supervisor</b>					
Below 30	3	5			
30 to 50	47	78.33			
Over 50	10	16.67			
<b>Total</b>	<b>60</b>	<b>100</b>			

The table does not provide a historical series as the functional categories were different in previous years, making it impossible to compare the data.

## Workers by category and age group (%) GRI 405-1

	Number	Percentage
<b>Apprentices</b>		
Below 30	14	100
30 to 50	0	0
Over 50	0	0
<b>Total</b>	<b>14</b>	<b>100</b>
<b>Interns</b>		
Below 30	27	100
30 to 50	0	0
Over 50	0	0
<b>Total</b>	<b>27</b>	<b>100</b>
<b>Trainees</b>		
Below 30	4	100
30 to 50	0	0
Over 50	0	0
<b>Total</b>	<b>4</b>	<b>100</b>
<b>TOTAL</b>		
Below 30	45	100
30 to 50	0	0
Over 50	0	0
<b>Total</b>	<b>45</b>	<b>100</b>

The table has no historical series, as this is the first year this data is being reported.

## Employees from underrepresented groups, by employee category (%) GRI 405-1

	2022					
	Black and Brown	%	PwDs	%	LGBTQIA+	%
Executive Board	0	0	0	0	0	0
Management	2	3.23	0	0	0	0
Heads/coordinators	11	10.28	0	0	0	0
Technical/supervisor	12	10.81	0	0	0	0
Administrative	101	29.36	25	7.27	0	0
Operational	108	20.07	4	0.74	0	0
<b>Total</b>	<b>234</b>	<b>19.15</b>	<b>29</b>	<b>2.37</b>	<b>0</b>	<b>0</b>

The table does not provide a historical series as the functional categories were different in previous years, making it impossible to compare the data.

## Workers in minority groups, by employee category (%) GRI 405-1

	2022	
	Number of minorities	%
Apprentices	0	0
Interns	2	4.44
Trainees	0	0
<b>Total</b>	<b>2</b>	<b>4.44</b>

The table has no historical series, as this is the first year this data is being reported.



# GRI content summary



# GRI content summary

<b>Statement of use</b>	Moove has developed its report in accordance with the GRI Standards for the period January 01 to December 31, 2022.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI sector standards</b>	GRI 11: Oil & Gas Sector 2021

## GRI 2: General Disclosures 2021

Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
2-1 Organizational details	7, 13				
2-2 Entities included in the organization's sustainability reporting	Airport Energy Limited Airport Energy SERVICES Limited Comma Oil & Chemicals -Marketing BV Comma Oil & Chemicals Marketing LLC Comma Oil & Chemicals Marketing SLR Comma Otomotiv Yag Ve Kimyasallari Pazarlama Limited Sirketi Commercial Lubrificants Moove Corp Cosan Cinco S.A. Cosan Lubrificantes e Especialidades S.A. Cosan Lubrificantes España S.L.U.				

Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
2-2 Entities included in the organization's sustainability reporting	Cosan Lubrificantes S.R.L. Cosan Paraguay Sociedad Anonima Cosan U.S. Inc. Ilha Terminal Distribuição de Produtos Químicos Ltda Lubigrupo II - Comércio e Distribuição de Lubrificantes S.A. Millennium Moove Corp <sup>1</sup> Miller Industrial Fluids LLC <sup>1</sup> Moove Lubricants Limited Petrochoice Dynamo LLC <sup>1</sup> Petrochoice Holdings INC <sup>1</sup> Petrochoice LLC <sup>1</sup> Petrochoice Transport <sup>1</sup> Plastech <sup>1</sup> Stanbridge Group Limited Stryker Intermediate Holdings <sup>1</sup> Stryker Parent Corp <sup>1</sup> Techniques ET Technologies Appliquees SAS The Lubricant Store LLC <sup>1</sup> Tirreno Indústria e Comércio de Produtos Químicos LTDA <sup>1</sup> Wessex Petroleum Limited				
2-3 Reporting period, frequency and contact point	3				
2-4 Restatements of information	3				
2-5 External assurance	3				
2-6 Activities, value chain and other business relationships	7				-
2-7 Employees	68, 91, 92				-
2-8 Workers who are not employees	92				-
2-9 Governance structure and composition	20				-

<sup>1</sup>Although they are part of Moove's business portfolio, data regarding the acquired companies was not disclosed in this report due to the recent acquisition of assets.

Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
2-10 Nomination and selection of the highest governance body	23				-
2-11 Chair of the highest governance body	23				-
2-12 Role of the highest governance body in overseeing the management of impacts	23				-
2-13 Delegation of responsibility for managing impacts	23, 28				-
2-14 Highest governance body's role in sustainability reporting	23				-
2-15 Conflicts of interest	24				-
2-16 Communication of critical concerns			Information not available	Crucial concerns are referred to the Company's senior management and the Board of Directors, if necessary. The company does not yet have formal mechanisms and records for controlling such concerns and the number of crucial concerns.	-
2-17 Collective knowledge of the highest governance body	23				-
2-18 Evaluation of the performance of the highest governance body	21				-
2-19 Remuneration policies	62				-
2-20 Process for determining remuneration	62				-

Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
2-21 Annual total compensation ratio			Confidentiality restrictions	The restrictions that make the data confidential refer specifically to salary information that can personally identify and expose employees of the organization As part of our continuous improvement, we will continue to evaluate alternatives for communicating this information.	-
2-22 Statement on sustainable development strategy	4, 14				-
2-23 Policy commitments	24				-
2-24 Incorporating policy commitments	24				-
2-25 Processes to remediate negative impacts	24, 28				-
2-26 Mechanisms for seeking advice and raising concerns	25				-
2-27 Compliance with laws and regulations	Moove did not receive significant fines or non-monetary sanctions of any kind in the years 2020, 2021 and 2022.				-
2-28 Membership associations	12				-
2-29 Approach to stakeholder engagement	3, 14, 80				-
2-30 Collective bargaining agreements	All employees in Brazil are covered by collective bargaining agreements.				-

## Material topics

GRI Standard / Other source	Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3, 15					
	3-2 List of material topics	3, 15					
<b>Health and safety</b>							
GRI 3: Material Topics 2021	3-3 Management of material topics	73					
	403-1 Occupational health and safety management system	73				11.9.2	
	403-2 Hazard identification, risk assessment, and incident investigation	73				11.9.3	
	403-3 Occupational health services	75				11.9.4	
	403-4 Worker participation, consultation, and communication to health and safety	74				11.9.5	
	403-5 Worker training on occupational health and safety	74				11.9.6	
	GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	62, 75				11.9.7
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	73				11.9.8
		403-8 Workers covered by an occupational health and safety management system	100% of employees in Brazil and the UK are covered by an occupational health and safety management system.				11.9.9
		403-9 Work-related injuries	74, 94				09/11/2010
	403-10 Work-related ill health	Moove did not record any occupational diseases during the reporting period.				09/11/2011	



GRI Standard / Other source	Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
<b>GRI 416: Local Communities</b>	416-1 Assessment of the health and safety impacts of product and service categories			Not applicable	All products undergo quality control and their effects are mapped according to the Safety Data Sheet (SDS) for Chemical Products.	11.3.3
	416-2 Incidents of non-compliance concerning health and safety impacts of products and services			Not applicable	There were no records of non-compliance with regard to laws and voluntary codes. The products comply with the references provided in the Safety Data Sheet (SDS) and are analyzed to maintain quality throughout their life cycle.	
<b>People development and culture</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	63				
<b>GRI 401: 2016 employment</b>	401-1 New employee hires and employee turnover	92, 93				11.10.2.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	62				11.10.3
	401-3 Parental leave	93				11.10.4

GRI Standard / Other source	Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
<b>GRI 404: Training and Education</b>	404-1 Average hours of training per year per employee	67, 95, 96				
	404-2 Programs for upgrading employee skills and transition assistance programs	63				11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	95				
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1 Diversity of governance bodies and employees	68, 95, 97, 98				11.11.5
	405-2 Ratio of basic salary and remuneration of women to men			Confidentiality restrictions	The restrictions that make the data confidential refer specifically to salary information that can personally identify and expose employees of the organization As part of our continuous improvement, we will continue to evaluate alternatives for communicating this information.	11.11.6
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	There were no cases of discrimination in 2022.				11.11.7
<b>Local community engagement</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	76				11.15.1
<b>GRI 11: Oil &amp; Gas Sector 2021</b>	11.15.1 Local Communities	76				11.15.1
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures			Information not available	All employees and contractors working from the company's facilities (including security personnel) are trained in accordance with the Code of Conduct, but without direct mention of human rights.	11.18.2

GRI Standard / Other source	Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
<b>GRI 413 Local communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	76, 78				11.15.2
	413-2 Operations with significant actual or potential negative impacts on local communities	77				11.15.3
<b>GRI 11: Oil &amp; Gas Sector 2021</b>	11.15.3 Operations with significant actual or potential negative impacts on local communities	77				11.15.3
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were selected by using social criteria			Information not available.	Controls over suppliers are conducted by different company departments, and the compiled information is not available. We are working to enhance the controls for better reporting.	11.12.3
	414-2 Negative social impacts in the supply chain and actions taken			Information not available.	Controls over suppliers are conducted by different company departments, and the compiled information is not available. We are working to enhance the controls for better reporting.	11.10.9
<b>Environmental management</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	45				
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	81				
	301-2 Recycled input materials used	81				
	301-3 Reclaimed products and their packaging materials	50, 82				

GRI Standard / Other source	Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	57, 58, 90	d.i, d.ii. d.iii, d.iv	Information not available	Moove does not sell energy.	11.1.2
	302-2 Energy consumption outside of the organization			Information not available	Energy consumption outside the organization is not mapped.	11.1.3
	302-3 Energy intensity	56, 58, 91	d.	Information not available	Energy intensity outside the organization is not monitored	11.1.4
	302-4 Reduction of energy consumption			Information not available	Moove does not measure annual energy consumption reduction in its plant, except in the United Kingdom.	
	302-5 Reductions in energy requirements of products and services			Information not available	Moove does not measure reductions in energy requirements of products and services.	
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	56				11.6.2
	303-2 Management of water discharge related impacts	56				11.6.3
	303-4 Water discharge	56, 88, 89	c.	Not applicable.	Moove does not discharge water in areas with water stress.	11.6.5
	303-5 Water consumption	56, 88, 89	b.	Not applicable.	No withdrawals or discharges are made in areas with water stress. The consumed water is sourced from the local water utility company.	11.6.6
	<b>GRI 11: Oil &amp; Gas Sector 2021</b>	11.6.5 Water discharge	56			
<b>GRI 11: Oil &amp; Gas Sector 2021</b>	11.1.5 Direct (Scope 1) GHG emissions	51, 53, 54				11.1.5

GRI Standard / Other source	Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	51, 53, 55				11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	51, 53				11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	51, 54, 55, 87				11.1.7
	305-4 GHG emissions intensity	51, 86				11.1.8
	305-5 Reduction of GHG emissions	This disclosure was not reported in previous years. In 2022, 250.5 tCO <sub>2</sub> eq of Scope 2 emissions were reduced through the verification for I-RECs (use of renewable energy).				11.2.3
<b>GRI 11: Oil &amp; Gas Sector 2021</b>	11.2.3 Reduction of GHG emissions	The disclosure was not reported in previous years. In 2022, 250.5 tCO <sub>2</sub> eq of Scope 2 emissions were reduced through the verification for I-RECs (use of renewable energy).				11.2.3
<b>GRI 306: Effluents and Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	47				11.5.2
	306-2 Management of significant waste-related impacts	47				11.5.3
	306-3 Waste generated	47, 84				11.5.4
	306-4 Waste diverted from disposal	47, 48, 82, 83, 84, 85				11.5.5
	306-5 Waste directed to disposal	47, 83, 85				11.5.6
<b>GRI 11: Oil &amp; Gas Sector 2021</b>	11.8. 2 Significant spills	The were no significant spills in our operations in 2022.				11.8.2

GRI Standard / Other source	Contents	Location	Requirement(s) omitted	Reason	Explanation	Ref. no. of GRI sector standard
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	27				
	308-2 Negative environmental impacts in the supply chain and actions taken			Information not available	Controls over suppliers are conducted by different company departments, and are not unified. We will improve this control for better reporting in the next cycle.	
<b>Efficiency and performance</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	35				
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed			Confidentiality restrictions	The restrictions that make the data confidential specifically refer to information disclosed in the Company's Financial Statements, in order to comply with relevant legislation and are not publicly available. As part of our continuous improvement, we will continue to evaluate alternatives for communicating this information.	11.14.2
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	76				11.14.4
	203-2 Significant indirect economic impacts	32				11.14.6
<b>Additional sector content</b>						
<b>GRI 11: Oil &amp; Gas Sector 2021</b>	11.15.4 Negative social impacts in the supply chain and actions taken	76				11.15.4

## Topics from the applicable GRI Sector Standard defined as non-material

Topic	EXPLANATION
<b>GRI 11: Oil &amp; Gas Sector 2021</b>	
Topic 11.4 Biodiversity	Not applicable
Topic 11.7 Closure and Rehabilitation	Not applicable
Topic 11.13 Freedom of Association and Collective Bargaining	Not applicable
Topic 11.16 Land-tenure and natural resources rights	Not applicable
Topic 11.17 Rights of Indigenous Peoples	Not applicable
Topic 11.19 Anti-competitive Behavior	Not applicable
Topic 11.20 Anti-corruption	Not applicable
Topic 11.21 Payments to Governments	Not applicable
Topic 11.22 Public Policy	Not applicable



# Assurance report



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**Relatório de asseguração limitada dos auditores independentes sobre os indicadores de sustentabilidade constantes no Relatório Anual de Sustentabilidade da Cosan Lubrificantes e Especialidades S/A, ano base 2022.**

Aos  
Acionistas, Conselheiros e Administradores da  
**Cosan Lubrificantes e Especialidades S/A ("Moove")**  
São Paulo - SP

## Introdução

Fomos contratados pela **Cosan Lubrificantes e Especialidades S/A ("Moove")** para apresentar nosso relatório de asseguração limitada sobre os indicadores de sustentabilidade ("**indicadores**") constantes no Relatório Anual de Sustentabilidade 2022 da Moove ("**Relatório**"), relativas ao exercício findo em 31 de dezembro de 2022.

Nossa asseguração limitada não se estende a informações de períodos anteriores ou a qualquer outra informação divulgada em conjunto com o Relatório, incluindo quaisquer imagens, arquivos de áudio ou vídeos incorporados.

## Responsabilidades da administração da Moove

A administração da Moove é responsável por:

- Selecionar e estabelecer critérios adequados para a elaboração das informações constantes no Relatório;
- Preparar as informações de acordo com os critérios e diretrizes da *Global Reporting Initiative* ("**GRI Standards**");
- Desenhar, implementar e manter controle interno sobre as informações relevantes para a preparação dos indicadores constantes no Relatório, que estão livres de distorção relevante, independentemente se causada por fraude ou erro.

## Responsabilidade dos auditores independentes

Nossa responsabilidade é expressar conclusão sobre os indicadores constantes no Relatório, com base nos trabalhos de asseguração limitada conduzidos de acordo com o Comunicado Técnico CTO 07 – 2022 emitido pelo CFC, e com base na NBC TO 3000 – Trabalhos de Asseguração Diferente de Auditoria e Revisão, também emitida pelo CFC, que é equivalente à norma internacional ISAE 3000 – *Assurance engagements other than audits or reviews of historical financial information*, emitida pelo *International Auditing and Assurance Standards Board* (IAASB). Essas normas requerem o cumprimento pelo auditor de exigências éticas, independência e demais responsabilidades referentes a ela, inclusive quanto à aplicação da Norma Brasileira de Controle de Qualidade (NBC PA 01) e, portanto, a manutenção de sistema de controle de qualidade abrangente, incluindo políticas documentadas e procedimentos sobre o cumprimento de requerimentos éticos, normas profissionais e requerimentos legais e regulatórios aplicáveis.

Adicionalmente, as referidas normas requerem que o trabalho seja planejado e executado com o objetivo de obter segurança limitada de que os indicadores constantes no Relatório, tomadas em conjunto, estão livres de distorções relevantes.

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Um trabalho de asseguração limitada conduzido de acordo com a NBC TO 3000 (ISAE 3000) consiste principalmente de indagações à administração da Moove e outros profissionais da Moove que estão envolvidos na elaboração das informações, assim como pela aplicação de procedimentos analíticos para obter evidências que nos possibilitem concluir, na forma de asseguração limitada, sobre as informações tomadas em conjunto. Um trabalho de asseguração limitada requer, também, a execução de procedimentos adicionais, quando o auditor independente toma conhecimento de assuntos que o levem a acreditar que os indicadores divulgados no Relatório, tomadas em conjunto, podem apresentar distorções relevantes.

Os procedimentos selecionados basearam-se na nossa compreensão dos aspectos relativos à compilação, materialidade e apresentação dos indicadores contidos no Relatório, de outras circunstâncias do trabalho e da nossa consideração sobre áreas e sobre os processos associados às informações materiais divulgadas no Relatório, em que distorções relevantes poderiam existir. Os procedimentos compreenderam, entre outros:

- a) o planejamento dos trabalhos, considerando a relevância, o volume de informações quantitativas e qualitativas e os sistemas operacionais e de controles internos que serviram de base para a elaboração dos indicadores constantes no Relatório;
- b) o entendimento da metodologia de cálculos e dos procedimentos para a compilação dos indicadores por meio de indagações com os gestores responsáveis pela elaboração das informações;
- c) a aplicação de procedimentos analíticos sobre as informações quantitativas e indagações sobre as informações qualitativas e sua correlação com os indicadores constantes no Relatório;
- d) para os casos em que os indicadores se correlacionem com indicadores de natureza financeira, o confronto desses indicadores com as demonstrações contábeis e/ou registros contábeis.

Os trabalhos de asseguração limitada compreenderam, também, a aderência às diretrizes e aos critérios da estrutura de elaboração *GRI Standards* aplicáveis na elaboração dos indicadores constantes no Relatório.

Acreditamos que as evidências obtidas em nosso trabalho são suficientes e apropriadas para fundamentar nossa conclusão na forma limitada.

## Alcance e limitações

Os procedimentos executados em trabalho de asseguração limitada variam em termos de natureza e época e são menores em extensão do que em trabalho de asseguração razoável. Consequentemente, o nível de segurança obtido em trabalho de asseguração limitada é substancialmente menor do que aquele que seria obtido, se tivesse sido executado um trabalho de asseguração razoável. Caso tivéssemos executado um trabalho de asseguração razoável, poderíamos ter identificado outros assuntos e eventuais distorções que podem existir nos indicadores constantes no Relatório. Dessa forma, não expressamos uma opinião sobre essas informações.

Os dados não financeiros estão sujeitos a mais limitações inerentes do que os dados financeiros, dada a natureza e a diversidade dos métodos utilizados para determinar, calcular ou estimar esses dados. Interpretações qualitativas de materialidade, relevância e precisão dos dados estão sujeitos a pressupostos individuais e a julgamentos. Adicionalmente, não realizamos qualquer trabalho em dados informados para os períodos anteriores, nem em relação a projeções futuras e metas.

A preparação e apresentação dos indicadores seguiu os critérios da *GRI Standards* e, portanto, não possuem o objetivo de assegurar o cumprimento de leis e regulações sociais, econômicas, ambientais ou

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de engenharia. Os referidos padrões preveem, entretanto, a apresentação e divulgação de eventuais descumprimentos a tais regulamentações quando da ocorrência de sanções ou multas significativas. Nosso relatório de asseguração deve ser lido e compreendido nesse contexto, inerente ao critério selecionado (*GRI Standards*).

## Conclusão

Com base nos procedimentos realizados, descritos neste relatório e nas evidências obtidas, nada chegou ao nosso conhecimento que nos leve a acreditar que os indicadores constantes no Relatório para o exercício findo em 31 de dezembro de 2022 da Moove, não foram elaboradas, em todos os aspectos relevantes, de acordo com os critérios e diretrizes da *GRI Standards*.

São Paulo (SP), 09 de junho de 2023.

**Ernst & Young**  
Auditores Independentes S/S Ltda.  
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# Credits

## Moove

[moovelub.com](http://moovelub.com)

## Coordination: Sustainability & Communications

## Project management, GRI Consulting, Content and Design

[grupo report](#) – rpt sustentabilidade

## Photos

Moove Archive  
Unsplash  
Pexels

## Proofreading

Cristiane Schardosim Martins

