

sustainability  
report  
2021

# VIBRA



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# Introduction

This Sustainability Report presents Vibra's trajectory throughout 2021, also highlighting its main actions in the first quarter of 2022.

The report follows the standards of the Global Reporting Initiative (GRI), Essential option. In addition, it reports specific indicators of the Sustainability Accounting Standards Board (SASB) and information required by the Task Force on Climate-Related Financial Disclosures (TCFD).

Access the **SASB Summary and TCFD Index**.  
**GRI 102-54**

The brands BR Aviation, Petrobras Grid, Petrobras Podium and Petrobras, mentioned in this report, are owned by Petróleo Brasileiro S.A. and are licensed to Vibra Energia S.A.



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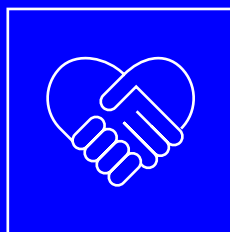
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# 2021 highlights



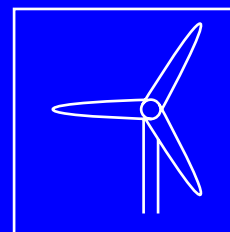
Structuring Vibra's  
ESG Strategic Agenda



Formation of **joint  
venture** with  
Copersucar



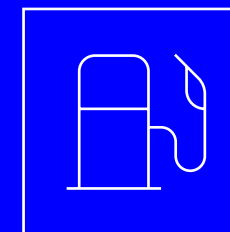
Creation of  
Vem Conveniências,  
a **joint venture** with  
Americanas



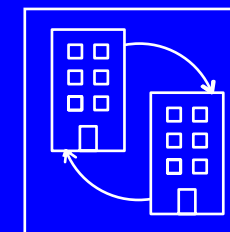
Entry into the  
renewable energy  
market through the  
acquisition of Targus  
Energia and 50% of  
Comerc



Cooperation  
agreement with ZEG  
Biogas



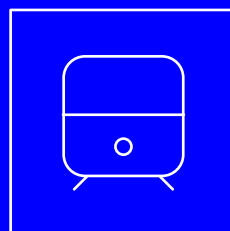
179 new  
stations in our  
service station  
network



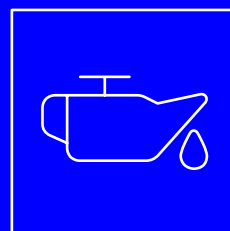
12.9 million m<sup>3</sup>  
of products sold to  
the B2B segment



68% market share  
in the aviation fuel  
distribution sector



Launch of 7th  
Generation Railway  
Lubricant



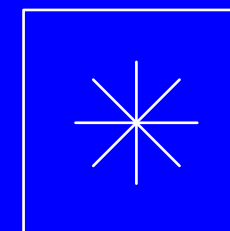
46 new Lubrax+  
units



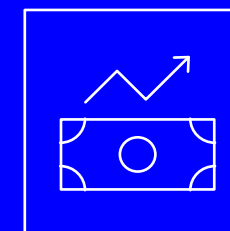
Launch of the Vibra  
Integrity Policy



First Vibra *Investor  
Day*



Launch of Vibra  
Co.lab



Adjusted EBITDA  
result 31% higher  
than 2020





# Message from the Board of Directors

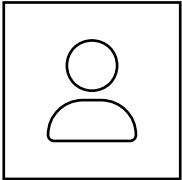
GRI 102-14

Now, we're Vibra. Precisely in 2021, the year we completed 50 years of operations in the fuel distribution market as BR Distribuidora, we repositioned our business to adapt it to what we believe is an urgent, one-way path: a low-carbon economy. Vibra is born as an energy company, in which decisions will be made to prioritize the use of cleaner and renewable energy sources, in line with the best practices, respecting the environment, society and corporate governance.

We believe that this is how it will be possible to maintain our relevance as a player in the development of the country, offering our clients and consumers the best energy to meet their needs.

In order to create the best conditions to continue on this journey, we faced what can be considered a Board of Directors' most difficult task: the process of choosing a new CEO. We sought a person highly engaged with energy transition issues and had experience with and good accessibility to the energy sector's actors. We found in Wilson Ferreira the characteristics we wanted.

Another historical milestone reached in 2021 was that we underwent the final stage of our privatization process,



Our governance practices have evolved substantially, including an Integrity Policy and an Integrity Management System

transforming us, now, into a *true corporation*, a publicly-traded company. This change resulted in the revision of a number of processes that made it possible to advance in terms of efficiency and productivity.

Our governance has been substantially improved, with the structuring of an Integrity Policy and the creation of an Integrity Management System, whose tools have given the management wider autonomy for decision-making without loss of control. Next, we conducted a full review of our Code of Ethical Conduct, to ensure its alignment with Vibra's new strategic objectives.

Our social responsibility actions continued throughout 2021, featuring initiatives to support Brazil in the nationwide battle against Covid-19. Notably, we sponsored training projects and fostered citizenship and inclusion and also encouraged volunteer work among our employees.

These actions were carried out in a complex scenario, impacted by high volatility of the fuel market and still feeling the effects of the pandemic. We had good returns, closing 2021 with the best results in our history: our Adjusted EBITDA reached R\$ 4.983 billion, 31% higher than that recorded in 2020.

For all that we accomplished in 2021, we are highly optimistic about the path that lies ahead for Vibra as it moves toward its next 50 years.



**Edy Luiz Kogut**  
Chairman of the Board of Directors



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# Message from the President

GRI 102-14

Highly motivated, in March 2021 I took on the leadership of one of the largest companies in Brazil, with a 50-year legacy and a history of competence and trust, which produces and distributes the best products in the fuel market segment.

I arrived with the mission of helping lead Vibra Energia's next 50 years, facing a double challenge. We want to continue to meet, in an increasingly efficient manner, the growing demand for fuel from our clients and consumers while, at the same time, build a multi-energy platform to enable a low-carbon economy.

Vibra was born to be the protagonist of the energy transition in Brazil, keeping up with the issue and getting ahead of it to offer the best energy to our customers, following the evolution and availability of processes that can be powered by substitute fuels and those from renewable sources. In 2021, we made specific and significant moves in this direction. We believe that ethanol is the biofuel of the future for the country. To this end, we formed a **joint venture** with Copersucar, positioning us to become one of the largest open ethanol trading platforms. We started to operate in the free energy market when we became majority partners of the Targus Energia Group and acquired 50% of Comerc. We also entered into agreements related to biomethane, so-called green diesel and electromobility.

Our new direction has made it decisive for us to reinforce the ESG attributes, acronym for the tripod “Environmental, Social and Corporate Governance”, which are now even more relevant to our activities. Therefore, we created an ESG department and, supported by an international consulting firm, in the first quarter of 2022 we prepared our ESG Strategic Agenda, developed with the participation of the company's leaders and key employees and also discussed with the Board of Directors. Our goal is to neutralize the scope I and II carbon emissions (direct emissions from the activity and indirect emissions deriving from the company's use of energy) by 2025, and of scope III emissions (indirect emissions from the activity) by 2050.

We know it is necessary to prepare our professionals for this new era of the company and we are continuing the cultural transformation process kicked off in 2020. The goal is to build an environment in which there is the right measure of innovation, meritocracy and autonomy necessary for speedy decision-making, with a robust governance. We want to become a more diverse and inclusive company, one closer to and increasingly more representative of our society. We also view our social and environmental performance as of fundamental importance and, hence, we are signatories to the UN's Global Compact.

We intend to carry this out with maximum transparency and actively engage with our stakeholders. Just one month post-privatization, after becoming a *true corporation*, we hosted our first Investor Day. It was a unique event, with the entire board and I sharing our strategic vision and outlook for Vibra.

This Sustainability Report is one more example of the constant dialogue and accountability that we wish to uphold. It features the main highlights of our journey in the period spanning January 2021-March 2022. Enjoy the read!



**Wilson Ferreira Junior**  
President





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# Who we are





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# *If it has energy, it's VIBRA*

We are Vibra (Vibra Energia S.A), a publicly-traded corporation, one of Brazil's largest energy companies, a leader in the fuel and lubricant distribution market and with a vocation to be a protagonist in the energy transition process. We are the result of the privatization process of BR Distribuidora, transformed into a *true corporation* in July 2021. Our brand was born in August 2021, already large, with 3,377 employees and 50 years of experience, excellence, commitment and history.

**GRI 102-1, 102-5, 102-7, 102-8**

Based in Rio de Janeiro (RJ), we are present in all Brazilian states, through 92 operating units: 43 bases operated by us, 16 joint bases - pool with partner(s), 25 joint storage facilities with other distributors and 8 logistics operators. We have a lubricant factory, 12 lubricant depots, 2 supply houses and 5 logistics operators in the field of lubricants, in addition to structures for aircraft fueling at 90 airports.

**GRI 102-2, 102-3, 102-4, 102-7**

Through this comprehensive platform, we are able to efficiently supply the demands of our customers in any Brazilian city. Our portfolio includes about 7,700 large corporate customers in segments such as aviation, transportation, commerce, electro-intensive industries, chemicals, supply house and agribusiness.

**GRI 102-6**

By means of a licensing agreement, the Petrobras brand name is preserved through our nationwide network of 8,201 service stations visited by 30 million consumers every month. We also own the Lubrax+ franchise of automotive lubrication centers. We have strengthened our business in the convenience store retail segment, already consolidated with the BR Mania franchise, through a partnership with Americanas, forming Vem Conveniência.

**GRI 102-2, 102-7**

In 2021, we started on our journey towards a low-carbon economy. We formed a joint venture with Copersucar for the sale of ethanol, an initiative that has led us to the expectation of becoming the largest biofuel trader in Brazil. We also signed an agreement with ZEG Biogas and Energy to develop a market

for biomethane (that results from the biodigestion of an ethanol production residue by-product). Subsequently, we started to operate in the free energy market after becoming majority partners of the Targus Energia Group and acquired 50% of the total and voting share capital of Comerc, a company with an important *pipeline* of electricity generation projects from renewable sources. We signed a contract for the exclusive purchase and sale of the so-called "green diesel" to be produced by BBF (Brasil BioFuels) as of the completion of its industrial plant in 2025.

We are committed to net zero emissions. Our goal is to neutralize scope I and II carbon emissions (direct emissions from the activity and indirect emissions deriving from the company's use of energy) by 2025, and scope III (indirect emissions from the activity) by 2050. These actions are supported by Vibra's ESG Strategic Agenda, developed with the support of international consultants and the participation of the company's management and key employees.

For Vibra, 2021 was also notable for its financial performance: there was a significant increase in our Adjusted Ebitda, which reached R\$ 4.983 billion, 31% higher than in 2020. Net sales revenue rose 59.7%, from R\$ 81.501 billion to R\$ 130.121 billion in 2021.

**GRI 102-7**





Who we are

1

We purchase our raw materials from approved domestic and foreign suppliers. Among the products that we sell and commercialize, we highlight biofuels. Our joint venture with Copersucar will guarantee exclusive supply of ethanol.

2

From our operational units, we distribute our fuels. We can efficiently supply the demands of our customers in any Brazilian city. Additionally, our lubricant plant offers a complete product line, with more than 130 product families for automotive, industrial, maritime and railroad applications.

3

We entered the renewable energy sales market through Targus Energia and Comerc. We offer a complete portfolio of products and services for the Free Energy Market and for the distributed generation model. We are also active through initiatives for the generation of energy from renewable sources.

We have the largest service station network in the country, and we pursue business interests in convenience retail, already consolidated with the BR Mania franchise, through a partnership signed with Americanas, with whom we have formed Vem Conveniência.

We are the largest distributor of fuels and lubricants for companies. Our clients are from different sectors, such as steelmaking, mining, paper and pulp, cement, transportation, thermoelectric, agribusiness and retailer-transporter of fuels. We are also the largest distributor of aviation fuels in Brazil.

We operate in the processing and distribution of chemical products, such as sulfur, hydrocarbon solvents and chemical specialties. We are national leaders in the solvents market. We serve several sectors of the economy, such as agribusiness, oil and gas, fine chemicals, paints and adhesives, among others.

Always ready  
to move Brazil with  
its best energy.

Vision  
of the Future

Coming soon

- Off-grid and on-grid offer of natural gas and biomethane
- Electric vehicle charging solutions

In the future

- Hydrogen and Fuel Cells
- New types of biofuels and e-fuels
- New solutions for mobility





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## VIBRA's numbers



**8,201 service stations**

in +1,800 cities, in all 26 Brazilian states and the Federal District, with the expectation of opening another 600 stations in the next 5 years



**22,000 points**

of consumption in client companies



**30 million**

individual clients make transactions in our service station network every month



We distribute

**37.3% of the fuel**

used by companies in the country



**R\$ 1.1 B/year**

the value of transactions in our convenience stores



Present in

**90 airports**



Lubrax products made available for

**+ 80 thousand**

customers across the country



We fuel about

**7 out of 10 commercial flights**

in Brazil



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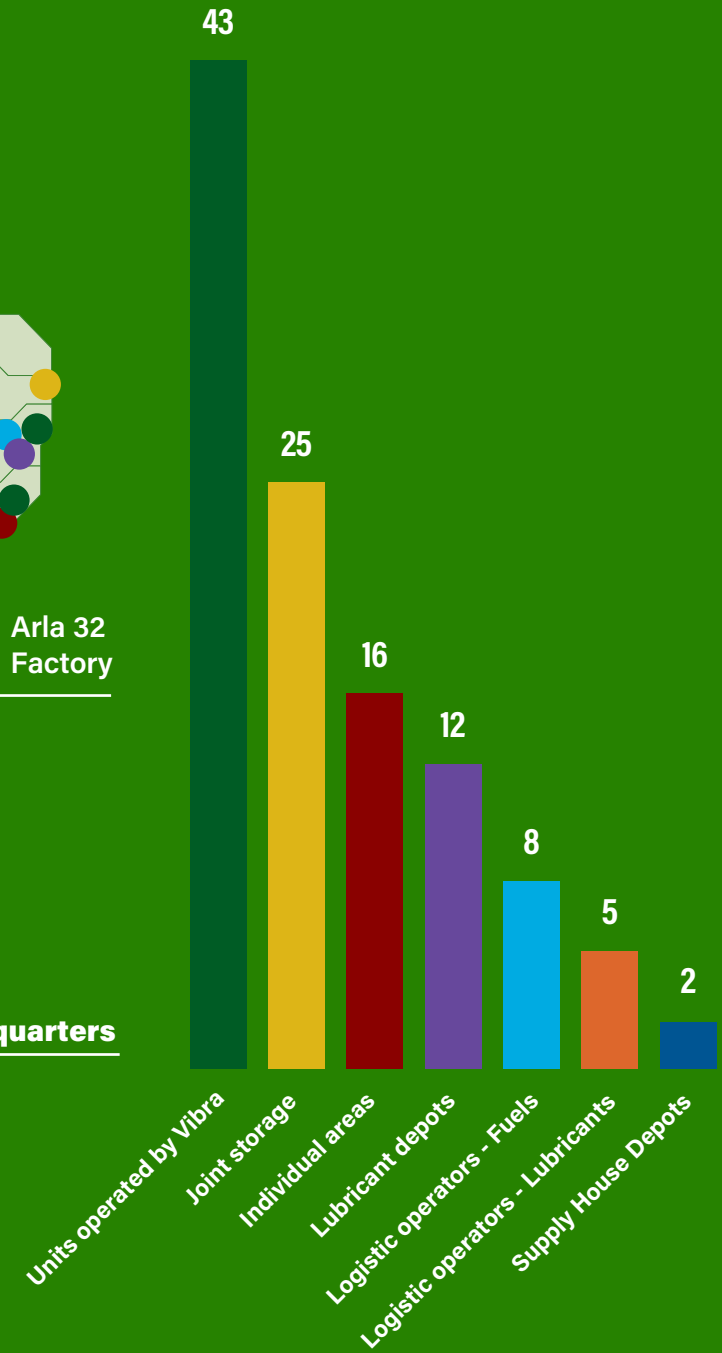
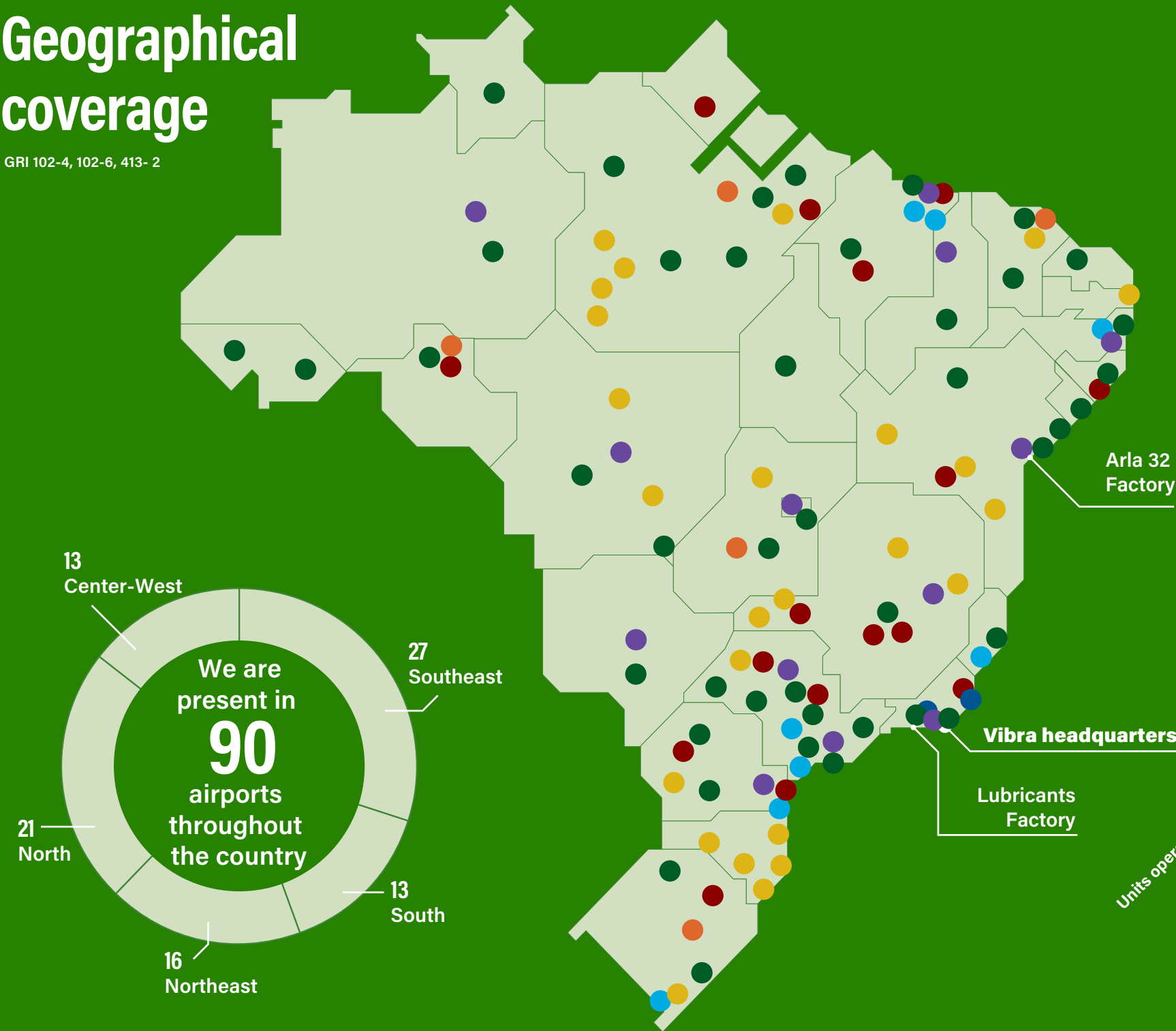
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# Geographical coverage

GRI 102-4, 102-6, 413- 2





# Purpose and principles

GRI 102-16

Always  
ready  
to move  
Brazil with  
its best  
energy.

Our Purpose



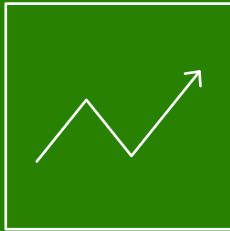
## Team that vibrates together

We provide an environment of diversity and trust, where everyone collaborates to achieve our goals. We vibrate in harmony with employees, customers and partners, because we share the same energy, optimism and positivity.



## We simplify day- to-day

We seek solutions in a simple and agile way and put processes as enablers. It is with flexibility that we adapt to the context to deliver better results.



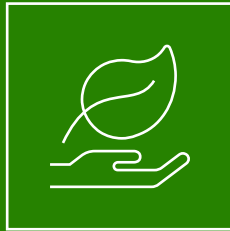
## Daring to go beyond

We question to seek best practices and take risks with courage and responsibility. We anticipate the search for solutions to continue leading the market.



## Moved by customer

We are convinced that the customer's result is our result, so we always dedicate ourselves to positions to meet your needs and exceed your expectations.



## Committed to a sustainable future

We are moved by the desire to positively impact society. We believe that the future of the company depends on the sustainable management of the business and goes through the protagonism of each employee.

Our principles





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# Public commitments

**GRI 102-12**

<b>GLOBAL COMPACT OF THE UNITED NATIONS (UN)</b> Signatories since 2003
<b>BRAZILIAN PACT FOR THE ERADICATION OF SLAVE LABOR (InPacto)</b> Signatories of its creation, in 2005 <b>GRI 103-2, 103-3   405</b>
<b>WOMEN'S EMPOWERMENT PRINCIPLES, OF UN WOMEN AND THE GLOBAL COMPACT</b> Adhering to the document since 2018
<b>NA MÃO CERTA PROGRAM</b> We have been partners since 2019
<b>BUSINESS COALITION FOR RACIAL AND GENDER EQUALITY</b> We have participated since 2019
<b>LAÇO AMARELO PROGRAM</b> We have been part of the program since 2019

<b>GENDER AND RACE PRO-EQUALITY PROGRAM</b> Awarded in the 3rd, 4th, 5th and 6th editions
<b>BRAZILIAN GREEN LOGISTICS PROGRAM (PLVB)</b> We have participated since 2018
<b>LEGAL FUEL INSTITUTE (ICL)</b> We have participated since 2020, being one of the founders of the initiative <b>GRI 103-2, 103-3</b>
<b>JOGUE LIMPO INSTITUTE*</b> We have participated since 2005, as founding partners
<b>NATIONAL INSTITUTE FOR THE PROCESSING OF EMPTY PACKAGING (INPEV)*</b> Members since 2002

\* Mandatory environmental initiatives





# Associations

**GRI 102-13**

We are part of more than 30 sectoral associations that cover our operations.  
Of these, we highlight:

[BRAZILIAN INSTITUTE OF PETROLEUM AND NATURAL GAS \(IBP\)](#)

[NATIONAL UNION OF FUEL AND LUBRICANT DISTRIBUTORS \(SINDICOM\)](#)

[BRAZILIAN ASSOCIATION OF PORT TERMINALS \(ABTP\)](#)

[BRAZILIAN ASSOCIATION OF PIPELINE GAS DISTRIBUTORS \(ABEGÁS\)](#)

[INTERNATIONAL AIR TRANSPORT ASSOCIATION \(IATA\)](#)

[BRAZILIAN ASSOCIATION OF PIPELINE GAS DISTRIBUTORS \(ABF\)](#)

[BRAZILIAN INSTITUTE OF CORPORATE GOVERNANCE \(IBGC\)](#)

[INDUSTRIAL DEVELOPMENT COMMITTEE OF CAMAÇARI \(COFIC\)](#)

[NATIONAL ASSOCIATION OF PUBLIC TRANSPORTATION \(ANTP\)](#)

[BRAZILIAN ASSOCIATION OF CHEMICAL AND PETROCHEMICAL PRODUCT DISTRIBUTORS \(ASSOCIQUIM\)](#)

[UNION OF PAINT AND VARNISH INDUSTRY OF THE STATE OF SÃO PAULO \(SITIVESP\)](#)

[BRAZILIAN ASSOCIATION OF AUTOMOTIVE ENGINEERING \(AEA\)](#)

[BRAZILIAN ASSOCIATION OF WHOLESALERS AND DISTRIBUTORS OF INDUSTRIALIZED PRODUCTS \(ABAD\)](#)

[BRAZILIAN ASSOCIATION OF ADVERTISERS \(ABA\)](#)





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# Activity and brands segments

GRI 102-2, 102-7 | GRI 103-2, 103-3

## Fuel distribution

GRI 103-2, 103-3

Conformity of our products' quality and safety is both a commitment and a legal obligation. We have structured processes in place (laboratories, systems, controls, etc.) for quality assurance and indicators that confirm good performance, such as a high rate of compliance in the National Petroleum & Oil Agency (ANP) market monitoring and a low rate of customer service complaints and ANP fines.

Our distribution bases count on laboratories (most of them our own), under the responsibility of technicians registered with the Regional Chemistry Council (CRQ), where the fuels are analyzed, and the results are registered in the conformity bulletin that accompanies the invoices with each delivery to the customer. On a daily basis, samples of the products we market throughout the country are analyzed. Deliveries are only made if the products comply with the official specifications established by the ANP.

Our retailer service stations, which use the licensed Petrobras brand, presented, in 2021, a 97.8% compliance index in the Fuel Quality Monitoring Program (PMQC), compared to a market average of 97.3%.

[Learn more about our Quality Policy](#)

## Service stations



We are the fuel distributor with the largest service stations network in the country. There are 8,201 stations with the Petrobras licensed brand. Of this total, 135 belong to our network of excellence for truck drivers: Rede Siga Bem, currently expanding, growing by more than 19% by 2021.

Since March 2020, we have invested in the new Postos Petrobras image, and have already renewed more than a thousand stations. The change makes the evolution of the brand tangible, showing off its strength and leadership qualities, with a new concept for our network: the Energy Station. According to market research<sup>1</sup>, 88% of the drivers who perceived the change qualified it as positive.

<sup>1</sup> Tracker Automotive Consumer Survey

It is for this giant network – which has gained a new look and whose growth has been intensified – that we supply, with exclusivity, diesel, gasoline, ethanol, vehicular natural gas and lubricants.

We are proud of our fuels' quality and safety record. The Petrobras Grid family, a complete line of additive fuels composed of gasoline, ethanol and diesel, offers more cleanliness, protection and savings. For the premium segment, we offer the Petrobras Podium line, with gasoline and diesel featuring high octane and high number of cetane, respectively. They are products that provide better *performance*, besides low sulfur levels, which guarantee lower environmental impacts. Developed for leisure boats, Petrobras' Verana diesel, the only premium product in the nautical segment, ensures better performance, protection, safety and lower pollutant emissions, in addition to greater comfort, because of its exclusive aromatization.

GRI 103-2, 103-3





Adjusted net revenue from the service station network rose 55.6%, reaching R\$ 79.070 billion in 2021. The growth is mainly explained by the recovery of much of the volume affected by the Covid-19 pandemic – a 7.1% increase in volume sold in 2021 and higher average realization prices (+45.3%).

Adjusted gross profit increased 53.9%, reaching R\$ 3.889 billion in 2021, also due to the increase in the sales volume, as well as the gain in *market share* and resilience of the sales margins. In addition, the price adjustments that occurred throughout the year, in general, were favorable to the segment's results due to the valorization of products in stock.

## B2B

Leaders in the B2B segment, with a 37.3% *market share*, we serve about 80% of the 100 largest companies in Brazil. Our portfolio contains more than 7,100 customers, including private companies and public entities from different sectors (agribusiness, carriers, fuel retailer, maritime, industries, among others).

We offer a full range of services, such as product consulting, lubrication and engineering; technical support; lubrication solutions; fuel installation and equipment maintenance; quality control and fuel safety; and even the management of the operation of our customers' supply points, in addition to automation and automatic resupply systems.

In 2021, we served about 7,100 customers, resulting in 12.9 million m<sup>3</sup> of products sold. The total represents a 5.2% reduction in the sales volume compared to 2020. The reasons for this are mainly related to the significant reduction in the volume of coke sold (-68%) by the end of the contract with Petrobras. This effect was partially offset by 12% increases in diesel sales and 83% in fuel oil, the latter due to higher sales to thermoelectric plants.

Despite the lower sales volume, the better average sales margins and gains from the price adjustments that occurred throughout 2021 resulted in a 38.6% higher adjusted gross profit, reaching R\$ 2.903 billion in 2021.

## Aviation

With 67.8% of *market share*<sup>1</sup>, we are the largest aviation fuel distributor in Brazil. We are present in 90 airports throughout the country, with the licensed brand of Petrobras, BR Aviation, and a portfolio of more than 2,200 active customers, providing kerosene and aviation gasoline. In 2021, we carried out an average of 52,000 aircraft fueling operations per month.

Our customers rely on JET A (aviation kerosene), Jet-Plus (additive aviation kerosene) and AVGAS-100LL (aviation gasoline) at airports. The fueling is conducted by specially trained and annually certified teams to meet international industry standards. We also offer services such as aircraft fuel removal and electronic scheduling of refueling.

<sup>1</sup> *Dynamic Panel of the Brazilian Aviation Fuel Market - ANP (2021).*

Through our partnership with Hangarar, we have made available an application that enables verification of the prices of aviation fuels at BR Aviation dealers, as well as information on the history of fuel supplies, in addition to providing access to various services from specialized providers. Our customers can join the BR Aviation Club, a relationship program that allows them to accumulate points for each aircraft refueling operation and exchange them for rewards.

The most affected by the Covid-19 pandemic, among the markets in which we operate, the aviation segment showed substantial signs of recovery over the course of 2021. However, estimates indicate that it will take a few more years for the market to return to pre-pandemic activity levels.

During the pandemic, we readjusted our performance in both existing and new contracts, thus increasing our sales volume by approximately 46%. BR Aviaton boosted its market share and further consolidated its leadership in the sector, without lowering its sales margins.





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## Lubricants

We produce and distribute lubricants. From our Lubricants Factory located in Duque de Caxias-RJ, we make available to the market, Lubrax products the country's best remembered<sup>1</sup> and sold lubricant brand.<sup>2</sup> The complete line consists of more than 130 product families, for automotive, industrial, maritime and rail applications.

In 2021, we continued the process of modernizing and expanding our industrial unit. The project involves, in addition to new equipment and the expansion of storage capacity, the incorporation of automation and control systems to increase efficiency and productivity. Expected to 2022, the expansion will increase the installed capacity to 42,000 m<sup>3</sup> per month, compared to the current 28,000 m<sup>3</sup>.

### GRI 102-10

The Lubrax brand applies a quality system that guarantees not only the conformity of the products, but also the processes. Our Lubricants Factory has three International Organization for Standardization certifications (ISO 9001, ISO 14001 and ISO 45001) and a structured quality control flow. The factory quality control laboratory analyzes and ensures the conformity of the purchased inputs and the final products that are sold. We also focus on the quality of service to customer processes and needs, continuously introducing improvements, including to suppliers and partners.

### GRI 103-2, 103-3

<sup>1</sup> Top Of Mind Award 2021 "Lubricating oil" category.

<sup>2</sup> Survey by *O Mecânico* magazine - 2021 edition

## 7th Generation Railway Lubricant (LMOA)

In 2021, we launched Lubrax Rail G7, a 7th Generation railroad lubricant, the first of its kind in Brazil, which uses the global technology considered to be the most advanced for application in railroads, providing a reduction in the overall cost of maintenance and operation. Field tests, carried out between April and August 2021, showed an average reduction of approximately 16% in lubricant consumption when compared to the 5th Generation LMOA lubricant. The good performance resulted in the signing of supply contracts for two of the largest railway logistics companies in Brazil.

Another important contribution of Lubrax Rail G7 is the reduction of impacts on the environment. The product meets the United States Environmental Protection Agency (U.S. EPA) Tier 4 emission control standards, which sets the reduction of particulate matter (PM) and nitrogen oxides (NOx) emissions to near zero levels. In addition, its generation of sulfated ash is around 31% lower than that of the previous generation.





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## Automotive lubrication center



Lubrax+, our automotive lubrication center, is the sixth largest franchise in the country and the largest oil change franchise<sup>1</sup>. At its franchisees, consumers can perform a free check-up of 18 preventive maintenance items and have the convenience of receiving alerts for the next oil change date. Our franchisees use an automated system that allows them to manage the unit's entire operation, with full control over performance and profitability indicators.

In 2021, we launched a new, more modern franchise system, brought in new commercial partners, improved our field support to franchisees and intensified promotional and sales incentive actions.

The big news this year was Doutor Lubrax+, a relationship platform dedicated to the lubrication professional that aims to engage, train and, principally, recognize this professional, the main factor for the success of an oil change.

These actions led to a positive balance at the end of the year of 46 new franchisees, totaling 1,711 Lubrax+ lubrication centers.

<sup>1</sup> Data from the Brazilian Franchising Association (50 Maiores Redes de Franquias no Brasil - 2021 Edition)

## Retail convenience



Combining complementary assets and fields of competence, Vibra and Americanas created Vem Conveniências S.A. Each company holds a 50% stake in the new company, which has independent governance and a team with vast experience. The initiative is aligned with our strategic vision of providing convenience solutions linked to mobility and continuously improving the consumer experience.

### GRI 102-10

The partnership provides both franchised stores and the own operation of small retail stores. The network will benefit from the synergy between Vibra's competence, as franchisor and manager of an important network of stations, and Americanas' national retail expertise.

Vem Conveniência has 55 small retail stores outside of gas stations, which will continue to use the Local brand. The BR Mania brand will continue to be used in small retail stores in gas stations, operated by franchisees.

BR Mania is the 13th largest franchise in Brazil<sup>2</sup>. In 2021, we followed market innovations. Two new programs were launched: Programa Cliente Oculto (Hidden Client Program) and the Royalty Premiado 2.0 (Reward). In addition, several

new food service products contributed to the 11.2% growth in the category. The bomboniere category registered a 15% increase in average sales per store and the sale of non-alcoholic beverages was up by 5.8%.

We exceeded 2020's total revenue by 12% and the average revenue per store in 2021 was R\$ 90,000, which also exceeded 2020 by 12%. The bet on the delivery resulted in exponential growth, of 155% compared to the previous year, leading to an EBITDA that was 134% higher. Unlike 2020, in 2021 there was no exemption from customer royalties, and, as a result, revenues were 23% higher than 2020 and only 2% lower than in 2019.

In 2021, BR Mania gained even more capillarity. After the launch of a new store format and changes in visual identity, we registered 20% growth in sales and reactivated and inaugurated 104 stores, closing the year with 1,184 active outlets.

<sup>2</sup> Data from the Brazilian Franchising Association (50 Maiores Redes de Franquias no Brasil - 2021 Edition)







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## Energy

We have a complete portfolio of products and services for the free energy market and for the Distributed Generation model. We also develop initiatives for the generation of energy from renewable sources (learn more on page 36).

## Chemicals

The company is active in the processing and distribution of chemicals for both the *downstream* and *upstream* sectors, including: solvents, sulfur, agricultural oils, biocides, alkalizers, defoamers, demulsifiers and corrosion inhibitors, among others. We are national leaders in the hydrocarbon solvents market<sup>1</sup>. Among the sectors of the economy served are oil and gas, fine chemistry, agribusiness, paints, adhesives, household cleaning and rubber.

<sup>1</sup> Dynamic Panel of the Brazilian Solvent Market (ANP), 2021

## Our brands in evidence

Our Brand Management Policy establishes principles and guidelines on how to use it, as well as the responsibilities of each user group in relation to it.

Our internal stakeholders, customers and suppliers also have the **Vibra Brand Center** at their disposal, with conceptual information, guidelines and technical standards on how to use the brand logos and manuals, for our own and licensed brands.

**We are committed to generating internal and external knowledge about our brand and its values. In 2021, the actions that stood out were:**



### Lubrax in Stock Car

Activation of the Lubrax brand in the Stock Car season with Julio Campos and Felipe Massa as our team's drivers.



### Launch of the Vibra brand

Launch campaign of Vibra composed of film for TV, printed media and *out of home* and activation for digital media and social networks.



### Lubrax concept store

We opened the Lubrax brand concept store in the city of Rio de Janeiro (RJ) to serve the extra network segment.





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# Awards and recognition

## ESG



**SUSTAINABILITY YEARBOOK 2022**

We were included, for the second consecutive year, in the S&P Global index.



**B3'S CORPORATE SUSTAINABILITY INDEX (ISE)**

We were selected to participate in the index's portfolio for the third consecutive year.



**FTSE4GOOD INDEX**

We remain listed in the FTSE4Good index.



**MSCI**

We improved our MSCI ESG Research rating: we went from BBB to A.



**ECOVADIS**

On the ESG evaluation platform for suppliers most used by our B2B customers, we obtained the prominent "silver medal" evaluation.



**GENDER AND RACE PRO-EQUALITY PROGRAM**

We received the seal of approval of the 6th edition of the program, which is an initiative of the Women, Family and Human Rights Ministry

## Quality



**LARGEST & BEST IN TRANSPORTATION 2021 - OTM EDITORA**

We were winners in two categories: Best Fuel Distributor and Best in Oil and Derivatives.



**ÉPOCA NEGÓCIOS 360°**

We came in first in corporate governance and wholesale and third place in financial performance, in the publication that lists the largest companies in Brazil.



**TOP 50 FRANCHISES IN BRAZIL - ABF**

We received two mentions: Lubrax ranked as the 6th best franchise in the country and BR Mania ranked 13th in the *ranking*.



**BEST OF THE YEAR AWARD 2021 - SINDIREPA/RJ**

The Lubrax brand won 2nd place.



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## Innovation



### 100 OPEN STARTUPS

Top 3 in the retail category and  
in the Top 50 among the most  
active corporations.



### INNOVATION VALUE

We are now *ranked among* the  
150 Most Innovative Companies  
in Brazil.

## Brand and reputation



### MAIORES E MELHORES (BIGGEST AND BEST) - EXAME

The ranking placed us as the 4th  
largest company in the country  
in the Net Revenue category.



### TOP OF MIND 2021

For the fifth time, Lubrax was  
the top of mind lubricant in  
the “Lubricating oil” category.



### ESTADÃO MAIS MARCAS AWARD

Lubrax was the favorite lubricant  
brand among readers of the  
*O Estado de S. Paulo* newspaper.



### MOST PURCHASED BRAND SEAL OF APPROVAL AND MOST REMEMBERED BRAND SEAL - "O MECÂNICO" MAGAZINE

For the third consecutive year,  
the Lubrax brand won the seals.







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# Corporate governance

GRI 103-2, 103-3





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We always seek to improve ourselves to ensure we have with the best governance practices. As a publicly-traded company, in 2021 we perceived the opportunity to rethink how we structure our main governance points. The challenge was to adapt our instruments to the new reality of a modern company, which demands speedy decision-making without losing the rigorous controls that we always practice.

The main guiding line of this work is a shift from the command/control key to a performance/collaboration culture. To this end, in 2021, we designed our Integrity Policy, subsequently approved by the Board of Directors. The policy establishes the principles and guidelines of integrity; describes the structure that supports the Integrity Program; and establishes the Integrity Management System within the company.

Based on the Integrity Policy, we conducted a complete review of our Code of Ethical Conduct. The goal was to prepare a document capable of meeting the challenges and opportunities introduced by our new strategic and business objectives.

Approved by the Board of Directors, the Code sets general and specific guidelines covering topics such as Conflicts of Interest, Receiving and Offering Gifts, Presents and Hospitality, Combating Fraud, Corruption, Money Laundering and Terrorism Financing, Stakeholder Relations and Communication and Reporting Channels.

By the end of 2021, 99% of Vibra's active employees, including managers, had signed a term of cognizance of the new Code of Ethical Conduct, committing to its application. We created an

Ethics Committee, responsible for monitoring compliance with the code and its application, as well as periodically reviewing its provisions, transparently and with stakeholder participation.

We also have constituted Integrity Agents: employees who are committed to disseminating the culture of *compliance*, privacy and protection of personal data and the initiatives of the Integrity Program, in addition to acting as focal points of the Integrity Management, assisting in the identification and risk assessment and improvement of controls processes.

**GRI 102-17**

**COMMITMENT TO GOOD PRACTICES**

Our Competitive Compliance Program, based on the principles of free initiative and free competition, oriented by Law No. 12.529/2011 and Cade's Compliance Program Manual, is a tool that aims to reinforce Vibra's commitment to the values and good practices of corporate integrity and ethics, in particular those related to a competitive environment.

In addition to the **Competitive Conduct Manual**, to which all employees declare their cognizance and acceptance, training sessions are regularly run, enabling recycling and the resolution of doubts, especially for our commercial teams. Internal campaigns are also carried out in order to encourage the updating and dissemination of knowledge about competitive compliance issues.

**GRI 103-2, 103-3**

Throughout 2020 and 2021, we implemented our Privacy and Personal Data Governance Program to bring the Company in line with the General Law on Personal Data Protection (LGPD). The implementation work began in 2020, with a diagnosis of Vibra's processes, and closed, at the end of 2021, after a maturity assessment was carried out by Deloitte consultants, assigning a "Defined" maturity level. Among the highlights of the compliance with the LGPD provisions are: implementation of the data protection governance structure; drafting of internal and external privacy policies; review of the information security policy; revision of contracts involving the processing of personal data; and implementation of an exclusive channel to meet the requirements of personal data holders. It is important to note that in 2021, we registered no incidents of personal data leaks reported on the Holder Request Form or the Ethics Channel.

**SASB CG-MR-230a.2**

We continue to carry out proactive and preventive actions to deal with the risks of security and improper processing of personal data. We perform external and internal audits, mandatory training and adopt international protocols and ISO standards in the implementations. In 2021, our cybersecurity was evaluated and received the maximum score from the Marsh Insurance Broker.

**SASB CG-MR-230a.1**





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To disseminate the new information and train our employees, including top management, in 2021 we structured the Integrity Trail, an 8-hour training line consisting of five courses related to ethics, compliance, risk management, governance and LGPD. We also stepped up our Information Security efforts. In 2021, we launched a new Information Security awareness program that involved the creation of a series of security courses, an agenda for engagement and internal communication, a maturity *assessment* to prioritize the most critical issues in continuous campaigns, and the creation of a safe tips button on our self-service platform, among other initiatives.

GRI 205-2

Just as we do with our own employees, we encourage all our stakeholders to report, through our Ethics Channel, any misconduct related to fraud and corruption, damage to property and off-balance sheet items, workplace violence, and violations of health, safety and environmental standards, human rights violations, and information security. This is an independent complaint mechanism, operated by an external, specialized company, and structured to ensure the anonymity of the whistleblower. The mechanism meets the principles of objectivity, confidentiality, impartiality and good faith. In the event of judicial or administrative questioning, our in-house legal department analyzes, together with the other areas of the company, possible measures to be taken in order to treat the cause of the complaint, in compliance with the legal system.

GRI 102-17 | 419-1

In 2021, we will begin the development of a "model" for governance of the invested companies: based on the description of governance levels, we are establishing compulsory and/or optional standards — along the lines of "practice or explain" — that correspond to the complexity and relevance of Vibra's participation in other companies. This will enable us to monitor the ESG performance of the invested companies on an ongoing basis.

[Access here:](#)  
[Integrity Policy](#)  
[Code of Ethical Conduct](#)  
[Ethics channel](#)  
[GRI 102-17](#)

COMPLAINT MECHANISM

GRI 103-2

Complaints*	2020	2021
Number of complaints identified through the mechanism	1,296	1,029
Number of complaints addressed**	869	1,027
Number of complaints resolved	1,283	983
Number of complaints recorded before the reporting period resolved during this timeframe	89	21

\* Sum of complaints addressed via the ouvidoria@vibraenergia.com.br e-mail, electronic form available at vibraenergia.com.br/ouvidoria and the Ethics Channel.

GRI 102-17

\*\* Complaints that necessarily needed to be referred to other problem-solving areas for proper treatment.



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# Fighting corruption

We do not tolerate corruption. The fight against corruption is central to and relevant for Vibra's Integrity Program, in addition to representing a very high severity risk in our Risk Matrix. The topic is addressed in documents such as Integrity Policy, Code of Ethical Conduct and Normative Receipt and Treatment of Ombudsman Demands.

**GRI 102-16 | 103-2, 103-3 | 205**

Our anti-corruption initiatives are monitored and evaluated periodically by the Board of Directors, which, through the Statutory Audit Committee, has an Ethics Channel for receiving and dealing with complaints. In addition, our employees are also notified about our anti-corruption policy and receive training on how to apply it. We provide business partners with the "Good Practice Booklet for Customers, Suppliers and Partners," which includes a specific chapter on combating corruption<sup>1</sup>.

**GRI 205-2**

In 2021, six cases<sup>2</sup> of corruption were confirmed, with five employees being held accountable, resulting in the

<sup>1</sup> It is not possible to quantify the total number of suppliers impacted by the booklet.  
<sup>2</sup> Cases of fraud and corruption are events in which such distortions have been identified and are not necessarily equal to the number of people.

dismissal or punishment of three of them<sup>3</sup>. Among the nature of the reported cases were: falsification, destruction, or concealment of documents or information; misuse of company resources; fraud in personnel management tools; favoritism of suppliers, clients or employees; and conflict of interest.

<sup>3</sup> The number of employees punished is lower than the number of cases investigated, because the same employee was held responsible twice; and, two employees held responsible had already left the company, making it impossible to apply administrative sanctions.

We are not aware of any fraud and corruption cases in 2021 in which Vibra Energia (or any of its employees) has been convicted, fined or made a settlement.

**GRI 205-3**

Our policies and procedures are available on our website. [Access here.](#)  
**GRI 102-16 | 103-2, 103-3 | 205**

## MEMBERS OF THE GOVERNANCE BODY WHO WERE COMMUNICATED AND RECEIVED TRAINING IN ANTI-CORRUPTION POLICIES AND PROCEDURES, BY REGION

**GRI 205-2**

Region	Members of the governance body	2020		2021	
		Communicated	Trained	Briefed	Trained
Brazil*	Number	18	18	18	18
	Percentage	100%	100%	100%	100%

\* It is not possible to extract the report of those trained through the EAD training sessions of the Integrity Track segregated by territorial region. Thus, the data were consolidated in "regions" of Brazil.







TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES WHO WERE  
COMMUNICATED AND WHO RECEIVED TRAINING ON THE ANTI-  
CORRUPTION POLICIES AND PROCEDURES ADOPTED BY THE  
ORGANIZATION, BY JOB CATEGORY

GRI 205-2

Job category		2021	
		Communicated	Trained
Executive Board	Number	9	9
	Percentage	100%	100%
Sr. Manager	Number	29	13
	Percentage	100%	45%
Manager	Number	128	85
	Percentage	100%	66.4%
Coordinator	Number	48	34
	Percentage	100%	70.8%
Superinten- dent	Number	47	47
	Percentage	100%	100%
Employee wi- thout leader- ship position	Number	3,079	2,653
	Percentage	100%	86.2%
Total	Number	3,340	2,841
	Percentage	100%	85.1%

\* We consider those employees who underwent training as of January 2019 to be qualified.

TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES WHO WERE  
COMMUNICATED AND WHO RECEIVED TRAINING ON THE ANTI-  
CORRUPTION POLICIES AND PROCEDURES ADOPTED BY THE  
ORGANIZATION, BY JOB CATEGORY

GRI 205-2

Job category		2021	
		Communicated	Trained
Apprentices	Number	55	16
	Percentage	100%	29.1%
Interns	Number	109	67
	Percentage	100%	61.5%
Total	Number	164	83
	Percentage	100%	50.6%

\* We consider those employees who underwent training as of January 2019 to be qualified.

EMPLOYEES WHO WERE COMMUNICATED AND TRAINED IN ANTI-  
CORRUPTION POLICIES AND PROCEDURES, BY REGION

GRI 205-2

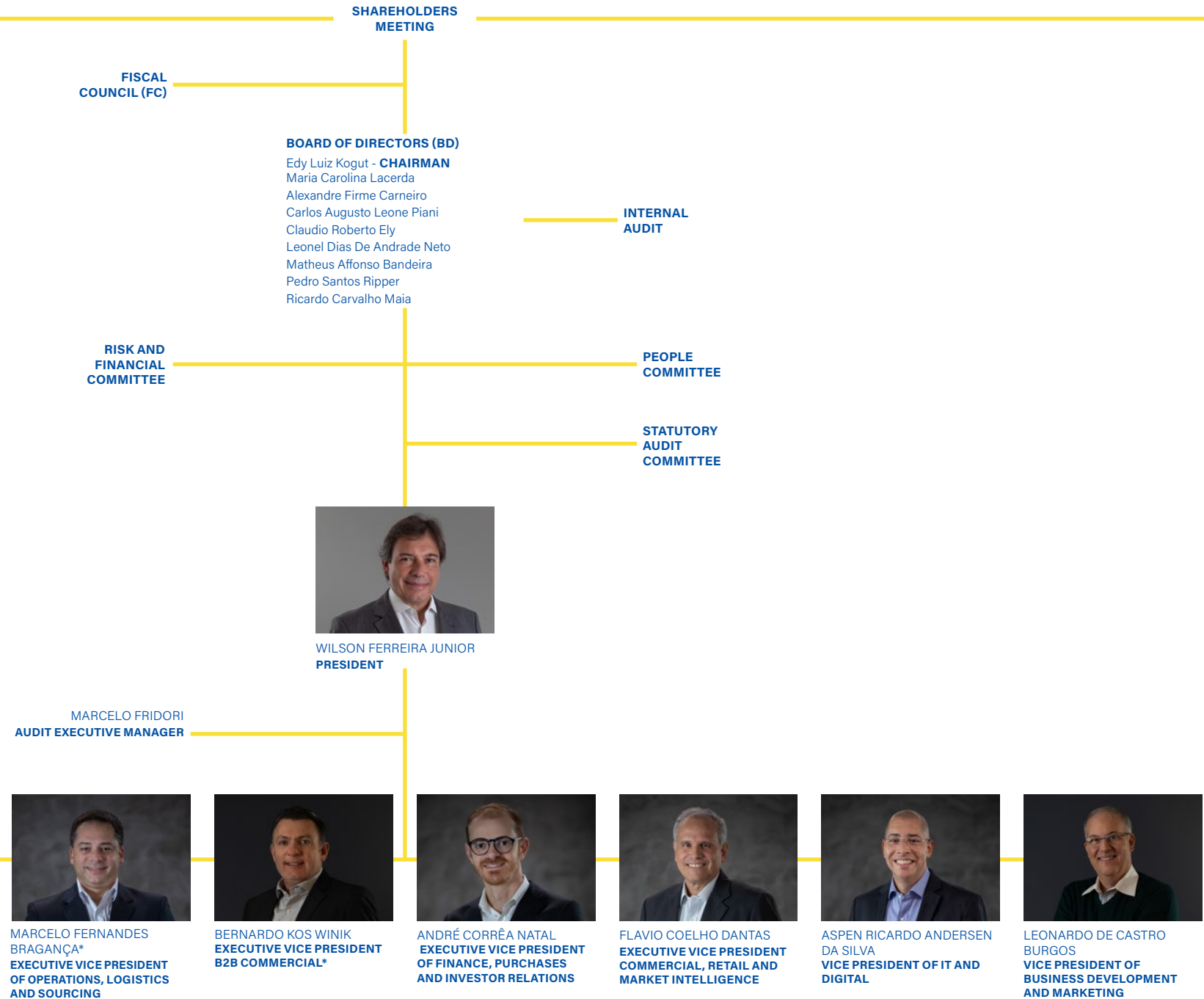
Region	Employees	2020		2021	
		Communica- ted	Trained	Briefed	Trained
Brazil*	Number	2,441	1,767	3,389	2,971
	Percentage	100%	72.37%	100%	87.67%

\* It is not possible to extract the report of those trained through the EAD training sessions of the Integrity Track segrega-  
ted by territorial region. Thus, the data were consolidated in "regions" of Brazil.

# Organizational structure

GRI 102-18

We conducted an assessment of the company's leadership positions with the help of Korn Ferry, a global organizational consulting firm. The action is part of our cultural transformation process, revalidating the weight and competitiveness of leadership positions, and positioning Vibra on the roll of companies with the best remuneration practices in the country. Our organizational structure remains the same, with changes only in the names of the positions.\*\*\*



\* He held, in parallel and temporarily, the position of CEO, until March 15, 2021  
\*\* Position held by Marcelo Cruz Lopes until April 30, 2021, when he left the company. Was temporarily replaced by Marcelo Fernandes Bragança until September 1.  
\*\*\* As of March/2022, all the departments will be called Vice-Presidencies.



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# Governance structure

GRI 102-18, 102-22, 102-23

Our corporate governance structure is comprised of the Shareholders' Meeting, the Fiscal Council, the Board of Directors and the Executive Board. The Board of Directors is advised by the Risk and Financial Committee (CORF), Statutory Audit Committee (CAE) and Personnel Committee. Our Board of Directors is composed of nine independent members, one of whom is chairman.

Learn more about the performance and responsibilities of the Risk and Financial Committee, the Statutory Audit Committee and the Personnel Committee.

[Access here.](#)

## Board of Directors

Our Board of Directors is comprised of nine independent members, one of whom is chairman. Its participants are elected by the General Meeting for unified two-year terms, and reelection is permitted. The conditions for participation follow the provisions of the Brazilian Corporate Law, the Company's Nomination Policy and the Novo Mercado Regulation.

Learn more about the competencies of the Board of Directors and its members.

[Access here.](#)

**GRI 102-22**

## Internal Audit

We have an internal audit body that is responsible for analyzing the effectiveness of our processes, evaluating compliance, governance and risk activities by preparing an annual audit plan, as well as advising the other governance bodies in the exercise of control over the Company's activities. We also make use of outside audit services, provided by independent auditors registered with the Brazilian Securities and Exchange Commission (CVM), whose contracting is previously approved by the Board of Directors.

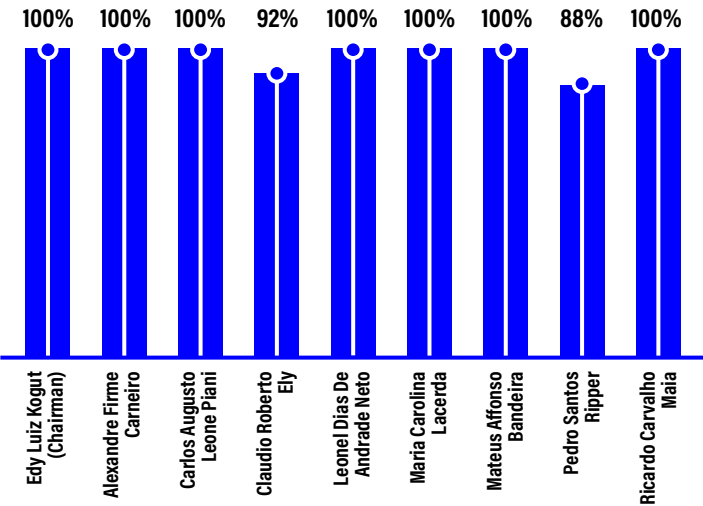
GRI 103-2, 103-3 | 205

## Executive Board

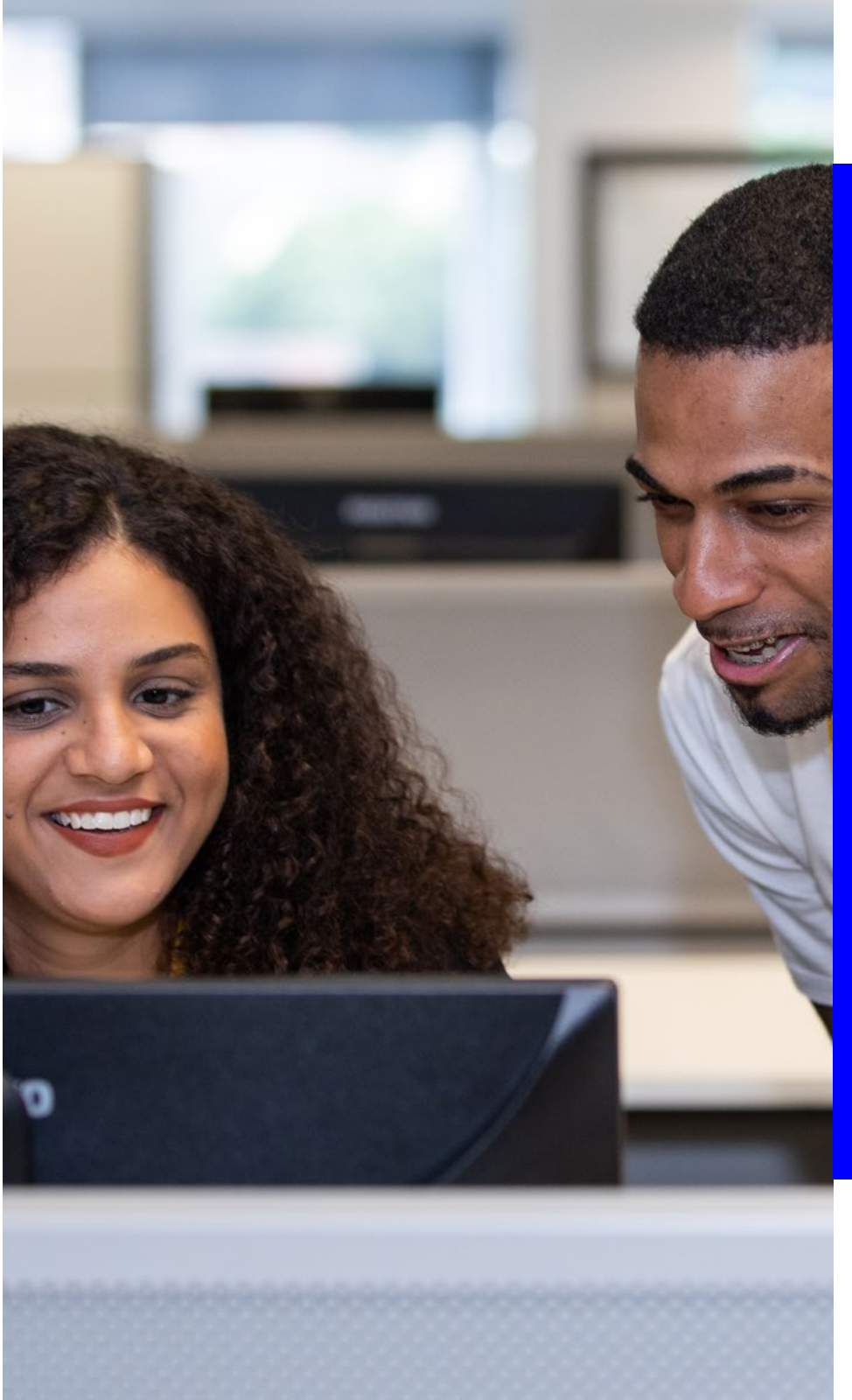
It is composed of a president and four executive vice-presidents elected by the Board of Directors. Its members' terms of office run for two years, with reelection allowed as well as dismissal at any time.

Through 2021, the Executive Board had four non-statutory executive committees: Credit and Collection Executive Committee; Biofuels and Oil Derivatives Supply Executive Committee; Safety, Health, Environment and Sustainability Executive Committee and Derivatives Risk Executive Committee. In 2022, the Executive Innovation Committee was constituted, a non-statutory executive committee.

## PARTICIPATION IN BOARD MEETINGS







MEMBERS OF THE GOVERNANCE BODIES

GRI 102-8

	2019	2020	2021
Members of the governance bodies	14	15	18

MEMBERS OF THE GOVERNANCE BODIES, BY GENDER (%)

GRI 102-22 | 405-1

Members of the governance bodies	2021
Men	83.33%
Women	16.67%
Total	100%

MEMBERS OF THE GOVERNANCE BODIES, BY AGE GROUP (%)

GRI 405-1

Members of the governance bodies	2021
Under 30 years	0
Between 30 and 50 years old	27.78
Over 50 years	72.22
Total	100



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# Risk management

**GRI 102-11, 102-29, 102-30, 102-31, 102-31, 201-2**  
**SASB EM-RM-530a.1**

Even though we have a robust risk management model, we decided to improve even further. In 2021, we hired a specialist in risk management and modernized our policy, completely reconstructing the way we analyze risks. The major highlight of the new system is the centrality of risk appetite. Thus, it is up to the top management to define, strategically and qualitatively, the level of risk (appetite) that Vibra is willing to incur for each business risk; always having in mind the achievement of strategic objectives. There are risks approved by management, followed up by the respective department; others approved by the executive board and followed up by the Board of Directors; and finally those of a high level, approved and followed up every quarter directly by the Board of Directors. We also started to address the so-called emerging risks, those without structured instruments to calculate their probability, but with the potential to produce a very high impact on operations.

This strategy is supported by our cultural transformation. We understand that it is necessary to change the perception of risk as something that interferes with agility, the anticipation of trends and the use of opportunities. The idea is to make risk management a robust support tool for decision making, facing, in the right measure, both the threats as well as the opportunities.

Another relevant point was the greater incidence of ESG factors in the risk analyses, in a fundamental alignment with our new positioning as a company focused on the energy transition.

Our stakeholders are considered in the generation of long-term sustainable value, when addressing ESG themes, such as, for example, in the disclosure of risks related to climate and social issues and their connections between financial risks, opportunities and strategic planning. This allows the administrators, investors and other stakeholders a continuous, transparent and adequate flow of information associated with the main risks and their management process. The new risk assessment rules are in line with the market indications, B3 and CVM, and include a series of reports for the due transparency and the monitoring of our Statutory Audit Committee. The new resulting matrix was approved in January 2022 by the Board of Directors and classifies the risks into eight categories according to their nature: business, cyber, operational, people, reputational, financial, sustainability, and compliance.

The new policy implies the obligation of governance of risks in invested companies, allowing it to contribute to the governance of Vibra's affiliated companies.

## Climate change featured

**GRI 201-2**

Growing concerns about climate change may lead to the creation of additional regulatory measures, which could result in increased operating costs and expenses to comply with these regulations, as well as reduced demand for the company's products. To anticipate this demand, we constantly follow the evolution of discussions about these new regulations, making projections and studies to measure the impacts on costs and demand, aligning the results to the company's medium and long-term business plan.

Chronic climate-related physical effects are our constant concern, as we depend on the production of important inputs, such as ethanol and bioenergy. This loss of productivity can be reflected in increased input costs and loss of revenue due to a scarcity of products in the market.



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800 people watched  
our first Investor Day

# Investor Relations

GRI 102-43

Transparency and proximity are the brand concepts we seek to imprint immediately in the market, by presenting ourselves as a true corporation.

Thus, in 2021 we organized our first Investor Day, held virtually and attracting 800 participants. The event was attended by all of Vibra's senior management and leaders of the Investor Relations, Innovation, Energy, Lubricants, Convenience, Sourcing and ESG areas.

In the virtual meeting, we presented the legacies built over the company's 50-year history, the projects completed since the IPO in 2017 and the new paths to be taken towards a low-carbon economy. The event also enabled interaction

between the participants and the executives during rounds of conversations, answering questions, weighing issues and making comments.

Check out our first Investor Day on our YouTube channel. [Access here.](#)

We hold regular meetings with our shareholders. Between 2021 and the first quarter of 2022, we participated in 22 conferences with shareholders.

We maintain a fully investor-oriented **website**, with easy access to comprehensive materials regarding our strategies and results.

# Institutional relations

We are striving for a healthy regulatory environment that is pro-competition and free of asymmetries. We monitor regulatory changes and public policies that could have an impact on our activities, including those related to climate

change. We sustain a constructive dialogue with the Executive and Legislative branches of government, as well as with the various regulatory bodies involved in our activities.

**SASB EM-RM-530a.1**







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# Business strategy





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# ***If there is energetic transition, it's VIBRA***

In 2021, we carried out an in-depth process of evaluating the possible scenarios and their impacts on our business. The result was the complete strategic review of our businesses and our transformation into an energy-focused company.

Our goal is to play a leading role in the development of a low-carbon economy in Brazil. We have repositioned ourselves as an energy company that will prioritize the transition to cleaner, renewable energy sources. Thus, social, environmental and governance (ESG) issues are vital to Vibra and are at the center of our priorities, directing the adaptation of our business, processes and new challenges.

We created an ESG area, with the objective of developing an ESG Strategic Agenda. Formulated with the participation of the company's leaders and key employees, the Agenda includes action plans and specific targets and its progress and evolution will be continuously monitored.

With this new approach, our goal is to deliver the most appropriate and sustainable — yet efficient and affordable — energy to our customers, where they need it, and to help our B2B customers also meet their emissions reduction targets and goals.

Our strategy involves strengthening our current portfolio, investing in new growth vectors, and gradually betting on innovation spaces. We will contribute with our *expertise* as a distributor, trader, successful logistics manager and our ability to establish sustainable partnerships for the new businesses into which we will enter.

We expect to achieve revenue growth of around 30%-50% in EBITDA over the next few years, with between 20% and 30% of the result coming from new businesses.





## Strengthening the current portfolio

- Distribution of fuels
- Lubricants
- Aviation
- Convenience
- Trading of ethanol and derivatives
- Sale and trading of electric energy

## New vectors of growth

- Off-grid and on-grid offer of natural gas and biomethane
- Reinforcing the position in electrical energy - Selfproduction and DG
- EV charging solutions
- Relationship program
- Expanded convenience

## Gradual bets on spaces for innovation

- Hydrogen and fuel cells
- New types of biofuels and e-fuels
- New solutions for mobility

## Spaces of lesser interest

- Production of fossil fuels and traditional biofuels
- Scaled generation and distribution of electricity
- Infrastructure for natural gas transport and distribution



# New business segments

GRI 102-10

In our first year as an energy company, we made strategic moves to begin to occupy the spaces foreseen in our plans in the segments that demonstrate high growth potential in the coming years.

We have the advantage of financial capacity that makes it possible to capture opportunities and also diversify the forms of acquisition, enabling us to choose the best alternative for each movement. We closely monitor the performance and management of the invested companies, which can now count on our support and experience, and benefit from our capillarity, the credibility of our brands and our sales force.

## Ethanol: joint venture with Copersucar

We entered into an agreement with Copersucar for the formation of a joint venture in August 2021, resulting in the Empresa Comercializadora de Etanol (ECE), an ethanol trading company. The partnership puts us in a privileged position in the market for ethanol, the biofuel considered to be a protagonist on the path to decarbonization in Brazil, according to a study by the Boston Consulting Group (BCG).

To the annual 6.5 billion liters of ethanol moved in our distribution activity, we have added the 4.5 billion liters produced by the 33 plants linked to Copersucar. This volume makes us the largest platform for ethanol origination and trading in Brazil as well as one of the largest in the world.

The joint venture gives us scale gains, greater competitiveness and opportunities for operational synergies in addition to better operating controls, greater stock carrying capacity and continuous monitoring. In addition, it moves us closer to the producer, allowing a broad overview of all the processes in the chain.

Under the agreement, ECE is free to purchase ethanol on the market and not only from Copersucar; it also can sell ethanol to customers other than Vibra, including other distributors. The objective is to boost its ethanol market capillarity and coverage. In addition, the joint venture now is responsible for our ethanol import and export operations.





## Biomethane: cooperation agreement with ZEG Biogas

Complementary to the creation of the ECE in partnership with Copersucar, we signed a cooperation agreement with ZEG Biogas to offer sugar and ethanol producers an integrated solution for the production of biomethane, a renewable fuel that can be applied as an alternative to liquefied petroleum gas (LPG), fuel oil or diesel, for example.

The objective is to foster the growth of the national biomethane market that offers great expansion potential. Data from the sector point to a market with annual production potential of about 100 million m<sup>3</sup>/day in Brazil<sup>1</sup>, which is equivalent to the entire demand for natural gas in Brazil in 2021, which was 93.5 million m<sup>3</sup>/day<sup>2</sup>. Of this biomethane potential, approximately 10% (10 million m<sup>3</sup>/day) derives from sugarcane vinasse.

There are environmental gains: the replacement of fossil fuels by the exploitation of all vinasse potential could avoid emissions of up to 6 million tons of Greenhouse Gases (GHGs) per year – equivalent to 40 million trees planted.

For the more than 300 ethanol mills belonging to the 60 industrial groups that are our ethanol suppliers, this is the opportunity to provide an environmentally appropriate solution for vinasse (residue from the industrial process that originates ethanol) and effluents from their production processes, which

<sup>1</sup> Source: CIBiogás

<sup>2</sup> Source: Ministry of Mines and Energy (MME)

also contributes to improved soil productivity, consequently bettering the operational results.

ZEG Biogas has developed its own technology and has a recognized biodigester solution for vinasse, presenting a high cost efficiency ratio. It also adds full project structuring expertise to our business, from defining production capacity through to identification of potential internal consumption and, regionally, engineering projects for implementation, preparation of economic and financial feasibility studies and the defining of the business model.

## Energy: acquisition of Targus Energia and 50% of Comerc

We entered the renewable energy trading market through the acquisition of 70% of the capital stock of Targus Energia, whose transaction also included a purchase option to acquire the remaining 30% of the equity interest.

As of this acquisition, it was possible to start offering renewable energy trading products to the market along with integrated energy management services and consumer migration to the Unregulated Contracting Environment (ACL), providing full support to consumers in all stages of migration to the ACL, from the adaptation of the measurement system to joining the Electrical Energy Trading Chamber (CCEE). In October, Targus adopted the name Vibra Comercializadora de Energia.

Also in October, we signed an agreement to acquire 50% of Comerc, one of Brazil's leading energy traders, with vast experience in renewable energy sources. With Comerc, we have access to a portfolio of products and services that reaches a volume of traded energy of approximately 2 GW-average, with more than 3,400 consumer units, centralized solar and wind generation parks and an installed capacity of 1,618 MWp, of which 278 MWp already in operation and the rest being built out. In addition, the company operates the largest Distributed Generation platform in Brazil, with installed capacity of 278 MWp, of which 149 MWp are in operation and the rest in implementation.

The association between Comerc and Vibra Comercializadora de Energia results in one of the largest energy traders in the country in volume of energy. Adding the volumes traded by Comerc and Vibra in 2021, we reached the 2.4 GW-average mark. Furthermore, together, the companies total 3,600 points of consumption, assuming the leadership among the traders also in this regard. In the coming years, Comerc will be one of the main investors in solar generation in the country, either through plants to serve the unregulated market or for distributed generation.

With Vibra's participation in this business, a platform is born that will further help customers achieve their transition and energy efficiency goals, in line with ESG best practices.



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# Electromobility: funding support of the Easy Volt startup

**GRI 103-2, 103-3**

We entered the electromobility segment through an initial contribution of R\$ 5 million in the EZVolt startup, a company that has one of the largest electric recharge networks in Brazil and is the first to act in the **charge as a service** concept in the country. Under the agreement, we can, in the future, convert the resources made available into an ownership stake in the company.

This initiative also marks our investment movement in startups through the Vibra co.lab. We estimate to expand the use of this investment vehicle to remit Vibra to future-oriented businesses.

EZVolt already operates in nine Brazilian states (Bahia, Ceará, Minas Gerais, Paraná, Rio de Janeiro, Rio Grande do Sul, São Paulo, Pernambuco and the Federal District), serving corporate fleets and passenger vehicles. In its own network of electric charging stations, customers have an integrated recharge experience, paying for the service directly via mobile application.

This partnership enables us to offer EV recharge solutions to our customers, integrating the recharge operation, digital solutions and the supply of electricity from renewable sources, such as wind and solar.

# Green diesel: partnership with Brasil BioFuels for the creation of Brazil's first green diesel biorefinery

We contributed to the creation of Brazil's first green diesel biorefinery by entering into a purchase and sale agreement with Brasil BioFuels (BBF). Under the accord, we will act as the exclusive **offtaker** of its production. The plant, located in the Manaus Free Trade Zone, is expected to go into operation in January 2025 and BBF will make industrial investments in it on the order of R\$ 1.8 billion.

BBF's plan involves planting palm trees in degraded areas, subsequently producing vegetable oil and even manufacturing the biofuel. By 2026, more than 120,000 hectares of palm trees will be planted in the regions delimited in the Agroecological Zoning of the palm, guaranteeing the project's raw materials supply. For our part, we will use our robust infrastructure, distribution capillarity and commercial strength to offer the product to our customers.

The future refinery will have the capacity to produce 500 million liters of green diesel per year and is located in a strategic point for distribution throughout the Northern Region of the country, and could also redirect the product to other regions in Brazil and even for export.

Also known as HVO (Hydrotreated Vegetable Oil), green diesel is highly efficient and reduces greenhouse gas emissions by up

to 90% compared to fossil diesel. In addition, there is no need to adapt diesel engines for their consumption, and they can even be used pure or mixed with fossil diesel.

# Renewable diesel: pilot project under development in Paraná

We started a pilot project in partnership with Petrobras to evaluate the feasibility of including diesel fuel with a higher percentage of renewable content in our product line. For the initiative, we became responsible for the supply, from January 2022, of 120,000 liters of the new R5 Diesel (with 5% of renewable content) for three bus lines operated by Auto Viação Redentor, in Curitiba, Paraná. The vehicles will run on the new fuel for six months. The objective is to analyze impacts on performance and emissions of vehicles, in addition to the aspects of production, logistics, distribution and commercialization. The total investment for the execution of the project is R\$ 1.2 million.

The new R5 Diesel is produced from the co-processing of vegetable oils or animal fat with mineral diesel oil. The fuel leaves the refinery mixed with 95% mineral diesel and 5% renewable diesel, also called green diesel. There is also the mandatory addition of 10% biodiesel ester, with the product reaching the customer with 15% renewable content.





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# Innovation

GRI 103-2, 103-3

We see innovation as a major ally to enhance connections and allow speedier delivery of the solutions demanded by the energy transition. So, we assigned an even higher priority to initiatives to develop an environment open to innovation. In a practical way, innovation has become the origin of Vibra's strategic discussions.

In 2021, we highlighted as a milestone the creation of the Innovation Committee, with a defined calendar of meetings and methodology for monitoring projects and programs. The innovation area started to send monthly reports directly to the president's office, and its progress was included on the agendas of our Board of Directors meetings.

We structure our innovation actions through three horizons. The first aims to improve products from the existing portfolio, that is, to improve efficiency and productivity, either at the **front end** or in the **back office**; the second is designed to develop new products and services in connection with the current business model; and the third, which we believe is the most important for our future, focuses on products and services that have little or no connection with the current business model. To support this trajectory, we estimate an investment of about R\$ 160 million in different innovation domains will be required in the coming years.



## Vibra co.lab – Our innovation hub

In 2021, we created our innovation hub, Vibra Co.lab, an environment that unifies efforts in open **innovation** and dissemination of intrapreneurship in our company. The goal is to attract startups that want to participate with us in building a low-carbon future, with innovative and sustainable models on topics such as new energy sources, convenience, mobility and logistics, operations and other emerging technologies.

Launched in November, the hub has already contributed to bringing the startups closer to our business, deepening the relationship we already maintained with the open innovation ecosystem. Until then, we had about 30 startups involved in some kind of service provision or solution co-development contract. After the launch, this number rose to 41 by December 2021. The result demonstrates that our proposal of openness to co-creation has been well assimilated by the market, offering opportunities for commercial partnerships through contracting services and pilot projects with capillarity throughout the country based on our service station network; furthermore, there is the possibility of feasible profit sharing and investments based on the success of the projects. Vibra Co.lab is born with three partnerships:

**MIT REAP** - In December, we signed a cooperation agreement to take a stake in MIT Reap. The initiative aims to develop a methodology for structuring the governance of the world's first innovation ecosystem (iEcosystem) in energy and sustainability, using the Massachusetts Institute of Technology (MIT) Regional Entrepreneurship Acceleration Program as a model. By joining this cause, we are teaming up with MIT and, also, with the Rio de Janeiro state government, Coppe UFRJ and the Rio de Janeiro innovation ecosystem. As one of the actions of this partnership, in October we launched energINN, a program for the formation of entrepreneurs and pre-incubation of projects focused on energy and sustainability. We encouraged our employees to participate and 18 of them were selected.

**Endeavor** - In 2021, we continued our partnership with Endeavor by presenting solutions introduced by startups and scale ups from the open innovation ecosystem to various areas of the company, generating business encounters.

**IB! (Israel-Brazil Innovations)** - We signed a collaboration agreement with IB!, the representative of Israel's startup ecosystem, for projects focusing on new energy sources and cybersecurity.





# Digital transformation

In line with our strategy of optimizing the present and enabling our efforts in the future, we continued to focus on Vibra's digital transformation process, started in 2019 and consolidated in 2020. Throughout 2021, we continued to introduce initiatives that enable technologies for the company's new strategies and new operating models.

Our digital transformation process, which features robust cybersecurity tools and controls, is based on four pillars: customer centricity, operational efficiency, organization productivity and incorporation of new technologies.

Among the highlights of the customer centricity pillar in 2021 was the launch of our new loyalty program application. Built from the ground up, after listening carefully to users' preferences and desires, the new app introduced improvements in usability; gamification, with the creation of tracks presented according to the consumption profile; and the possibility of payment through the app itself. The goal was to improve the experience of the more than 16 million participants of Premmia, who earn bonuses when using services or purchasing products in our service station facilities.

In the operational efficiency dimension, we incorporated a digital *supply chain* solution into our fuel distribution business, aiming to improve the demand forecasting process. The system uses artificial intelligence and machine learning to try to anticipate behavior and, thus, improve the accuracy of sales planning and make our inventory policy more dynamic. Artificial intelligence is also part of another prominent rollout: the Control Tower, a digital scheduling and routing solution. Aimed at logistical control and real-time safety management of our transportation system, it helped us maximize our fleet's productivity (learn more on page 64).

Regarding the productivity aspect of the organization, we progressed adoption of Robotic Process Automation (RPA) as part of the review of our operational processes. After the identification and validation of maintaining, or not, a given process, we conduct an analysis of the most optimized way to perform it, taking into account the possibility of automation. As a result, in 2021 we were able to reach a total of more than 120,000 hours returned: that is, by eliminating repetitive tasks, to free up time for teams to dedicate themselves to activities that add greater value to our company.







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# Our people





# If there is a team that vibrates together, it's VIBRA

We support the transformation of our company through the development of our 3,377 employees. We know that improvements in efficiency, processes and customer relations are only possible with the change in our way of being and doing things. Therefore, we set in motion an organizational culture project designed to position ourselves as an innovative, agile and results-oriented company.

## GRI 102-8

This is a process that has active listening as its central axis. We conducted two diagnostic surveys (one in 2020, which listened to 3,159 employees, and another in 2021, with the participation of 3,300 employees)<sup>1</sup>. From this data, we entered into conversations with partners, shareholders and specialists. This was carried out to discover the current and the desired culture. Based on these inputs, we organized workshops to define our purpose and principles, the main drivers of our transformational project.

## GRI 102-43, 102-44

<sup>1</sup> In 2020, the 1st Culture Survey was conducted, with the application of the Barrett cultural transformation methodology, with the identification of eight dimensions of relevance to the in-house public. In 2021, the Culture Pulse Survey was carried out, revisiting the eight dimensions identified in the context of the company's new moment.

Throughout the year, 95% of our employees participated in at least one training session. We ran courses on a number of topics, such as: onboarding regulatory, corporate and specific learning for some areas. In the mandatory courses, we registered a total of 15,394 employees trained in subjects such as Competitive Compliance, Ethics, Risk Management and Internal Controls, General Data Protection Law, Corruption Prevention and Information security.

## GRI 401-1

As one of the first steps in this journey, we structured the Leadership Program. Our Board of Directors, as well as the executive board – president, officers and managers – underwent a process of evaluating adhesion to market competencies, resulting in the definition of developmental strategies. We also mapped potential successors from among the senior leadership through to the managerial level. We set up a specific Evaluation Committee for this task and at the end of 2021 had 174 mapped successors.

Based on understanding that leadership is one of the main vectors for the creation and consolidation of the organizational culture, we put together a Leadership Guide that is easy to consult and contains information for leaders to perform their functions speedily, reliably, safely and calmly. The guide also offers an integrated vision of all policies and the Personnel and Management Processes.

We also readjusted our organizational communication, realigning our channels and materials to contribute to the construction of the desired culture and reflect the new strategic drivers of the business.

We know that building culture is a long-term effort, but taking into account the positive view that employees have of Vibra, we are sure we will be starting from a solid base. An internal survey indicated an average favorability rating of 71% in the eight dimensions that define the Vibra way of being<sup>2</sup> and an eNPS<sup>3</sup> of 50%, exceeding the average of 32% registered in other companies in the market with more than 4,000 employees, according to the Pin People consulting firm.

<sup>2</sup> The Culture Pulse Survey, applied in July/21 by the corporate Pin People research platform, recorded an 87.3% participation rate and evaluated these dimensions: recognition, leadership, agility, quality of life, engagement, meritocracy, innovation and long-term outlook.

<sup>3</sup> The index measures the level of loyalty and satisfaction of respondents through a single question: "On a scale of 0 to 10, how likely are you to recommend Vibra to others as a good company in which to work?"

## EMPLOYEES BY TYPE OF EMPLOYMENT CONTRACT AND REGION

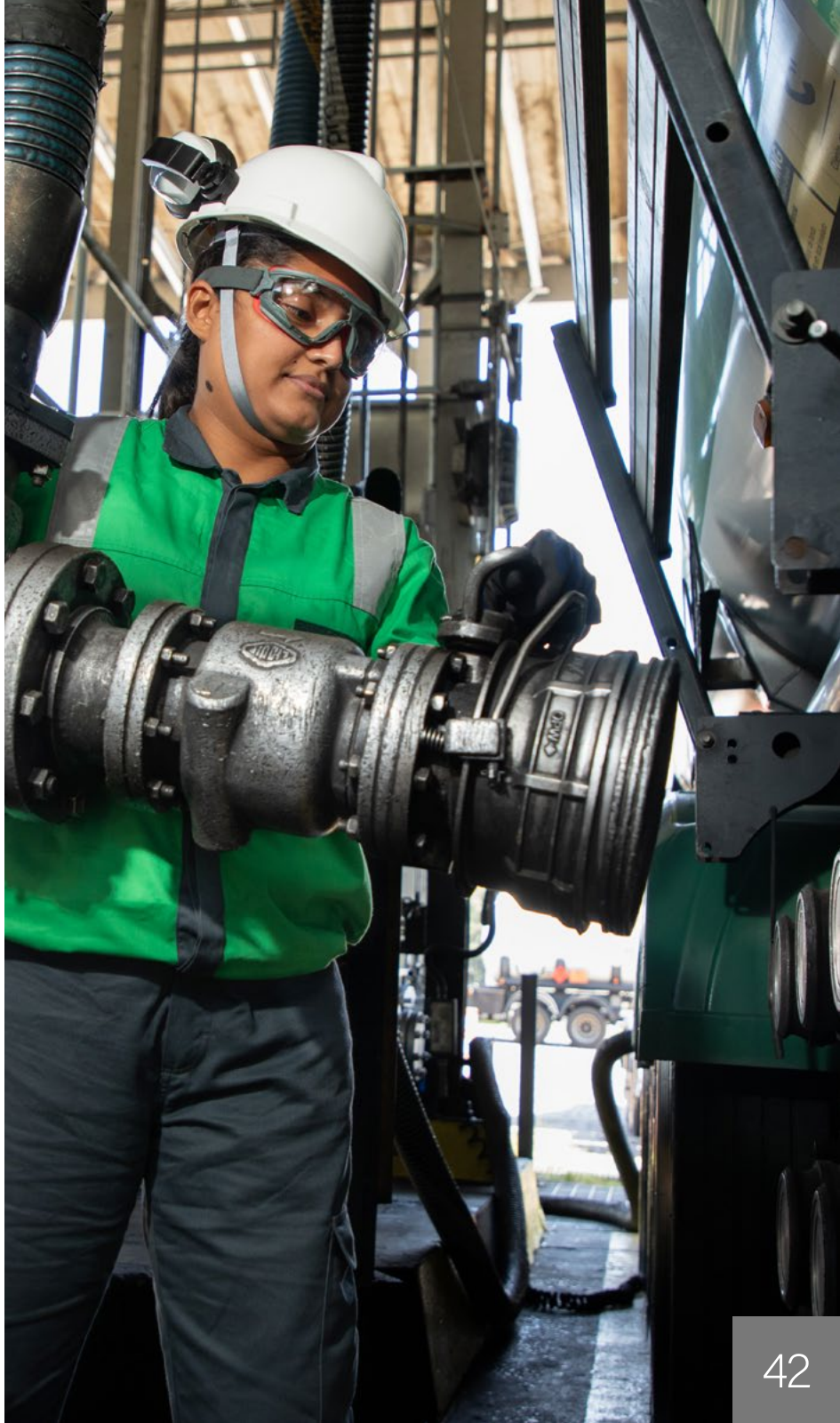
GRI 102-8

Region	2019			2020			2021		
	Fixed-term	Unspeci- fied term	Total	Fixed-term	Unspeci- fied term	Total	Fixed-term	Unspeci- fied term	Total
North	474	0	474	224	0	224	0	189	189
Northeast	461	0	461	498	0	498	1	428	429
Center-West	297	0	297	222	0	222	1	183	184
Southeast	2,913	0	2,913	2,214	5	2,219	16	2,395	2,411
South	335	0	335	207	0	207	0	164	164
<b>Total</b>	<b>4,480</b>	<b>0</b>	<b>4,480</b>	<b>3,365</b>	<b>5</b>	<b>3,370</b>	<b>18</b>	<b>3,359</b>	<b>3,377</b>

## EMPLOYEES BY TYPE OF EMPLOYMENT

GRI 102-8

Job Type	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Fulltime work	3,260	1,207	4,467	2,459	911	3,370	2,419	958	3,377
Part-time work	2	11	13	0	0	0	0	0	0
<b>Total</b>	<b>3,262</b>	<b>1,218</b>	<b>4,480</b>	<b>2,459</b>	<b>911</b>	<b>3,370</b>	<b>2,419</b>	<b>958</b>	<b>3,377</b>





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# Diversity and inclusion

**GRI 103-2, 103-3 | 401, 405 | 406-1**

We work to promote an environment of diversity, inclusion, trust and collaboration. We understand that diverse teams are more creative, innovative and productive.

Our Social Responsibility Policy foresees the promotion of human rights, respect for diversity, and our Code of Ethical Conduct dedicates a specific chapter on the topic "Respect for people", establishing as a commitment the promotion of diversity and gender equality in our teams.

Vibra's Social Responsibility policy is available on our website. [Access here.](#)

**GRI 103-2, 103-3 | 405**

Our Ethics Channel registers complaints about violence at work, including discrimination. In 2021, a complaint related to racial discrimination was filed. However, the complaint was closed because the whistleblower showed no interest in providing the information necessary for the Ombudsman's team to investigate the report. Thus, due to the lack of confirmation, the record is that, in 2021, there were no cases of discrimination in the company.

As external commitments, we adhere to the UN Global Compact and

Women's Empowerment Principles, and we are associated with the Business Coalition for Racial and Gender Equity.

We admit homosexual partners as dependents in the Company's Health Plan and in the Supplementary Pension Plan.

**GRI 103-2, 103-3 | 406**

We invest in the development and retention of our talents, defend and adopt good labor relations practices, and do not tolerate child, slave and degrading labor throughout our value chain.

**GRI 103-2, 103-3 | 401**

In 2021, we set ourselves the goal of boosting the representation of women in the general group of employees and in leadership positions. As a result, the percentage of women in the workforce rose from 27.09% to 28.37%. We also saw growth in the number of black and brown people in the workforce, from 38.69% to 40.92%.

In leadership positions, the percentage of women corresponds to 20.66% and that of black and brown persons represents 18.6%.

**GRI 103-2, 103-3 | 405**

We want to continue to strengthen diversity and inclusion in our corporate culture. To this end, we set a goal of at least





30% women in new hirings and have planned initiatives such as: training in unconscious biases; diversity plans for the various areas of Vibra with indicators and targets, affinity groups and mentoring for specific groups.

In the black consciousness month in 2021, we organized a *live transmission* with a representative of the Gender and Race Coalition (Ceert/Ethos) to discuss with our employees the historical roots of racial discrimination in the country, with an audience of more than 150 employees. And on International Women's Day 2022, we held a *live event* for all employees on the importance of gender diversity in companies with the participation of our leadership and the diversity representative of the UN Global Compact. The meeting highlighted women's empowerment as a lever to build more positive, balanced, egalitarian organizational structures that generate productivity, revenue and innovation differentials in organizations. The *live* audience exceeded 900 employees.

We also ran, during the month of March, the "Inspiring Women" campaign, which featured testimonials from employees with stories of personal and professional resilience opportunities for growth in the company, the balance between motherhood and professional life, the importance of empathy, and the challenge of working in mostly male-dominated areas.

EMPLOYEES BY TYPE OF EMPLOYMENT CONTRACT AND GENDER  
GRI 102-8

Type of contract	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	3,262	1,218	4,480	2,454	911	3,365	2,408	951	3,359
Temporary	0	0	0	5	0	5	11	7	18
Total	3,262	1,218	4,480	2,459	911	3,370	2,419	958	3,377

EMPLOYEES BY JOB CATEGORY AND GENDER (%)  
GRI 405-1

	2021		
	Men	Women	Total
	Percentage	Percentage	Percentage
Executive Board	88.89%	11.11%	100%
Sr. Manager	73.91%	26.09%	100%
Manager	82.57%	17.43%	100%
Coordinator	65.45%	34.55%	100%
Superintendent	89.13%	10.87%	100%
Employee without leadership position	71.03%	28.97%	100%
Total	71.63%	28.37%	100%



WORKERS BY JOB CATEGORY AND GENDER

GRI 405-1

	2021		
	Men	Women	Total
	Percentage	Percentage	Percentage
Apprentices	32	68	100%
Interns	48.7	51.3	100%
Total	43.64	56.36	100%

EMPLOYEES BY JOB CATEGORY AND AGE GROUP (%)

GRI 405-1

	2021		
	Under 30 years	Between 30 and 50 years old	Over 50 years
Executive Board	0%	44.44%	55.56%
Sr. Manager	0%	73.91%	26.09%
Manager	0%	76.15%	23.85%
Coordinator	0%	80%	20%
Superintendent	2.17%	63.04%	34.78%
Employee without leadership position	10.66%	77.41%	11.93%
Total	9.93%	77.11%	12.97%

WORKERS BY JOB CATEGORY AND AGE GROUP (%)

GRI 405-1

	2021		
	Under 30 years	Between 30 and 50 years old	Over 50 years
Apprentices	100%	0%	0%
Interns	92.17%	7.83%	0%
Total	94.55%	5.45%	0%

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN - BY JOB CATEGORY

GRI 405-2

	2020		2021	
	Men	Women	Men	Women
Executive Board	1.36	1.96	1.41	1.83
Sr. Manager	-	-	1.62	1.58
Manager	2.01	2.16	1.61	1.69
Coordinator	2.03	2.12	1.39	1.74
Superintendent	1.00	-	1.36	1.26
Employee without leadership position	1.41	1.43	1.30	1.24

\* The mathematical ratio considered the proportion between the base salary (guaranteed, short-term, non-variable monetary compensation) and the compensation (base salary + bonus + short-term incentive + long-term incentive).



EMPLOYEES HIRED, BY GENDER  
GRI 401-1

	2021
	Number
Men	251
Women	146
Total	397

EMPLOYEES WHO LEFT THE COMPANY\*,  
BY GENDER  
GRI 401-1

	2021
	Number
Men	293
Women	101
Total	394

\* Deaths, dismissals by court decision and just cause were disregarded.

EMPLOYEES OF UNDER-REPRESENTED GROUPS, BY JOB CATEGORY (%)  
GRI 405-1

	2021	
	Black and brown	PCDs
Executive Board	11.11%	0%
Sr. Manager	0%	0%
Manager	18.35%	0%
Coordinator	10.91%	0%
Superintendent	39.13%	0%
Employee without leadership position	42.66%	0.96%
Total	40.92%	0.89%

\* Vibra does not control the LGBTQIA+ group

EMPLOYEES OF UNDER-REPRESENTED GROUPS, BY JOB CATEGORY (%)  
GRI 405-1

	2021	
	Black and brown	PCDs
Apprentices	12%	0%
Interns	5.22%	0%
Total	7.27%	0%

\* Vibra does not control the LGBTQIA+ group





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# Recruitment and selection

GRI 401-1

In 2021, we improved the practices adopted in 2020, the year of structuring the Attraction process in the current format (without carrying out a public selection process).

Internal and communication materials were revisited, and new opinion models were prepared regarding the interviews and response letters. The goal was to implement a communication style that would demonstrate the company's new moment, but keep the context of an employer brand with a successful history over many years.

Our internal controls were also improved, starting with a review of the service SLAs and the implementation of satisfaction surveys with the areas. The changes were perceived positively, with a general satisfaction level regarding the process of 99% favorability. Aligned with our diversity actions, we signed a partnership with a company specialized in hiring people with disabilities (PWDs), leading us to attract PWDs, something we intend to continue and emphasize in the coming years.

In 2021, 397 admissions were made, between management positions and vacancies for different areas of the company in a number of regions of the country.

We implemented a new internship program, in partnership with a specialized consultancy, optimizing the selection process. The Vibra Internship Program also started to aim at the development of new talents, with actions beyond day-to-day learning. The more than 100 interns were able to learn in more depth about topics such as Change Management and Diversity during the workshops. In addition, each intern has been accompanied by a mentor who contributes to his or her knowledge and experience. The level of satisfaction with the program was 96.6%<sup>1</sup>.

Under the Apprentice Program, we partner with institutions that support the process of hiring young people, and thus optimize internal procedures. We also improved the qualitative monitoring of the experience of these young people, with meetings with Vibra professionals who act as a focal point for apprentices, oriented by a General Guidance Manual.

<sup>1</sup> An Internship Program satisfaction survey was conducted at the end of 2021

## EMPLOYEES BY AGE GROUP

GRI 401-1

	2021
	Number
Under 30 years	74
Between 30 and 50 years old	315
Over 50 years	8
Total	397

## EMPLOYEES WHO LEFT THE COMPANY\*, BY AGE GROUP

GRI 401-1

	2021
	Number
Under 30 years	20
Between 30 and 50 years old	265
Over 50 years	109
Total	394

\* Deaths, dismissals by court decision and just cause were disregarded.



EMPLOYEES HIRED, BY REGION  
GRI 401-1

	2021
	Number
North	11
Northeast	20
Center-West	24
Southeast	338
South	4
Total	397

EMPLOYEES WHO LEFT THE COMPANY, BY  
REGION  
GRI 401-1

	2021
	Number
North	14
Northeast	22
Center-West	17
Southeast	331
South	10
Total	394

EMPLOYEES TURNOVER RATE¹  
GRI 401-1

	2021
Total headcount	3,490
By gender	
Men	0.08
Women	0.04
By age group	
Under 30 years	0.01
Between 30 and 50 years old	0.08
Over 50 years	0.02
By regional distribution	
North	0
Northeast	0.01
Center-West	0.01
Southeast	0.1
South	0
Total	0.11

¹ Calculation methodology: [(contracted + disconnected)/2]/totalheadcount





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# Benefits, compensation and recognition

Our talent retention strategy is supported by an attractive benefits policy, market-compatible salaries and performance bonuses.

We offer a benefit package that goes beyond what is determined by law, including education assistance to employees' legal dependents, from daycare to high school; agreements for the purchase, with discounts and other advantages, of medicines, gym, travel and culture services, among others; sickness and funeral assistance; financial support for the payment of specialized treatments and/or special/inclusive education of the employee's direct dependent; health and dental plan; 180-day maternity leave and paternity leave of 20 consecutive days (both valid for cases of adoption or judicial custody) and supplementary pension plans.

**GRI 401-2**

To facilitate access to these benefits, we integrated our systems and launched, in 2021, the Personnel Management Website, structured to be the gateway to requests and follow-up of items such as payroll, vacation, personal registration and remuneration model, among others. Implementation gives more autonomy to managers and employees and reduces manual labor.

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

2021		
Employees who were entitled to take leave	Men	2,414
	Women	958
Employees who took leave	Men	62
	Women	27
Employees who returned to work, in the reporting period, after the end of the leave	Men	62
	Women	27
Employees who returned to work after leave and continued to be employed 12 months after returning to work*	Men	58
	Women	26**
Return Rate	Men	1
	Women	1
Retention Rate	Men	0.93
	Women	0.96

\* For the calculation of employees who returned to work after their leave and remained employed 12 months after the return, we only considered the data through April/2022.  
\*\* Of the 27 women who took maternity leave, 1 voluntarily requested dismissal.







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## Results-focused management

Vibra is concerned about and values the knowledge, skills and competencies of its employees as a basis for competitive advantage. Therefore, we adopted a strategic compensation system to further stimulate the meritocracy culture and recognize distinctive performance. With the change of culture, we developed initiatives and new tools for the retention of talent in the organization based on the market's best compensation practices.

Our Short-Term Incentive Program (ICP), linked to the achievement of goals from the management and areas using the trigger goal achievement concept as a minimum condition for payout. The Surpassing Results Programs for the sales team (Retail and B2B) establishes specific indicators for each business segment, facilitating the understanding of the regulations while also increasing the representativeness of the indicators chosen, delivering direct financial returns to Vibra.

The objective of the variable salary is to recognize distinctive performance, encourage the meritocracy culture and also attract and retain talent

The Long-Term Incentive Program (ILP) remunerates the leadership's outcomes that contribute strategically to the company's growth, establishing the generation of sustainable results for the business and valuation of shares on the market. The program fosters high performance and enhances the long-term sustainability of the business orienting leaders to act on and achieve their goals.

The results control routine was implemented systematically at all company levels, designed to identify our team's strengths and weaknesses. With a focus on these results, we seek to adopt the best practices to bolster the organization's productivity, efficiency and profitability.

## Reconhece+

In 2021, we launched our corporate recognition program, which values both individual and team initiatives: **Reconhece+**. Based on four strategic pillars, it motivates positive attitudes and the submission of ideas and solutions. We ended the year with more than 72% of active employees accessing the website created especially for managing the program.

Pillar	Description	Result
Take action	Recognizes day by day attitudes aligned with the principles of our new culture	<b>+ 4,048</b> recognition
Transform	Prioritizes improvements in operational and administrative routines	<b>+ 109</b> registered cases
Innovate	Values innovative ideas for four challenges: energy, mobility, experience and customer service, and infrastructure and logistics	<b>+ 141</b> registered cases
Prevent	Strengthens the prevention and safety culture	<b>+ 66</b> registered cases

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**RATIO OF THE COMPENSATION FOR THE ORGANIZATION’S HIGHEST-PAID INDIVIDUAL TO THE MEDIAN ANNUAL COMPENSATION FOR ALL EMPLOYEES**  
**GRI 102-38**

	2019	2020	2021
Proportion	0.15	0.06	0.06

The reduction of the average annual total remuneration for all employees (except the highest-paid individual) was due to contractual renegotiation with salary reduction, being conducted through individual negotiation as set forth in article 444 of the CLT labor regulations.

**GRI 102-38**

**PERCENTAGE INCREASE IN TOTAL ANNUAL REMUNERATION\***  
**GRI 102-39**

	2019	2020	2021
Proportion	4.51	-7.02	0.50

*\* The calculation considers only base salary (short-term, non-variable guaranteed monetary remuneration). Reported only the value of the item's remuneration ratio due to the confidentiality of the data involving the compensation of individuals.*





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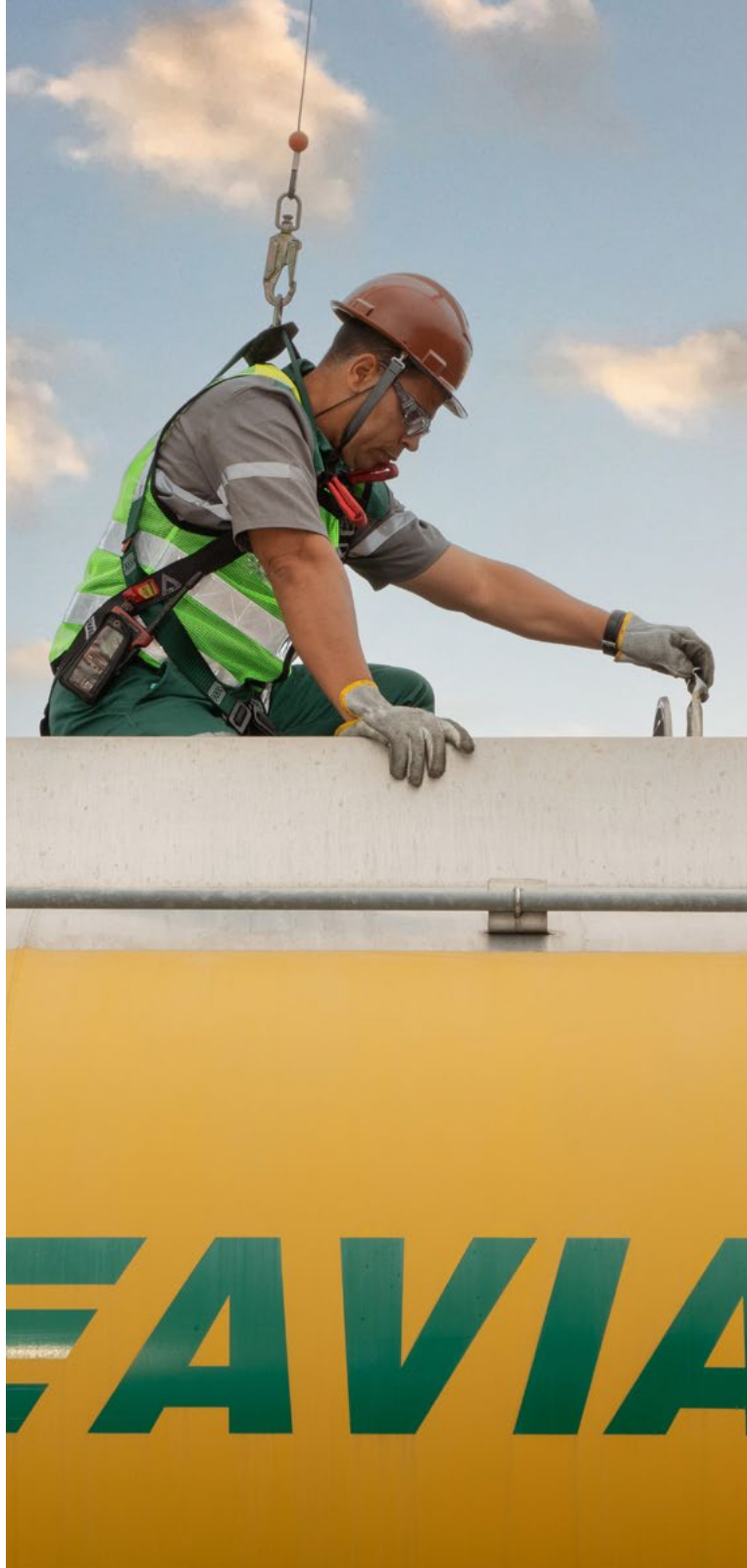
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# Health and Quality of Life

**GRI 103-2, 103-3 | 403 | 403-3, 403-6**

Our goal is to provide a safe and healthy work environment for our employees, with a focus on prevention and promotion of wellness and quality of life.

We offer health and dental insurance for employees and dependents without distinction of position or function. Besides the regular care given, we run specific programs with participation criteria for the follow-up of pregnant women, patients with non-transmissible chronic diseases, spinal pathologies and emotional health cases. We are supported by our own medical-occupational service, whose multidisciplinary team is made up of occupational physicians, occupational nurses, social workers and nursing technicians.

In 2021, due to the Covid-19 pandemic, we continued to implement a number of actions from 2020 to mitigate the risk of contamination among our workforce. Remote work for administrative teams was maintained throughout the year. We implemented a telemedicine platform and, aware of the possible effects of the pandemic on mental health, we created Psychological Support through which employees and their dependents have access to psychologists, also remotely. Another program started in 2021 was the executive *checkup* for managers.

The highlight, in 2021, included the actions of our "Estar Bem" (Staying Well) Program, putting on five live events on the following topics: World Health Day, Gympass Launch, Yellow September, Pink October, and Blue November with an audience of 2,600 viewers in total. The initiative also encourages the practice of physical activities and, thus, we have made a discount available on workout gym networks (Gympass) to all employees. We ended the year with 1,126 employees and dependents using this benefit.

**GRI 403-6**

## Hybrid Teleworking Model

With the progress made in the vaccination program, in March 2022 we began a hybrid work model in a 2x3 format (2 days of the week in-person and 3 days in home office). With the return to the Lubrax building, the employees have an application at their disposal that allows virtual scheduling of workstations, meeting rooms and access to the parking lot.





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## Safety

Strongly committed to the physical integrity of our employees, we base our safety culture on training, awareness, discipline and conduct aspects. We work on prevention, aiming at accident reduction and risk control and mitigation, relying on qualified teams ready to act in emergencies.

We periodically carry out risk assessment through the Risk Analysis Studies (EARs) applied in all our operating units. Our Environmental Risk Prevention Programs (PPRAs) quantify and control exposure to physical, chemical and biological agents. Non-routine risk assessments are conducted through Preliminary Risk Analyses (PRAs) and Task Safety Analyses (TSAs), and the activities are only executed after Work Permits (WPs) are issued. The results of the evaluations are compiled and generate action plans for improvements.

We also carry out the so-called behavioral audits that uses varied approaches, seeking to correct possible deviations in the behavior of employees, thus avoiding the occurrence of accidents.

**GRI 403-2**

In addition, in our operating units, we have 12 smartglasses in use, which enable the live transmission of what the

operator is seeing in real time, allowing remote inspections, technical assistance, joint reviews, training and behavioral auditing. This allows managers and specialists to assess, in real time, the safety conditions in our operating units and immediately orient corrective measures to mitigate risks.

We rely on our Safety, Health and Environment (HSE) Policy, our 15 HSE Guidelines and Corporate Procedures, in addition to adopting the best market practices to guide our actions in the field of health and safety. Our HSE Management System is based on compliance with current legislation, especially with regard to Regulatory Norms (RNs), and covers all our employees, applied in the administrative, commercial, operational, construction and transportation areas of our products. Compliance with the policy and guidelines is periodically reviewed through internal audits.

**GRI 103-2, 103-3 | 403-1, 403-7**

We enable and encourage the participation and involvement of our employees in the development, implementation and evaluation of our HSE Management System, organizing specific monthly meetings in the various areas during which the indicators are presented and various issues related to the topic are discussed. We also have an HSE Commission and a Committee, with the participation of the company's senior management.

**GRI 403-4**

We conduct a number of training courses in occupational health and safety for our employees. In 2021, in addition to the regulatory standards, the Vibra Procedures, Golden Rules and Orientation norms, among others, were the focus of specific training sessions.

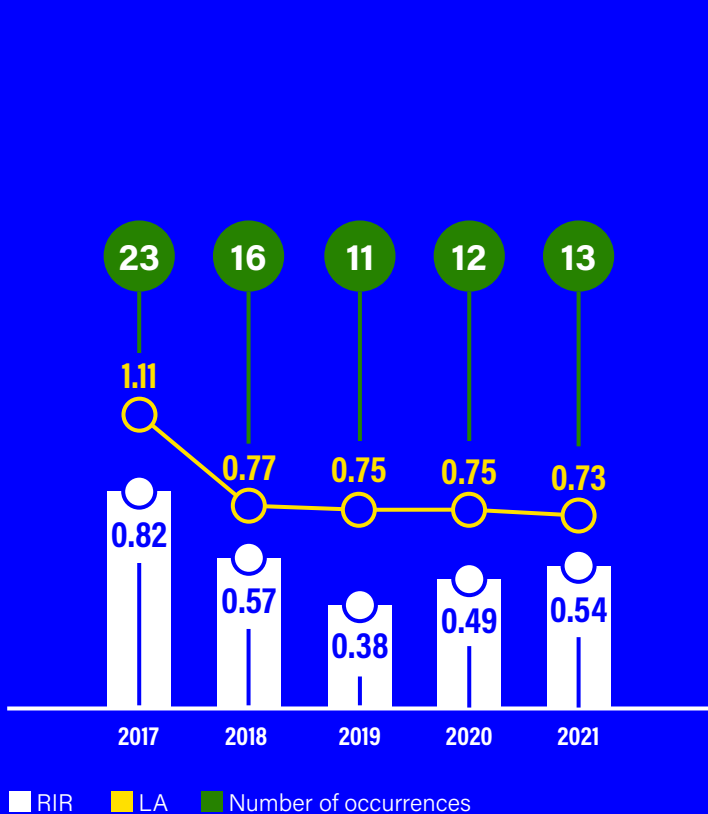
**GRI 403-5**

In 2021, we internalized our Emergency Support Center (CAE), a service responsible for centralizing emergency communications in our facilities and in the transportation of products and client occurrences. The objective was to make our response to emergency occurrences even more agile and efficient. With the current system, it is possible for service assistants to immediately contact the nearest rescue teams, quickly passing along details about the emergency.

We use the Recordable Incident Rate (RIR) as one of our safety goal. In 2021, the alert limit was 0.73 accidents per million man-hours of risk exposure. We ended the year with a rate of 0.54, below the alert limit.

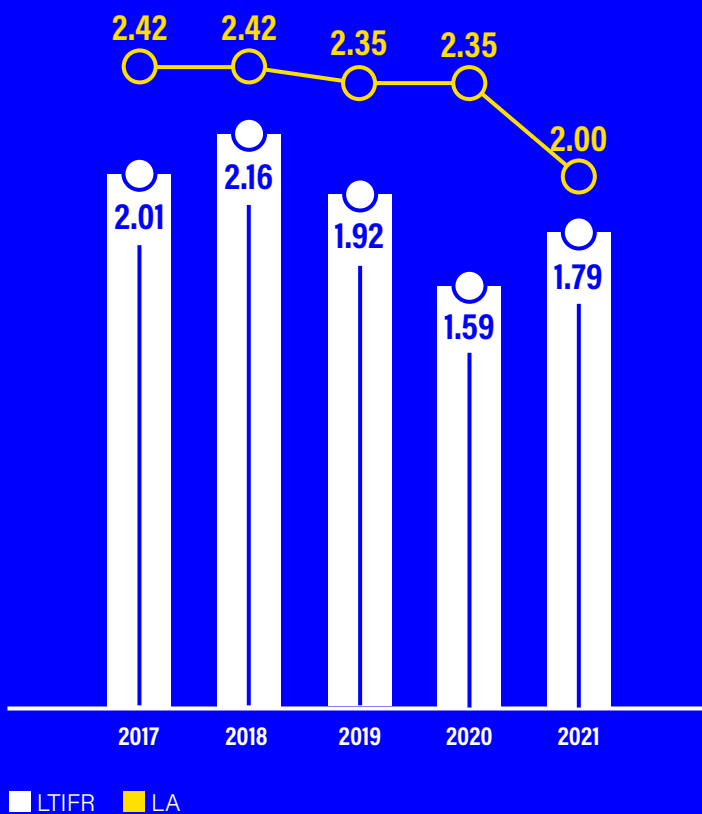


RIR - RECORDABLE INCIDENT RATE\*

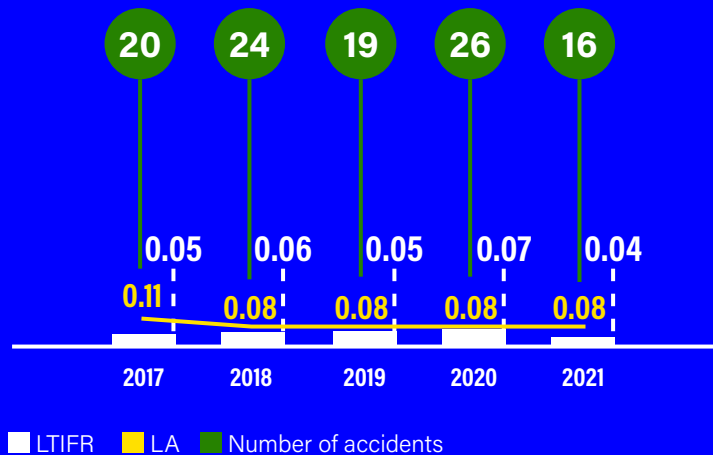


\* In calculating the RIR we consider, in addition to our own employees, the drivers at the service of Vibra and the outsourced employees who work in the units under Vibra's management.

LTIFR - LOST TIME INJURY RATE



TAFR - TRANSPORT ACCIDENT FREQUENCY RATE



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

2021			
	Employees		Workers who are not employees but whose work and/or place of work is controlled by the organization
Total number of individuals	Number	3,377	3,064
Individuals covered by an occupational health and safety management system based on recognized legal requirements and/or standards/guidelines	Number	3,377	3,064
	Percentage	100%	100%
Individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines, which has been internally audited	Number	3,377	3,064
	Percentage	100%	100%
Individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines, which has been audited or certified by an external party	Number	3,377	3,064
	Percentage	100%	100%

RATE OF ACCIDENTS RELATED TO FULL-TIME EMPLOYEES AND OUTSOURCED EMPLOYEES  
SASB EM-RM-320a.1

2021		
	Employees	Contracted
Total recordable incident rate (TFIFR).	0.73	0.82
Fatality rate	0	0
Near Miss Frequency Rate (NMFR)*	0	0

\* Vibra does not have a near miss accident frequency rate.







**WORK-RELATED ACCIDENTS**  
**GRI 403-9**

	2019		2020		2021	
	Employees	Workers who are not employees but whose work and/or place of work is controlled by the organization	Employees	Workers who are not employees but whose work and/or place of work is controlled by the organization	Employees	Workers who are not employees but whose work and/or place of work is controlled by the organization
Number of worked hours	6,181,833	22,411,225	5,298,167	19,390,917	6,876,667	17,105,167
Number of fatalities due to work-related injuries	0	1	0	1	0	0
Rate** of fatalities resulting from work-related injuries	0	0.04	0	0.05	0	0
Number of serious work-related injuries (excludes deaths)*	1	6	0	5	2	8
Rate** of serious work-related injuries (excludes deaths)	0.16	0.27	0	0.26	0.29	0.47
Number of registered work-related injuries (includes fatalities)***	4	20	3	20	5	14
Rate** of registered work-related injuries (includes fatalities)	0.64	0.89	0.57	1.03	0.73	0.82

\* We consider serious injuries those with lost-time from work.  
\*\* Rates are calculated taking into consideration 1 million hours worked, and their calculations consider employees, contractors and drivers who have contracts longer than 6 months with Vibra Energia.  
\*\*\* Of the accidents that occurred in 2021, most were caused by impacts suffered by Vibra employees.



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# Social commitment



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# Communities

**GRI 102-43, 102-44 | 103-2, 103-3 | 413 -1, 413-2**

Our relations with the communities near our units are conducted through continuous and transparent dialogue, identifying concerns and opportunities for local development. In 2021, among the main topics identified were questions about the conditions of the streets where trucks travel and demands for donations resulting from the needs caused by the Covid-19 pandemic. In the second year of the pandemic, we continued to implement actions to support Brazil in the fight against Covid-19. In partnership with the Brazilian Petroleum & Gas Institute (IBP), we donated funds for the purchase of medicines called "intubation kits," delivered to the Ministry of Health, and joined the "United for the Vaccine Movement" with the donation of medical refrigerators for the storage of immunizers for 29 municipalities in the Northeast, benefiting about 560,000 inhabitants.

We support actions for the social development of the communities neighboring our headquarters and operational units, in addition to participating in community committee meetings.

In 2021, we renewed our support for the Circo Crescer e Viver which offers cultural activities to promote citizenship and inclusion, serving more than 200 children and young people from communities neighboring our headquarters in Rio de Janeiro. We also support two projects carried out by the Instituto Meta

Educação: Mulheres Artesãs do Estácio, helping craftswomen, and the Reforço do Futuro initiative. The Mulheres Artesãs project offered training in crafts and citizenship to 40 women who participated in small business workshops taught by Sebrae. The participants had the opportunity to provide services to the Estácio de Sá Samba School, making materials for the carnival parade costumes.

The Reforço do Futuro project aims to provide schooling reinforcement for 120 students from public schools. The project began in January 2022.

We participated in the Brasileiros pelo Brasil (Brazilians for Brazil) solidarity campaign from Banco do Brasil Foundation, which included the distribution of food hampers and family farming products to families in vulnerable situations. This partnership made it possible to donate 3,121 basic baskets of foodstuffs to communities neighboring our units in the municipalities of Duque de Caxias (RJ), Caracaraí (RR), Crato (CE), Cuiabá (MT), and Cruzeiro do Sul (AC), benefiting 697 family farmers.

We also encourage our employees to take on volunteer activities. In 2021, 57 Vibra volunteers mentored public school students in

Rio de Janeiro through the Trilha Empreendedora (Entrepreneurial Trail) program, in partnership with the IBP and Junior Achievement organization. Employees from our Lubricants plant held a Donate a Toy campaign, whereas the Cuiabá unit got involved in the Day of Joy organized by the Tijucal Residents Association, targeting the low-income community in the capital of Mato Grosso do Sul.







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## Vibra Volunteers: SOS Petrópolis

In 2022, we mobilized partners and volunteers in the SOS Petrópolis Campaign. Acting in synergy with the Campos Eliseos Business Association (Assecampe), of which our lubricant plant is a member, we collected boots, gloves, helmets, and other PPE devices for the work of 100 volunteers who provide assistance in the region.

We also signed a partnership with the Central Única das Favelas (Cufa), making trucks available to transport donations. With the logistical support of our lubricants terminal team, 24 tons of food, 1,000 food hampers, and 100 kilos of clothes were sent from Cufa's headquarters to Petrópolis. The complete industrial kitchen of Cufa was also transported to serve volunteers, support points and the population, providing daily food supplies throughout the month.

In partnership with Vicar (Stock Car organizer), we ran a campaign to collect donations for Cufa during the transmission of the Stock Car race, whose teams are based in Petrópolis. In the race held on March 20th in Goiânia, a campaign sticker reading "Help Petrópolis" was made available to all cars and drivers in the category, encouraging the public to donate.



### OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES GRI 413-2

2021		
Location of the operation	Impacts	
Fuel storage and distribution operation	Real impacts	Increased truck traffic, increased movement of vehicles and people around our units and construction work.
	Potential impacts	Groundwater and soil contamination; impacts caused by traffic accidents; alteration of air quality, removal of communities and expropriation of properties.
Lubricant production and distribution operation	Real impacts	Increased truck traffic, increased movement of vehicles and people around our units and construction work.
	Potential impacts	Groundwater and soil contamination; impacts caused by traffic accidents; change in air quality.
Operation for the acquisition of biofuels	Real impacts	-
	Potential impacts	Potential impacts of contemporary slave labor on sugar cane cultivation.



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**OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS AND/OR DEVELOPMENT PROGRAMS**  
**GRI 413-1**

	2019		2020		2021	
Type of initiative	Number of operations that have the initiative	%	Number of operations that have the initiative	%	Number of operations that have the initiative	%
Social impact assessments, including gender impact assessments, based on participatory processes*	0	0%	50	41.32%	0	0%
Environmental impact assessments and continuous monitoring**	53	91.38%	66	100%	60	100%
Local development programs based on local community needs	1	1.72%	1	0.83%	7	11.67%
Stakeholder engagement plans based on mappings of these parties (Community Relationship Plans)	2	3.45%	2	1.65%	3	5%
Committees and processes for broad consultation with the local community including vulnerable groups	2	3.45%	2	1.65%	3	5%
Work boards, occupational health and safety commissions and other employee representative entities to discuss impacts	-	-	-	-	2	3.33%
Formal complaints and grievance processes by local communities	-	-	-	-	60	100%

\* We consider only the units operated directly by us. We included the units that updated the community registrations, including social impacts, while excluding aviation units and individual areas.  
\*\* We include the units that have Laipds or APRs or EARs, considered Environmental Aspects and Impacts Assessment Practices. We have not publicly disclosed the results of environmental and social impact assessments.



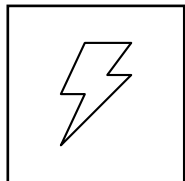
# Customers and consumers

GRI 103-2, 103-3 | 102-43/44

In 2021, we announced our new corporate identity through a nationwide Vibra launch campaign. We also promoted an online event to present our new positioning to our B2B segment.

Client communication remained active, updating information about our digital and customer service channels; new payment options, product launches, tests, changes and/or discontinuations; awards received; acquisition of new businesses; and commemorative dates.

Moreover, targeting continuous improvement, we conducted two field studies for the Net Promoter Score (NPS) survey to analyze our client satisfaction level, forwarding the questionnaire to our base of about 6,000 B2B customers, and we had more than 800 respondents. The results are used to guide improvement actions for customer satisfaction.



We launched a new application for Premmia, our loyalty program

To listen to what consumers are saying, we have been carrying out the Petrobras Service Station Network Consumer Tracker survey since 2001. In 2021, it was conducted in four waves in 12 priority cities, with 1,250 online interviews per wave, totaling a sample of 5,000 gas station consumers who use their vehicles for non-professional purposes. Conducted by Ipec, the survey helps us to monitor, annually, the evolution of the Petrobras brand in the service station segment, of which we are exclusive licensees.

The consumer relations highlight in 2021 was the launch of our new Premmia loyalty program application (see more on page 39).







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# Service station resellers and attendants

**GRI 102-43, 102-44**

Our goal is to be close to our service station resellers, contributing to the development of their businesses and seeking to identify demands. For this, we incorporated, in 2021, the quarterly measurement of the Net Promoter Score (NPS) recommendation indicator with our resellers. We also conducted other quantitative research in order to evaluate specific themes and marketing actions.

We closely follow service station daily routines by means of regular visits of our sales executives and, in some locations for those involved in our marketing plan, through Secret Shopper

program inspections. We use tools such as online thematic focus groups and remote individual interviews to identify improvement concerns and opportunities. In 2021, among the main topics pointed out were logistics issues, negotiation and payment deadlines, information about new areas of activity for the company and about the new Vibra corporate brand, as well as information about decrees and legislation related to the segment.

In 2021, 34 new content items were added, between courses and live events. Six ESG themes are on the matrix of new

courses (Fuel Stations and Environment; Human rights and business; Sustainability; Practices for Competition Protection; Prevention of environmental liabilities; and Environmental Licensing).

In addition, we reward our dealers and gas station attendants through the Challenge Program. In 2021, more than R\$ 6 million in incentive awards were distributed to teams involving more than 4,000 service stations and franchises. We also held the first live event for gas station attendants, with recognition of the best performances and engagement.



# Supply chain

**GRI 102-43**

Our suppliers are located throughout the national territory. Among the categories most in demand are engineering, operations, IT and marketing services. There are also manpower suppliers, denominated HS, but in small volume.

To become a Vibra supplier, the candidate must comply with obligations to ensure that our chain complies with our ESG practices. We have established a classification list (leveraged, strategic, critical and non-critical) that determines the type of documentation required for each one at the time of registration in our system. In general, it is necessary to present tax and labor certificates and undergo a compliance and financial analysis, in addition to completing a sustainability questionnaire. We maintain requirements of not hiring child labor and practices analogous to slavery, and periodically consult the slave labor list published by the federal government to keep our supplier register aligned with our commitments to respect human rights. In 2021, we closed the year with about 790 approved suppliers.

## **GRI 102-9**

We carry out an integrity assessment of the main suppliers every two years and Integrity Due Diligence that includes aspects of respect for human rights and compliance with labor obligations. We have contractual clauses that deal with respect for human

rights; prohibition of child and slave labor; fighting discrimination and promoting diversity, and others that provide for termination of the business relationship with suppliers, customers and partners who are caught in actions that violate human rights.

## **GRI 103-2, 103-3 | 205-1 | 408-1, 412-1**

In 2021, we put into place a process of evaluating the performance of our suppliers with a contract value of more than R\$ 1 million or a term of more than 12 months. The analysis involves five criteria: deadlines, quality, technical documents, compliance with environmental, safety and health standards, compliance with contractual obligations. Based on this evaluation, low-performance suppliers began to be blocked on our registration base.

## **GRI 102-9**

We ended 2021 with 1,202 active contracts with suppliers, totaling R\$ 1,122 billion in contracted amounts.

In 2021, we prepared the Vibra Supplier Manual, whose full text is available on our website.

**Access here.**





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# Transportation suppliers

Since fuel distribution is our largest business, transportation companies are our main and most essential partners. In 2021, we kicked off a series of initiatives to boost efficiency and accelerate the development of ESG aspects among our transportation suppliers.

With regard to improving efficiency, we are looking for ways to reduce the distances traveled, to make our routes more efficient and subsequently conduct a general review of the itineraries. In 2021, we inaugurated the Logistic Efficiency and Safety and Environmnet Control Tower, which functions as an integration and intelligence center. Its use allows the simulation of demand and supply scenarios through algorithm optimization, the location of efficient alternative suppliers and the reduction of loading and unloading time. At the same time, we have intensified the use of return freight (a truck on the way to fetch ethanol can take diesel back to supply the biofuel production plant, for example), resulting in fewer empty vehicles running. In addition, we limit the age of the fleet and define the size of the trucks, giving preference to higher capacity vehicles.

We perform an ESG diagnosis of our transportation suppliers, with the support of the technical coordination of the Programa Logística Verde Brasil – PLVB, to identify opportunities to reduce the fuel consumption in the fleets and, therefore, reduce greenhouse gas emissions. After obtaining responses from our long-term contract transportation companies we then selected some of them for a deeper qualitative study. We then began to design an action plan to support the opportunities identified.

Another important initiative was the implementation, in 2021, of fatigue sensors in our suppliers' fleets, starting with the transportation companies that work with dangerous products. This is a system based on artificial intelligence that analyzes driver behavior in real time and monitors situations such as fatigue, distraction, cell phone use, smoking while driving, not wearing a seatbelt, dangerous distance to other vehicles, frontal collision, unsignaled lane changes and driver absenteeism.

Our Logistics and Safety managers continue to moderate monthly Lessons Learned meetings with transporters to discuss actions to increase road safety, the preservation of lives, the environment and assets. Annual assessments continued to be made in all 56 contracted trucking companies (which handle about 94% of our annual volume) on issues related to transportation management.

### DEZtaque Driver

Aimed at increasing the safety of drivers who transport our fuels, the Motorista DEZtaque (Top Driver) initiative reaches its 10th edition in 2022. The action rewards professionals who excel in completing the activities of Vibra's Risk Management system and in adhering to the Zero Accident Pact (PAZ), and have not been involved in a serious accident in the previous year. In addition, over the months, the drivers - who are employees of the transportation companies under contract with Vibra - are evaluated on criteria such as participation in mandatory training, conformity of the vehicle to be used for the specific transportation requirements, keeping to the compatible speed, compliance with the route plan and observance of the working hours. Over these last ten years, applying the good practices of the program has led to a reduction of 83% in the rate of traffic accidents and 99% in leakages.





## Intermodality to boost transportation efficiency

The use of a multimodal solution for product transportation has the potential to reduce operating costs and expand capacity by gaining production scale, since it is possible to transport higher cargo volumes using transportation with lower unit production costs. However, its use implies greater complexity, as it introduces the need for transshipments, which can lead to longer total operation times and reduced reliability and safety.

This best practice consists of prioritizing, whenever possible, the use of means of transport that consume less energy and emit fewer air pollutants and greenhouse gases (GHGs) compared to the means of transport in current use. It usually means the transfer of a load from road to pipeline, rail, coastal shipping and/or inland waterways, replacing a unimodal operation, when only the road mode is used, with a multimodal operation, since the other means of transport are supplied and/or transported by road.

Vibra has consolidated the application of multimodal solutions, which has led to operational, financial and environmental gains. In 2021, we can highlight an unprecedented domestic initiative: the launch of a coastal shipping operation to solve a biodiesel supply issue in the Northeast Region of the country. The solution was conceived to solve the scarce supply of the product in the region and the fact that the legislation establishes a percentage of biodiesel in the total volume of

diesel sold by fuel distributors.

Up to then, biodiesel was collected in the Center-West Region, where it was necessary to ship it out long distances by road with risk of accidents while also generating high levels of emissions and fuel consumption. Now, biodiesel leaves the port of Rio Grande (RS) and arrives at the port of

Total cabotage volume  
**47,000 m<sup>3</sup>**

Reduction of  
**1.8 thousand tCO<sub>2</sub>eq**

Reduction of  
**2,200 km**  
per road trip completed

Suape (PE). While the highway mode remains an important part of the operation, by making the short-distance trips to and from the ports, there is a significant reduction in total mileage.

Gain of  
**R\$ 17.2 million**  
when compared to other  
logistics alternatives

Reduction of  
about  
**940 long-distance  
highway**  
trips between the Center-West  
and the Northeast





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# Environmental management





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Our environmental management is guided by the internal Health, Environment and Safety (HSE) policy, comprising the best market practices in terms of guidelines and corporate standards. We manage the indicators through a computerized system, making environmental data more reliable.

We constantly work to assure legal compliance in our operations, reduce the use of natural resources and the waste generation in our processes, minimize atmospheric emissions, preserve biodiversity, prevent and mitigate environmental liabilities, develop projects aimed at energy efficiency and the bolstering of environmental education within the Company.

**GRI 103-2, 103-3 | 307**

In 2021, we maintained SGI certifications (ISO 9001, ISO 14001 and ISO 45001) in 8 of the 60 operating units licensed on behalf of Vibra and improved the HSE internal audit program. Over the course of 2021, we adopted the hybrid audit format, combining field and remote assessments, permitting cost reductions without compromising process quality.

We ended the year with 13 units audited internally, and we conducted another 22 external legal compliance audits, thus meeting the legal and regulatory requirements. In addition, we maintained the validity of all environmental licenses and other operational authorizations necessary for our activity.

[Access our certifications here.](#)





# Energy

GRI 103-2, 103-3 | 302 | 302-1

We are committed to the energy transition of both the country and our day-to-day operations, without compromising our results.

We adopted centralized management and set up a computerized system for monthly monitoring and control of energy consumption in its different forms (electricity, steam, fuels and biofuels) and each organizational unit's production. Consequently, we are able to calculate the operational efficiency in terms of energy per installation and develop measures to reduce consumption. This data is validated by the company's Environment and ESG area and goes through internal and external auditing.

GRI 302-1

By the end of 2021, seven Vibra facilities had already migrated to the free energy market and started consuming electricity from renewable energy sources. To ensure the traceability of this energy, we purchased 11,000 I-RECs (International Renewable Energy Certificates), which is equivalent to 11,000 MWh of electricity produced from renewable sources.

Regarding energy consumption in 2021, we achieved a reduction in consumption when compared to 2020, even with the increase in the volume of products that were sold, signaling a gain in operational energy efficiency. However, part of this reduction was also due to the effects of the pandemic, such as the adoption of the home office regimen. In 2022, we expect an increase in consumption due to the gradual return of the hybrid in-person regime for employees working at our headquarters and also due to the start-up of our Lubricants Factory after expansion, since it is our operating unit with the highest energy consumption. Even with these post-pandemic recoveries and expansion of our production capacity, due to a series of process and infrastructure adjustments that are underway, our target is to boost energy efficiency within our organization by

at least 4% by the end of 2024 over 2019, the base year before the pandemic. A 10% reduction in the energy consumption of our distribution bases is part of this commitment, in addition to other actions.

In line with the company's commitment to energy transition, we also have a established a target of gradual reduction in the consumption of fossil fuels compared to the base year of 2019, with studies being carried out regarding the use of alternative and renewable fuels as energy sources. An example is the modernization of our lubricant factory: it will no longer use gas-fueled forklifts as of 2022 and will have more efficient electrical equipment.

ENERGY CONSUMED (GJ)

GRI 302-1

	2019	2020	2021
Electricity – Captive and free market	141,904.59	136,021.02	136,230.17
Electricity - Photovoltaic self-generation*	398.30	382.39	362.18
Steam	185,636.97	256,071.00	244,358.00
Total	327,939.86	392,474.41	380,950.35

\* Photovoltaic power from Vibra's headquarters



FUELS CONSUMPTION FROM NON-RENEWABLE SOURCES (GJ)

GRI 302-1

	2019	2020	2021
Diesel	2,048,526.56	1,669,349.33	544,690.49
Gasoline	11,075.42	9,989.48	12,308.15
Fuel oil	72,845.04	15,530.40	16,859.09
LPG	5,148.15	4,010.40	8,574.68
Compressed Natural Gas	25,083.67	5,254.92	4,136.19
Total	2,162,678.84	1,704,134.54	586,568.60*

\* In 2021 there was a significant decrease in fuel and biofuel consumption when compared to 2019 and 2020. This was due to a change in scope, wherein fuel consumed for road transportation required for product deliveries had been considered internal, but now is booked as external. The change occurred because these deliveries are made by third parties, and these internal consumptions are already reported by the respective transportation companies. **GRI 102-48**

TOTAL ENERGY CONSUMED (GJ)

GRI 302-1

	2019	2020	2021
Fuels from non-renewable sources	2,169,146.47	1,704,134.54	586,568.65
Fuels from renewable sources*	233,976.85	196,743.59	66,573.71
Energy consumed**	327,939.86	392,474.41	380,950.35
Total	2,731,061.18	2,293,352.54	1,034,092.71

\* All fuel consumed from renewable sources (biodiesel and ethanol) and non-renewable (gasoline, diesel, LPG, CNG and fuel oil) used in Vibra's operations was considered for the calculation. Main equipment: generators, motor pumps, own vehicles and boilers. The consumption of diesel for distributed generation at the Juruti Thermoelectric Plant was also considered.

\*\* All the consumption of electricity from own generation (photovoltaic) and purchased (captive and unregulated market) was considered, as well as the consumption of steam purchased for heating ducts and fuel oil tanks.

FUELS CONSUMPTION FROM RENEWABLE SOURCES (GJ)

GRI 302-1

	2019	2020	2021
Biodiesel	230,145.92	194,182.83	63,418.38
Ethanol	3,830.93	2,560.75	3,155.34
Total	233,976.85	196,743.59	66,573.71



ENERGY CONSUMED OUTSIDE THE ORGANIZATION\* (GJ)

GRI 302-2

	2019	2020	2021
Energy consumed outside the organization	2,959,932.99	2,895,415.55	4,871,255.61 **

*\* To calculate the energy consumed outside the organization the consumption of fuels and biofuels for the transport of products (collection, transfer and delivery) in road, rail, river and sea modes was considered.*  
*\*\* In 2021, there was a significant increase in the value of energy consumed outside the organization due to a change in scope when compared to 2020. The transport of products for delivery in road transport was considered within the organization and started to be considered outside, as well as other highway and modal transport systems. The motivation for the change was the fact that the transportation of deliveries to Vibra's customers is now also performed by contracted carriers and not its own fleet, where this consumption is already reported as internal by the respective carriers.*

REDUCTIONS IN ENERGY CONSUMPTION ACHIEVED AS A RESULT OF  
CONSERVATION AND EFFICIENCY INITIATIVES, (GJ)

GRI 302-4

	2020	2021
Operational changes and asset reduction*	5,884	1,902.11
Process redesign**	465,012	1,247,736
Infrastructure improvement***	-	11,713
Total	470,896	1,259,449

*\* Permanence of the home office regime throughout 2021, improvements in conservation and selloff of assets.*  
*\*\* Redesign of the process/scope whereby the fuel and biofuel consumed in road transport for delivery were considered external to the organization (contracted freight).*  
*\*\*\* Main reduction due to installation of gauges and decrease in steam losses.*

ENERGY INTENSITY

GRI 302-3

	2019	2020	2021
Within the organization	12.80	11.60	4.86
Outside the organization	13.87	14.64	22.89
Total	26.67	26.23	27.75

ENERGY INTENSITY

GRI 302-3

SPECIFIC METRIC (DENO-MINATOR)	2019	2020	2021
Total volume of products sold*	213,363.99	197,740.03	212,795.25

*\* As of 2021, we started to adopt the BOE denominator for our energy intensity calculations.*  
**GRI 102-48**

ENERGY INTENSITY

GRI 302-3

	2019	2020	2021*
Proportion of energy intensity inside/outside the organization	0.92	0.79	0.21

*In 2021, there was a significant increase in the value of energy consumed outside the organization due to a change in scope when compared to 2020. The transport of products for delivery in the highway road transport mode was considered within the organization and started to be considered outside, as well as were other highway and modal transport systems. The rationale for the change was the fact that deliveries to Vibra's clients are also now conducted by contracted freight forwarders and not by our own fleet, and this consumption is already reported as internal by the respective transportation companies*





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# Emissions

GRI 103-2, 103-3 |SASB EM-RM-110a.1

In 2021, Vibra assumed a new strategic position as an energy company and the climate change topic has now become an integral part of our business strategy. We are expanding our portfolio to increasingly offer our customers and society less carbon-intensive products and services.

The challenge of the energy transition is a journey with many stages, but we recognize the importance of getting started on it as soon as possible.

Toward this goal, Vibra has been entering into partnerships and making acquisitions to enter into new business fronts and to expand its operations in the renewable energy market. we highlight the JV created with Copersucar for the ethanol marketing; the signing of a cooperation agreement with ZEG Biogás to offer sugar and ethanol producers an integrated solution for biomethane production and together foster the growth of the biomethane market in Brazil; the acquisition of two energy companies, Targus and Comerc; the partnership with BBF where Vibra will be the offtaker of the HVO (renewable diesel) production produced by BBF; and the partnership with EZvolt to operate in the field of electromobility.

This year, we reinforced our commitment to a low-carbon future by assuming the goal of having net zero carbon emissions for scopes 1 and 2 by 2025. We have also committed to the ambitious goal of achieving net zero carbon emissions for scope 3 by 2050. Our strategy is to prioritize efforts to avoid and reduce emissions, and we will compensate those that cannot be reduced. To achieve these goals, we are focusing on increasing the use of renewable energy, boosting operational efficiency that promotes energy efficiency gains and working closely with

the value chain.

Vibra's Strategic ESG Agenda contemplated preparation of a detailed plan, with short- and medium-term reduction goals. For the short-term, the target is to reduce up to 6% of our absolute scope 1 and 2 emissions from our operational and administrative facilities by the year 2023 in relation to 2019's emissions.

## QUANTITY OF ATMOSPHERIC EMISSIONS (T)\* SASB EM-RM-120a.1

	2021
NOx (excluding N <sub>2</sub> O)	1,133.98
SOx	7.13
Particulate matter (PM10)	79.92

*\* VOCs (volatile organized compounds) data are calculated only for states where there are legal requirements from state environmental agencies. We recognize the impact of our activity in relation to VOC emissions and, therefore, control their emissions through technologies such as seals and floating ceilings in storage tanks; using bottom-loading fuels, which reduces gas inhalation risks, and the turbulence regime when filling tank trucks, generating lower emissions. We also operate steam recovery units at some distribution bases.*

*It is worth mentioning that in order to comply with Conama resolutions 436/2011 and 382/2006, we also monitor the emissions of pollutants regulated in our fixed sources within the framework of current legislation.*





DIRECT GHG EMISSIONS (TCO<sub>2</sub> EQUIVALENT) (SCOPE 1)\*

GRI 305-1

	2019	2020	2021
Power, heat or steam generation	41,915	38,487	38,535
Transportation of materials, products, waste, employees and passengers**	103,844	88,570	4,947
Fugitive emissions	82	935	89
Total CO <sub>2</sub> emissions	145,840	127,992	43,570

\* Gases included: CO<sub>2</sub> - carbon dioxide; CH<sub>4</sub> - Methane; N<sub>2</sub>O - nitrous oxide; HFCs – hydrofluorocarbons. GWP: IPCC AR5 (2014); Emission factors: GHG Protocol; Conversion factors: BEN 2021 (National Energy Balance).  
\*\* The transportation of products was revised for scope 3 after conducting a detailed ESG diagnosis of Vibra's highway transportation. It was concluded that the level of emissions management is limited since the contracted transportation company is the responsible party and has the power over decisions regarding the variables that determine GHG emissions. Vibra is responsible for supervising the services rendered. For comparability purposes, excluding the transportation of scope 1 products in 2020 and 2019, our emissions totaled 43,485 tCO<sub>2</sub>e and 47,560 tCO<sub>2</sub>e, respectively **GRI 102-48**

BIOGENIC CO<sub>2</sub> EMISSIONS (TCO<sub>2</sub> EQUIVALENT) (SCOPE 1)\*

GRI 305-1

	2019	2020	2021
	(4,021)	4,851	4,909

\* GWP: IPCC AR5 (2014); Emission factors: GHG Protocol; Conversion factors: BEN 2021 (National Energy Balance). For comparability purposes, excluding the transportation of scope 1 products in 2020 and 2019, we had emissions of 4,865tCO<sub>2</sub>e and 4,992tCO<sub>2</sub>e, respectively

ENERGY INDIRECT GHG EMISSIONS (T CO<sub>2</sub> EQUIVALENT) (SCOPE 2)\*

GRI 305-2

	2019	2020	2021
Location choice	17,356	18,027	19,587
Purchase Choice**	-	-	18,260

\* The gases included in the calculation were CO<sub>2</sub> - carbon dioxide; CH<sub>4</sub> - Methane; N<sub>2</sub>O - nitrous oxide. GWP: IPCC AR5 (2014); Emission factors: GRID - source: MCTI and GHG Protocol; Conversion factors: BEN 2021 (National Energy Balance). In 2021, seven Vibra units consumed renewable energy in the unregulated market. To demonstrate the traceability of this energy, we acquired I-RECs, equivalent to 11,000 MWh, corresponding to the consumption of these seven units and another two that are on our migration schedule to the free energy market  
\*\* 2021 was the first year of reporting this data.

Currently, our gross global emissions of scope 1 are 43,570 tCO<sub>2</sub>eq, 100% covered by emission limitation regulations. For 2021, the goal was to reduce 3% of the absolute scope 1 and 2 emissions of our facilities compared to the 2019 base year. We fully achieved the target, as a result of initiatives focused on scope 2: acquisition of electricity in the free energy market; demobilization of installations, divestments, and changes in business models; maintenance of the home office policy; and action to reduce steam losses in the pipe and tank heating systems.

We confer transparency on our climate change management by participating in the Public Emissions Registry of the Brazilian GHG Protocol Program, from which we received the Gold Seal for submitting our inventory to third-party verification. We also advanced to a B grade on the CDP (Carbon Disclosure Project) climate change questionnaire in the first year of full reporting. Due to our CDP result and our placement among the 100 most liquid companies on the B3, we were included in the Climate Resilience Index - ICDPR70. In this report, we have included the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). (See more [here](#))

GRI 201-2

Furthermore, in 2021, we became signatories of the Sustainable Climate Position of the Brazilian Business Council for Sustainable Development (CEBDS).



OTHER GHG EMISSIONS (TCO<sub>2</sub> EQUIVALENT) (SCOPE 3)

GRI 305-3

	2019	2020	2021
<b>Upstream</b>			
Upstream transportation and distribution	232,652	220,484	234,468
Business travel	*N.D	N.D.	374
Subtotal	232,652	220,484	234,842
<b>Downstream</b>			
Downstream transportation and distribution	1,711	1,634	98,558
Use of sold products	80,963,546	75,174,351	80,670,555
Subtotal	80,965,257	75,175,985	80,750,661
<b>Total</b>	<b>81,197,909</b>	<b>75,396,469</b>	<b>81,003,955</b>

\* Gases included: CO<sub>2</sub> - carbon dioxide; CH<sub>4</sub> - Methane; N<sub>2</sub>O - nitrous oxide. GWP: IPCC AR5 (2014); Emission factors: GHG Protocol and CDP - Guidance methodology for estimation of Scope 3 category 11 emissions for oil and gas companies; Conversion factor: BEN 2021 (National Energy Balance) For comparability purposes, including in scope 3 the portion of product transportation that was previously counted as scope 1, in the years 2020 and 2019 we had the emission in downstream transportation of 86,141 tCO<sub>2</sub>e and 99,992 tCO<sub>2</sub>e, respectively.

BIOGENIC CO<sub>2</sub> EMISSIONS (TCO<sub>2</sub> EQUIVALENT) (SCOPE 3)\*

GRI 305-3

	2019	2020	2021
	13,421,047	12,683,660	12,998,618

\* GWP: IPCC AR5 (2014); Emission factors: GHG Protocol and CDP - Guidance methodology for estimation of Scope 3 category 11 emissions for oil and gas companies; Conversion factor: BEN 2021 (National Energy Balance). For comparability purposes, including in scope 3 the portion of the transport of products that was previously accounted for as scope 1, in the years 2020 and 2019 we had the biogenic emission of 12,693,558 tCO<sub>2</sub> biogenic and 13,434,156 tCO<sub>2</sub> biogenic, respectively

GHG EMISSIONS INTENSITY (SCOPE 1 AND 2)\*

GRI 305-4

	2019	2020	2021
Total GHG emissions (tCO <sub>2</sub> equivalent) - Choice of location	64,916	61,512	63,157
Total GHG emissions (tCO <sub>2</sub> equivalent) - Choice of location	-	-	61,830
Greenhouse gas emission intensity (tCO <sub>2</sub> e/ thousand BOE) – Choice of location	0.30	0.31	0.3
Greenhouse gas emission intensity tCO <sub>2</sub> e/ thousand BOE) – Purchase choice	-	-	0.29

\* Emissions included are Scope 1 and 2. The gases included in the calculation were CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs and PFCs.

EMISSIONS INTENSITY

GRI 305-4

SPECIFIC METRIC (DENOMINATOR)	2019	2020	2021
Total volume of products sold in Barrel of Oil Equivalent (thousand BOE)	213,363.99	197,740.03	212,795.25

\* As of 2021, we started to adopt the BOE denominator for our energy intensity calculations. GRI 102-48





**GHG EMISSION REDUCTIONS (TCO<sub>2</sub> EQUIVALENT)**

**GRI 305-5**

	2020	2021
Reductions from direct emissions (Scope 1)	6,909	-
Reductions from indirect emissions from energy acquisition (Scope 2)	325	1,579
Reductions from other indirect emissions (Scope 3)	11,714	-
<b>Total GHG emission reductions</b>	<b>18,648</b>	<b>1,579</b>

*In 2020, we adjusted our way of calculating the reduction of GHG emissions, therefore, it is not possible to compare it with previous years.*

**SIGNIFICANT ATMOSPHERIC EMISSIONS (T)**

**GRI 305-7**

	2021
NOx	1,133.98
SOx	713
Particulate Matter (PM)	79.92

*\* Emission factors: SOx - mass balance; NOx and PM - AP-42, Fifth Edition, Volume I. Chapter 1: External Combustion Sources, Section 1.3: Fuel Oil Combustion; 1st National Inventory of Atmospheric Emissions by Motor Vehicles, January 2011; and AP-42, Fifth Edition, Volume I, Chapter 3: Stationary Internal Combustion Sources.*





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# Water and effluents

GRI 103-2, 103-3 | 303 -1, 303-2, 303-3 | 306 | 303-5



We aim to reduce the total funding of our facilities by at least 10% compared to 2019 consumption

Although the organization's production processes as a whole do not involve intensive use of water, we continue to act on some fronts to preserve water resources: by reducing freshwater withdrawal, in reusing water, and through reducing the generation of effluents from our operational activities. Our targets are associated with the National Water Resources Policy and its instruments, and with public tools for authorizing the use of water in our facilities.

In 2021, we conducted the geographical mapping of the units that are located in areas of water stress. The result indicated that water abstraction in these locations represents less than 1% of the total volume abstracted for our operations in 2021.

Throughout 2021, our facilities consumed a total of approximately 331 megaliters, representing a reduction compared to 2020's consumption.

At our head office, located in Rio de Janeiro-RJ, and at one of our chemical product warehouses, located in Duque de Caxias-RJ, we have installed rainwater catchment and water treatment systems for reuse that, in 2021, produced a total volume of approximately 2 megaliters (2,000,000 L), contributing to a lower volume taken from water sources.

By 2024, we will have a medium-term action plan in place that involves the installation of more efficient equipment, readjustment of processes, improved control and management and also environmental education programs for raising employee awareness about the subject. The objective is to increase the volume of water produced and to reduce the total catchment of our facilities by at least 10% compared to the consumption in 2019, the base year before the pandemic.

The discharge of the operational effluent from the facilities takes place in a controlled manner, in which the

drained outflow passes through a treatment system that ensures sufficient quality so that the release does not cause a significant impact on the receiving water body, as established by the environmental legislation.

We perform periodic (minimally quarterly) monitoring and analysis of effluents discharged directly into the water body. The minimum parameters for effluent disposal are selected according to the chemical substances present in our products that can serve as indicators and attest to the treatment system's efficiency. In addition to these, parameters considered essential to prevent the impact on the fauna and flora of the receiving water body are analyzed.

When not tied to more restrictive regional or municipal legislation, the standards for this monitoring follow what is foreseen in CONAMA Resolution No. 430.

In the case of the identification of non-compliance of the effluent discharge or even of some anomaly in the water uptake values, action plans are set in motion to identify the cause and its respective correction.





TOTAL VOLUME OF WATER ABSTRACTED IN ALL AREAS AND AREAS WITH WATER STRESS, BY SOURCE (ML)  
GRI 303-3

	2019		2020		2021	
Source	All areas	in water-stressed areas	All areas	in water-stressed areas	All areas	in water-stressed areas
Surface water (Total)	4.90	-	4.04	-	4.42	-
Fresh Water (≤1000 mg/l Total Dissolved Solids)	4.90	-	4.04	-	4.42	-
Groundwater (Total)	74.50	-	67.18	-	47.90	0.01
Fresh Water (≤1000 mg/l Total Dissolved Solids)	74.50	-	67.18	-	47.90	0.01
Produced waters (Total)*	3.10	-	0.50	-	2.08	0.002
Fresh Water (≤1000 mg/l Total Dissolved Solids)	3.10	-	0.50	-	2.08	0.002
Third party water (Total)**	300.70	-	264.77	-	276.90	0.13
Fresh Water (≤1000 mg/l Total Dissolved Solids)	300.70	-	264.77	-	276.90	0.13
Total	383.20	-	336.50	-	331.3	0.14

\* In the Produced Waters indicator, the sum of all the rainwater volume collected and the reuse of water was considered.  
\*\* In the sum of Third Party Water, all water purchased from public supply distributors, other companies and by water trucks was considered.





# Waste and Materials

**GRI 103-2, 103-3 | 301, 301-2, 301-3, 306-1 306-2**

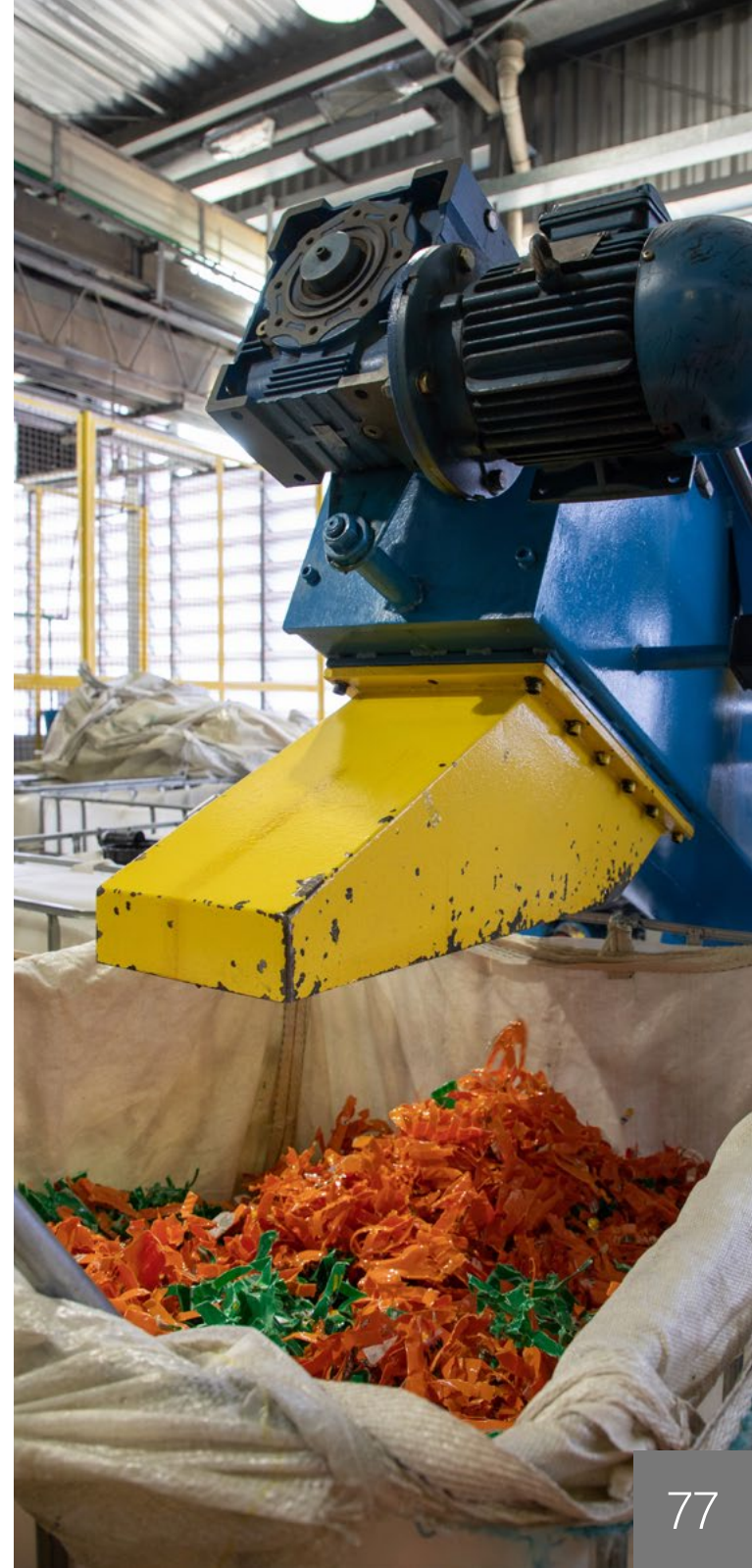
In our activity, in general, we work with the production, storage and distribution of fuels, biofuels and lubricants that have characteristics that classify them as dangerous products and with potential for environmental contamination, in case of incorrect handling and/or in case of irregular disposal. Therefore, our management of materials usage and waste generation is a permanent point of attention and care, based on the National Solid Waste Policy and guided by our Safety, Health and Environment Policy (HSE). The measures taken are focused on the recovery of the waste generated, in an effort to add value to this waste and place it back on the market, thus avoiding, as much as possible, its disposal in the environment.

Besides the raw product, our fuel and biofuel storage units also receive additives and markers, which are added to our products when they are sold. We receive the additives in 200-liter metal drums and establish, in a contract, the obligation of the supplier to perform the collection and reverse logistics of these empty drums. In 2021, approximately 412 tons of empty drums were sent to recovery operations.

For its part, our lubricant factory receives large amounts of plastic and metal packaging for filling our product line. The plastic packages for our line of lubricants are transported on wooden pallets and wrapped with plastic stretch film, to protect the products and ensure employee safety. All *pallets* are FSC certified (code FSC-C010673 - valid until 7/16/2023). Although we currently use 100% virgin high-density polyethylene lubricant packaging, we are verifying the feasibility of using packaging made of recovered materials.

We are founding members of the Jogue Limpo Program, introducing reverse logistics for recycling used plastic packaging for used or contaminated lubricating oil (OLUC). In 2021, from a total of 3,647 tons of 1-liter plastic packages sold, we certified the collection and recycling of 1,046 tons, which represents 29% of the total, above the 20% target initially set for the year.

Regarding the waste generated by the consumption of our products, we work in partnership with certified companies to collect and dispose of used or contaminated lubricant oil (OLUC), so that the material can be recycled through a re-refining process and reused in the production of new





lubricants. In 2021, we met the national target of collecting OLUC, collecting 89,396,274 liters, which represented approximately 44% of the total sold.

Also, in 2021, we acquired 4,510 m<sup>3</sup> of re-refined base oil to be used in our formulations, an initiative that delivered economic advantages to the company and benefits to the environment. In recent years, our lubricant factory has also been implementing actions to reduce waste generation, such as the purchase of additives and materials in bulk to replace those supplied in drums, and the reuse of drums for cleaning the nozzles when changing product filling. It also uses a system that makes it possible to redirect the oil to the production process and forward the fragmented plastic for recycling.

Specifically with regard to the packaging of products in our OPPA line of oils for agricultural use, we are members of the Campo Limpo System operated by the National Institute for Empty Packaging Processing (Inpev) to promote the collection and appropriate treatment of empty pesticide packaging throughout the country.

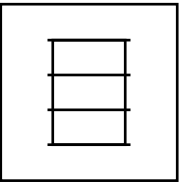
It should be noted that the transportation process and the disposal of the waste from our facilities are carried out by third parties through the contracting of specialized companies, licensed and approved to handle and treat each specific residue type.

**SASB CG-MR-410a.3**

**PERCENTAGE OF PRODUCTS AND THEIR RECLAIMED PACKAGING MATERIALS**

**GRI 301-3**

Material	2019	2020	2021
Collection of waste and/or contaminated oils (L)	40%	39%	44%
Collection of used and/or contaminated packaging of 1 liter (t)	27%	20%	29%
Metallic Steel Drum 200L (t)	80%	80%	80%
20L HDPE jerrycans with lid (t)	94%	94%	94%



In 2021, approximately 412 tons of empty drums were sent to recovery operations

In 2021, we sent a total of approximately 1,555 tons to recovery operations (reuse, recycling and others), which represents one-third (34%) of the total waste disposed of within our administrative and operational facilities. In 2020, we sent approximately a quarter (25%) of the total intended for recovery operations, indicating improvement in best practices and the adoption of our waste management policy.

We are conducting a feasibility study in 2022 for the implementation of reverse logistics for polyethylene bottles (ANP No. 44/2013) that store test samples of the quality of the fuel sold, and also the implementation of the collection of metal containers of lubricants from our B2B customers. Thus, this represents an increase in the percentage of recovered waste.



MATERIALS USED IN PRODUCTION AND PACKAGING

GRI 301-1

Material name	Used in the final product or packaging	Renewable/non-renewable source	Measurement unit	2019	2020	2021
Basic oils	Final product	Non-renewable	tons	218,714.53	232,180.45	218,578.87
Agricultural mineral oil	Final product	Non-renewable	tons	0.40	0.35	0.16
Emulsifier	Final product	Non-renewable	tons	0.02	0.02	0.01
Pallets	Packaging	Renewable	tons	1,061.02	1,223.75	1,913.89
1000-liter plastic container	Packaging	Non-renewable	tons	168.03	165.32	224.07
Labels	Packaging	Non-renewable	tons	158.57	145.12	134.31
Additives	Final product	Non-renewable	tons	30,525.72	24,409.92	27,395.75
20 liter metal bucket	Packaging	Non-renewable	tons	2,292.28	2,118.83	2,582.53
20 liter plastic drums	Packaging	Non-renewable	tons	2,252.75	2,253.95	2,592.80
200-liter drums	Packaging	Non-renewable	tons	4,407.21	4,022.40	4,705.89
Plastic bottles (0.5, 1 and 3 liters)	Packaging	Non-renewable	tons	4,995.47	5,111.91	4,625.64
Plastic covers (38, 43 and 50 mm)	Packaging	Non-renewable	tons	365.07	321.73	346.99
Stretch film	Packaging	Non-renewable	tons	100.20	93.77	80.35
Cardboard box	Packaging	Renewable	tons	1,960.37	1,580.91	1,525.10
Scotch Tape	Packaging	Non-renewable	tons	0.26	0.28	0.60





TOTAL WASTE GENERATED, BY COMPOSITION (T)  
GRI 306-3

2020			2021	
Category	Type (dangerous or non-hazardous) (supplementary information)	Quantity generated (t)	Type (dangerous or non-hazardous) (supplementary information)	Quantity generated (t)
Common municipal solid waste (estimated)	Not dangerous	395.15	Not dangerous	507.46
Civil construction waste (Class A)	Not dangerous	2,065.26	Not dangerous	984.36
Uncontaminated soil, sweeping and pruning	Not dangerous	982.50	Not dangerous	215.64
Metallic drum	Dangerous	439.82	Dangerous	429.38
Oily sludges and miscellaneous contaminated with hydrocarbons	Dangerous	2,775.12	Dangerous	1,158.30
Plastic and plastic packaging	Hazardous and Non-hazardous	162.16	Hazardous and Non-Hazardous	307.59
Batteries	Dangerous	1.52	Dangerous	1.01
Wood and pallets	Hazardous and Non-hazardous	321.37	Hazardous and Non-hazardous	602.78
Paper and cardboard	Not dangerous	223.98	Not dangerous	164.80
Ferrous scrap	Hazardous and Non-hazardous	142.56	Hazardous and Non-hazardous	152.48
Other metals (ex: paint cans)	Hazardous and Non-hazardous	6.15	Hazardous and Non-hazardous	6.10
Lamps	Hazardous and Non-hazardous	1.47	Hazardous and Non-hazardous	2.62
Glass (excl. bulbs)	Not dangerous	0.10	Not dangerous	7.62
Others*	Not dangerous	-	Not dangerous	17.30
Others**	Dangerous	-	Dangerous	16.04
Total***		7,517.16		4,573.48

\* Other non-recurring waste (class II A and B) (e.g. tire, cooking oil, workshop parts, filters, coating, back labels).  
\*\* Other non-recurring hazardous waste (Class I) (e.g. asbestos tile, health service waste, laboratory reagent).  
\*\*\* The volume of sanitary and oily effluent sent for proper treatment is not included. **GRI 306-3.**



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TOTAL WASTE NOT DESTINED FOR FINAL DISPOSAL, BY COMPOSITION (T)

GRI 306-4

	2020	2021
Composition	Quantity not intended for final disposal (t)	Quantity not intended for final disposal (t)
Metallic drum (Class I)	434.50	411.95
Hydrocarbon contaminated, various (Class I)*	55.30	44.39
Plastic and plastic packaging (Class I)	24.60	134.62
Batteries (Class I)	1.10	1.01
Fluorescent lamp (Class I)	0.70	1.99
Metallic drum (Class IIa)	-	7.82
Paper and cardboard (Class IIa)	197.30	133.85
Other solid wastes (Class IIa)**	42.47	11.75
Plastics and plastic packaging (Class IIa)	130.00	113.91
Pallet and wood (Class IIa)	321.24	570.76
Civil construction waste (Class IIB)	3.08	5.00
Common lamp and glass (Class IIB)	0.19	1.40
Ferrous scrap (Class IIA)	134.69	102.66
Uncontaminated soil, sweeping and pruning (Class IIA)	-	13.50
Total	1,636.08	1,554.68

\* Includes oily sludge, recovered oils, ferrous scrap, small objects, glass (laboratory jar) and others.  
\*\* Includes mixed waste equated to recyclable household waste, and others not frequently generated, such as tires and air filters.



TOTAL WASTE NOT DESTINED FOR FINAL DISPOSAL, PER RECOVERY OPERATION (T)

GRI 306-4

2019				2020			2021		
Non-hazar- dous waste	Within the organi- zation/ Onsite	Outside the orga- nization/ Offsite	Total	Within the organi- zation/ Onsite	Outside the orga- nization/ Offsite	Total	Within the organi- zation/ Onsite	Outside the orga- nization/ Offsite	Total
Preparation for reuse				279.0		279.0	5.0		5.0
Recycling				828.0		828.0	944.46		944.46
Composting				0.03		0.03	11.24		11.24
<b>Total</b>				<b>1,107.03</b>		<b>1,107.03</b>	<b>960.70</b>		<b>960.70</b>
<b>Hazardous waste</b>									
Preparation for reuse*				14.0	70,755.0**	70,769.0	11.26	79,562.0	79,573.26**
Recycling				514.0	1,071.0***	1,585.0	582.71	1,046	1,628.71
<b>Total</b>				<b>528.0</b>	<b>71,826.0</b>	<b>72,354</b>	<b>593.97</b>	<b>80,608.0</b>	<b>81,202.0</b>
<b>Total waste not destined for final disposal</b>				<b>1,635.03</b>	<b>71,826.0</b>	<b>73,461.03</b>	<b>1,554.67</b>	<b>80,608.0</b>	<b>82,162.67</b>

\* Treatment is associated with oils recovered and sent to re-refining, and also waste (packaging) that is returned to the supplier.

\*\* Volume of used lubricating oil (OLUC) collected from customers and sent for re-refining and subsequent reuse.

\*\*\* Volume of lubricant packages collected from customers and sent to recycling companies.







WASTE DESTINED FOR FINAL DISPOSAL (t)

GRI 306-5

	2020	2021
Composition	Quantity not intended for final disposal (t)	Quantity not intended for final disposal (t)
Non-Hazardous Waste		
Civil construction waste	2,062.18	979.36
Paper and cardboard	25.11	22.89
Common waste treated as household waste	392.17	498.54
Plastic and plastic packaging	6.93	53.06
Uncontaminated soil, pruning and gardening	1,021.97	202.147
Ferrous scrap	6.60	15.7525
Glass (excl. bulbs)	0.01	0.19
Ordinary bulb	-	0.52
Wood and <i>pallet</i>	0.13	27.004
Metallic drum	0.03	-
Other metals <sup>1</sup>	-	0.32
Other <sup>2</sup>	-	14.46
Total Non-Hazardous	3,515.13	1,814.25
Hazardous Waste		
Sludges and miscellaneous contaminated with hydrocarbons <sup>3</sup>	1,419.29	1,147.11
Metallic drum	5.00	9.6
Wood and <i>pallet</i>	-	5.01
Paper and cardboard	-	8.06
Plastic and plastic packaging	-	6.00
Ferrous scrap	0.47	1.01



Cans and other metals	6.11	5.74
Fluorescent lamp	0.56	0.10
Glass (excl. bulbs) <sup>4</sup>	-	6.02
Others <sup>5</sup>		15.88
<b>Total Hazardous Waste</b>	<b>1,464.07</b>	<b>1,204.53</b>
<b>Total</b>	<b>4,979.20</b>	<b>3,018.78</b>

**1** Does not include the quantity of metallic drums of 200 liters generated;  
**2** Includes unserviceable tires, filters and back labels  
**3** Includes oily sludge from tanks and operating areas, disposable and containment materials contaminated with hydrocarbons.  
**4** Includes laboratory and control sample bottles.  
**5** Includes health service and other non-recurrently generated waste

WASTE DESTINED FOR DISPOSAL PER RECOVERY OPERATION (T)

GRI 306-5

	2020			2021		
	Within the organization/ <i>Onsite</i>	Outside the organization/ <i>Offsite</i>	Total	Within the organization/ <i>Onsite</i>	Outside the organization/ <i>Offsite</i>	Total
<b>Hazardous Waste</b>						
Incineration (with energy recovery)	1,202.22		1,202.22	939.61		939.61
Incineration (without energy recovery)	227.69		227.69	217.55		217.55
Landfill confinement	34.16		34.16	47.37		47.37
<b>Total Hazardous Waste</b>	<b>1,464.07</b>		<b>1,464.07</b>	<b>1,204.53</b>		<b>1,204.53</b>
<b>Non-Hazardous Waste</b>						
Incineration (with energy recovery)	14.17		14.17	56.39		56.39
Incineration (without energy recovery)	60.79		60.79	64.37		64.37
Landfill confinement	3,440.17		3,440.17	1,693.49		1,693.49
<b>Total Non-Hazardous Waste</b>	<b>3,515.13</b>		<b>3,515.13</b>	<b>1,814.25</b>		<b>1,814.25</b>
<b>Total waste destined for final disposal</b>	<b>4,979.20</b>		<b>4,979.20</b>	<b>3,018.78</b>		<b>3,018.78</b>



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# Leaks

GRI 306-3

Since we deal with products that can cause environmental impacts, one of our biggest concerns is the management of environmental emergencies. Thus, all occurrences, regardless of whether or not there is leakage with a potential environmental impact, are communicated to the Emergency Call Center (CAE), which operates 24/7, informing and directing the occurrences to the managers.

In the event of an occurrence, procedures are triggered for an investigation of the causes and blocking actions are taken. The most significant accidents are reported to the Executive Board and to the president on a monthly basis in the proceedings of the HSE Executive Committee.

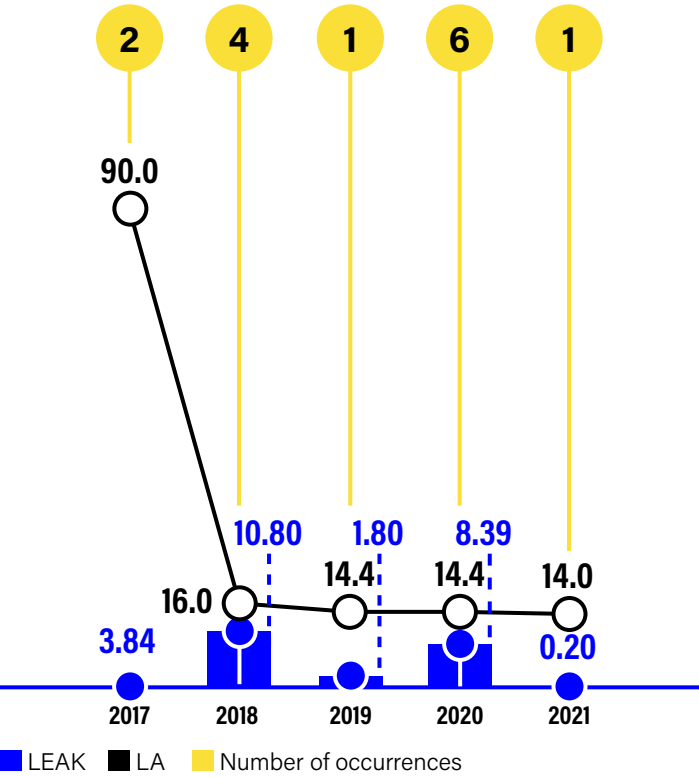
In 2021, there was an occurrence in the city of Jandaira/ RN where it was not possible to recover about 200 liters of S10 Diesel. The product, depending on its concentration, may present a risk to human health and the environment. In the case in question, there was no exposure to humans,

and the site presented sandy soil, no nearby waterways and very little environmental diversity. In view of the above, it was an event with a quite small and short-duration environmental impact.

We ended the year with 0.2 m³ in the indicator of leaks with environmental impact, the best result in our historical series. This outcome was the result of our actions to improve the contingency and emergency response processes.

Among the actions, we can highlight the review of the accident response and crisis management processes, EAD and on-site training for more than 800 employees, and the review of contingency contracts in our operational units, with the review of emergency plans for the prevention and control of leaks.

LEAK - LEAKAGE OF OIL AND OIL PRODUCTS WITH IMPACT ON THE ENVIRONMENT - HISTORICAL SERIES







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# Soil and groundwater

We continuously work to minimize the impacts of our activity on soil and groundwater, acting in a preventive and corrective manner, as well as in the analysis and management of the risks associated with our operations. This includes investigating and monitoring potential and suspected sources of contamination and managing the impact on the underground environment in our units, pursuant to the Company's internal standards and current environmental legislation.

We promote technical support, training and assistance in environmental contingency actions for our clients and partners, working collaboratively to prevent and mitigate environmental liabilities.







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# Economic and financial performance

GRI 103-2, 103-3



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The year of 2021 was the second consecutive year to consolidate Vibra as the leading company in the sector, both in terms of unit margin as well as market share. We maintained our gradual and consistent growth in market share, ending the period with an average of 28.4% (+1.9 p.p. vs. 2020), a result achieved with the contribution of all our business segments. On average, in 2021 our share in the resale segment grew by 0.7 p.p., our share in the B2B segment was up by 3.4 p.p. and we gained 9.4 p.p. in the aviation segment.

The annual results showed a significant increase in our Adjusted EBITDA, which reached R\$ 4.983 billion, 31% higher than in 2020. The consolidated adjusted unitary EBITDA for the year rose to an important level, reaching R\$ 129/m<sup>3</sup>, 25% higher than in 2020. This represented a significant profitability gain, the result of our discipline in reducing and controlling costs and expenses and assertiveness in the pricing of all business lines. It was these elements that helped us progress despite the many challenges inherent in our institutional transformation process,

and also despite the turbulence of two years of a pandemic, with exacerbated oil price swings in the midst of price wars and similar contexts.

**See more details of our financial performance,  
such as the Value-Added Statement, in the  
management report  
GRI 201-1**







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# Material topics



For this report, we used the materiality matrix construction process developed in 2020, which was supported by a specialized consulting firm to identify the main issues related to our business. The main stakeholder audiences with whom we interact were consulted on these issues. The list of stakeholders and the preparation process are described in our **2020 Sustainability Report**.

**GRI 102-40, 102-42**

**EXPLANATION OF THE MATERIAL TOPIC AND ITS LIMITS**

**GRI 102-21, 103-1, 102-44, 102-46, 102-47**

Material topic	Why the topic is material	Where the impacts occur	The organization's involvement with the impacts	103-1.c Topic boundary
Customer relationships	One of our five principles is moved by the customer,” aligned with our strategy of delivering the necessary energy the way our customers require it.	Inside and outside Vibra	Among our B2B clients, we conduct Health, Safety and Environment (HSE) audits in order to reduce the risks of environmental impacts and assess compliance with legal requirements. In addition, for some of these clients and the B2C customers we offer technical support for the rendering of certain environmental services, such as environmental investigations to identify contaminated areas.	None
Operational safety	Operational safety and, consequently, the people's safety is a non-negotiable value for us, encompassing employees, clients, suppliers and society in general	Inside and outside Vibra	We inspect the operating units through the HSE Audits Program.	None
Climate change and emissions	We recognize climate effects as operational limiting risks. We also consider the risk of limiting the use of fossil fuels in a future low-carbon energy matrix. In addition, we identified, as an economic risk, the potential loss of revenue and the increase in logistics expenses due to climate change in regions affected by heavy rainfall.	Inside and outside Vibra	We assessed the risks related to climate change, using an integrated approach with our risk matrix; we initiated the energy transition journey with new low-carbon partnerships/businesses; and we have developed internal initiatives to reduce emissions from our activities.	None
Economic/financial performance	Through our results, we are able to manage expenses and plan investments over the short-, medium- and long-terms.	Inside and outside Vibra	To manage the financial risks, Vibra takes into account the various operational flows, the applications of available funds, debt conditions and other positions in assets, liabilities, disbursements and receivables.	None
New energies	Our purpose is always to be ready to move Brazil by using its best energy, which is cleaner, more accessible, more convenient; which represents the best for society, for Brazil and for the planet. Commitment to a sustainable future is considered a company value, and we are driven by the desire to positively impact society.	Inside and outside Vibra	We evaluated new business opportunities in new energies; we initiated the energy transition journey with new low-carbon partnerships/businesses.	None





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Material topic	Why the topic is material	Where the impacts occur	The organization's involvement with the impacts	103-1.c Topic boundary
People management and diversity	We value the “TEAM THAT "VIBRAS" TOGETHER” concept, promoting an environment of diversity and trust, in which everyone collaborates to achieve our goals. We vibrate in tune with employees, customers and partners because we all share the same energy, optimism and positivity.	Inside and outside Vibra	Vibra values diversity and understands that more diverse teams, representing the society we want to serve, will be more creative, innovative and productive. Another important advance has been the increase in gender and race diversity over the past few years, resulting from our efforts to become more strongly adherent to ESG requirements.	None
Operational efficiency	Faced with the market transformation scenario, Vibra defines its future expansion in markets as based on a focus on logistics and operational efficiency, and in the cleaner energy segment. The company invests in refining, power generation and transportation infrastructure, in addition to the retail and convenience store segments, aviation and through partnerships and cooperation agreements.	Inside and outside Vibra	Vibra's activities encompass Financial Management, Procurement and Contracting Process, Product Transportation, Sourcing and Expense Management.	None
Product quality and safety	Conformity of our products' quality and safety is both a commitment and a legal obligation. There are structured processes for quality assurance and indicators representing this good performance.	Inside and outside Vibra	Vibra is developing projects for new additive fuels, designed to increase the functionality of the products and to make fossil fuels compatible with higher biofuel contents. These products also strive to restore original engine performance by removing deposits and reducing friction losses. Such measures bring to the market a reduction in pollutant emissions and higher efficiencies in the use of equipment/vehicles.	None
Investment policy and social actions	One of our principles is "Commitment to a sustainable future," motivating us by the desire to positively impact society.	Inside and outside Vibra	Our work with communities takes place on several fronts: dialogue channels, volunteering and social investments.	None
Governance	We continuously seek alignment with the best corporate governance practices in the market.	Inside and outside Vibra	The Corporate Governance Model is bound to the principles described in the company's Code of Ethical Conduct, which establishes zero tolerance of fraud, corruption and any misconduct, presenting behaviors to be adopted and is guided by the principles of respect, honesty and responsibility.	None
Innovation	Digitalization is one of our pillars, leading to personalization and efficiency in large-scale service, while digital channels enable us to relate to the customer in an efficient and personalized fashion.	Inside and outside Vibra	Vibra is gradually betting on such innovation spaces as hydrogen and fuel cells, new types of biofuels and <i>e-fuels</i> and novel mobility solutions. Launch of Vibra co.lab for strategy and integrated execution of innovation.	None





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Material topic	Why the topic is material	Where the impacts occur	The organization's involvement with the impacts	103-1.c Topic boundary
Brand and Communication	Vibra has repositioned itself in the market as an energy company, favoring the transition to cleaner and renewable energy sources in line with the best practices of respect for the environment, society and corporate governance.	Inside and outside Vibra	We created a corporate website for Vibra Energia, in addition to a website for Petrobras Service Stations and another for Lubrax. Our <i>rebranding</i> plan is underway through to 2026 and involves new signage manuals for administrative, operational and B2B customer facilities, premised on safety, simplification and cost optimization.	None
Urban Mobility	Advanced mobility is the expressway to the future that we are beginning to build through Vibra. At the forefront of the changes that move the world, we are reinventing ourselves as an energy and mobility company, ready to be a pioneer in the process of decarbonizing the economy.	Inside and outside Vibra	We evaluated new business opportunities in new energies; we initiated the energy transition journey with new low-carbon partnerships/businesses.	None
Fair competition, market transparency and fuel prices	We base our administrative processes on transparency and respect for ethical principles. Vibra has always been committed to the principles of free enterprise, free competition, consumer protection.	Inside and outside Vibra	Our performance is always guided by ethics and transparency. To this end, mechanisms were developed for monitoring, supervising and rendering accounts, which provide our stakeholders - society, government, shareholders, among others - with clarity and security about our actions and results	None



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# Statement of SGS ICS CERTIFICADORA LTDA. (SGS) regarding the sustainability activities provided in Vibra Energia S.A. “2021 Sustainability Report”

## Nature and scope of assurance

The SGS was hired by VIBRA ENERGIA S.A. to carry out the third-party assurance of their Sustainability Report 2021. The assurance scope, based on assurance methodology of sustainability reports of SGS, comprises the disclosure verification under GRI standards in 2021.

The information provided in “2021 SUSTAINABILITY REPORT” and its presentation is a sole responsibility of VIBRA ENERGIA S.A. management structure. The SGS is not involved in the preparation of any material, including the in the said report, such as risk analysis, materiality tests and other critical issues that may affect severally the VIBRA ENERGIA S.A. business. We are liable for giving our opinion of the GRI disclosures and their texting, data, charts, and statement within the assurance scope in order to keep the VIBRA ENERGIA S.A. stakeholders informed.

The SGS Group has developed a set of assurance protocols for Sustainability Communication based on the best practices provided in GRI Sustainability Reporting Standards and the assurance standard International Standard on Assurance Engagements - ISAE3000. Such protocols offer different assurance levels depending on context and capacity of organization.

This report was assured considering our protocols to assess the content authenticity and its alignment with the requirements of GRI Sustainability Reporting Standards, (Universal Standards 101, 102 and 103) and the requirements of Topic-specific Standards (GRI 200, GRI 300 and GRI 400). Based on this context, the “2021 SUSTAINABILITY REPORT” is considered as “Core option”.

The assurance process, due to external and precautionary conditions for the health and safety of SGS and VIBRA ENERGIA S.A. employees, was carried out remotely, with (i) interviews with strategic employees involved in the process of

compilation and preparation of the report, where disclosures, data and processes related to sustainability management and the collection of GRI disclosures were reviewed, (ii) review of the documentation presented by VIBRA ENERGIA S.A. and comparison with the information entered by the company in the report and (iii) evaluation of versions of this report for alignment with GRI standards and (iv) analysis of engagement activities with defined parties (stakeholders) and assessment of the form of sustainability as defined materials were and inserted in the context of the organization and in the content of this sustainability report. The accounting information of VIBRA ENERGIA S.A. contained and referenced in the “2021 SUSTAINABILITY REPORT”, was not evaluated as part of this assurance process, but in a separate audit process, as well as information related to the greenhouse gas inventory were verified and underwent a specific audit process.





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## Impartiality and competence statement

The SGS Group is global lead in inspection, analysis and verifications services, operating in more than 140 countries and rendering services that includes management system certification, audits and trainings on quality, environmental, social and ethic segments, sustainability assurance reports and greenhouse gases verification. The SGS attests your independence against VIBRA ENERGIA S.A. A stating that is exempt from interest conflict with the organization, their subsidiary and stakeholders.

The assurance team was composed according to members' expertise, experience and competence for this activity, the team is composed of:

- An Audit Lead on Assurance of Sustainability Report, a Lead auditor on Socioenvironmental programs and Environmental Management, a Lead Assessor of Greenhouse Gases (GHG), Lead auditor on Renovabio program.

## Assurance opinion

Limited assurance was requested and the work performed was sufficient and adequate for firm assurance. Regarding the verification carried out in the methodology, processes and data presented by VIBRA ENERGIA S.A., we attest that the information and data contained in the disclosures of the "SUSTAINABILITY REPORT 2021" are reliable and a reliable

and balanced representation of the sustainability activities developed by VIBRA ENERGIA S.A. in the base year 2021. The SGS gives the opinion that the report disclosures can be used by the company's stakeholders as part of their company evaluation processes. The organization chose the Core Option level of assurance, which meets its needs.

In our opinion, based on what was verified and on the materials presented by VIBRA ENERGIA S.A., the content of the report fully meets the requirements of the GRI Standards.

## Recommendations, findings and conclusions of assurance

- The VIBRA ENERGIA S.A. Report, "2021 SUSTAINABILITY REPORT" is in line with the Sustainability Reporting Standards (Universal Standards 101, 102 and 103) and also with the requirements of the Topic-specific Standards (GRI 200, GRI 300 and GRI 400), Essential Option (Core Option).
- VIBRA ENERGIA S.A. presents its Report with 14 material topics, namely: Customer Relationship; Operation Security; Climate Change and Emissions; Economic and Financial Performance; New Energies; People Management and Diversity; Operational Efficiency; Product Quality and Safety; Investment Policies and Social Actions; Governance; Innovation; Brand and Communication; Urban Mobility; and Fair Competition, market transparency and fuel prices. The consolidation of these 14 material topics led to a selection



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of GRI indicators for the preparation of this report, as well as served as the basis for presenting the information and data contained in the "SUSTAINABILITY REPORT 2021". In our view, the themes resulting from the study reflect the impacts of VIBRA S.A.'s activities in a balanced way and the report covers information on all topics considered as materials for the sector and stakeholders.

- As an opportunity for improvement and greater robustness in the presentation of information we understand that the material topics "Product Quality and Safety" and "Urban Mobility" may have the information related to disclosures 103-2 - The management approach and its components and 103-3 - Evaluation of the management approach in the next sustainability report.
- Regarding the partial publication of information, disclosure 205-2 is partially related.
- The "SUSTAINABILITY REPORT 2021" highlights the actions that the organization assumes in relation to the management of atmospheric emissions, assuming a goal of neutralizing the carbon emissions of scopes I and II (direct emissions of activity and indirect energy use by the company) until 2025, and scope III (indirect emissions of the activity) until 2050.

Finally, SGS believes in the importance of transparency and congratulates the company for the initiative of ensuring its report, as well as promoting sustainability in its actions and disseminating its code of conduct and compliance at all levels of the organization.

May 4th, 2022

Executed by and on behalf of SGS.

**Fabian Peres Gonçalves**  
Business Manager - Sustainability

**Mariana de Oliveira Klein**  
Lead Sustainability Report Auditor



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GRI CONTENT INDEX					
GRI 102-55					
GRI Standards	Content		Page/URL	Omission	SDG*
GENERAL DISCLOSURES					
GRI 101: Fundamentals 2016					
No content on GR101					
Organizational Profile					
GRI 102: General disclosures 2016	102-1	Name of the organization	08		
	102-2	Activities, brands, products, and services	08, 15		
	102-3	Location of headquarters	08		
	102-4	Location of operations	08, 11		
	102-5	Ownership and legal form	08		
	102-6	Markets served	08, 11		
	102-7	Scale of the organization	08, 15		
	102-8	Information on employees and other workers	08, 29, 41, 42, 44		8, 10
	102-9	Supply chain	63		
	102-10	Significant changes to the organization and its supply chain	We had no significant changes in our supply chain, 17, 18, 35.		
	102-11	Precautionary Principle or approach	Vibra has a Corporate Risk Management Policy approved by the Board of Directors that assigns responsibilities/competencies and guides the risk management process. This process consists of identifying, evaluating, monitoring and mitigating the main risks to which we are exposed, including impacts on people and the environment. In addition, our environmental management is guided by the internal Safety, Health and Environmental (HSE) policy. Thus, the application of the precautionary principle is reflected in the Corporate Risk Management Policy and in the Health, Safety and Environment (HSE) and Social Responsibility Policies		



GRI Standards	Content		Page/URL	Omission	SDG*
GRI 102: General disclosures 2016	102-11	Precautionary Principle or approach	With regard specifically to environmental risk management, in addition to applying Integrated Risk Management and HSE policies, the corporate environment team monitors the environmental aspects and impacts of our operating units through regular internal audits. Internal audits are carried out by a specialized internal team and external audits are conducted by accredited certifiers and environmental legal compliance inspection agencies. We also have a system that allows access to the HSE Policy and corporate environmental management procedures; a system that stores licenses and other legal documents and monitors compliance with legal conditions; and a system that monitors all of the company's environmental indicators. 30		
	102-12	External initiatives	13		
	102-13	Membership of associations	14		
	<b>Strategy</b>				
GRI 102: General disclosures 2016	102-14	Statement from senior decision-maker	05, 06		
<b>Ethics and integrity</b>					
GRI 102: General disclosures 2016	102-16	Values, principles, standards, and norms of behavior	12		16
	102-17	Mechanisms for advice and concerns about ethics	23, 24		
<b>Governance</b>					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	90, 91, 92		
	103-2	The management approach and its components	22		
	103-3	Evaluation of the management approach	22		
GRI 102: General disclosures 2016	102-18	Governance structure	The Risk and Financial Committee (CORF), the Statutory Audit Committee (CAE) and the HSE Executive Committee assist the Board of Directors and the Executive Board in decision-making on economic, environmental and social topics, 27, 28.		
	102-21	Consulting stakeholders on economic, environmental, and social topics	90		





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GRI Standards	Content	Page/URL	Omission	SDG*
GRI 102: General disclosures 2016	102-22	Composition of the highest governance body and its committees	28, 29	
	102-23	Chair of the highest governance body	28	
	102-28	Evaluating the highest governance body's performance	It is incumbent upon the Board of Directors to evaluate, annually, individual and collective performance results of the directors and members of the Board's statutory committees, with the methodological and procedural support of the Company's People Committee.	
	102-29	Identifying and managing economic, environmental, and social impacts	30	
	102-30	Effectiveness of risk management processes	30	
	102-31	Effectiveness of risk management processes	30	
	102-32	Highest governance body's role in sustainability reporting	The Executive Board is responsible for the final review and approval of the Report.	
	102-38	Annual total compensation ratio	51	
	102-39	Percentage increase in annual total compensation ratio	51	
Stakeholder engagement				
GRI 102: General disclosures 2016	102-40	List of stakeholder groups	90	
	102-41	Collective bargaining agreements	All (100%) employees of Vibra Energia are covered by the Collective Bargaining Agreement negotiated with the National Union of Fuel and Lubricant Distributors (Sindicom).	8
	102-42	Identifying and selecting stakeholders	90	
	102-43	Approach to stakeholder engagement	31, 41, 58, 61, 62, 63	
	102-44	Key topics and concerns raised	41, 58, 61, 62, 90	





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GRI Standards	Content		Page/URL	Omission	SDG*
Reporting practice					
GRI 102: General disclosures 2016	102-45	Entities included in the consolidated financial statements	The entities included in the consolidated financial statements are presented in the Vibra Financial Statements report, available at: <a href="https://api.mziq.com/mzfilemanager/v2/d/d243bdaa-0468-4f64-8c09-ba0bcee9789b/7c54d812-3d51-bd92-e3a4-acb17f58a8d8?origin=1">https://api.mziq.com/mzfilemanager/v2/d/d243bdaa-0468-4f64-8c09-ba0bcee9789b/7c54d812-3d51-bd92-e3a4-acb17f58a8d8?origin=1</a>		
	102-46	Defining report content and topic Boundaries	90		
	102-47	List of material topics	90		
	102-48	Restatements of information	69, 70, 72, 73.		
	102-49	Changes in reporting	There were no changes in the list of material topics and their limits.		
	102-50	Reporting period	This report presents the performance of our operations between January 1 and December 31, 2021.		
	102-51	Date of most recent report	The last report was published in August 2021.		
	102-52	Reporting cycle	Annual		
	102-53	Contact point for questions regarding the report	Questions, criticisms and suggestions about the content presented can be sent to the Customer Service area through the following communication channels: 4090 1337 (CAPITALS) OR 0800 770 1337 (OTHER REGIONS) ELECTRONIC FORM: VIBRAENERGIA.COM.BR/CONTATO.		
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards “Essential” option, 04.		
	102-55	GRI content index	97		
	102-56	External assurance	93		
MATERIAL TOPICS					
Economic Performance					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 87		
	103-3	Evaluation of the management approach	87		





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GRI Standards	Content	Page/URL	Omission	SDG*
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed		8, 9
	201-2	Financial implications and other risks and opportunities due to climate change		13
	201-3	Defined benefit plan obligations and other retirement plans		
	201-4	Financial assistance received from government		
Anti-Corruption				
GRI 103: Management Approach 2016 - 4	103-1	Explanation of the material topic and its Boundary		
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
	205-1	Operations assessed for risks related to corruption		

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GRI Standards		Content	Page/URL	Omission	SDG*
GRI 103: Management Approach 2016	205-2	Communication and training about anti-corruption policies and procedures	24, 25, 26, 96		16
	205-3	Confirmed incidents of corruption and actions taken	25		16
Materials					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 77		
	103-3	Evaluation of the management approach	77		
GRI 301: Materials 2016	301-1	Materials used by weight or volume	79		8, 12
	301-2	Recycled input materials used	77		8, 12
	301-3	Reclaimed products and their packaging materials	77, 78		8, 12
Energy					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 68		
	103-3	Evaluation of the management approach	68		
GRI 302: Energy 2016	302-1	Energy consumption within the organization	68, 69		7, 8, 12, 13
	302-2	Energy consumption outside of the organization	70		7, 8, 12, 13
	302-3	Energy intensity	70		7, 8, 12, 13
	302-4	Reduction of energy consumption	70		7, 8, 12, 13
	302-5	Reduction in energy requirements of products and services	The Indicator is considered not applicable, as our portfolio does not contain products that consume energy directly.		7, 8, 12, 13







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GRI Standards	Content		Page/URL	Omission	SDG*
Water and Effluents					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 75		
	103-3	Evaluation of the management approach	75		
GRI 303: Water and effluents 2019	303-1	Interactions with water as a shared resource	75		6, 12
	303-2	Management of water discharge-related impacts	75		6
	303-3	Water withdrawal	75, 76		6, 8, 12
	303-5	Water consumption	75		6
Emissions					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 71		
	103-3	Evaluation of the management approach	71		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	72		3, 12, 13, 14, 15
	305-2	Energy indirect (Scope 2) GHG emissions	72		3, 12, 13, 14, 15
	305-3	Other indirect (Scope 3) GHG emissions	73		3, 12, 13, 14, 15
	305-4	GHG emissions intensity	73		13, 14, 15
	305-5	Reduction of GHG emissions	74		13, 14, 15

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GRI Standards	Content		Page/URL	Omission	SDG*
GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	We do not emit ozone depleting substances (SDOs) in our production processes. These emissions come basically from air-conditioning and refrigeration systems. The services performed in the refrigeration systems are by contracted companies, and they are responsible for the acquisition and destruction of refrigerant gases.		3, 12
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	74		3, 12, 14, 15
Waste					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 75		
	103-3	Evaluation of the management approach	75		
GRI 306: Waste 2021	306-1	Waste generation and significant waste-related impacts	77		3, 6, 11, 12
	306-2	Management of significant waste-related impacts	77		3, 6, 11, 12
	306-3	Waste generated	80		3, 6, 12, 14, 15
	306-3	Significant spills	85		3, 6, 12, 14, 15
	306-4	Waste diverted from disposal	81, 82		3, 11, 12
	306-5	Waste directed to disposal	83, 84		3, 6, 11, 12, 14, 15
Environmental Compliance					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 67		
	103-3	Evaluation of the management approach	67		





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GRI Standards		Content	Page/URL	Omission	SDG*
GRI 307:Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	In 2021, we received two fines with a significant amount (R\$ 3,453,529.80), but we did not pay fines with a significant amount (above R\$ 1 million), nor were we subject to non-monetary sanctions or lawsuits filed through arbitration mechanisms during the year.		16
Employment					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	43		
	103-3	Evaluation of the management approach	43		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	41, 46, 47, 48		5, 8, 10
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	49		3, 5, 8
	401-3	Parental leave	49		5, 8
Occupational Health and Safety					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 52		
	103-3	Evaluation of the management approach	52		
GRI 403: Occupational Health and Safety 2019	403-1	Occupational health and safety management system	53		8
	403-2	Hazard identification, risk assessment, and incident investigation	53		3, 8
	403-3	Occupational health services	52		3, 8







GRI Standards	Content	Page/URL	Omission	SDG*
GRI 403: Occupational health and safety 2019	403-4	Worker participation, consultation, and communication on occupational health and safety		8, 16
	403-5	Worker training on occupational health and safety		8
	403-6	Promotion of worker health	Vibra Energia offers the Bradesco Saúde plan to all its employees and eligible dependents. The Unimed health plan is also offered for locations where Bradesco Saúde does not have a sufficient accredited medical supplier network with the same characteristics. Bradesco Saúde's telemedicine platform is also available for all lives served, 52.	3
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		8
	403-8	Workers covered by an occupational health and safety management system		8
	403-9	Work-related injuries		3, 8, 16
	403-10	Work-related ill health	Vibra recorded no cases of illnesses or deaths resulting from occupational diseases.	3, 8, 16
Diversity and Equal Opportunity				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92	
	103-2	The management approach and its components	13, 24, 43	
	103-3	Evaluation of the management approach	13, 43	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	29, 44, 45, 46	5, 8
	405-2	Ratio of basic salary and remuneration of women to men	45	5, 8, 10





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GRI Standards		Content	Page/URL	Omission	SDG*
Non-discrimination					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	43		
	103-3	Evaluation of the management approach	43		
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	43		5, 8
Child Labor					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 63		
	103-3	Evaluation of the management approach	63		
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	The ethanol purchase chain may present risks of child labor; however, Vibra immediately terminates any negotiations with suppliers that are on the slave labor list 63.		8, 16
Human Rights Assessment					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 63		
	103-3	Evaluation of the management approach	63		
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	We perform Integrity Due Diligence that includes aspects of respect for human rights by suppliers and partners. Contractual clauses foresee the termination of the commercial relationship with suppliers, customers and partners that are detected in activities of this nature. Self-declaration of new suppliers registered on sustainability issues, which include human rights aspects, 63.		





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GRI Standards		Content	Page/URL	Omission	SDG*
GRI 412: Human Rights Assessment 2016	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	In 2021, VIBRA entered into 1 agreement and 11 investment contracts, of which 3 (Santander, CRA and Debenture) deal with: respect for human rights; prohibition of child labor and slave-like labor; and combating discrimination and promoting diversity.		
Local Communities					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	24, 58		
	103-3	Evaluation of the management approach	58		
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	60		
	413-2	Operations with significant actual and potential negative impacts on local communities	11, 58, 59		1, 2
Socioeconomic Compliance					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	90, 91, 92		
	103-2	The management approach and its components	22, 24		
	103-3	Evaluation of the management approach	22		
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	In 2021, VIBRA paid a significant fine of R\$ 192,578.66. However, it was a fine for non-compliance with quotas for disabled and qualified people, which we understand to be unreasonable, since the inspection refers to the period in which Vibra was state-owned, being subject in that period only to the rule that determines the offer of such quotas in a public notice. Thus, we will file an action for annulment, since it is our understanding the assessment was illegal, 24.		16







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GRI Standards	Content	Page/URL	Omission	SDG*
Material topics not covered by GRI aspects				
Customer relationship	103-1	Explanation of the material topic and its Boundary	90, 91, 92	
	103-2	The management approach and its components	61	
	103-3	Evaluation of the management approach	61	
Innovation	103-1	Explanation of the material topic and its Boundary	90, 91, 92	
	103-2	The management approach and its components	38	
	103-3	Evaluation of the management approach	38	
Brand and communication	103-1	Explanation of the material topic and its Boundary	90, 91, 92	
	103-2	The management approach and its components	15	
	103-3	Evaluation of the management approach	15	
Urban mobility	103-1	Explanation of the material topic and its Boundary	90, 91, 92	
	103-2	The management approach and its components	37	
	103-3	Evaluation of the management approach	37	
Product quality and safety	103-1	Explanation of the material topic and its Boundary	90, 91, 92	
	103-2	The management approach and its components	15, 17	
	103-3	Evaluation of the management approach	15, 17	
Fair competition, transparency of the market and price of fuels	103-1	Explanation of the material topic and its Boundary	90, 91, 92	
	103-2	The management approach and its components	13, 23	
	103-3	Evaluation of the management approach	13, 23	







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# Credits







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GRI Summary

**Vibra Energia**

**Coordination**

ESG Executive Management

**Integrated editorial project and GRI consultancy**

grupo report - rpt.sustentabilidade

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