

QUANDO VOCÊ
ALUGA COM A GENTE,
PODE CONTRIBUIR TAMBÉM
COM O MEIO AMBIENTE.



CONHEÇA A LOCAÇÃO CARBONO ZERO!



2021

INTEGRATED ANNUAL
REPORT



GRUPO
VAMOS

RENOVANDO
FROTAS.
INOVANDO
NEGÓCIOS.

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About this report

GRI 102-45, 102-46, 102-48, 102-49, 102-50, 102-53

Welcome to the second GRUPO VAMOS *Integrated Annual Report*. This document presents our results, projects, and investments for the period between January 1 and December 31, 2021, a period of achievements in our growth strategy, and maturing of our sustainability agenda.

We are a subsidiary of SIMPAR and are listed on the B3 Novo Mercado. We strive to adhere to best practices in transparency and accountability with a report that is based on reference industry guidelines.

We use standards of the Global Reporting Initiative (GRI) and the guidelines of the Sustainability Accounting Standards Board (SASB), both from the Value Reporting Foundation (VRF), and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and Disclosure Insight Action (CDP). No mandatory information is missing. VAMOS leadership has endorsed the presentation of the Integrated Report and the use of integrated thinking in preparing the report. We are also inspired by SIMPAR policies, guidelines, strategies, and business policies, and by international agencies such as the UN Sustainable Development Goals.

FOR MORE DETAILS

about our competitive advantages on [page 25](#)

This report provides information on our organizational structure in Brazil, which includes Vamos Locação (leasing), Vamos Concessionárias (Dealers) and Vamos Seminovos (Pre-Used). The scope of this report is the same as our Financial Statements. Indicators with limitations or reporting differences are explained in the report and its footnotes. In 2021 we acquired Monarca Máquinas e Implementos Agrícolas Ltda., BMB Mode Center and BMB Latin America. These companies have been partially incorporated into the scope of our socioenvironmental data. The acquisition of HM Empilhadeiras is still subject to Cade (anti-trust) approval.

We recognize the challenges inherent to maturing environmental, social and governance (ESG) themes, and pay careful attention to the requirements of our capital providers, management, employees, suppliers, customers and other stakeholders regarding qualified non-financial information. Should you have any questions or want more detail on the data, projects, and information herein, please contact us at ri@grupovamos.com.br.

Enjoy your reading!



Material topics: how we define our priorities

GRI 102-40, 102-42, 102-43, 102-44, 102-47

This report is based on a list of topics and subjects that VAMOS stakeholders consider to be most relevant. To map them we applied a process of materiality, with identification, prioritization, analysis, and validation steps.

In the first step we reviewed over a dozen internal documents, among them policies, strategic guidelines, certifications, and communication material, as well as studies, research and the material topics of other companies. We also organized a workshop with leaders and, based on all this, define the stakeholders to be consulted in the next step.

We then conducted 128 queries of our stakeholders, including interviews with four sources (two internal and two external) in addition to surveys sent to our external audiences. In this process we prioritized the following stakeholders:

- Customers
- Employees
- Shareholders
- Financial Agents
- Surrounding Communities
- Competitors
- Manufacturers (e.g. tires, lubricants, and parts)
- Suppliers
- Truck body manufacturers

- The Press
- Investors
- OEMs
- Accredited Repair Shops
- Service Providers
- Other (entities such as federations, associations, unions, capital market regulators, and government agents)

The diversity of visions of this group enabled us to, with the support of an independent consulting firm, analyze and identify eight material themes and one cross-cutting theme, all of which were validated by our Executive Board in late 2020, and are used as markers for this report and our ESG management priorities.

In line with industry best practices, we review our materiality matrix every two or three years, or before that if there is any significant change in VAMOS business.

Below is a list of topics and their connection to GRI Standards, SDGs, the recommendations of the TFCO and the CDP indicators.

To guide its **decision making**, the company uses the viewpoint of different stakeholders

Material topics	GRI	CDP	SDG	TCFD	Publics that highlight this topic
Customer relations and service diversification	-	-	12	-	Executive Board (Directors) Employees Board Members Suppliers Accredited Repair Shops Service Providers Other
Climate Change	GRI series 300 (302- energy; 305- emissions; 306- waste)	C1.1, C1.2, C1.3, C2.1, C2.2, C3.1, C3.2, C3.3, C3.4, C4.1, C4.2, C4.3, C5.1, C5.2, C6.1, C6.2, C6.3, C6.4, C6.5, C6.7, C6.10, C8.1, C10.1, C10.2, C11.1	3, 7, 12, 13, 14, 15	Recommended governance (a; b); strategy (a; b; c); risk management (a; b; c); and metric and target (a; b; c) disclosures	Executive Board (Directors) Board Members Accredited Repair Shops
Development of the Brazilian fleet (trucks, machines and equipment)	-	-	12.16	-	Executive Board (Directors) Board Members Suppliers Accredited Repair Shops Service Providers Other
Best practices in corporate governance	GRI series 200 (205- fighting corruption; 206- unfair competition) GRI series 300 (307- environmental compliance) GRI series 400 (415- public policies; 419- socioeconomic compliance)	C1.1, C1.2, C2.1	16	Recommended governance (a; b); strategy (a; b; c); risk management (a; b; c); and metric and target (a; b; c) disclosures	Executive Board (Directors) Employees OEMs Service Providers Other
Valuing the well-being of people and respect for diversity	GRI series 400 (401- employment; 403- workplace health and safety; 404- training and education; 405- diversity and equal opportunities; 406- non-discrimination)	-	3, 4, 5, 8, 10	-	Executive Board (Directors) Employees Board Members Suppliers OEMs

Material topics	GRI	CDP	SDG	TCFD	Publics that highlight this topic
Economic-financial growth and new business	GRI series 200 (201- economic-financial performance)	C2.2, C2.3, C2.4	8, 9, 12	-	Executive Board (Directors) Employees Board Members Suppliers Other
Supply Chain sustainability	GRI series 300 (308- environmental supplier assessment) GRI series 400 (407- freedom to associate and collective negotiations; 408- child labor; -409 - forced or slave-like labor; 410- safety practices; 414- social supplier assessment)	-	8, 16	-	Board Members Suppliers Service Providers
Impact on the communities and social investment	GRI series 200 (202- market presence; 203- indirect economic impact; 204- purchasing practices) GRI series 400 (413- local communities)	-	1, 2	-	Executive Board (Directors) Board Members
Technological innovation (cross-cutting theme)	-	-	-	-	Executive Board (Directors) Employees OEMs Specialized Repair Shops Service Providers Other



For more details

Further details on our materiality matrix are available in [Attachment](#)

Message from Management

GRI 102-14

Based on a unique and innovative model, VAMOS is able to contribute to the transformation of the country's logistics, agribusiness, infrastructure, and intralogistics by renewing our customers' fleets of trucks, machinery, and equipment.

In 2021 we took important steps in our new cycle of growth and development. Based on our strategic planning, on our win-win relationships with our customers, our excellence in operations, our expansion, and commitment to sustainability, we were able to deliver excellent results and operating records that reaffirm the quality of our people.

We ended 2021 with net revenue of R\$ 2.8 billion and EBITDA above R\$ 1 billion. Both our organic growth and the acquisitions we made during the year - all solid organizations that will add services and expand our geographic footprint in the country contributed to this.

We are driven by a genuine commitment to our customers and value chain. Heavy vehicle leasing is still a relatively unknown industry in Brazil, and we have the opportunity and responsibility to continue our pioneering efforts and use our products and services to demonstrate the advantages of this model. We want to be the leaders of this change. Our advances in 2021: We have over 1.3 thousand contracts with customers, and increased our lease revenue by over 100%; 84% of our lease agreements are for five years or longer, the result of our market intelligence and commercial relationships.

We realize that, by encouraging a culture of use rather than ownership, we help our customers be more efficient along their own chains. Furthermore, we ensure that fleets are constantly renewed, which is helped by the turnaround of assets in our sales activities. In this way we help reduce emissions of the logistics industry to levels

that are consistent with current environmental challenges. In addition to mitigating our own impact, we want to be part of the solution.

The market and our stakeholders confirm VAMOS' potential. We started the year with an initial public offering (IPO), joining the B3 NOVO MERCADO and reinforcing our commitment to high levels of corporate governance.

At the same time, careful management of our debt, cash, and financial position allowed us to continue the company's strategy for organic growth. We also made significant acquisitions to complement our capabilities and confirm our vocation to serve customers. (i) Monarca - expanding our Valtra dealership in Mato Grosso; (ii) FENDT Sorriso, also focused on Agribusiness, was purchased when we were appointed to serve parts of the states of MT, MS and GO; (iii) 70% of BMB Mode Center and BMB Latin America, which



puts us into the Volkswagen/MAN truck and bus customization segment; (iv) HM Empilhadeiras and the purchase of BYD equipment and contracts, reaffirming our strategy of being a player in the development of the country's intralogistics sector. With this, our network now has almost 50 dealers and over 2.6 thousand accredited repair shops, taking VAMOS to agribusiness and manufacturing industry hubs across the country.

These investments were complemented by numerous actions to strengthen our internal knowledge, value people, manage socioenvironmental impact, and invest in community needs. This is the result of a continuous maturing of our environmental, social and governance (ESG) agenda, a path that we cannot turn back on and that will increasingly



We believe in the **potential of a market** that we pioneered, and that can impact the renewal of the Brazilian fleet.

deliver results that are consistent with our financial and non-financial requirements.

In 2021 we progressed in our process to become certified as a B Company, one of the commitments made by our leaders, along with joining the UN Global Compact in the previous year. If confirmed it will be a milestone in the company's history. We believe we are on the right path due to the progress we have made and how we face our challenges, such as climate change, waste management, and diversity that are now included in our priorities.

Inspired by the idea of mobilizing customers as they transition to a low-carbon economy, we launched VAMOS Carbon-Zero, an initiative to increase the volume of neutralized emissions along the company's value chain. We offset our scope 1 and 2 emissions for the previous year, and are determined to reduce the emissions of our business, testing electrification models and reducing our fuel consumption.

All this is part of an adaptation and planning strategy in view of climate change, an effort that translates into monitoring risks, challenges, and opportunities in this area. Recognizing the challenge of decarbonization, we are already

at a more advanced stage in our forklift fleet, and want to work with OEMs and other industry players to extend this concept to heavy vehicles.

Another important theme for us is to value our people. In addition to caring for their health and well-being, we focus on building solid careers within the company and encourage innovation and transparency, in an environment where ideas are free, experiences complement each other, there is diversity, in all senses of the word, and where we attract and retain talents.

In 2021 we also launched the VAMOS Fleet Renewal Program, which allowed us to purchase 50 vehicles that had been on the road for 20 years or more from independent truckers at market value for recycling. Meanwhile, the truckers were offered solutions to help them purchase newer and more competitive trucks.

Our intention is to promote reflection and continue looking into ways to bring initiatives of this nature up to scale, so that our business may prosper while creating opportunities for development for those in our relationship network.

We are aware of the need to ensure the solidity of VAMOS with a good capital structure that

is consistent with our investment needs. We are also dedicated to advancing in capturing synergies and integrating the companies we acquired, which have trained and experienced people who are thus strategic for our future.

We also know that there is a huge market opportunity to be explored, given that the industry has very few companies with our scale and footprint. The trend towards more competition challenges us to be always alert to innovation, technology and anything else that is new and feasible for our business and customers. Our goal is to make vehicle leasing an alternative of excellence in the Brazilian logistics industry, and at the same time, keep VAMOS as the absolute segment leader.

I would like to thank all of you who were with us during this year of learning and achievements: customers, shareholders, employees (our PEOPLE), suppliers, friends and communities. In the next cycle we hope to continue building a journey of mutual achievements and development.

Gustavo Couto
CEO

Grupo Vamos

GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-7

We are VAMOS, leaders in the Brazilian truck, machinery and equipment leasing segment, headquartered in São Paulo capital and with administrative offices in Mogi das Cruzes (SP). With a history that spans more than two decades, and our trajectory within our former parent company JSL S.A., the company's business model focuses on renewing the national fleet, exploring the heavy vehicle segment, which has huge potential for growth in the country as only 1 % of the fleet is leased.

Structuring the company in 2015 led to a major leap in relevance, and by the end of 2021 we had over 20 thousand leased assets and 48 proprietary stores.

In 2020 the JSL Group was reorganized and holding company SIMPAR was created (the Parent Company of JSL S.A., Grupo VAMOS, Movida, CS Brasil, BBC, Original, and CS Infra). This gave us a new level of autonomy and organizational transformation that allowed us to accelerate our growth with our own dedicated executive structure.

As members of the Brazilian Stock Exchange (B3 Novo Mercado), we have the highest levels of governance and management, for which we count on the performance of our more than 1,315 employees who provide excellent services, increasingly guided by customization, technology, safety, and innovation.

Our businesses cover three main segments: Vamos (leasing), Vamos Concessionárias (dealers), and Vamos Seminovos (pre-owned). They allow us to offer solutions to renew and modernize our customers' fleets and services. Our stores include truck and bus dealers (Volkswagen/Man), farm machinery and equipment dealers (Valtra and Fendt), pre-owned dealers, and yellow-line equipment (Komatsu).

In 2021 our net income was a record R\$ 402 million, with net revenue of R\$ 2.8 billion. Ebitda was over R\$ 1 billion and we had a robust cash position, in addition to short-term Investments of R\$ 3.8 billion, enough to cover our debt through 2027.

Commitments and initiatives

GRI 102-12

Recognizing our role in sector transformation, and our responsibility to promote relevant agendas in the industry, we participate in initiatives with other organizations to drive positive transformations in different fronts. The most important of these are:

- **The UN Global Compact**, which VAMOS signed in 2020;
- **The Brazilian Pact for Integrity and Against Corruption**, and involvement in the Ethos Institute Integrity Working Group;
- **Executives for the Climate**, created in 2021 by CEBDS, the Brazilian Business Council for Sustainable Development;
- **GHG Protocol**;
- **Women 360 Movement**;
- **Programa Na Mão Certa (In the Right Hands)**: *see more at 48.*



Beliefs GRI 102-16

OUR BELIEFS:



Understand to serve: know our customers and their needs well to offer them goods and services that meet their expectations, standing out and adding value to their business.



The wisdom of simplicity.



In people and their capacity to transform, their professionalism, and their commitment.



Work to achieve results, provide dignity to people, and the fundamental importance of the economic-financial output for the development of the company, people, and society.



In relationships that are based on respect, truth, and transparency.



In the experience of tradition as a reference for innovation and for building the future.



Meeting our commitments, and the speed and quality of service.

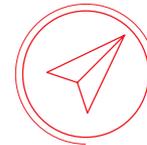
Values GRI 102-16



Customers: Understand to serve, ensuring continuous relationships.



People: Being committed to what we do makes a difference in our business.



Simplicity: Our way of being and our way of doing things.



Quality: Ensure delivery as specified, on time, and for the agreed amount.



Profit: Essential for sustainable development.

Our businesses GRI 102-2, 102-6, 102-7

VAMOS is the nation's largest lease platform, with a solid market share and the ability to grow based on accelerating asset turnover, and our contribution to renew and modernize the nation's fleet of heavy vehicles. Check out our divisions:



Vamos Locação (Leasing)

Our traditional business, the long-term (60 months or more) leasing of trucks, machinery, and equipment, ensures the businesses of our customers, reinforces the predictability of their cash flow, and allows companies in different sectors to optimize their capital allocation. In recent years we reinforced the use of technology and different channels for customer relationships and service. We have also matured our offering of service plans, with three models offering over 20 services, which complement our fleet management program that focuses on safety, operation, and productivity.





Vamos Seminovos (Pre-Owned)

We have 11 pre-owned dealers in VAMOS São Paulo, Paraná, Minas Gerais, Goiás, Mato Grosso and Pernambuco, actively involved in efficiently selling assets previously in our lease operations. We sell trucks, buses, machinery, and equipment of diverse brands. We implemented the concept of Vamos Always New, which takes the form of a seal that shows that the product is as-new.



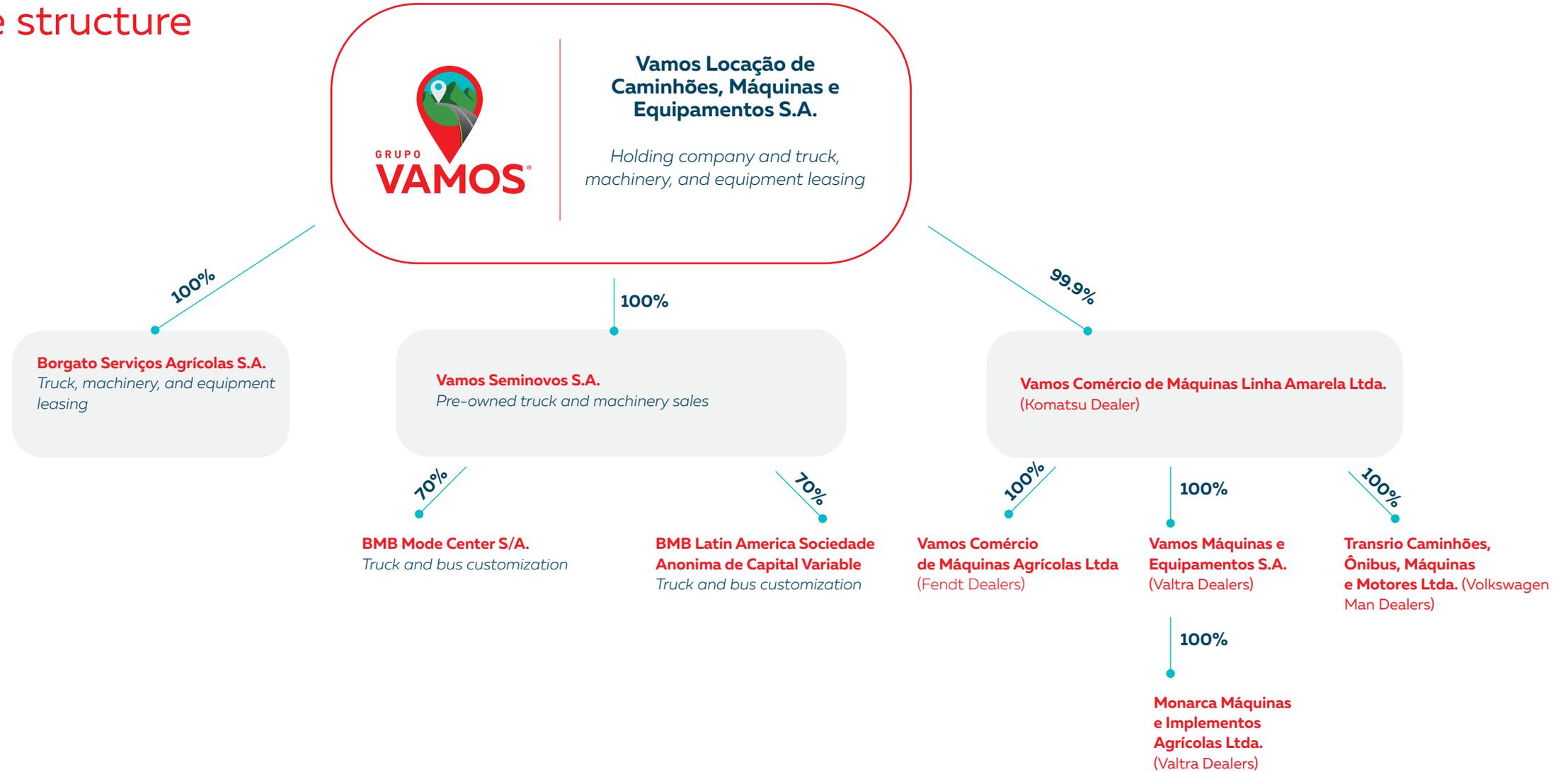


Vamos Concessionárias (Dealers)

We have commercial units dedicated to reference brands in the heavy vehicles market, with 14 Transrio units (the largest network of Volkswagen/MAN truck and bus dealers in Brazil), 4 Fendt dealers (a German manufacturer of tractors and farm equipment), 16 Valtra dealers (farm equipment and machinery), and 3 Komatsu dealers (hydraulic excavators, loaders, crawler tractors and graders). We also have repair shops, maintenance plans, fleet management and precision farming telemetry systems, along with parts and accessories.



Our corporate structure



Cycle highlights GRI 102-7

Our business



We started 2021 with an **INITIAL PUBLIC OFFERING OF SHARES (IPO)**, joining the B3 NOVO MERCADO.



In September **WE OFFERED ADDITIONAL SHARES** *(follow-on)*



OVER 2,600 ACCREDITED REPAIR SHOPS across Brazil



48 DEALERS and pre-owned stores



Our **SERVICE REVENUE MORE THAN DOUBLED** between 2020 and 2021.



84% OF OUR CONTRACTS HAVE 5 YEAR OR LONGER TERMS



OVER 1,300 customer contracts



BETWEEN 2020 AND 2021 we doubled our customer portfolio



We tripled our investments (Capex)



We expanded our business with strategic acquisitions:

MONARCA – A NETWORK OF Valtra dealers in Mato Grosso

BMB – Specialized in Volkswagen/MAN TRUCK AND BUS CUSTOMIZATION

BYD CONTRACTS – LONG-TERM electric forklift leasing

HM EMPILHADEIRAS – SALES AND LEASING OF NEW INTRALOGISTICS EQUIPMENT, present nation-wide. This transaction is subject to analysis by the Regulator (Cade). It will make VAMOS the largest forklift leaser in Brazil, and the largest Toyota dealer.

Our Impact

In line with our ESG targets and commitments (*see more at 33*), which cover short, medium, and long term, during the year we advanced in numerous fronts. Here are some highlights:



Important awards and recognitions:

- **48TH EXAME MAGAZINE MAIORES E MELHORES**, in Transportation, Logistics, and Logistic Services
- **TRANSPARENCY TROPHY** - ANEFAC.FIPECAFI Award
- **TOP OF MIND IN TRANSPORTATION**, in the large business category, awarded by Grupo TranspoData



More than 53% of the **FORKLIFTS** are **ELECTRIC**, issuing 17x less metric tons of CO2e per year compared to traditional GLP forklifts



Over 50% of our stores **REUSE THEIR WATER**



We advanced in our process to having VAMOS certified as a B Company, a commitment made by our leaders.



We hired **319 NEW EMPLOYEES**, 27% of them **WOMEN**



We launched the **VAMOS ZERO CARBON PROGRAM**, with the commitment to **NEUTRALIZE 300 TRUCKS** by 2022



We expanded the use of **SOLAR ENERGY** to 40% of our stores



We ran a Fleet Renewal **PILOT PROJECT**, purchasing 50 trucks that were more than 20 years of age for disposal and recycling.



All of our units with **ON-SITE REPAIR SHOPS ARE USING A SPECIALIZED WASTE MANAGEMENT PLATFORM.**



80% OF OUR ACTIVE THIRD-PARTY REPAIR SHOPS signed **AGREEMENTS TO DISPOSE OF THEIR WASTE** according to local legislation



WE OFFSET VAMOS SCOPE 1 AND 2 EMISSIONS IN 2021, A PROCESS THAT WILL END IN EARLY 2022



WE SUPPORT THE ACTIVITIES OF THE JULIO SIMÕES institute, with social development activities.



VAMOS volunteers collected **11 TONS OF FOOD**, positively impacting **1 THOUSAND HOUSEHOLDS**

Business Model

Natural Capital

→ **Input**

Proactive stance vis-à-vis climate change;
 Adopted tools for the intelligent use of natural resources: reused water, photovoltaics, and green construction

← **Outputs/Outcomes**

CDP grade of C in 2021
 96.55% of the waste generated is recycled
 37,820 L of used or contaminated oil sent for refining
 80% of third-party repair shops have signed a commitment to dispose of their waste according to local legislation
 Scope 1 and 2 emissions have been offset

Human Capital

→ **Input**

Trained and Experienced People;
 Team valuation and training

← **Outputs/Outcomes**

Respect for diversity (47% Black employees)
 Over 30 thousand hours of training
 319 new hires, 27% of them women



Manufactured Capital

→ **Input**

Process automation and digitization;
 A unique and integrated business platform;
 Guaranteed continuous fleet renewal

← **Outputs/Outcomes**

Fleet renewal and modernization solutions, including a full portfolio of services for our customers
 Over R\$ 3 million invested in the Fleet Renewal Program;
 Over 23 thousand leased assets;
 Close to 50 dealers and 38 proprietary repair shops serving our Dealer Network
 Over 2.6 thousand accredited third-part repair shops serving our lease customers

Social and Relationship Capital

→ **Input**

Focus on the customer;
 Social projects and investments via Instituto Julio Simões, having invested over R\$ 800 thousand.

← **Outputs/Outcomes**

62% local suppliers;
 Customer satisfaction: 58 NPS;
 over R\$ 810 thousand in projects and investments in Instituto Julio Simões.

Financial Capital

→ **Input**

Access to capital markets;
 Strategy to acquire solid companies;
 Nation-wide presence;
 Focus on profitability

← **Outputs/Outcomes**

R\$ 402 in net income;
 + R\$ 1 billion in EBITDA;
 Listed in the B3 Novo Mercado;
 IPO raised R\$ 1.3 billion

Governance and management

GRI 102-18, 102-22

SUSTAINABILITY AND DECISION-MAKING

We build our Sustainability Policy to make it the guiding light of our business. This document includes strategic socioenvironmental guidelines, and calls for the disclosure of agendas such as the Global Compact Principles and the UN Sustainable Development Goals (SDGs).

This policy breaks down into management, corporate governance, socioenvironmental impact, and excellence in service dimensions. The Board of Directors is responsible for monitoring and implementing the document. Content review is the responsibility of the Sustainability Committee.

See the Grupo Vamos Sustainability Policy [here](#).

At VAMOS, the decision-making process reflects a solid governance structure, aligned with the main industry reference models and comprised of guidelines, policies, and practices that materialize our discourse and position as a B3 Novo Mercado listed company.

Since our corporate restructuring, VAMOS has based itself on the premise of ensuring the autonomy of its governance processes, preserving the rights of noncontrolling shareholders, while at the same time ensuring the influence of the holding company, which provides our intellectual capital and market expertise regarding the company's strategic planning.

Our governance structure includes the General Meeting of the Shareholders, the Board of Directors, the Executive Board, and three statutory committees that advise the board members: Audit, Sustainability, and Ethics & Compliance.

Among the best practices we adopt, we have independent board members and ensure the Group's financial and accounting statements and reports are independently reviewed.

We also have a policy to appoint members of the Board of Directors, Statutory Board and Committees, and adopt the Code of Best Practices of the IBGC, the Brazilian Institute for Corporate Governance, and the Novo Mercado Regulations to structure our decision-making model.



General Meeting of the Shareholders GRI 102-24

Meetings in 2021: None.

Functions: election and removal of board members; strategic decisions for the future of Vamos, including growth, expansion, and business plan development.

Board of Directors

GRI 102-20, 102-23, 102-26, 102-28, 102-29, 102-32

Members: five, two of them independent.

Meetings in 2021: 11.

Functions: outline the strategic planning process, analyze the environmental, social, and economic impact and results, and elect and remove members of the Executive Board (Directors).

Assessments: the Board assesses its performance at scale at least once a year (combining member self-assessment, and assessments of the Board, the CEO, and committees by its members).

Executive Board

Members: Five (CEO, Administration-Finance Director, and Investor Relations Director, plus two directors without a specific title).

Meetings in 2021: weekly.

Functions: manage and operate the business as per the strategic plans and the guidelines of the General Meeting of the Shareholders or of the Board of Directors.



Check out the resume of the members and the composition of our governance bodies [here](#).

Advisory Committees

AUDIT

Members: Three (independent).

Meetings in 2021: Nine.

Functions: (i) assess the efficacy and suitability of the management and risk control systems; (ii) support and make recommendations to the company Board of Directors; (iii) analyze the Company's quarterly reports, interim financial statements, and financial statements; (iv) monitor the Company's internal audit and internal control activities; (v) assess and monitor the Company's risk exposure; (vi) assess, monitor, and recommend course corrections or improvements in the Company's risk exposure to Management; (vii) receive and handle information on failure to comply with the laws and regulations that apply to the Company, or with its internal codes and regulations. At least one of the members must be independent.

SUSTAINABILITY

Members: three (CEO, Coordinator and independent member).

Meetings in 2021: December

Functions: advise the Board of Directors on social, environmental, and governance themes, it is non-deliberative and its recommendations are not binding on the organization. It is comprised of one Board Member, one independent member, and one executive director or CEO appointee.

ETHICS AND COMPLIANCE:

Members: Three (two internal and one external)

Meetings in 2021: Seven.

Functions: Advise the company on compliance and disclosure, and on updating the Code of Conduct and internal rules.

Compliance

GRI 102-16, 102-25, 102-43, 102-44, 103-2, 103-1, 103-2, 103-3 | 205, 205-1, 103-1, 103-2, 103-3 | 206, 103-1, 103-2, 103-3 | 307, 103-1, 103-2, 103-3 | 406, 103-1, 103-2, 103-3 | 410, 103-1, 103-2, 103-3 | 419

Communication, awareness-raising, and policy development actions, as well as the registration and investigation of incidents, and structuring governance that is dedicated to this theme are the highlight of the Vamos Compliance Program, implemented to encourage ethical and upstanding conduct across all our working processes.

Our compliance management model is based on a structure that includes employee onboarding, recycling and training our employees. We also have a number of guiding policies (*see more [here](#)*), such as Anti-corruption, Interactions with the Government, Participation in Public Bids,

Donations, Sponsorships, Gifts, Entertainment and Hospitality, Compensation, Transactions with Stakeholders, and Sustainability, among others. All VAMOS operations are assessed for corruption-related risks.

Anti-corruption governance is ensured by the presence of the Audit and Ethics and Compliance Committees among those that advise the Board of Directors. At the executive level, the role of Compliance and Risk Management (CRM) is to ensure compliance with internal standards and industry laws and regulations, along with industry best practices.



The goal of our **Compliance Program** is to ensure the theme is present in the day to day culture of VAMOS

An independent consulting Firm audited our environmental compliance in 2021, in order to detect any operating or administrative procedures that may not have complied with the company's guidelines. This process included identifying risks and nonconformities, in particular in climate change and carbon emissions, environmental pollution, waste management and disposal, environmental permitting, and other legal determinations.

To ensure compliance with social and economic regulations, our Sustainability committee analyzes the Company's performance regarding best practices in the social area, while the Audit Committee oversees the quality and completeness of the financial reports, and compliance with legal, statutory, and regulatory standards.

The main guiding document regarding the actions, practices, and relationships of those who act on

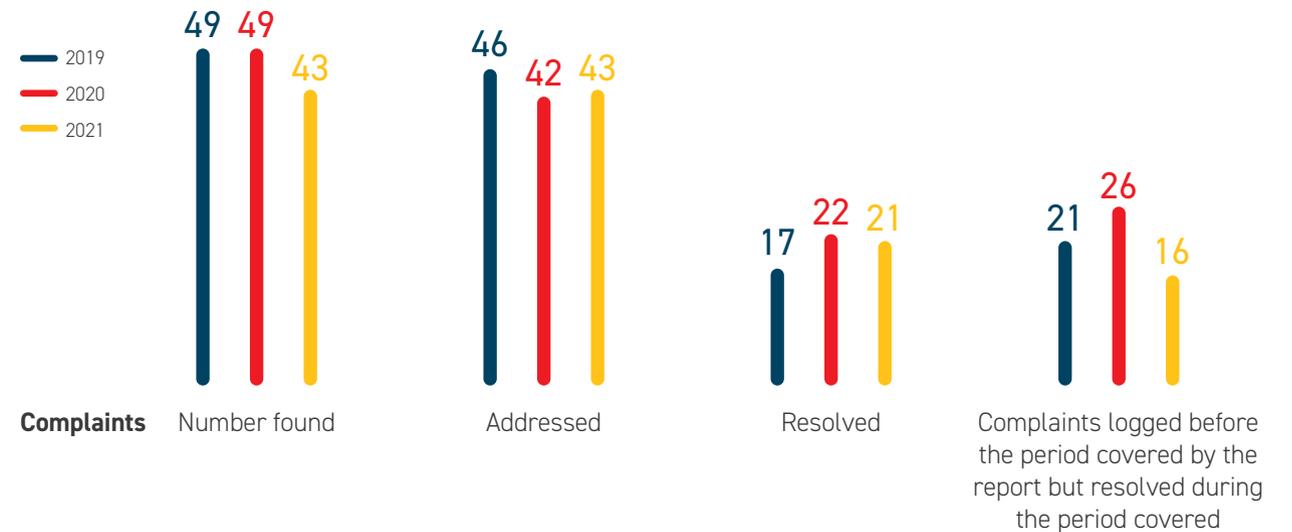
In 2021, **no claims were filed against VAMOS** by employees claiming possible corruption in the performance of their commercial activities

behalf of Vamos is its Code of Conduct. In line with SIMPAR's guidelines, this document addresses numerous themes that may give rise to questions, such as issues related to discrimination, conflicts of interest, and anti-competition practices, and is the object of employee training from time to time.

This structure is dedicated to ensuring compliance and includes risk assessments, such as those related to corruption, analysis of internal audit controls, and a secure structure to communicate, record, and investigate possible nonconformities.

In this regard we have a Whistle-blowing channel managed by a third-party to ensure confidentiality of informants and an impartial investigation of any facts reported. This procedure and the flow for analyzing whistle-blower reports abide by the guidelines of the Investigation Process, and the Process to Manage the Whistle-Blowing Channel. General questions on ethics and routine activities may be answered by our Transparency Line.

Whistle-Blowing Channel Findings^{1 2 3}



¹ Considering the total number of reports received by the Whistle-blowing channel (whether or not they apply);

² The number of reports that apply and forwarded for investigation, focusing on the potential failure to comply with an internal procedure and/or legislation that applies to company businesses;

³ Considering only finalized reports that were investigated and the target of corrective measures, and/or that were formalized as preventive actions or needed analysis by Internal Controls.



Whistleblowing channel

0800 726 7111

www.contatoseguro.com.br/grupovamos

canaldedenuncia@grupovamos.com.br

Transparency Line

0800 726 7250

conformidade@grupovamos.com.br

Risk Management

GRI 102-11, 102-30, 102-31, 103-2, 103-3 | 205, 103-2, 103-3 | 206, 403-2, 403-7, TCFD

Our Risk Management Policy guides our procedures to identify, address, handle/mitigate, monitor, and communicate risks that could impact our ability to deliver on our strategy, and/or our business plan.

We created a structured Integrated Risk Management policy, with the support of Coso (version 2017) methodology, which complies with ISO 9001 and ISO 31000. Regarding Information Technology and Cybersecurity, we are in line with the Control Objectives for Information and Related Technologies (Cobit).

VAMOS also has an Internal Controls, Risk

and Compliance Function that reports to the Audit and Internal Controls and Risks Committees. Compliance Risk is supported by the Ethics and Compliance Committee, and Safety and Environmental Risks are supported by health, Safety and Environment.

Our procedures to identify risks include self-assessments, periodically interviewing managers and directors in each line of business. We then analyze the causes and consequences of the risks, according to their likelihood and magnitude of their potential impact. Risk handling is the responsibility the Board of Directors, which defines Vamos's risk appetite with the support of the Advisory Committees.

Below is a list of the risks to which we are subject:

We pay close attention to factors that could impact our results.



STRATEGIC RISKS

The risks associated with strategic decision issues to achieve our business goals, or the company's ability to adapt to changes in the environment. Examples of such risks are inability to obtain financing or capital to fund investments, reduced demand due to the obsolescence of our product and services, and difficult hiring the qualified professionals needed for the success of our strategy.



OPERATING RISKS

These are risks associated with the company's activities, including the responsibilities of administrative and support areas. Examples are facility damages, internal process inadequacy, failure, shortcomings or fraud, including in purchasing, sales, and vehicle maintenance, and increased cost of inputs and services.



MARKET RISKS

These are connected to the possibility of losses resulting from failure to adapt to the markets in which we do business, and the change of value of positions held by the company, including the risk associated with operations subject to exchange variation, interest rates, and the price of shares and commodities.



LIQUIDITY RISKS

These risks suggest the possibility of not being able to fully meet our financial obligations due to lack of company asset liquidity. Examples are the vehicle, machinery, and equipment impairment in the secondary market.



CREDIT RISKS

These are risks related to potential losses associated with customer credit, and difficulty accessing new credit. These factors include failure to comply with financial obligations according to the agreed terms, devaluation of the credit agreement, reduced gains or compensation, advantages conceded during negotiations, and the cost of recovery.



IMAGE RISKS

These signal the risk of reputational damage as a result of crises, nonconformities, judicial or administrative issues, environmental, social or other issues that could damage the company's reputation, credibility or brand.



COMPLIANCE RISKS

These cover failure to comply with any laws, standards or regulations that apply to the company, resulting in financial losses due to, among others, fines and damages, image and credibility damages, difficulty obtaining or renewing permits or licenses for the operations of companies controlled by the organization.

.....

We have **management procedures and policies** to monitor and control risks



RESPONSIBLE GROWTH

VAMOS has rapidly expanded its business in recent years. We act to prepare our structures and processes to enable sustainable growth that is always in line with the needs of our customers, our values and culture, planning, and commitment.



Competitive advantages GRI 102-10

The VAMOS business platform now gives the company a privileged overview of an industry that is still being developed and consolidated. This allows us to develop goods and services in line with the main market trends, serving the needs of our customers in a pioneering and innovative way.

It also places us in the movement to renew the Brazilian fleet, which is strategic for Vamos and essential for the nation. Our portfolio includes solutions to meet the varied needs of our customers, and also help get newer vehicles on the road, with environmental, social and economic impact (*see more at 30*).

In 2021 we designed a strategic plan for the entire cycle, reinforcing our long-term vision and extending it beyond the next three years, with targets, goals and reflections that resonate with the challenges and opportunities on the VAMOS horizon.

This exercise proposed conversations along three fronts: having the right people in the right place by developing our employees and improving the area's structure; further increasing the use of technology in our operations, activities, and initiatives, and aligning our strategic plans to VAMOS' socioenvironmental commitments (*see more at 33*).



Our ambition:
achieve the mark of 100
thousand leased assets
by 2025

The highlight of this planning was our ambition for the coming cycles, using 2025 as the finish line. By then we want to have 100 thousand leased assets.

How we address market challenges and invest in organic and inorganic growth is based on the ideal of structuring the company to keep up with the nation's development, making conscientious investments and decisions that will expand our portfolio and our presence, and strengthen our asset base.

In 2021 VAMOS also entered new regions, expanding our customer base, especially with agribusiness goods and services.

We also have an eye on opportunities we can explore by expanding and consolidating our businesses, maturing in the heavy truck, machinery, and equipment lease market in Brazil. During the year we strengthened our various after-sales fronts with our own dealers and tire sales, further diversifying our portfolio.

Business differentials

1

Leadership and expertise

Leader in the leasing industry, **uniquely positioned** to generate value for its customers

2

Scalable Platform

Infrastructure and technology ready to **generate new business at speed and at scale**

3

Resilience and predictability

A **highly resilient** business model with unique entry barriers.
Backlog of contracted (future) revenue worth **R\$ 6.9 billion at the end of 4Q21, 122.5% more than in the previous year.**

4

Opportunities for growth

The leasing market is relatively unexplored, **offering strong potential for growth**, equivalent to **~150x** the current size of the Company.





Growth via Acquisitions

The 2020 cycle saw our business expand, especially as we partnered with the Brazilian manufacturers of Komatsu and Fendt. Our pace of acquisitions picked up in 2021, and we also focused on consolidating and maturing VAMOS' expansion. Among the highlights for 2021 was the announcement that we would be acquiring HM Empilhadeiras.

This company was created in 1994, and is present across the country, and has over 2.8 thousand items of equipment, including forklifts, pallet pullers, and palletizers, plus a complete after-sales organization. It also sells pre-owned equipment, parts and industrial tires. By closing this deal we became the largest intralogistics leasing company in Brazil, with 296 % growth in assets and a total of 3,818 items. This transaction also included three Toyota dealers in Ribeirão Preto (SP), Bauru (SP), and Pouso Alegre (MG).

Another major transaction was the purchase of 70% of BMB Mode Center and 70% of BMB Latin America in June. BMB is a customizer of Volkswagen/MAN trucks and buses. This acquisition adds to the services we already provide to the owners of such vehicles, and helps capture customer loyalty, one of our strategic focuses.

In the first half of 2021 we completed the purchase of Monarca Máquinas e Implementos Agrícolas Ltda., a network of Valtra dealers in Mato Grosso, which also sells farm machinery, implements, parts, and maintenance services. The stores in that state are one more step to strengthen our position in agribusiness with a well-known brand and presence in one of the key farming states.

Acquisitions reinforce our position in strategic business segments.

A Culture of Innovation and Technology

Our business platform includes actions, projects, and initiatives that use technology as a tool to enable our operations. Company innovation is monitored and assessed by our PMO (Project Management Office), and periodic meetings with the Executive Board to render accounts.

In 2021 we advanced in our robotization and automation processes, and continued our digital transformation, which is primarily reflected in the checklists that are now part of VAMOS operations, and that considerably reduced the number of documents printed or filed.

Pricing is one of the fronts that benefited from this effort. Processes that used to be manual and could take up to seven days are now completed in 30 to 40 seconds, with interconnected digital databases. As a result, we went from 200 proposals a month to almost 3 thousand!

Steps involving contracts have also become more efficient, and technology has contributed to reducing their environmental impact. All VAMOS contracts and proposals can be digitally signed, and are monitored by the areas in charge of reviewing or signing documents.

Asset management uses technology so that the company is aware of wherever its vehicles are at any time. Our entire fleet has QR codes for rapid identification, and the truck telemetry system enables expanding long-distance control and monitoring. Vamos Controle (Control) is our integrated management

platform that also provides a broad view of truck performance and driver conduct, creating indicators that enable improvements, such as those related to fuel consumption.

Vamos Controle also promotes agility and optimizes after-sales procedures. We developed a scheduled maintenance tool using a module of the VAMOS app for Valtra and Fendt dealers, which allows mechanics to receive service orders, monitor where their professionals are, and order status.

Regarding the expectations and parameters of the General Data Protection Law (law 13,709/2018), over the past two cycles we completed all required implementations, mapping data tools, environments, and security levels. The company has a DPO (Data Protection Officer) to strengthen data governance.

Searching for **process efficiency and compliance** drives our investments





Electric fleet and decarbonization

Our position in the industry allows us to lead relevant industry trends and movements. The electrification wave is particularly present in our forklift fleet, over half of which are electric.

We maintain close discussions with manufacturers to contribute to develop products that can be used as an option for transitioning to a low-carbon economy. Significant advances are still needed in this regard, but we are certain we are on the right path.

A reflection of this is a partnership with Convergás, for a project to convert Diesel trucks into hybrid models that can be fueled by VNG or biomethane. These vehicles could use 72% biomethane, reserving Diesel for situations that require more torque. We will continue to lead the development of technologies and initiatives to address the challenges of bringing our model to scale, and reducing the cost of the processes involved.

We also push decarbonization along the entire value chain, especially with the Vamos Zero Carbon program, and invite our customers to join this movement. If they contract this option, the emissions from their lease may be offset by carbon credits purchased from certified companies (*see more at 52*).

Disseminating this agenda to the value chain we are part of is no easy task. We must create awareness and maturity so that decarbonization of the economy becomes a commitment embraced by the majority of the industry. Our role is to converge efforts in this regard, and always take the lead in discussions and projects that might contribute to reducing, mitigating, and neutralizing carbon.

.....

We advanced in studies of new products and technologies that support the transition to a low-carbon economy

Renewing the National Fleet

GRI 103-2, 103-3 | 203, 203-1, 203-2

VAMOS' area of business puts the company in a scenario that is challenging for the country's economy - the age of the national fleet. The average age of the fleet is almost 21 one years, making it one of the oldest in the world, so it is urgent that we propose solutions that help put newer vehicles on the roads.

This reinforces our confidence in the company's business platform. After all, we offer our customers solutions so they may have a new and competitive fleet. In other words, **renewal of the Brazilian fleet** is a natural consequence of our activities.

However, it is not enough to merely offer products and services. We must look at the entire value chain, seek partnerships, and create impactful projects to reach more people and professionals who work on the highways.

This position helped get a project that, in 2021 made a difference in the lives of 49 independent truckers and their families, come off the drawing board. Via the **Fleet Renewal** program we purchased 50 trucks that had been on the road for 20 years or more (average of 32 years), offering them market prices.

The drivers were able to invest the capital they received in any way they wanted, included as JSL associates, with BBC credit solutions, or purchase VAMOS trucks.

Vehicles purchased as part of this project were recycled, following all of the required procedures, including writing them off with the traffic authorities. Replacing these trucks with newer and more competitive models will have an important impact on the environment (reducing particulate emissions by 66%), and the economics and efficiency of trucking, with lower fossil fuel consumption, reduced GHG emissions, and increased safety.



.....

We purchased **50 trucks from independent truckers**, positively impacting their lives and those of their families

.....



.....

For more details about the initiative click [here](#)



RENOVANDO FROTAS. INOVANDO NEGÓCIOS.



Assessing our impact



Over **R\$ 2.4 million** invested to purchase participant vehicles



We offered **professional advice** to discuss the opportunities



28 of the **49** participating truckers opted to purchase a new truck, with an average age of 14 years



The average age of the fleet acquired was **32 years**, but some trucks had been on the road for as long as **51 years**

Program participants



"What called my attention was the **responsibility and initiative to do something different!**"

Airtton



"What caught my attention more than anything else was the **vision to reduce polluting gases**. On the social side, it was the support provided to me and to other independent truckers, and the service of the VAMOS employees."

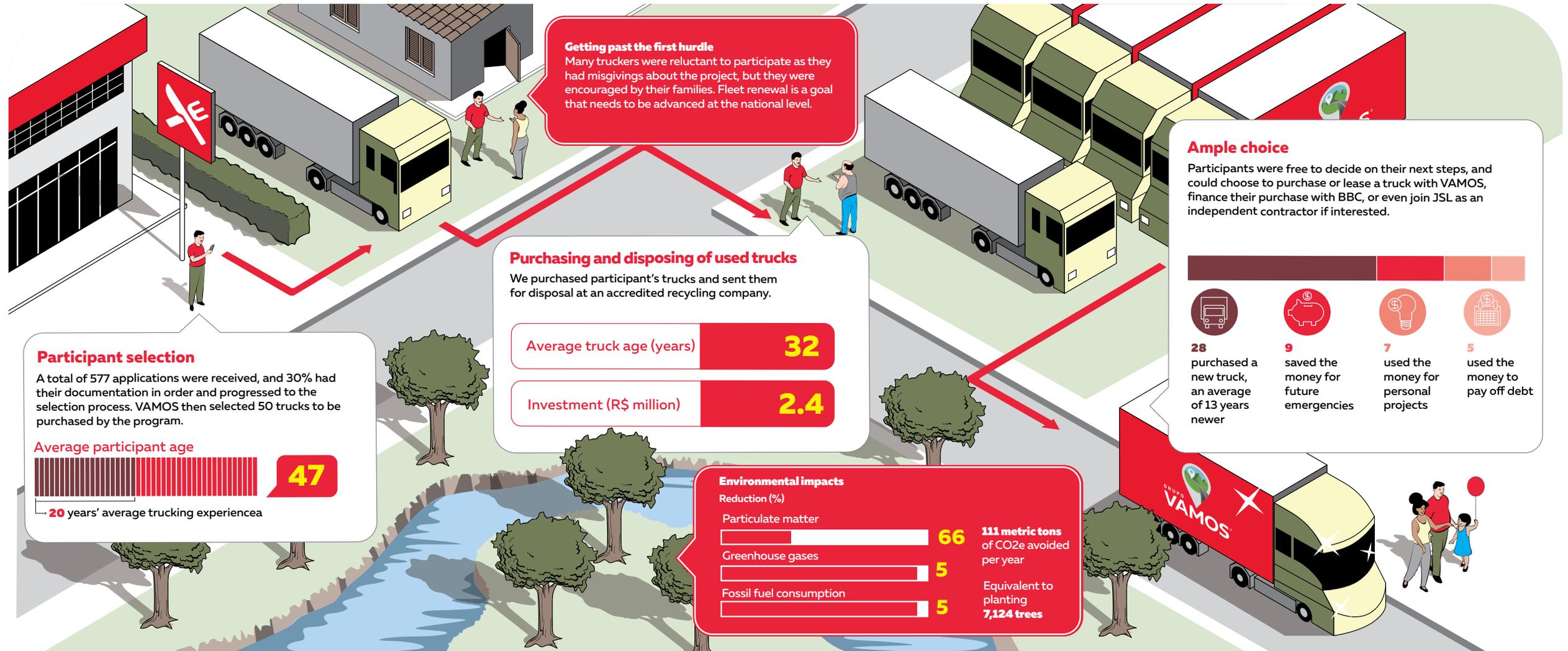
Jarbas



"My relationship with VAMOS is very good, and I was attracted by the fact that they **recognize the independent trucker, a category that had been forgotten.**"

Paulo

Fleet Renewal Program



Commitment to sustainability

With the maturing of our ESG agenda we created short, medium-, and long-term targets focused on the ESG pillars. Our goals are ambitious, but feasible, and are associated with concrete initiatives. Over the course of the year we made significant progress, and experienced challenges that led us to examine our targets and check if we should keep them or change them, given the scenario for the coming years.

The Vamos Zero Carbon Program is encountering economic obstacles for incorporating offsetting emissions into sales due to the economic situation of the year. Nevertheless we are keeping this target because we believe it is critical to offer this type of solution to promote the transition to a low-carbon economy.

On the social side, the Fleet Renewal Program not only generated significant environmental impact, it also paved the way for initiatives that

seem to bring down the age of the nation's fleet, replacing its older vehicles. We performed a study to monitor and present the socioeconomic impact generated on the lives of the 49 independent truckers following the program. We also continue our commitment to Instituto Julio Simões, with collection campaigns that included over 80 employees in different locations.

During the year we also worked towards B Company certification to become part of this ecosystem. We have adopted Impact B Assessment methodology to foster improvements in our structure and help mature our strategy, using best practices in the environmental, social and government dimensions. Given our progress, we are convinced this is the way to go to tackle the challenges the company faces in areas such as climate change, waste management, and diversity. In 2022 we will continue our drive to achieve certification.



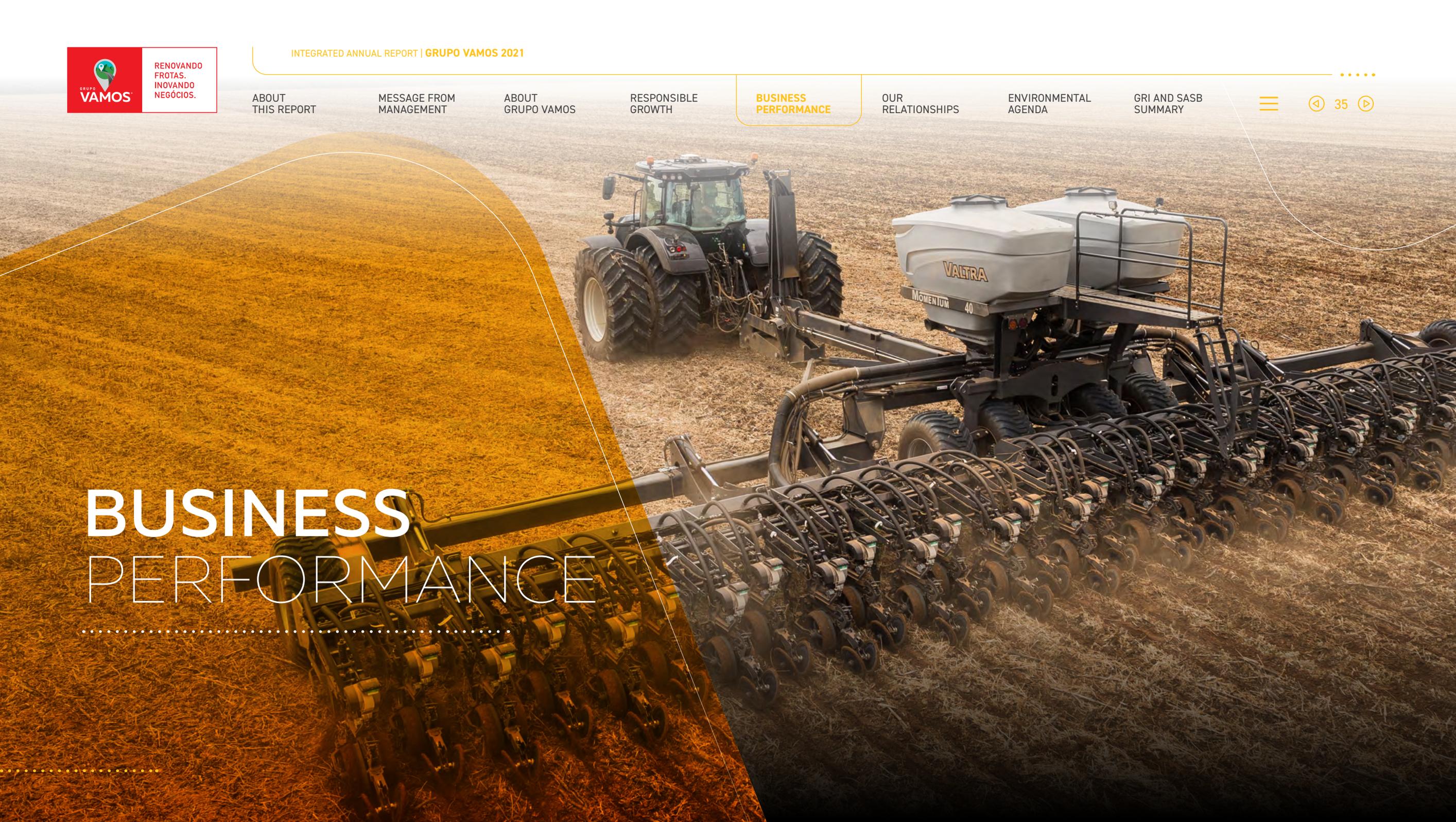
Below is a list of our short, medium, and long-term **commitments** for the next ten years

GOALS AND TARGETS

SCOPE

 ENVIRONMENTAL PILLAR	EMISSIONS MANAGEMENT	Offer opportunities to offset carbon emissions for 300 trucks, equivalent to 20 thousand Coe/ year	2022
		Lease 100 electric trucks	2022
		Reduce absolute scope 1 and 2 emissions by 23% compared to 2021	2022
		Reduce relative scope 3 emissions by 15% (total annual emissions of assets) by 2030 compared to baseline	By 2030
		Offset our scope 1 and 2 emissions	Annually
 SUSTAINABLE MANAGEMENT	ENGAGEMENT AND VOLUNTEERING	Reduce water use/employee by 8%, equivalent to 1.39 m ³ /employee	2022
		Reduce energy use/employee by 5%, equivalent to 1.32 kWh/employee	2022
		Have at least one model store EDGE-certified	2022
		Generate 45% of the energy for our stores from renewable sources	2022
		90% of third-party repair shops signing sustainable commitment terms by	2025
Make sure hazardous waste generated by our proprietary repair shops is reused, recycled, or co-processed: 95% by volume by 2023, and 100% by 2025	By 2025		
 SOCIAL PILLAR	SOCIAL TRANSFORMATION	300 hours of volunteer work a year	2022
		Disclose the results of the socioeconomic impact on the life of the 49 independent truckers who participated in the Renewal Program	2022
 GOVERNANCE PILLAR	B SYSTEM	Place 65 youth in entry programs that focus on professional and socio-emotional development (base date December 31, 2021)	2022
		Become a B Corp	By 2025

BUSINESS PERFORMANCE



Cycle highlights

GRI 102-7, 103-2, 103-3 | 201

In 2021 the company achieved numbers that sustain greater-than-expected growth and planning, reflecting the solid culture and business plan we developed in recent years.

The year started out with the company's IPO, which we had prepared for in recent cycles. At the same time, the company had record numbers in the size of its leased fleet, revenue and profits in recent quarters.

We meet monthly to monitor group results, monitor performance, and calibrate possible inefficiencies. In addition, our quarterly financial statements are reviewed by independent auditors, conferring reliability

Below is a summary of our main operating and financial indicators for 2021.



over
R\$ 3 billion
in gross revenue

R\$ 1.04
billion in
Ebitda

R\$ 402
million in net
income



Further financial
information is
available in the
[Attachment](#)

OUR RELATIONSHIPS

VAMOS' growth in recent years is the result of the day-to-day efforts of our team and the connections along our value chain. It is essential that this growth is also reflected in the development of the communities where we are active, and the causes we embrace.



Human capital

GRI 102-7, 102-8, 102-41, 103-2, 103-3 | 404, 103-2, 103-3 | 410, 103-2, 103-3 | 407

Given our achievements of recent years, we are committed to growing sustainably, preparing our structure to offer the VAMOS team a platform for personal development with all the tools they need to perform their activities in harmony with our culture.

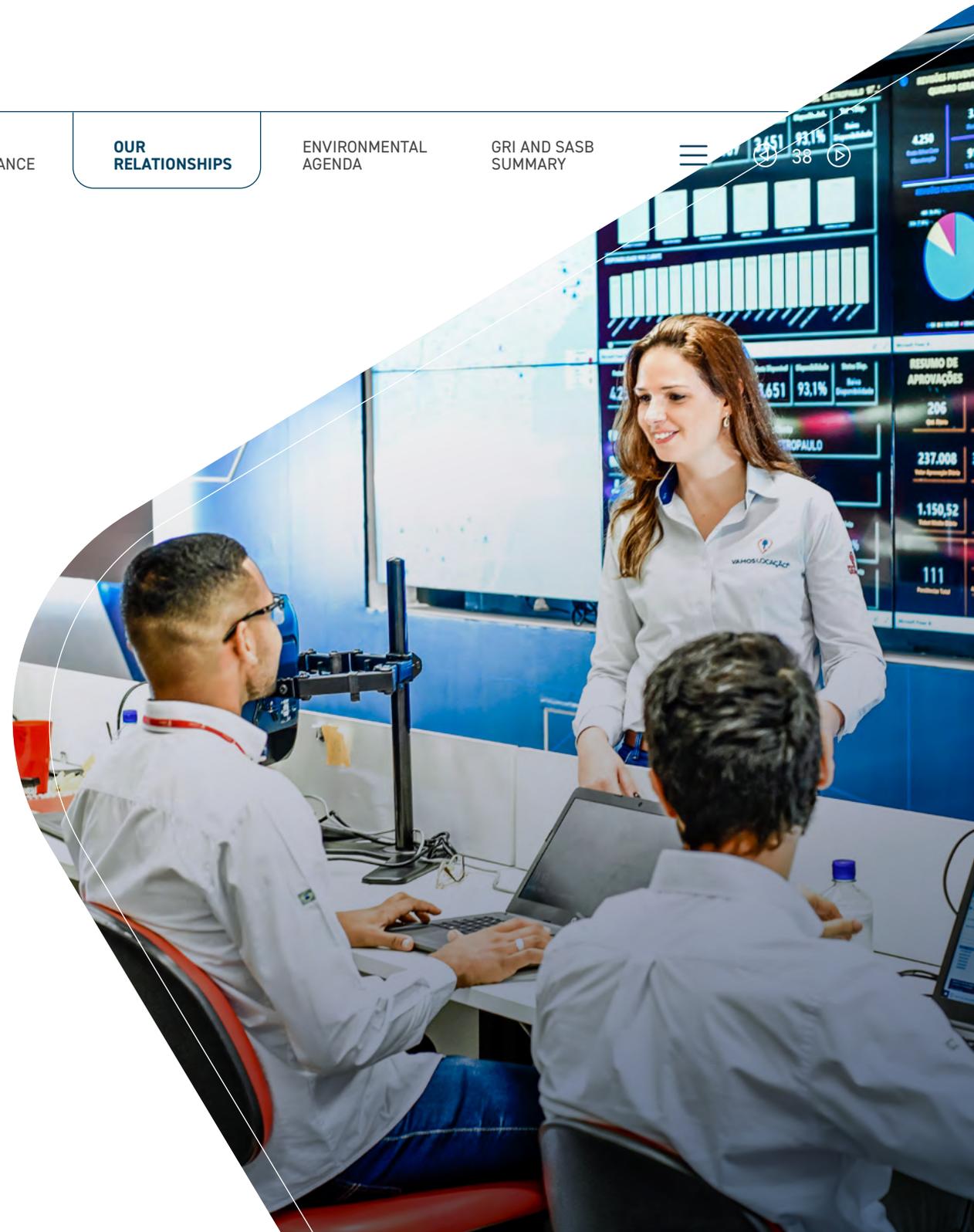
The company has 1,315 employees – 1,036 men and 279 women. Including the 107 contractors working at our units, our entire team is covered by collective labor agreements, in which we participate through the industry association. 50.41% of these labor agreements

are negotiated directly with the employee unions. These professionals are managed based on our beliefs and values (*see more at 10*), using our Integrated Management Policy as a reference guide. The pillars are safety, quality, health, profits, the environment, and social responsibility (*read more about this [here](#)*).

We are increasingly motivated to continue to focus on training and developing people, not only for the continuity of our business and talent management, but also because of the social impact of qualified labor, especially the mechanics that work for VAMOS. Our training area monitors indicators related to the number and efficacy of the training provided.

We created **Academia Vamos** (Vamos Academy) to further structure this movement. This platform combines and disseminates the knowledge that exists in the different areas of the company, including on topics related to health and safety.

Our goal is to place 65 youth in entry programs that focus on professional and socio-emotional development



Exchanging intellectual capital between employees has always been one of the characteristics of our culture. This innovation merely reinforces this and maps learnings with more clarity.

We also developed **Move Carreiras** (Career Driver) to promote positive changes and transitions in the careers of VAMOS professionals, respecting and considering the time of each one of them, in order to have the right people in the right position at the right time.

In 2021 we also had a **people cycle** that included performance assessments, and listed the roles and positions that are critical for the company to help reinforce our development initiatives. In this process, we intensified the dialog between employees and leaders, ensuring smart goals and the maturing of our culture.

We also have an **annual performance assessment platform** that includes administrative staff. This process breaks down into four steps: mini-CVs

.....



Here are some details:
Our people management indicators are available in the [Appendix](#)

Employees by gender and type of labor agreement

Type of Labor Agreement	2019			2020			2021		
	Temporary	Permanent	Total	Temporary	Permanent	Total	Temporary	Permanent	Total
Men	3	742	745	1	747	748	1	1,035	1,036
Women	1	183	184	1	185	186		279	279
Total	4	925	929	2	932	934	1	1,314	1,315

* The information was taken from the SAP system, the new acquisitions (acquirees) sent by the companies in spreadsheets.

and self-assessments; team assessments; supervisor assessment; calibration & feedback, and the IDP (Individual Development Plan).

This proximity is also reflected in events with company leaders, such as **Let's Grab a Coffee** and **Responsible Growth**, spaces that encourage debate and discussions of varied themes, from the economy to best day-to-day practices.

Gateway for new talents

In 2021, we created our trainee program to attract new talents and promote meetings and learnings with more experienced professionals. We also offer internship opportunities in administrative areas to enrich participant training.

The program consists of four months of accelerated growth, and each participant will have a mentor throughout the process. Over 2 thousand youth applied, and 16 were selected to participate.

Benefits and compensation GRI 103-2, 103-3 | 405

We offer all our part-time and full-time employees a competitive benefits package that includes life insurance, disability support, extended maternity/paternity leave according to the Citizen Company Program, healthcare plans extensive to spouses and children under 18, or 24 if they are registered in a university.

Through our club platform entitled Clube Mais Pra Você, which includes teaching institutions, drugstores, restaurants and gyms, we also offer discounts and promotions at merchants with whom we have an agreement. We also have a scholarship program that reimburses employees for courses they take (Programa Bolsa Educação).

Maternity and paternity leave GRI 401-3

		2019	2020	2021
Employees with a right to leave	men	753	752	1065
	women	196	196	310
Employees granted a leave	men	21	18	25
	women	8	7	7
Employees returning from leave during the period covered by the report	men	20	18	24
	women	8	6	2
Employees returning from leave and who continued employed for 12 months	men	14	17	20
	women	6	4	1
Rate of return	men	95	100	96
	women	100	86	28.57
Retention rate	men	127	85	83.33
	women	75	50	14.29



100%
of our full-time
and part-time
employees have
access to these
benefits

In 2021, 43.94% of the open positions were filled in-house. Our cost per position filled was R\$ 610.97



Health and Safety

GRI 103-2, 103-3 | 401, 103-2, 103-3 | 403, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9

VAMOS has a solid organization to address employee health and safety, which goes beyond the measures required to handle the Covid-19 pandemic and includes tools to monitor and take preventive action in this regard. The company is continuously developing to strengthen this area and keep pace with our growth, which includes using Group legacy tools and learnings.

Our Integrated Management System (IMS) is at the core of this structure, and provides subsidies for our Health, Safety and Environment policy, monitoring all of our operating units. Our IMS is ISO 9001 and 14001 certified, and our procedures are in line with the requirements of ISO 45001. Our system includes a platform to identify and analyze any legal requirements that apply to VAMOS businesses.

It is also important to mention that our Integrated Management System also monitors deviations and investigates accidents. This process not only identifies the source of the problem, but it also designs a comprehensive action plan to mitigate risks and reinforce our capacity for prevention. Furthermore, our safety technicians use a mobile tool for job inspections, behavioral assessments, unhealthy or hazardous conditions, and risk solutions.

Communication is essential for these processes to be quick and effective. Thus, we frequently have transparent discussions with all stakeholders impacted by any issues that could result from our activities.

Managing health and safety risks is based on qualitative studies of the facts and conditions surrounding exposure, followed by risk analysis tools and any necessary preventive measures. Since onboarding, employees are made aware of tools such as the Whistle-Blower Channel and Report the Risk (Aponte o Risco) to report unsafe situations and conditions. Safety technicians also use a tool that includes work inspections, behavioral assessments, and analyses of risk situations.

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Our **IMS** to detect the need for improvement and investment

Risk assessment is part of every operation, including operations performed at the customer's site, working with their Workplace Health and Safety Policy under the responsibility of our trade and operations areas.

We use services that specialize in Safety Engineering, Workplace Medicine, and Occupational Health to promote employee health. Our head office has a medical clinic and social workers to support employees in vulnerable situations.

Our units also offer accredited clinics to support incidents or professional illnesses, and all VAMOS employees may subscribe to the healthcare plan. We also drive health campaigns to make our team aware of things like smoking, drug use, and unhealthy eating habits.

We encourage employees to participate and reinforce our communication fronts to ensure dialog and transparency, in particular CIPAs, Internal Accident Prevention Commissions. CIPAs

meet once a month to discuss issues related to conditions in the workplace and related themes. Employees and representatives are encouraged to participate to jointly develop action plans.

Our employees received health and safety training during onboarding, supplemented by content available from the Vamos Academy. We also offer OEMs and partner dealers on-site technical training.

Workplace injuries^{1 2}

	2020	2021
Hours worked	1,525,399.81	1972601
Serious work-related injuries (excludes deaths)	5	5
Rate of serious work-related injuries (excludes deaths)	2.78	3.02
Work-related injuries logged (includes deaths)	5	5
Rate of work-related injuries logged (includes deaths)	2.78	3.02

¹ Rates were calculated based on 1,000,000 hours worked.

NA - Not available

² There were no deaths due to work-related injuries.

Care during the Covid-19 pandemic

The 2021 cycle was still impacted by the health crisis, requiring that the company take a firm position to safeguard the health of our employees, clients, and partners. We continued to comply with all protocols to allow our operations to continue, given that ours is an essential service, always prioritizing people protection.

During this period, the proximity between VAMOS leaders and our people is how we were able to strengthen empathy and dialog in the company. This demonstrates our initiatives and how we handle the impact of the crisis in-house.

Our main program on this front is Ligado em Você (Connected to You), a direct communication and support channel accessible to employees and their families at any time. This structure includes a team of doctors and psychologists who provide remote service and monitoring.

Customers

GRI 102-43, 102-44, 103-2, 103-3 | 416, 416-1

The relationship between VAMOS and its customers extends beyond the limits of a trade relationship. We see the potential to engage and the mutual benefits that may emerge from the opportunities enabled by our relationship with this public.

In general terms, the company provides its customers with the drive required to increase their revenue, reduce their operating costs, and improve quality of service, while helping renew the fleet on Brazilian roads. We value long-term close and trust-based relationships, especially in a period that demanded more care in relationships of any kind.

In 2021 we advanced with tools to monitor customer satisfaction, especially at VAMOS dealers. The main one is *Net Promoter Score* (NPS), used in all our operations at different moments in the customer relationship. In 2021 VAMOS scored 58, and our goal for 2022 is to reach 63 by the end of the year. We also monitor channels such as our Customer Service Channel and Reclame Aqui (Complain Here) to measure customer satisfaction.

One of the company's priorities is to continuously improve the customer journey. This includes better processes to create content and get closer to this audience, especially the VAMOS blog (see

more here), and our digital channels such as the Customer Portal that allows us to monitor fleet status and maintenance. In 2021 we implemented Customer Relationship Management (CRM) in all our units, also a reflection of our commitment.

Given our increased sales during the year we are strengthening our after-sales organization, investing in training in our repair shops and maintenance units. Quality in this step is strategic to capture customer loyalty and build long-term relationships.



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For more details about our products and services click here:



VAMOS LOCAÇÃO (LEASING)
<https://vamoslocacao.com.br>



VAMOS SEMINOVOS (PRE-OWNED)
<https://vamosseminovos.com.br>



VAMOS CONCESSIONÁRIAS (DEALERS)
<https://grupovamos.com.br/vamos-concessionarias/>

Virtual and in-person meetings

The VAMOS sector has always had a strong synergy with fairs and other large in-person gatherings. Given the restrictions to fight the impact of the pandemic, the scenario migrated to the virtual world, and we had to adjust our relationships with our customers and with those interested in our portfolio of goods and services to this new reality.

In 2021 we gradually resumed our in-presence events, respecting all health protocols. We promoted meetings outdoors and adopted measures to ensure the protection of all participants, including major fairs at different units, such as Transrio and Seminovos.

The learnings we collected when adapting to the digital scenario will continue impacting the company and its relationship with its customers. Nevertheless, we understand the importance of in-person events for the heavy vehicle, machinery, and equipment, and are ready to participate in the main events of 2022, so long as this can be done safely.

Health and Safety

Our User Manual shares policies to protect the health and physical integrity of those who use VAMOS products and services. Failure to comply with these policies are addressed in Leased Vehicle Use Policy and Compliance with Workplace Health and Safety at Customer Units.

We monitor any complaints in the channels where we interact with this public, such as the Whistleblower channel and our Customer Service Center. Our initiatives to measure customer satisfaction include inputs to improve discussions on the theme.



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Road safety themes are also shared
with our customers

.....



Partners and suppliers

GRI 102-9, 103-2, 103-3 | 202, 103-2, 103-3 | 204, 103-2, 103-3 | 308, 308-2, 103-2, 103-3 | 408, 103-2, 103-3 | 409, 414-1

We value our suppliers, especially as we see opportunities for partnerships and dialogs that enable co-creation and the synergistic advance of our business. In 2021 we had 2,340 suppliers, investing R\$ 2.17 billion, significantly more than the R\$ 1.18 billion invested in 2020. This audience includes OEMs, maintenance services, and benefits, among others.

We also focused on the development of the regions where we operate purchasing from local suppliers - i.e. those located in the same state as our units. In the most recent cycle 56% of our purchases were local, keeping this number above 50% for the third consecutive year. This is a reflection of our procurement policy guidelines that prioritize these suppliers.

Among the elements that guide our supplier relations, in addition to local sourcing, are criteria linked to human rights applied during partner assessment and accreditation to fight child labor and forced and/or slave-like labor.

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R\$ 2.17 bn
allocated to supplier expenses

Purchasing budget allocated to local suppliers¹

	2021
Supplier budget (R\$)	2572573605.17
Amount spent on local suppliers (R\$)	930484471.81
% budget spent on local suppliers	36.17

¹ For the purposes of this document, local suppliers are those located in the same state as our branches in Itaim Bibi (SP), Belo Horizonte (MG), São Leopoldo (RS), Rio de Janeiro (RJ), and Mogi das Cruzes (SP), and that account for over 90% of our procurement expenses.

Another pillar for this area consists of our Purchasing Regulations, with instructions to prefer local businesses and goods and products that are aligned with sustainability. This is in line with our G-Certifies platform that screens suppliers based on queries and criteria in line with industry best practices, and our SIC system, a database of all our suppliers. If any irregularities are found, the supplier is unable to register and our compliance area takes over.

To promote sustainability along our value chain, the VAMOS team has worked to secure adherence to the Sustainable Commitment, a term that combines and disseminates more responsible practices, engaging our partners in this agenda. By late 2021 over 80% of our active repair shops had signed this term.

How we adapted to the pandemic

GRI 102-10

The crisis exposed organizations to acute supply chain risks, partly due to a shortage of raw materials, and partly due to the economic impact on suppliers. To address this scenario, VAMOS used its business model (see more at 17), which demands planning focused on purchasing and early orders from OEMs, sometimes as much as a year in advance. There is a reason

VAMOS is often the first company to place orders, and has not suffered any severe impact in terms of receiving vehicles, machinery, and other supplies, unlike much of the industry.



Our **supply chain relationship model** was the main tool used to address the challenges during the period

Communities

GRI 103-2, 103-3 | 203, 103-2, 103-3 | 413, 413-1, 413-2

To reinforce our presence and generate positive impact on the inhabitants in the regions where we are present, we identify needs and develop strategic projects focused on local challenges. VAMOS' efforts in the social area are guided by our Sustainability and Social Investment Policies. We also contribute to Instituto Julio Simões, as do other SIMPAR companies (*more on this below*).

In 2021 we stood out for our contributions to the Simpar Solidarity Campaign, collecting

.....

4,000+ people
benefitted from our
campaign to collect food

.....

more than 11 tonnes of food, and distributing over 1 thousand grocery packages, impacting over 4 thousand people. This was only possible because of the engagement of over 80 thousand employees with our Caring Christmas effort. This activity took place in our Used, Valtra, Fendt, and Transrio stores, ensuring nation-wide integration around this cause.

We also made a difference in the winter campaign (Inverno do Bem), collecting sweaters and blankets, as well as cash to purchase these goods at different collection points. We collected over 3 thousand sweaters and 847 blankets, and purchased another 2,720 blankets with the cash donations.



We became sustainers of the **Na Mão Certa Program**, expanding our presence in social causes that impact our value chain.



Looking at the impact our activities can have on highway safety in the regions where we are present, we implemented mitigation and prevention measures. Among them are the Vamos Mais Longe (We Go Farther) Program, which provides our customers with access to a network of accredited repair shops and dealers, as well as preventive maintenance, basic telemetry, and the fleet management portal.

Another theme that is relevant and on our social radar is fighting the sexual exploitation of children and adolescents on Brazil's highways. In 2021, VAMOS and the SIMPAR Group became the sponsors of the Na Mão Certa (In the Right Hands) Program, an initiative of

Childhood Brazil, and signed the "Corporate Pact Against the Sexual Exploitation of Children and Adolescents on Brazilian Highways".

We also continued our significant involvement with Instituto Julio Simões in the last cycle, with projects and investments totaling R\$ 810,280 that helped consolidate the trajectory of this institution, present in Brazil since 2006.

One of the projects developed by the SIMPAR Group social platform is Você Quer? Voce Pode! (If you want to you can!), which focuses on providing training for young people who are socioeconomically vulnerable in Mogi das Cruzes (SP). This action impacted 24 vulnerable youth, who at the end of the program entered the young apprentice program. Three of them are at VAMOS, and are mentored by people in different areas to support their development.

Activities in the social area

	2021	
	#	%
Total operations		106
Forms of engagement		
Assessment of social impact, including gender, based on participative processes	105	99.06
Public disclosure of the outcome of social and environmental impact assessments	106	100
Development programs based on the needs of local communities	100	94.34
Stakeholder engagement plans based on maps	96	90.57
Local community hearing committees and processes, including vulnerable groups.	17	16.04
Working boards, workplace health and safety committees, and other entities representing employees to discuss impact.	9	8.49
Formal procedures local communities can use to file complaints	105	99.06

ENVIRONMENTAL AGENDA

GRI 103-2, 103-3 | 302, 103-2, 103-3 | 306

The VAMOS business platform is full of opportunities to promote synergy between economic prosperity and environmental conservation. In addition to embracing impactful initiatives, we work to promote more efficiency in our day-to-day activities.



As industry leaders, our efforts should be reflected not only in terms of economic results. We must incorporate our sustainability agenda and commitments to relevant movements into our business vision and value chain. We do this by promoting synergies and alliances that are in line with what is discussed in the main forums and dialogs in the country.

Over the year we continued to mature our organization to identify and implement improvements. We believe this is a natural movement and blends into our culture as the VAMOS proposal is linked to the environmental agenda of taking newer trucks to the roads, and benefitting people and communities in the various regions where we are present - 44 cities in 11 states.

We are seeking to further understand and measure this impact. In 2021 we completed a truck life-cycle process, which included an analysis of environmental and efficiency factors. We already see more positive indicators in terms of the volume of polluting and greenhouse gases emitted, which is significantly less for the newer models, and the travel and route conditions.

One of the main guidelines of our activities is our Sustainability Policy. Together with VAMOS values, and re-validated in 2021, this document consists of the guidelines that should guide management and decisions when it comes to environmental impact (*see more [here](#)*).

Environmental governance takes the form of indicators that are monitored by the Sustainability Committee once a month, and by the Board of Directors every quarter, who also discuss how to improve the results, and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

We have adopted Impact B Assessment methodology to foster improvements in our structure and help mature our strategy, using best practices in the environmental, social and government dimensions. This process started in 2020, with the Caminho+B Program.



.....

Newer trucks on our roads will result in lower particulate and GHG emissions, and increased trip safety and efficiency

Emissions

GRI 102-11, 201-2, 103-2, 103-3 | 305, TCFD

To address climate change, one of our material themes is that VAMOS have a strategic and fundamental mindset. Our products and services enable synergies to mitigate impact and pursue solutions that are more connected to environmental conservation, such as renewable energy sources and fleet electrification (*see more at 29*).

With this in mind, in 2021 we created a working group to discuss and propose initiatives within the scope of climate change. This group of eight meets monthly and includes representatives from marketing, sales, operations, business development, and project strategy, plus invited guests to discuss specific topics.

We are looking to develop technologies and advances that will reduce the negative impact of our products and services. In this process it is essential that we remain attuned to the main trend in the industry, maintaining our

position as industry leaders and protagonists, always looking for solutions that will effectively contribute to a low-carbon economy.

To advance in this agenda we are working with our parent company on a project with a company that specializes in climate change. The goal is to look at all of the costs and financial opportunities involved. This theme was monitored by both the Sustainability Committee and the Executive Board throughout 2021. Last year we also mapped the main risks and opportunities associated with climate change.

We have a working group on the theme, monitor the news and how the debate is evolving in Brazil and internationally, watching for new regulations and anticipating any potential impact. The VAMOS group sets a target of reducing its scope 1 and 2 emissions by 23% in 2022, offsetting the balance, and reducing our scope 3 emissions by 15% by 2030,



Total emissions in 2021 (tCO2e)

SCOPE 1:	1,914
SCOPE 2:	209
SCOPE 3:	683,181



Here are some details: VAMOS' emissions indicators are available in the [Appendix](#)

Zero Carbon: #EuNeutralizoCarbono (#INeutralizeCarbon)

With the engagement and awareness of our customers, we added an option to our Vamos Zero Carbon portfolio that will offset the emissions resulting from our lease services. Calculating this impact considers the type and efficiency of the leased vehicle, the travel distance, and the fuel used.

Emissions are offset by purchasing carbon credits used for sustainable projects and businesses. Customers who opt for Zero Carbon can monitor the amount of CO₂e neutralized by the program.

Learn more [here](#).

Fighting climate change – decision making, risks, and resilience

GRI 103 | 201, TCFD: Governance (a), (b), (c); Strategy (a), (b), (c); Risk management (a), (b); Metrics and goals (a), (b), (c)

The VAMOS sustainability area and the committees that address the theme are responsible for identifying the risks and opportunities of the climate agenda, using self-assessments. This is done with interviews that allow us to compile a broad list of factors, including causes, consequences, and probabilities.

The metrics used to prioritize these risks connect to aspects related to operating costs and impact on revenue due, for instance, to deviations that keep VAMOS from performing its financial plan. To address the scenario developed we retained the services of a specialized consulting firm to analyze projects focused on decarbonization, and define a low-carbon transition plan for the coming years.

Looking ahead at the next two years, we are attuned to risks assessments, in line with the

SIMPAR Group Risk Management Policy. For the medium and long terms, meaning the next two to five years, we will focus on transitory risks involving, among others, policies, technologies, and markets to develop fronts to address climate change. For the long term, which in our case is 5 to 30 years, we are working to align our strategy to the national and global climate challenges.

Our decarbonization strategy, while robust, will not result in a 1.5°C scenario. VAMOS uses significant tools to mature its processes and vision regarding climate change. To enable an environment of low-carbon technologies and significant reduction in GHG emissions, we believe that the next few years must see tendencies towards developing electrical vehicles and alternative fuels, and the implementation of infrastructure components in Brazil. We are working to reduce our scope 3 emissions by 15% by 2030 (compared to 2021), helping decarbonize the economy.

To keep climate change a significant component of our decision making, the Sustainability Committee meets every month to analyze and monitor indicators, the most important of which is GHG emissions per asset, and the projects and targets set by the Executive Board. Performance of the decarbonization strategy is not associated with compensation policies at it is still in the maturing process. The body is also in charge of overseeing the company's social and environmental performance, as well as for defining policies and authorizing financial transactions.

The Sustainability Committee advises the Company Board of Directors regarding fulfillment of its commitments and responsibilities in the area of sustainable development, passing along and assessing periodic information ([read more about this at 19](#)).

Energy

GRI 302-1, 302-2, TCFD: Metrics and goals (a), (b), (c)

In 2020, VAMOS embarked on a project to implement solar energy in three of its dealer stores. In 2021, we started to roll this out to 16 stores, and should be finished with this in 2022. This is a new standard for our units, and in line with our search for cleaner energy in our operations and activities.

Continuing with our Renewable Energy Project started in 2020 in our Tocantins stores, by 2022 we intend to have 40% of the power supplied to our stores coming from renewable sources.

Consumption of non-renewable fuels (GJ)

	2021
Diesel	2,782.29
Gasoline	10,513.82
VNG	0.90
Total	13,297.01

Consumption of renewable fuels (GJ)

	2021
Solar Energy	553.10
Ethanol	2,248.47
Total	2,801.57

Total energy consumed (GJ) ^{1 2}

	2019	2020	2021
Non-renewable fuels	21995.11	24544.29	13,297.01
Renewable fuels	1530.83	1615.60	2,801.57
Energy consumed	8349.53	8057.79	11,524.35
Energy sold	0	0	295.34
Total	31875.47	34217.68	27,327.58

¹ GHG Protocol.

² Total energy sold and consumed in 2021 is electrical, representing 295.34 GJ and 11,526.55 GJ respectively.



16+ dealers included in the solar energy program during the course of the year

Waste management

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

VAMOS has a Solid Waste Management Plan whereby each generating unit is responsible for assessing and disposing of the waste it generates, using the following hierarchy:

1. Minimize
2. Reuse
3. Recycle
4. Co-process
5. Incinerate
6. Landfill

The main wastes generated by our operations are tires, contaminated materials and lubricant oil used by our own or third party shops. As an internal procedure we look at the condition of the tires to check if they are suitable for re-treading or another form of reuse. Lubricant oil is re-refined by a specialized company and can be reused.

We signed a partnership with Vertown, primarily for the waste generated by our repair shops, providing an online management platform and ensuring transparency in data formalization. In 2021 we agreed that all of our units with their own repair shops would use this platform to report indicators.

Eighty percent of our third-party repair shops have subscribed to this sustainable commitment, and we will continue our efforts to create awareness among those that are left.



Total waste generated by composition (t)

	2021
Category	Amount generated (t)
Wood	0.06
Air filters	0.44
Paper/cardboard/plastic	0.74
Mix of solids contaminated with oil, grease, solvent, paint, and/or other hazardous materials. (PPEs, empty packaging, rags, oakum, etc.)	9.74
Used or contaminated lube oil (UCLLO)	37.20
Oil filters	0.35
Total	48.53

¹ Excludes BMB data



CONTENTS GRI & SASB CONTENT INDEX

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GRI 102-55

GRI Standards	Disclosure	Page	Omission	SDGs	
General disclosures					
GRI 101: Foundation 2016					
GRI 101 contains no disclosures					
Organizational profile					
GRI 102: General disclosures 2016	102-1 Name of the organization	9			
	102-2 Activities, brands, products, and services	9, 11, 12, 13			
	102-3 Location of headquarters	9			
	102-4 Location of operations	9			
	102-5 Ownership and legal form	9			
	102-6 Markets served	11, 12, 13			
	102-7 Scale of the organization	9			
	102-8 Information on employees and other workers	38, 39, 74, 75, 76			8, 10
	102-9 Supply chain	45			
	102-10 Significant changes to the organization and its supply chain	25, 26, 27, 45			
	102-11 Precautionary principle or approach	22, 51			
	102-12 External initiatives	9			
	102-13 Membership of associations	VAMOS is a member of the Brazilian Association of Listed Companies (ABRASCA) and the Business Development Agency (AGFE).			
Strategy					
GRI 102: General disclosures 2016	102-14 Statement from senior decision-maker	7			
Ethics and integrity					
GRI 102: General disclosures 2016	102-16 Values, principles, standards, and norms of behavior	9		16	

GRI Standards	Disclosure	Page	Omission	SDGs
Governance				
GRI 102: General disclosures 2016	102-18 Governance structure	18		
	102-20 Executive-level responsibility for economic, environmental, and social topics	19		
	102-22 Composition of the highest governance body and its committees	18		5, 16
	102-23 Chair of the highest governance body	19		16
	102-24 Nominating and selecting the highest governance body	19		5, 16
	102-25 Conflicts of interests	20		16
	102-26 Role of highest governance body in setting purpose, values, and strategy	19		
	102-28 Evaluating the highest governance body's performance	19		
	102-29 Identifying and managing economic, environmental, and social impacts	19		16
	102-30 Effectiveness of risk management processes	22		
	102-31 Review of economic, environmental, and social topics	22		
	102-32 Highest governance body's role in sustainability reporting	19		
	102-38 Annual total compensation ratio	77		
	102-39 Percentage increase in annual total compensation ratio	77		

Stakeholder engagement

GRI Standards	Disclosure	Page	Omission	SDGs
GRI 102: General disclosures 2016	102-40 List of stakeholder groups	40		
	102-41 Collective bargaining agreements	38		8
	102-42 Identifying and selecting stakeholders	4		
	102-43 Approach to stakeholder engagement	4, 20, 43		
	102-44 Key topics and concerns raised	4, 20, 43		
Reporting practices				
GRI 102: General disclosures 2016	102-45 Entities included in the consolidated financial statements	3		
	102-46 Defining report content and topic Boundaries	3		
	102-47 List of material topics	4, 5, 6		
	102-48 Restatements of information	N/a		
	102-49 Changes in reporting	The report maintained its base scope, methods and preparation process.		
	102-50 Reporting period	3		
	102-51 Date of most recent report	Report on 2020, disclosed in 2021.		
	102-52 Reporting cycle	Annual.		
	102-53 Contact point for questions regarding the report	3		
	102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards—"Core" option.		
	102-55 GRI content index	55		
102-56 External assurance	85			

GRI Standards	Disclosure	Page/URL	Omission	SDGs
Material topics				
Economic performance				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	36		
	103-3 Evaluation of the management approach	36		
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	80		8, 9
	201-2 Financial implications and other risks and opportunities due to climate change	51, 52		13
Market presence				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	38, 39, 45		
	103-3 Evaluation of the management approach	38, 39, 45		
GRI 202: Market presence 2016	202-1 Ratio of standard entry level wage by gender compared to local minimum wage	77		1, 5, 8
Indirect economic impacts				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	30, 47		
	103-3 Evaluation of the management approach	30, 47		
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	30		5, 9, 11
	203-2 Significant indirect economic impacts	30		1, 3, 8
Procurement practices				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	45		
	103-3 Evaluation of the management approach	45		
GRI 204: Procurement practices 2016	204-1 Proportion of spending on locally-based suppliers	46		8

GRI Standards	Disclosure	Page/URL	Omission	SDGs
Anti-corruption				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	20		
	103-3 Evaluation of the management approach	20		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	20		16
	205-2 Communication and training on anti-corruption policies and procedures	81, 82		16
	205-3 Confirmed incidents of corruption and actions taken	No proceedings were initiated against the Vamos or our employees during the reporting period to investigate any corruption violations committed in the course of our business activities.		16
Anti-competitive behavior				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	20		
	103-3 Evaluation of the management approach	20		
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Vamos was not party to any legal actions for anti-competitive behavior, anti-trust, or monopoly practices.		16
Energy				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	49, 50, 53		
	103-3 Evaluation of the management approach	49, 50, 53		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	53		7, 8, 12, 13
	302-2 Energy consumption outside of the organization	53		7, 8, 12, 13
	302-4 Reduction of energy consumption	In 2021 we achieved energy savings of 295.34 GJ through maintenance and efficiency improvements by installing photovoltaic systems. Data on solar power generated by acquisitions are not included.		7, 8, 12, 13

GRI Standards	Disclosure	Page/URL	Omission	SDGs	
Emissions					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4			
	103-2 The management approach and its components	51, 52			
	103-3 Evaluation of the management approach	51, 52			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	73		3, 12, 13, 14, 15	
	305-2 Energy indirect (Scope 2) GHG emissions	73		3, 12, 13, 14, 15	
	305-3 Other indirect (Scope 3) GHG emissions	73		3, 12, 13, 14, 15	
	305-4 GHG emissions intensity	GHG emissions intensity was 242.76 in 2021, compared to respectively 372.08 and 413.71 in 2020 and 2019. The figures include all three scopes of emissions and the following gases: CO ₂ (carbon dioxide); CH ₄ (methane); and N ₂ O (nitrous oxide).			13, 14, 15
	305-5 Reduction of GHG emissions	Greenhouse gas emissions were reduced by 1,328.00 in 2021 through offsets.			13, 14, 15
	305-7 NO _x , SO _x , and other significant air emissions	73		3, 12, 14, 15	
Waste					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4			
	103-2 The management approach and its components	54			
	103-3 Evaluation of the management approach	54			
GRI 306: Waste 2021	306-1 Waste generation and significant waste-related impacts	54		3, 6, 11, 12	
	306-2 Management of significant waste-related impacts	54		3, 6, 11, 12	
	306-3 Waste generated	54		3, 6, 12, 14, 15	
	306-4 Waste diverted from disposal	Total waste diverted from disposal was 46.19t, including: 1.24t of non-hazardous-waste, with 0.80t sent for recycling and 0.44t sent to landfills; and 44.95t of hazardous waste, with 37.30t sent for recycling and 7.65t sent to landfills. Waste figures were compiled from the <i>VG residuos</i> platform from 8/1/2021 to 12/31/2021, not including data for BMB.			3, 11, 12
	306-5 Waste directed to disposal	Total waste directed to off-site disposal was 2.33t of hazardous waste, sent to landfills. Waste figures were compiled from the <i>VG residuos</i> platform from 8/1/2021 to 12/31/2021, not including data for BMB.			3, 6, 11, 12, 14, 15

GRI Standards	Disclosure	Page/URL	Omission	SDGs
Environmental compliance				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	20		
	103-3 Evaluation of the management approach	20		
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	As confirmed by environmental violation clearance certificates, Vamos has not been implicated in any violations of environmental laws and/or regulations.		16
Supplier environmental assessment				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	45		
	103-3 Evaluation of the management approach	45		
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	We were unable to determine the total number of suppliers that were considered for hiring, only the total number of suppliers onboarded.		
	308-2 Negative environmental impacts in the supply chain and actions taken	45	We are currently implementing an automated system for assessing environmental aspects, due to be completed in 2022. The system will perform the same tasks as in the assessment of social aspects.	
Employment				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	38		
	103-3 Evaluation of the management approach	38		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	78, 79		5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Vamos provides health insurance, parental leave and life insurance to both full-time and temporary employees at all sites.		3, 5, 8
	401-3 Parental leave	40		5, 8

GRI Standards	Disclosure	Page/URL	Omission	SDGs
Occupational health and safety				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	41, 42		
	103-3 Evaluation of the management approach	41, 42		
GRI 403: Occupational health and safety 2019	403-1 Occupational health and safety management system	41, 42		8
	403-2 Hazard identification, risk assessment, and incident investigation	41, 42		3, 8
	403-3 Occupational health services	41, 42		3, 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	41, 42		8, 16
	403-5 Worker training on occupational health and safety	41, 42		8
	403-6 Promotion of worker health	41, 42		3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	41, 42		8
	403-9 Work-related injuries	41, 42		3, 8, 16
	403-10 Work-related ill health	We have no documented cases of work-related ill health. Qualitative and quantitative hazard assessments are carried out as part of our health and safety procedures. We act on these assessments by implementing training, collective protection, administrative measures to mitigate exposure, and proper use of PPE.		3, 8, 16
	Training and education			
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	38, 39		
	103-3 Evaluation of the management approach	38, 39		

GRI Standards	Disclosure	Page/URL	Omission	SDGs
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	Training hours decreased in 2020 and 2021 as a result of the pandemic. We had not yet implemented our online training platform.		4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	We completed our performance review cycle in 2021, and in the last quarter of the year we implemented Vamos Academy, a corporate online training and development platform.		8
	404-3 Percentage of employees receiving regular performance and career development reviews	79		5, 8, 10
Diversity and equal opportunity				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	40		
	103-3 Evaluation of the management approach	40		
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	The Sustainability and Audit Committee is composed of 66.67% men and 33.33% women; the Board of Directors and Executive Board are composed entirely of men. Members of the Sustainability Committee and Executive Board are all in the age range of 30 to 50; members of the Audit Committee are all above 50; members of the Board of Directors are 40% aged between 30 and 50 and 60% above 50. Two governance-body members are from underrepresented groups.		5, 8
	405-2 Ratio of basic salary and remuneration of women to men	77		5, 8, 10
Non-discrimination				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	20		
	103-3 Evaluation of the management approach	20		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There was one incident of discrimination in the reporting period; the investigation has been completed and the whistleblower has received feedback.		5, 8

GRI Standards	Disclosure	Page/URL	Omission	SDGs
Freedom of association and collective bargaining				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	38, 39		
	103-3 Evaluation of the management approach	38, 39		
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We identified no cases in which the right to freedom of association and collective bargaining may be at risk.		8
Child labor				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	45		
	103-3 Evaluation of the management approach	45		
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	We have no suppliers classified as being at significant risk for incidents of child labor. No organization with a prior history of child labor is onboarded as a supplier.		8, 16
Forced or compulsory labor				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	45		
	103-3 Evaluation of the management approach	45		
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have no suppliers classified as being at significant risk for incidents of forced or compulsory labor.		8
Security practices				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	20		
	103-3 Evaluation of the management approach	20		
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	New security contractors are provided with a copy of our Code of Conduct and are required to confirm that they understand and undertake to abide by our vision, values and practices. In 2021, 70.59% of security personnel received formal training on human rights policies and procedures, and how they apply to their activities.		16

GRI Standards	Disclosure	Page/URL	Omission	SDGs
Local communities				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	47, 48		
	103-3 Evaluation of the management approach	47, 48		
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	47, 48		
	413-2 Operations with significant actual or potential negative impacts on local communities	47, 48		1, 2
Supplier social assessment				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	45, 46		
	103-3 Evaluation of the management approach	45, 46		
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	79		5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	Suppliers are screened against social criteria before being onboarded. Of our 2,424 active suppliers in 2021, none had any history of negative social impacts.		5, 8, 16
Consumer health and safety				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	43, 44		
	103-3 Evaluation of the management approach	43, 44		
GRI 416: Consumer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	43, 44		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance concerning health and safety impacts.		16
Social and economic compliance				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	4		
	103-2 The management approach and its components	20		
	103-3 Evaluation of the management approach	20		
GRI 419: Socioeconomic compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	There were no identified reports of, and no administrative or judicial sanctions were imposed for, non-compliance with laws and regulations in the social and economic area.		16

Sustainable Development Goals

1	No poverty
2	Zero hunger and sustainable agriculture
3	Good health & well-being
4	Quality education
5	Gender equality
6	Clean water and sanitation
7	Affordable and clean energy
8	Decent work and economic growth
9	Industry, innovation and infrastructure
10	Reduced inequalities
11	Sustainable cities and communities
12	Responsible consumption and production
13	Climate action
14	Life below water
15	Life on land
16	Peace, justice & strong institutions
17	Partnerships for the goals

TCFD Content Index

Recommended disclosures	Related GRI disclosures
Governance a	102-18; 102-19; 102-20; 102-26; 102-27; 102-29; 102-31; 102-32
Governance b	102-29; 102-31; 102-32
Strategy a	102-15
Strategy b	201-2
Strategy c	-
Risk management a	201-2
Risk management b	-
Risk management c	-
Metrics and Targets a	102-30
Metrics and Targets b	102-29; 102-30; 201-2
Metrics and Targets c	-

Disclosure	Code	Accounting Metric	Category	Unit of measure	Page number and/or URL(s) and/or direct response
Car rental and leasing (applicable to Movida)					
Activity metrics					
Car rental and leasing	TR-CR-000.	Average vehicle age	Quantitative	Months	Average vehicle age was 19.48; total available rental days was 4,380; and average rental fleet size was 23,627.
Car rental and leasing (applicable to Movida)					
Sustainability Disclosure Topics & Accounting Metrics					
Consumer safety	TR-CR-250. Transportation - Car rental and leasing	Percentage of rental fleet vehicles rated by NCAP programs with an overall 5-star safety rating, by region	Quantitative	Percent (%)	These disclosures are not measured and reported. VAMOS leases out its trucks; which are then operated and fueled by customers themselves.
Fleet Fuel Economy & Utilization	TR-CR-410. Transportation - Car rental and leasing	Fleet utilization rate	Quantitative	Rate	These disclosures are not measured and reported as VAMOS limits itself to leasing out trucks, which customers then operate and fuel under their own responsibility.



APPENDIX

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Environmental

Direct greenhouse gas emissions (t CO₂ equivalente)¹ GRI 305-1

	2019	2020	2021
Transportation of materials, products, waste, employees and passengers	1,130.11	1,195.10	1,914.00
Fugitive emissions	122.13	NA	0.01
Total gross CO₂ emissions	1,252.24	1,195.10	1,914.01

NA – Data not available

¹ Gases included in disclosures: CO₂ (carbon dioxide); CH₄ (methane); and N₂O (nitrous oxide).

Other indirect GHG emissions (t CO₂ equivalent)^{1 2} GRI 305-3

	2019	2020	2021
Downstream			
Leased assets	499,785.67	561,677.18	NA
Rental of plant and equipment	NA	NA	683,181.00
Total	499,785.67	561,677.18	683,181.00

¹ Gases included in disclosures: CO₂ (carbon dioxide); CH₄ (methane); and N₂O (nitrous oxide).

² GHG Protocol.

NA – Data not available

Scope 1 - Biogenic CO₂ emissions (t CO₂ equivalent)¹ GRI 305-1

	2019	2020	2021
	232.27	264.72	21.89

¹ Not including scope 1 and 3 emissions for acquisitions.

Scope 2 - Energy indirect GHG emissions (t CO₂ equivalent)^{1 2} GRI 305-2

	2019	2020	2021
	173.52	161.10	209.45

¹ Gases included in disclosures: CO₂ (carbon dioxide); CH₄ (methane); and N₂O (nitrous oxide).

² GHG Protocol.

Scope 3 - Biogenic CO₂ emissions (t CO₂ equivalent) GRI 305-3

	2019	2020	2021
	50,227.76	59,246.00	83,296.52

Significant air emissions (t)^{1 2} GRI 305-7

	2021
NOx	0.53
Particulate Matter (PM)	0.01
Carbon Monoxide	1.67

¹ Source of direct emissions (Scope 1).

² GHG Protocol.



Social GRI 102-7, 102-8, 405-1

Workforce by employment contract and region

Region	2019			2020			2021		
	Temporary	Permanent	Total	Temporary	Permanent	Total	Temporary	Permanent	Total
N	2	1	59	60	0	46	0	53	53
NE	1	0	32	32	0	34	0	38	38
MW	3	0	110	110	0	146	0	359	359
SE	18	3	548	551	2	566	1	693	693
S	0	0	176	176	0	140	0	171	171
Total	24	4	925	929	2	932	1	1,314	1,315

Workforce by employment type

Employment type	2019			2020			2021		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Men	741	4	745	744	4	748	947	89	1,036
Women	184	0	184	186	0	186	255	24	279
Total	925	4	929	930	4	934	1,202	113	1,315

Employees by age group

	2019	2020	2021
Under 30	261	248	434
30 to 50	534	565	725
Over 50	134	121	156
Total	929	934	1,315

Workforce by employee category

	2019	2020	2021
Executive Board	12	12	15
Middle Management	59	71	99
Leaders/Coordinators	29	37	64
Technical/Supervisor	37	34	38
Administrative	505	478	690
Operational	287	302	409
Total	929	934	1,315

Workforce by employee category and gender

	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Apprentices	8	10	18	3	10	13	15	20	35
Interns	0	2	2	1	0	1	4	5	9
Trainees	0	0	0	0	0	0	10	6	16
Total	8	12	20	4	10	14	29	31	60

Workforce by employee category and gender (%)

	2021	
	Men	Women
Apprentices	42.86	57.14
Interns	44.44	55.56
Trainees	62.5	37.5
Total	48.33	51.67

Workforce by employee category and gender (%)

	2019		2020		2021	
	Men	Women	Men	Women	Men	Women
Executive Board	100	0	100	0	93.33	6.67
Middle Management	89.83	10.17	90.14	9.86	88.89	11.11
Coordinators	65.52	34.48	70.27	29.73	70.31	29.69
Supervisors	78.38	21.62	73.53	26.47	73.68	26.32
Administrative	69.33	30.67	68.29	31.71	68.84	31.16
Operational	96.17	3.83	95.7	4.30	94.38	5.62
Total	79.35	20.65	79.31	20.68	78.78	21.22

Workforce by employee category and age group (%)

	2019			2020			2021		
	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50
Executive Board	0	83.33	16.67	0	66.67	33.33	0	73.33	26.67
Middle Management	3.39	67.80	28.81	5.63	69.01	25.35	4.04	71.72	24.24
Coordinators	13.79	82.76	3.45	5.41	89.19	5.41	1.56	95.31	3.13
Supervisors	8.11	59.46	32.43	5.88	64.71	29.41	10.53	63.16	26.32
Administrative	37.14	51.43	11.43	36.38	53.86	9.76	40	51.30	8.7
Operational	26.83	58.54	14.63	24.83	62.25	12.91	36.43	49.88	13.69
Total	29.61	56.27	14.12	27.64	59.60	12.76	33	55.13	11.86

Employees from underrepresented groups, by employee category (%)

	2021		
	PwDs	Black and Brown	PwDs
Apprentices	0	57.14	0
Interns	0	11.11	0
Trainees	0	0.00	0
Total	0	21.00	0

Employees from underrepresented groups, by employee category (%)

	2019		2020		2021	
	Black and Brown	PwDs	Black and Brown	PwDs	Black and Brown	PwDs
Executive Board	8	0	0	0	13.33	0
Middle Management	36	0	34	0	31.31	0
Coordinators	34	0	32	0	42.19	0
Supervisors	41	2.70	44	2.94	44.74	2.63
Administrative	45	1.90	46	1.63	45.07	1.45
Operational	50	0.70	56	0	55.50	0.00
Total	45	1.37	47	0.95	46.77	0.84

Workforce by employee category and age group (%)

	2021		
	Under 30	30 to 50	Over 50
Apprentices	100	0	0
Interns	100	0	0
Trainees	93.75	6.25	0
Total	98.33	1.67	0

Ratio of standard entry-level wage compared to local minimum wage, by gender^{1 2} GRI 202-1

	2019		2020		2021	
	Men	Women	Men	Women	Men	Women
Percent ratio	105.01	109.22	104.59	107.65	100.00	102.29

¹ This disclosure refers to full-time employees receiving nominal salaries subject to minimum wage rules.

² We have no significant locations of operation. All sites are included.

Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees^{1 2 3} GRI 102-38

Compensation	2020	2021
Ratio	25.76	41.82

¹ Salaries, payroll taxes and benefits.

² All part- and full-time employees are included.

³ The figures reported refer to the summary payroll of each employee.

Percentage increase in annual total compensation ratio GRI 102-39

Ratio	2021
	4.84

Ratio of basic salary and remuneration of women to men by employee category GRI 405-2

	2021
Executive Board	1.23
Middle Management	0.49
Coordinators	0.84
Supervisors	0.64
Administrative	0.42
Operational	0.71
Apprentices	0.90
Interns	0.82
Trainees	0.99

New hires by age group GRI 401-1

	2019		2020		2021	
	No.	Rate	No.	Rate	No.	Rate
Under 30	145	0.52	0.52	0.53	344	0.79
30 to 50	164	0.31	0.31	0.30	287	0.39
Over 50	26	0.19	0.19	0.40	48	0.31
Total	335	0.45	0.45	0.50	679	0.52

New hires by gender GRI 401-1

	2019		2020		2021	
	No.	Rate	No.	Rate	No.	Rate
Men	269	0.36	278	0.37	498	0.48
Women	66	0.34	78	0.40	181	0.65
Total	335	0.35	356	0.38	679	0.52

New hires by region GRI 401-1

	2019		2020		2021	
	No.	Rate	No.	Rate	No.	Rate
North	11	0.18	13	0.28	19	0.36
Northeast	5	0.15	13	0.36	8	0.21
Midwest	67	0.59	105	0.71	224	0.62
Southeast	211	0.37	198	0.34	366	0.53
South	41	0.23	27	0.19	62	0.36
Total	335	0.35	356	0.38	679	0.52

Turnover by age group GRI 401-1

	2019		2020		2021	
	No.	Rate	No.	Rate	No.	Rate
Under 30	125	0.44	145	0.55	151	0.35
30 to 50	150	0.28	177	0.31	200	0.28
Over 50	43	0.32	55	0.45	34	0.22
Total	318	0.34	377	0.40	385	0.29

Turnover by gender GRI 401-1

	2019		2020		2021	
	No.	Rate	No.	Rate	No.	Rate
Men	237	0.31	287	0.38	286	0.28
Women	81	0.41	90	0.46	99	0.35
Total	318	0.34	377	0.40	385	0.29

Turnover by region GRI 401-1

	2019		2020		2021	
	No.	Rate	No.	Rate	No.	Rate
North	15	0.25	29	0.62	10	0.19
Northeast	5	0.15	9	0.25	4	0.11
Midwest	76	0.67	75	0.51	123	0.34
Southeast	177	0.31	205	0.36	214	0.31
South	45	0.26	59	0.42	34	0.20
Total	318	0.34	377	0.40	385	0.29

Average hours of training per employee by employee category GRI 404-1

	2019	2020	2021
Executive Board	0.11		0.60
Middle Management	0.67	2.25	7.81
Heads/coordinators	4.80	0.81	1.57
Technical/supervisor	4.80	0.81	3.26
Administrative	4.80	0.81	1.28
Operational	8.31	29.27	70.89
Total	23.49	33.95	23.49

Percentage of employees receiving regular performance and career development reviews (%)¹ GRI 404-3

	2021		
	Men	Women	Total
Executive Board	35.71	0.00	33.33
Middle Management	59.09	36.36	56.57
Coordinators	46.67	47.37	46.88
Supervisors	71.43	80.00	73.68
Administrative	34.95	41.40	36.96
Operational	0.00	0.00	0.00
Total	25.48	39.43	28.44

¹ No workers received training.

Average hours of training per employee by gender GRI 404-1

	2019	2020	2021
Men	11.67	12.01	28.94
Women	3.04	2.11	3.22
Total	14.70	9.96	23.49

Average hours of training per employee by employee category GRI 404-1

	2019	2020	2021
Apprentices	0	5	0.54
Interns	0.82	0	3.33
Trainees	0	0	1.91
Total	0.82	5	1.33

New suppliers that were screened using social criteria GRI 414-1

	2019	2020	2021
Total new suppliers considered for onboarding	367	413	496
Total suppliers that were screened using social criteria	261	397	494
Suppliers screened using social criteria (%)	71.12	96.13	99.60



Governance & financial GRI 102-7, 201-1

Financial Information (R\$ million)

Distributed	2019	2020	2021	Change
Gross Revenue	1,321,741	1,661,634	3,095,597	1,433,963
Net Revenue	1,211,508	1,513,187	2,823,495	1,310,308
Net Service Revenue	999,424	1,339,621	2,687,714	1,348,093
Net Revenue from Asset Sales	212,084	173,566	135,781	-37,785
Total Costs	-798,407	-995,468	-1,790,245	-794,777
Cost of Services	-593,774	-832,816	-1,691,838	-859,022
Cost of Asset Sales	-204,633	-162,652	-98,407	64,245
Gross Profit	413,101	517,719	1,033,250	515,531
Total Expenses	-120,448	-148,164	-279,615	-131,451
EBIT	292,653	369,555	753,635	384,080
Margin (% Service NOR)	341.5%	362.5%	356.6%	
Finance Revenue (Expense)	-93,488	-112,092	-173,800	-61,708
Taxes	-57,383	-78,271	-177,460	-99,189
EBITDA	527,624	638,774	1,049,744	410,970
Margin (% Service NOR)	189.4%	209.7%	256.0%	
Consolidated Net Income	141,782	179,192	402,375	223,183
Margin (% Service NOR)	704.9%	747.6%	668.0%	
Net Income - Treasury				
Margin (% Service NOR)				
Net Income - Logistics				
Margin (% Service NOR)				

Statement of added value (R\$ thousand)

	2019	2020	2021
Sales, leasing, service provision and sales of decommissioned assets	1,321,741	1,661,634	3,095,597
Provision for impaired receivables	-6,024	-2,911	-15,741
Other operating revenue	21,341	17,713	19,648
	1,337,058	1,676,436	3,099,504
Inputs purchased from third parties			
Cost of sales and services	-572,161	-815,799	-1,653,537
Material, electricity, outsourced services and other	-13,168	-6,977	-8,121
	-585,329	-822,776	-1,661,658
Gross value added	751,729	853,660	1,437,846
Withholdings			
Depreciation and amortization	-234,971	-269,219	-296,109
Net added value produced by Vamos	516,758	584,441	1,141,737
Transferred added value			
Equity in income of associates		-	-
Finance revenue	16,670	21,176	109,414
	16,670	21,176	109,414
Transferred added value	533,428	605,617	1,251,151
Distribution of added value	532,428	605,617	1,251,151
Payroll and related charges	83,699	99,082	174,180
Federal taxes	148,506	129,255	255,221
State taxes	35,101	60,216	129,948
Municipal taxes	2,259	2,418	4,636
Interest and banking expenses	110,158	133,268	283,214
Rent	11,923	2,186	1,577
Dividends and interest on equity paid during the year	82,857	161,795	190,806
Retained earnings for the year	57,925	17,397	211,569

Members of governance bodies

	2019	2020	2021
Governance body members	12	12	15

Governance body members that have received communications and training on anti-corruption, broken down by region GRI 205-2

Region	Governance body members	2019		2020		2021	
		Informed	Trained	Informed	Trained	Informed	Trained
Southeast	number	12	7	15	6	15	7
	%	100	58.33	100	40	100	26.67

Employees who have received communications and training on anti-corruption, broken down by region GRI 205-2

Region	Employees	2019		2020		2021	
		Informed	Trained	Informed	Trained	Informed	Trained
North	number	60	53	46	40	53	31
	%	100	88	100	86.96	100	58.49
Northeast	number	32	31	34	31	38	28
	%	100	96.88	100	91.18	100	73.68
Midwest	number	110	67	146	109	359	266
	%	100	60.91	100	74.66	100	74.09
Southeast	number	551	507	568	518	694	558
	%	100	92.01	100	91.20	100.00	80.40
South	number	176	133	140	107	171	106
	%	100	75.57	100	76.43	100	61.99

Employees and workers who have received communications and training on anti-corruption, broken down by employee category GRI 205-2

Employee category	Employees/Workers	2019		2020		2021	
		Informed	Trained	Informed	Trained	Informed	Trained
Executive Board	number	12	10	12	9	15	10
	%	100	83.33	100	75	100	66.67
Middle Management	number	59	58	71	68	99	90
	%	100	98.31	100	95.77	100	90.91
Coordinators	number	29	28	37	35	64	59
	%	100	96.55	100	94.59	100	92.19
Supervisors	number	37	33	34	33	38	36
	%	100	89.19	100	97.06	100	94.74
Administrative	number	505	419	478	423	690	542
	%	100	82.97	100	88.49	100	78.55
Operational	number	287	243	302	237	409	252
	%	100	84.67	100	78.48	100	61.61
Apprentices	number	18	13	13	5	35	13
	%	100	72.22	100	38.46	100	37.14
Interns	number	2	2	1	1	9	7
	%	100	100	100	100	100	77.78
Trainees	number	NA	NA	NA	NA	16	16
	%	NA	NA	NA	NA	100	100

TCFD: governance and climate management

Type of transition risk	Risk	Where the risk occurs in the value chain	Potential Impact	Time horizon	Likelihood	Magnitude of Impact	Estimated Financial Impact	Explanation of Financial Impact	Cost of responding to the risk	Mitigation & Adaptation Measures
Political and Legal	Restrictive laws for emissions-intensive industries and/or laws on the consumption and/or production of fossil fuels	Products and services	Internal costs due to new taxes and declining demand for vehicle rental services (indirect taxes from fuel taxation)	Long Term	High	High	R\$ 147,550.00	Simulated scenario (industry pricing): Emissions in 2019 (1+2) = 2,951.00 tonCO ₂ e; Hypothetical carbon cost (Brazil) =R\$50.00 Tax = R\$ 147,550.00	R\$ 8,400,000,000	Scenario with 50% of our fleet replaced by electric vehicles: annual average uptake = 85,298 vehicles; Average ticket for electric vehicles = R\$150,000.00; Total CAPEX=8.4 billion
Technological	Large-scale production of electric vehicles by the automotive industry is virtually nonexistent	Products and services	High internal costs to neutralize these omissions (The "Movida Carbon Neutral by 2030 and Carbon Positive by 2040" Commitment involves all 3 scopes of emissions).	Long Term	High	High	R\$ 147,550.00	High internal cost to achieve our Public Climate Commitment (Movida Carbon Neutral 2030) and SLB targets	R\$ 8,400,000,001	Pursuing research and development investment with automakers

Type of physical risk	Risk	Where the risk occurs in the value chain	Potential Impact	Time horizon	Likelihood	Magnitude of Impact	Estimated Financial Impact	Explanation of Financial Impact	Cost of responding to the risk	Mitigation & Adaptation Measures
Acute	Increased severity and frequency of extreme weather events, such as cyclones and floods	<ul style="list-style-type: none"> - Products and services; - Supply chain and/or value chain; - Adaptation and mitigation activities; - Operations (including types of operations and locations of facilities); - Acquisitions or divestments 	Higher capital expenses - flash floods can lead to losses of company assets caused by flooding in major urban centers. Many of VAMOS group companies' assets are directly exposed to the impacts of weather events and this could result in total loss of or structural damage to vehicles. This risk is material for the company given that climate-change impacts/ effects are already being felt around the world, including by the company itself; have been confirmed by the scientific community; and are expected to intensify in the short and medium-term.	Short term	Highly probable	High	Not calculated; we are using estimates for financial year 2022	Not calculated	Not calculated	One adaptation measure would be purchasing insurance policies for all company assets

Assurance Report

GRI 102-56

KPMG Auditores Independentes Ltda.

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To the Board of Directors and Shareholders of
Vamos Locação de Caminhões, Máquinas e Equipamentos S.A.

São Paulo - SP

Introduction

We were engaged by Vamos Locação de Caminhões, Máquinas e Equipamentos S.A. ("Vamos" or "Company") to apply limited assurance procedures on the sustainability information disclosed in the Integrated Annual Report 2021 ("Report"), in the accompanying information to this report related to the period ended December 31, 2021.

Responsibilities of Vamos's Management

The Management of Vamos is responsible for adequately preparing and presenting the sustainability information in the Integrated Annual Report 2021 in accordance with both the Standards for Sustainability Report of Global Reporting Initiative - GRI, with Orientation CPC (Brazilian Accounting Pronouncements Committee) 09 - Integrated Report (which is correlated with the Basic Conceptual Framework of the Integrated Report prepared by the International Integrated Reporting Council - IIRC), and the internal controls determined necessary to ensure this information is free from material misstatement, resulting from fraud or error.

Independent auditors' responsibility

Our responsibility is to express a conclusion about the information in the Report based on a limited assurance engagement conducted in accordance with Technical Communication (TC) 07/2012, which was prepared based on NBC TO 3000 (Assurance Engagements Other Than Audits and Reviews), both issued by the Brazilian Federal Accounting Council - CFC

equivalent to international standard ISAE 3000, issued by the International Federation of Accountants and applicable to Non-Financial Historical Information. These standards require compliance with ethical requirements, including independence ones, and the engagement is also conducted to provide limited assurance that the information disclosed in the Report, taken as a whole, is free from material misstatement.

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

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

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

- a. engagement planning: considering the material aspects for Vamos's activities, the relevance of the information disclosed, the amount of quantitative and qualitative information and the operational systems and internal controls that served as a basis for preparation of the information in the Vamos's Report. This analysis defined the indicators to be checked in details;
- b. understanding and analysis of disclosed information related to material aspects management;
- c. analysis of preparation processes of the Report and its structure and content, based on the Principles of Content and Quality of the Standards for sustainability report of the Global Reporting Initiative - GRI (GRI - Standards) and with Orientation CPC (Brazilian Accounting Pronouncements Commite) 09 - Integrated Report (which is correlated with the Basic Conceptual Framework for Integrated Report, prepared by the The International Integrated Reporting Council (IIRC));
- d. evaluation of non-financial (GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7, GRI 102-8, GRI 102-9, GRI 102-10, GRI 102-11, GRI 102-12, GRI 102-13, GRI 102-14, GRI 102-16, GRI 102-18, GRI 102-40, GRI 102-41, GRI 102-42, GRI 102-43, GRI 102-44, GRI 102-45, GRI 102-

46, GRI 102-47, GRI 102-48, GRI 102-49, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-53, GRI 102-54, GRI 102-55, GRI 102-56, GRI 103-1 (205-1), GRI 103-2 (205-1), GRI 103-3 (205-1), GRI 201-2, GRI 205-2, GRI 205-3, GRI 302-1, GRI 305-7, GRI 306-3, GRI 306-5, GRI 307-1, GRI 308-1, GRI 401-1, GRI 403-9, GRI 403-10, GRI 405-1, GRI 405-2, GRI 406-1, GRI 414-1, GRI 419-1):

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

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

Scope and limitations

The procedures applied to a limited assurance engagement are substantially less extensive than those applied to a reasonable assurance engagement. Therefore, we cannot provide reasonable assurance that we are aware of all the issues that would have been identified in a reasonable assurance engagement, which aims to issue an opinion. If we had conducted a reasonable assurance engagement, we may have identified other issues and possible misstatements within the information presented in the Report. Nonfinancial data is subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate or estimate these data. Qualitative interpretation of the data's materiality, relevance and accuracy are subject to individual assumptions and judgments. Additionally, we have not examined data related to prior periods, to evaluate the adequacy of policies, practices and sustainability performance, nor future projections

Conclusion

Based on the procedures performed, described in this report, we have not identified any relevant information that leads us to believe that the information in the Integrated Annual Report 2021 is not fairly stated in all material aspects in accordance with the Standards for Sustainability Report of Global Reporting Initiative - GRI (GRI- Standards) with Orientation CPC (Brazilian Accounting Pronouncements Commite) 09 - Integrated Report (which is correlated with the Basic Conceptual Framework for Integrated Report prepared by the International Integrated Reporting Council - IIRC), and with the records and files that served as the basis for its preparation.

São Paulo, April 04th, 2022

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

Original report in Portuguese signed by
Sebastian Yoshizato Soares
Accountant CRC 1SP257710/O-4



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Coordinators

Grupo VAMOS Sustainability

Support area

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