
VIBRA
VIBRA
Integrated
Report
2024

Table of Contents

Introduction
- Message from the Board of Directors
- Message from the President
- About this report
- Double materiality

2024 Highlights

About Us
- Energy that vibrates and transforms
- Vibra's numbers
- Geographical scope
- Business model
- Purpose and values
- Sectoral participation and awards

Our value creation strategy
- Business strategy
- ESG Strategy
- Innovation strategy
- Brand and communication strategy
- Stakeholder engagement
- Supplier management

Our growth avenues
- Undisputed leadership in gas stations
- Expanding our offerings for B2B clients
- Expanding our logistics capacity
- New ambition in lubricants
- Renewables with return

Corporate governance
- Our governance
- Ethics and integrity
- Risk management
- Investor Relations
- Institutional Relations
- Economic-financial performance

Our people
- Vibra's way of being
- Diversity and inclusion
- Compensation and recognition
- Health and well-being
- Safety

Our social commitment
- Our cause: zero sexual violence
- Community relations

Climate change
- Climate strategy
- Emissions
- Climate-related risks and opportunities

Environmental performance
- Environmental management
- Energy efficiency
- Water and effluents
- Waste and materials
- Soil and groundwater

Indicators

GRI and SASB Summary

Annexes
- TCFD Report
- Assurance statement

Credits

Introduction

> Message from the Board of Directors
> Message from the president
> About this report
> Double materiality





Message from the **Board of Directors**

GRI 2-22

The year 2024 was an important period for Vibra.

First and foremost, we recognize the Company's strong performance as the essential foundation that enables us to advance initiatives in pursuit of our purpose: to move Brazil with its best energy. Among the standout results are adjusted EBITDA of BRL 6.3 billion and net income of BRL 6.37 billion — a 33.6% increase compared to 2023.

Secondly, because these results were achieved responsibly and with the active participation of our 3,978 employees, who were fully engaged in strengthening Vibra's connection with its entire ecosystem. We undertook numerous initiatives to stay connected with the many dimensions of our business model, from service station attendants and resellers to small businesses, large corporations, trading platforms, end consumers, and even investors and public sector.

On the renewable energy front, Vibra took a decisive step: acquisition of the remaining 50% of Comerc, reinforcing our portfolio with solar and wind generation and energy efficiency solutions.

This period was also marked by our dedication to defining the strategic priorities for the coming years and the presentation of our 2030 Strategic Plan to the market. While the previous two years were reserved to consolidating our market positioning and strategic approach, 2024 marked the spark that ignited a new cycle of growth.

A growth path we will pursue without compromising what matters most to us: the safety of our employees, the communities where we operate, and our clients. We continue to strengthen a culture of safety as a non-negotiable value.

We made significant progress in our sustainability agenda, continuing to address social, environmental, and governance matters as an integral part of our business, embedding these dimensions into our decision-making processes. The Company also made notable progress in the integrity area. We take a firm leadership role in combating illegal practices in the sector by identifying and addressing misconduct within the service station network. It was the first year in which we implemented structured initiatives tied to our social commitment, defined in 2023, which targets an urgent and unacceptable issue: sexual violence against children and adolescents. We also adopted a more focused approach to the communities surrounding our operational units and launched a community engagement mentorship program at selected sites.

From a governance standpoint, 2024 was a year of stability for both the Board of Directors and the Executive Board. We maintain a relationship built on trust, with clear roles and responsibilities, and a commitment to ethical and transparent conduct—always focused on delivering results. I'm grateful for the trust placed in me by the shareholders, who have appointed me for another term as Chairman of the Board.

Our challenge in the coming years is to find the right balance between control and autonomy, fostering a collaborative culture that encourages our teams to take initiative. It is not enough to have a diversified portfolio if we're not able to distribute and sell it efficiently. Achieving this will require continued investment in the development of our people and a strong focus on recognizing and nurturing in-house talent. Another key point is to embed innovation throughout our operations, especially in the core business. Fuel distribution and retail operations have seen little fundamental change since the oldest service station in our reseller network was built back in 1959. We're challenging ourselves to rethink — and swiftly implement — what the customer experience should look like in the service station of the future.

We close this cycle with a deep sense of pride in what we've achieved and confidence in the path we are forging ahead. I would like to thank our employees, clients and partners for their commitment to Vibra, and I reaffirm our dedication to the Company's sustainability and long-term growth.

Together we will continue to transform the Brazil's energy.

SÉRGIO RIAL
Chairman of the Board of Directors



"We made significant progress in our sustainability initiatives, continuing to treat social, environmental and governance responsibilities as an integral part of our business"



Message from **the president**

GRI 2-22

For Vibra, 2024 marked a period of accomplishments, in which we delivered the results of projects launched during the previous cycle, when I first joined the company. It was also a key moment for consolidating the strategy that will guide our trajectory in the coming years, driving sustainable growth and creating value for all our stakeholders. As signatories of the United Nations Global Compact, we are publicly committed to operating with environmental and social responsibility, which further strengthens this strategy.

We have defined our five growth avenues. The first four pillars — undisputed leadership in service stations, expanded offerings for B2B clients, growth in our logistics capacity, and a new ambition in lubricants — demonstrate the strong potential of our *core business*. The fifth, focused on investments in renewable energy with returns to shareholders, was marked by the full acquisition of Comerc, a key step in unlocking synergies that will drive our transition to a low-carbon energy future.

With this strategy now defined and already underway, we have a well-oiled engine in motion, ready to drive these pillars forward and take us to a new level of growth, with both pace and intensity.

The strategic plan was presented at Investor Day—held in August after three years without this event. Throughout the year, we maintained close and intense relationships with Brazilian and foreign investors. I had the opportunity to join meetings and events alongside our Investor Relations team to present our strategy, address questions, and listen to the market.

Our commitment to customers and partners has been strengthened through transformative initiatives. In February, we hosted Vem de Vibra, a major business fair that brought together around 5,000 people—including resellers, partners, and the Vibra team—to reinforce our value proposition, share our vision for the future and generate new business opportunities. The event was such a success that, in 2025, we managed to triple the volume of business generated. In addition, our key indicators reflect the progress we've made in customer relations: our reseller Net Promoter Score (NPS) rose by 10 percentage points, and our

Respect for people, safety, health and integrity remain non-negotiable values for us, the foundation of everything we do

end-consumer NPS increased by 5 points over the past year. These results reaffirm the effectiveness of our efforts to build closer relationships and deliver excellent service to our customers.

The transformation we are undergoing is only possible thanks to the deep engagement of our leaders and teams. In 2024, we held our first-ever Leadership Meeting bringing together our entire leadership team to deepen our strategic vision, address future challenges and strengthen our organizational culture. The success of the initiative led us to hold it again in 2025, this time with 274 leaders and over 20 clients, further deepening our culture of collaboration and active listening.

We believe that diversity is synonymous with strength and innovation. We made significant progress on this agenda, reaching 35.9% of women in senior leadership and 16.4% of black people in leadership positions, based on managerial level positions. In 2025, we aim to go even further: increase Black representation in leadership roles to 27.4%, based on coordinator level positions, ensure pay equity between men and women, grow the number of employees with disabilities by 10%, and maintain our current level of women in senior leadership positions.

Our social commitment has also gained even more relevance. Since 2023, we have chosen the fight against sexual violence against children and adolescents as our main cause. In 2024, we launched a major awareness campaign that reached approximately 8 million Brazilians. In 2025, we took an even bigger step with the Zero Sexual Movement, joining forces with more than 110 institutions to transform this reality. Being part of this change fills us with pride and reinforces the purpose that drives us forward!

Respect for people, safety, health and integrity remain non-negotiable values for us—the foundation of everything we do. We launched the Commitment to Life Charter, engaging the entire company in the responsibility of fostering a safe environment for all professionals and placing the safety, environmental protection and health of our employees above the company's financial results.

We believe integrity is the key to the long-term sustainability of our business. We intensified our efforts to combat market irregularities and strengthened our institutional presence. In addition, we expanded our role within the Legal Fuel Institute, joining its Board and increasing our influence in key industry discussions.

The year 2024 was notable for stability in both the Board of Directors and the Executive Board, reflecting cohesive and well-structured leadership. This continuity nurtured a relationship of trust, with clearly defined roles and an ethical, transparent approach focused on delivering results. The reappointment of most board members, including the chairman, ensured continuity in our governance, supporting a long-term strategic management approach.

The year 2024 was a milestone in Vibra's transformation trajectory. We closed the period with strong financial results and meaningful progress across several strategic fronts that reinforce our leadership in the industry. Net income reached BRL 6.4 billion, with leverage at 0.9x — a reflection of our financial discipline and solid position to support new cycles of growth. We also reduced costs by 6%, generating savings of approximately BRL 170 million compared to 2023. This performance enabled us not only to maintain a solid capital structure, but also to return value to our shareholders through BRL 1.6 billion in distributions, including dividends and interest on equity.

All the progress we have achieved so far shows us that it is possible to keep evolving and growing alongside our clients, employees and shareholders. With this energy, Vibra is committed to driving Brazil toward a future where energy security and sustainability advance in tandem, fostering a more ethical, competitive business environment that generates success and opportunities for everyone. That is the legacy we hope to build.

If it has energy, it's VIBRA!

ERNESTO PERES POUSADA JUNIOR
CEO

[1] Source: IPEC, December 2024

About the **report**

GRI 2-1, 2-2, 2-3, 2-5, 2-14

This is the Integrated Report of Vibra Energia S.A., a for-profit publicly traded corporation headquartered in the Cidade Nova district, Rio de Janeiro – Brazil. The document is published annually, coinciding with the organization's financial reporting cycle; this edition presents the main initiatives from January 1 to December 31, 2024, in addition to reporting pertinent information from the 1st quarter of 2025.

In this edition, we adopted the integrated reporting model—an advancement over the sustainability reports previously published—with the goal of enhancing transparency and providing deeper, more comprehensive information to better reflect how our Company generates value over time.

The content considers all the businesses of Vibra Energia and the investees that are 100% controlled, which are Vibra Trading BV, Vibra Trading Importadora e Exportadora Ltda., Vem Conveniência – VBBR S.A., FII-FCM, FI – Vibra Venture. Vibra Energia only operates in Brazil, as does Vem Conveniência. However, Vibra Trading BV has an office in the Netherlands and a branch in the USA (Vibra Trading Americas).

Entities with minority interests or joint ventures, such as Comerc, Evolua Ethanol, Brasil Supply and Navegantes Logística Portuária, are not included in the Vibra report. In addition, mergers, acquisitions and disposals of entities are evaluated on a case-by-case basis, and are reported only if they materially impact the Company's strategy and operations. Vibra, as of 2025, formally owns 100% of Comerc's share and voting capital, thus, its data will be incorporated into Vibra's next reporting cycle.

The content complies with the Global Reporting Initiative (GRI) standards. It also reports specific indicators from the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD).

Vibra's Executive Board reviews and revises the final version of the report, which is approved by the Board of Directors. The information contained in the report is subject to external assurance.

Throughout the report, references to GRI and SASB content are marked with the number corresponding to the reported theme. Any reformulations and revisions of contents disclosed in previous years are referenced in the footnotes throughout the report and linked to GRI 2-4. We are in the process of adapting to the new IFRS S1 and S2 standards, reinforcing our commitment to transparency and risk management related to sustainability and climate. To this end, we established a multidisciplinary working group, engaging multiple departments across the organization to ensure the implementation is both aligned with our business best practices and grounded in operational realities.



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

Questions, criticism and/or suggestions about the content presented can be sent to the consumer service area through the following communication channels:

- Telephone
  4090 1337 (capitals)
  0800 770 1337 (other regions)
- Eletronic form
  vibraenergia.com.br/contato

Double **materiality**

GRI 3-1, 3-2

We use a materiality matrix to identify and prioritize the most relevant issues in our strategy and actions that could significantly impact Vibra's financial performance, reputation and long-term sustainability. In 2024, we revised the list of material topics to keep track of potential changes in the business environment, stakeholder expectations, and risk and opportunity factors. The process takes place every two years and the last materialities were built in 2020 and 2022.

The work was carried out with the support of a specialized consulting firm, using a double materiality approach. The model considers both the organization's impacts on the environment and society (inside-out) and the financial impacts on the organization itself (outside-in). The scope of the impact identification process took into account upstream and downstream activities.

The process was carried out between August and October 2024 and had five stages:

1
Definition of the purpose, scope and tools to be used.

2
Identification and mapping of stakeholders and refinement of the topics list.

- **Analysis of internal and external documents** such as SASB Sustainability Accounting Standard for Oil & Gas – Refining & Marketing, Oil & Gas – Midstream and Oil & Gas – Services; MSCI ESG Oil and Gas Storage and Transportation;
- Benchmarking *studies* of peer companies.

Result:
14 stakeholders identified and 18 topics mapped, listing social and environmental impacts, as well as financial risks and impacts.

3
Prioritization based on the survey of the impact and financial perspectives of executives, stakeholders and specialists.

- Financial impacts
  - Surveys carried out with Vibra's leadership and financial market experts, through interviews and an online consultation

Result:
15 interviews and 32 responses to the consultation.

- Socio-environmental Impacts
  - Research conducted with internal experts.

Result:
Three working meetings (24 participants).

- Perception of relevance by *stakeholders*
  - Research carried out through an online consultation. Stakeholders consulted: Vibra employee, employee of contracted companies, BR Mania employee, indirect supplier, direct supplier, carriers, final consumer (customers of Petrobras Stations and BR Mania stores), B2B customer, reseller, investee company, individual investor, community and NGO, regulatory and supervisory body.

  For the prioritization of material topics and their impacts, criteria of probability and severity (intensity, extent, reversibility), probability and magnitude were adopted, as well as criteria of relevance to stakeholders.

Result:
1,550 answers to the on-line survey.

4.1

Analysis of results and preparation of the materiality matrix.

Result:
Six material topics for the report. The process indicated eight material topics, with Safety of people and operations and Health and well-being grouped together, as were Ethics, integrity and compliance and Institutional relations and advocacy.

MATERIAL TOPICS - COMPARISON WITH THE LAST CYCLE

2022	2024
Energy transition and renewable energy	Energy transition
Ethics, integrity and compliance	Ethics, integrity and compliance
Combating climate change	Climate change
Market transparency and product prices	**Not applicable**
Safety, health, and well-being	Health and well-being
Innovation and technology	Innovation and technology
Product quality and safety	**Not prioritized**
Employee attraction, development and retention	**Not prioritized**
Management of environmental liabilities	Safety of people and operations[1]
Supply chain management	Value chain management
Diversity, inclusion and equity	**Not prioritized**
Relations and communication with priority stakeholders	Institutional relations and advocacy[1]
Development of local and traditional communities	**Not prioritized**
Privacy and data security	**Not prioritized**

[1] *connection with similar themes from the last matrix*

4.2

Analysis concerning material topics and value levers.

Result:
Identification of three topics also considered in the strategy:

- Relations with priority stakeholders
- Diversity and inclusion
- Eco-efficient operations

5

Validation of topics and recommendations from senior leadership

The group of ESG Ambassadors and the vice president of People, Technology and ESG evaluated and approved the material topics that were later presented to the Executive Board.

CLIMATE CHANGE	ETHICS, INTEGRITY AND COMPLIANCE IN OPERATIONS AND IN THE SECTOR	ENERGY TRANSITION
Description	**Description**	**Description**
Management of greenhousegas emissions (GHG), including climate adaptation, resilience and mitigation through practices aimed at reducing emissions. This includes implementing improvements and innovations in processes and products, as well as investing in the management of physical and transition risks associated with climate change.	Accounting transparency, compliance with anti-corruption rules, laws and practices, promotion of the Code of Conduct and ethical attributes in organizational processes, and combating anti-competitive practices and bribery, irregularities in the fuel distribution sector, and moral and sexual harassment.	Development of new businesses and products focused on the energy transition, which refers to the process of gradually changing from an energy system based mainly on fossil fuels to a system based on renewable energy sources in an accessible and inclusive manner. This process involves various technological, economic, social and political alterations.
Main impacts	**Main impacts**	**Main impacts**
SOCIO-ENVIRONMENTAL Negatives: contribution to the worsening of climate change, due to the emission of GHGs in the transportation and use of our products sold. Positives: offering less carbon-intensive energy solutions through strategic partnerships. **FINANCIAL** Costs due to the need to adapt to new assumptions, technologies and regulations, changes in consumer behavior and damage caused by climate effects such as prolonged droughts, storms and wind anomalies.	**SOCIO-ENVIRONMENTAL** Negatives: possible cases of violations of anti-corruption laws and harassment in the value chain. Positives: defense of collective interests through proactive actions with entities; promotion of an ethical and transparent business environment. **FINANCIAL** Additional costs related to the legal treatment of sanctions and processes and the need to adapt to the new assumptions and regulations on the subject.	**SOCIO-ENVIRONMENTAL** Negatives: failure to assimilate the technological advances necessary to provide products and services aimed at the energy transition at the desired speed. Positives: guarantee of energy security in the country, meeting the demands of customers and consumers; support to the decarbonization journey of customers offering a diversified product portfolio. **FINANCIAL** Additional costs due to increases in legal and regulatory assumptions stimulating the use of renewable energy, costs with the acquisition of new partnerships aimed at the energy transition and loss of revenue due to replacement by products with a lower carbon footprint.
Main opportunities	**Main opportunities**	**Main opportunities**
Development and/or expansion of goods and services with low emissions and adoption of more effective production and distribution processes.	Construction of a more ethical and transparent environment; improvement of practices in the sector and protagonism in the adoption of best practices on the subject.	Development and/or expansion of goods and services with low emissions.
Priorities	**Priorities**	**Priorities**
Decarbonization of our operations (Scopes 1 and 2); Decarbonization of customers (Scope 3).	Combating irregular practices in the sector; Best practices in transparency and accountability.	Decarbonization of our operations (Scopes 1 and 2); Decarbonization of customers (Scope 3).
Materiality	**Materiality**	**Materiality**
		
SDG	**SDG**	**SDG**
SDG 13	SDG 16	SDG 7, SDG 13
Capitals	**Capitals**	**Capitals**
Financial Natural	Financial Intellectual Human Social and relationship	Financial Manufacturing Intellectual Natural
Indicators	**Indicators**	**Indicators**
GRI 302; GRI 305; EM-RM-110a.1; EM-RM-110a.2	GRI 205; GRI 206; General disclosures	GRI 201; GRI 305; CG-MR-130a.1

LEGENDA: Financial materiality Materiality impact Low Medium High

INNOVATION AND TECHNOLOGY	SAFETY, HEALTH AND WELL-BEING	VALUE CHAIN MANAGEMENT
Description	**Description**	**Description**
Investment in innovation and development of solutions that enable adaptation to new scenarios, market trends and innovations in the business model, including the process of continuous improvement of the products/tools currently offered and incentives for scientific research.	Ensuring the safety, health and well-being of workers by managing the organizational environment, implementing strict safety standards, training programs and adapting the infrastructure. The aim is to reduce exposure to risks and accidents in the workplace and when transporting products, and to preserve the mental and physical health of employees, contractors and their families. Prevention and mitigation of risks and critical incidents. Includes the management of hazardous materials, emergency and contingency plans.	Traceability of the production chain in terms of fair labor practices and respect for human rights, ethical practices, with control and monitoring of quality standards, including socio-environmental and integrity criteria when contracting inputs and services.
Main impacts	**Main impacts**	**Main impacts**
SOCIO-ENVIRONMENTAL Negatives: obsolescence of processes, possible loss of competitiveness and operational efficiency related to technology. Positives: investments in innovative businesses, generation of new businesses and solutions fostered by intrapreneurship and improvement in efficiency and prevention of losses in the operation arising from investment in new technologies. **FINANCIAL** Costs due to inefficiency in the use of resources and operation, loss of revenue due to less competitiveness of products and business model.	**SOCIO-ENVIRONMENTAL** Negatives: occurrence of accidents in operations and in the transport of products and occupational diseases. Positives: strengthening the health and safety culture, reducing work accidents and absenteeism; offering health benefits and incentive programs. **FINANCIAL** Additional costs associated with occupational accidents and diseases, including compensation and insurance, and reduced productivity due to occupational accidents and diseases.	**SOCIO-ENVIRONMENTAL** Negatives: occurrence of non-compliant cases of ESG aspects in the supply chain and lack of sufficient mechanisms for monitoring and mitigating risks. Positives: mechanisms and instruments to promote good ESG practices in the supply chain. **FINANCIAL** Additional costs due to the need to adapt to the new assumptions and regulations on the subject.
Main opportunities	**Main opportunities**	**Main opportunities**
Differentiation and technological leadership through the early adoption of solutions such as artificial intelligence and digital platforms, the creation of new business models with the incorporation of emerging technologies, increased operational efficiency and cost reductions through automation.	Improvements in health and safety risk prevention actions; Use of innovation and technologies to increase the safety of employees and operations; Promotion of a safe and healthy environment for all employees.	Extension of good socio-environmental practices to the value chain; Training of suppliers; Boost in supplier appreciation actions.
Priorities	**Priorities**	**Priorities**
Generate business with *startups* and obtain a return for the corporation.	Safer work environment.	Combating sexual violence against children and adolescents.
Materiality	**Materiality**	**Materiality**
		
SDG	**SDG**	**SDG**
SDG 7; SDG 8; SDG 9	SDG 3; SDG 8	SDG 8; SDG 12; SDG 13; SDG 16
Capitals	**Capitals**	**Capitals**
Financial Manufacturing Intellectual Natural	Financial Manufacturing Human Social and relationship	Financial Social and relationship
Indicators	**Indicators**	**Indicators**
GRI 201	GRI 403; EM-RM-320a.1; EM-RM-320a.2	GRI 408; GRI 409

LEGENDA: Financial materiality Materiality impact Low Medium High

2024 Highlights

ECONOMIC

BRL 6.4 billion
in net income, representing a

33.6 % increase
over 2023.



Strategic expansion of the lubricant plant

66% increase in production capacity
to meet even more demands efficiently and through innovation

BRL 6.3 billion
of adjusted EBITDA

Delivery of
BRL 941 million
in financial result through projects in the Transformation Office portfolio

Holding
Investor Day
and dissemination of the
new 2030 strategic plan

ENVIRONMENTAL

Climate change

Climate Risk

Study:
21 transition risks
8 physical risks
17 opportunities

Carbon Footprint

Study
of 27 main products

Anticipation by
2-Year
of the compensation of Scope 1 and 2 emissions

Migration of 25 units to the
free energy market
and aquisition of **30 thousand I-RECs**

Exceeding the top goals:
decarbonization of customers, migrating **430 consumer units** to low-carbon solutions + **22% reduction** in Scope 1 and 2 emissions

Energy transition

Acquisition of
100% of Comerc

Issuance of
BRL 1.5 billion
in green debentures

Exclusive supply of renewable
Vibra Diesel
to Volkswagen

1st company to
make SAF available in Brazil

1st company to
compensate SAF with the Book & Claim system
(in partnership with GOL)

Eco-efficient operations

Reuse
of metal drums

Sustainability certification for export and import of biofuels (ISCC EU and CORSIA) in 2 units and ISO 14001, 9001 and 45001 in 9 units

SOCIAL

Safety, health and well-being

Health & safety and Respect for people as **non-negotiable values**

Launch of the **Commitment to Life Letter**

Launch of the **Primary Health Care Program (PHC)**

New **environmental and safety risk** program

Attraction, retention and development

Holding the **1st Leadership Academy**

Ativagente
launch of the 1st edition of the trainee program

Launch of the **merit cycle program for employees**

4-point increase
in eNPS in the GPTW survey



Diversity and inclusion

35.9% women in top leadership,
+7 percentage points *versus* 2023

Sponsorship of vice presidents
for each affinity group

SOCIAL

Relations with priority stakeholders

Mapping update of
neighboring communities
to our **55 units**

Donation to support rescue
and reconstruction in
Rio Grande do Sul

+10 thousand drivers
engaged in the Driver DEZtaque
(HIGHlight) program

We reached
60,000 gas station attendants and managers
trained through the
Maximum Capacity Program

Social cause

Launch of the
Zero Sexual Violence
Movement

44% of our carriers
are signatories to the
Na Mão Certa Program run by
Childhood Brasil

BRL 2.7 million
allocated to incentive
social projects, serving
more than 1,000
children and adolescents

Zero Sexual Exploitation
CAMPAIGN

About 8 million
people made aware

+9 thousand attendants
and managers at service stations
trained on the topic

Winner of the Regional Aberje Award
in the Society category

GOVERNANCE

Corporate governance

Election of the Board of Directors,
maintaining five of the seven members



Ethics and integrity

Meeting the targets of the
100% Transparency Movement
of the UN's Global Pact

Industry integrity
as a non-negotiable value

Revalidation of the
ISO 37301 certification

Two new institutional relationship departments,
taking a lead in combating illegal practices in the sector

About us

> Energy that vibrates and transforms
> Vibra's numbers
> Geographical scope
> Business model
> Purpose and values
> Sectoral participation and awards





Energy that vibrates **and transforms**

GRI 2-1, 2-6

Vibra is embarking on a journey of growth: from the largest fuel distributor in the country to one of the largest multi-energy platforms in Brazil, offering the energy that moves and transforms the lives of Brazilians. We are attentive to the needs of people and companies in order to offer tailor-made energy solutions. We work to deliver the best service and the best experience, with convenience and proximity.

Vibra Energia S.A. is a publicly traded Brazilian company and the only one in its segment that is present in all 26 states and the Federal District. With a 53-year legacy, we drive job creation and fuel the country's economic growth, significantly contributing to Brazil's GDP. Our portfolio of products and services includes brands recognized for their quality and trusted by customers and consumers, serving individuals, companies and government agencies.

Our headquarters are in Rio de Janeiro and we have 100 operational units in the five regions of the country. It is broken down into 42 own bases, 13 individual areas (third-party pool operations), 28 joint warehouses with other distributors, 3 supply house warehouses and 14 logistics operators. To support our international transactions, such as import and export, we maintain Vibra Trading B.V., based in Rotterdam (Netherlands) and Vibra Trading Americas, located in Wilmington, Delaware (USA).

Our 3,978 employees are the fuel that moves us into the future. Our team possesses deep technical expertise, is fully prepared to tackle challenges, and is committed to achieving our ambitions and shaping the company we envision.

Our 7,897 Petrobras brand-licensed service stations we supply (serving over 30 million end consumers every month), has a 31% market share of the branded national network. Our BR Mania convenience store franchise has 1,400 units in Postos Petrobras in 538 cities in all 27 federative units of Brazil, in addition to two own units in our headquarters building and the Edisen building.

Lubrax, our lubricant brand, is the most remembered in the category. In 2024, we completed the expansion of our lubricants industrial complex, consolidating it as the largest in Latin America and placing it among the five largest in the world. We have more than 1,600 Lubrax+ franchise units, lubrication centers installed at Petrobras stations, and our line of lubricants is sold at more than 120,000 points of sale.

Through the BR Aviation licensed brand, we also are structured to supply aircraft at 91 airports, supplying six out of every ten commercial flights in Brazil.

Our journey is focused on becoming one of Brazil's largest energy platforms

We provide fuel to 10,400 companies in different sectors: transportation, supply house, commerce, electro-intensive industries, chemicals and agribusiness, among others. Together, they represent more than 30,000 consumption points and use 33.62% of all fuel consumed by companies in the country.

In 2024, we started to offer natural gas to the corporate market, complementing our portfolio. And, in January 2025, we acquired 100% of Comerc, an energy trading company in which we held a 48.7% stake. It is one of the largest generators of energy from renewable sources in the country, in addition to being the largest distributed generation platform in Brazil. Furthermore, we maintain a partnership with EZVolt, a pioneer in offering electric vehicle recharging as a service. We owned 50% of ZEG Biogás e Energia until March 2025, when we signed an agreement to withdraw from the company.

35,821 miillion m³
Sales volume 2024

BRL 6.3 billion
Adjusted EBITDA 2024

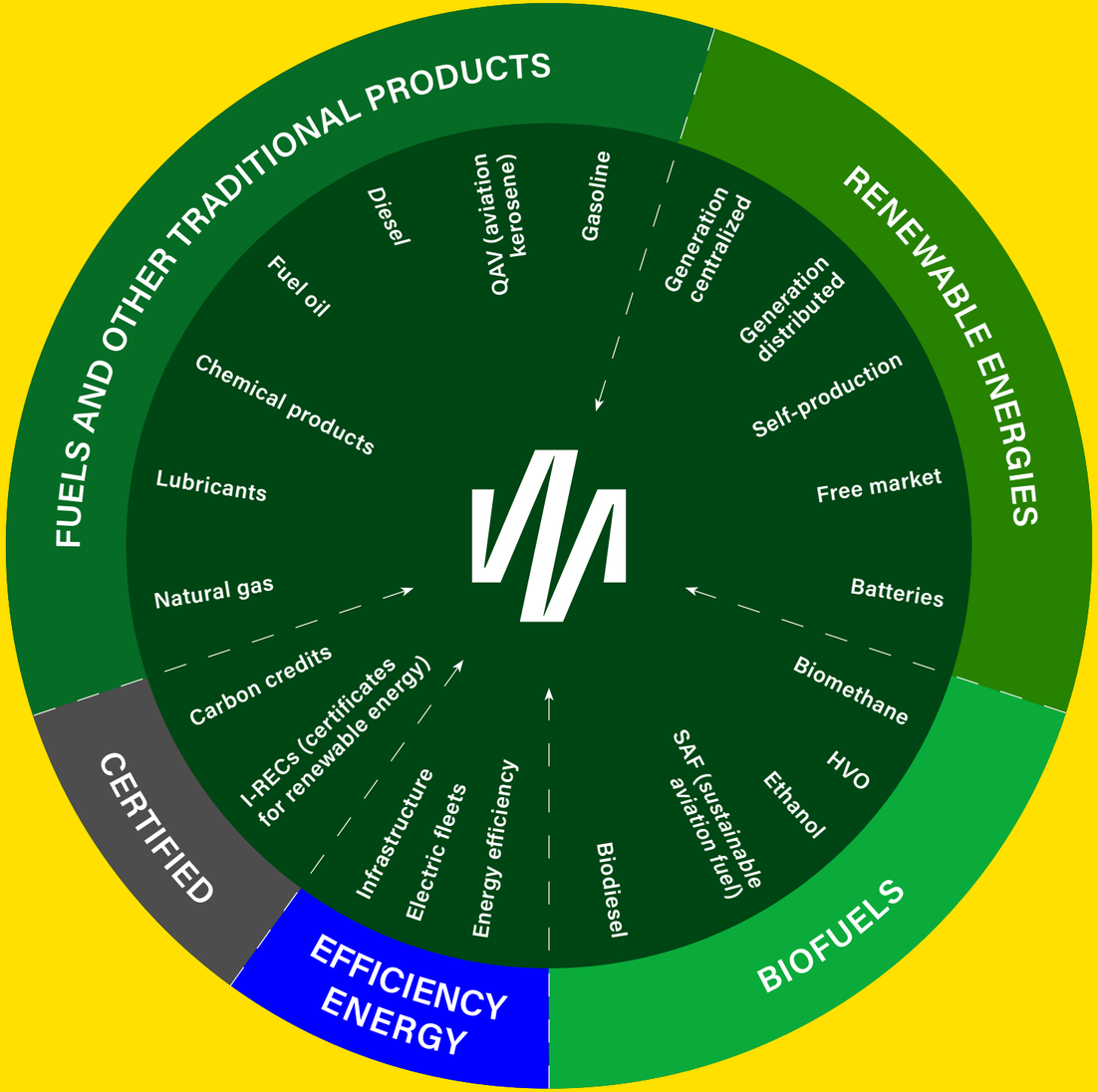
BRL 6.4 billion
net income in the year

Vibra's ESG Agenda has public commitments and specific action plans for environmental, social and governance indicators. We make public commitments on issues such as decarbonization of operations, diversity, safety, ethics and governance, and account for progress on each goal.

We consistently invest in innovation, fostering open innovation initiatives and encouraging intrapreneurship. We maintain Vibra Ventures, a BRL 150 million fund to invest in startups and scale-ups. In 2024, the fund invested BRL 6 million in Versa Fuel, a pioneering startup in the delivery of fuels to corporate fleets, reinforcing the delivery of value to our resellers.

We are also committed to delivering results to our shareholders. In 2024, we once again saw progress in operating and financial results. At the end of the year, the sales volume reached 35,821 thousand m^3, with an adjusted EBITDA of BRL 6.3 billion and an adjusted EBITDA margin of BRL 175/m^3. Free cash flow (FCF) totaled BRL 3.3 billion, while net income reached BRL 6.4 billion, with leverage of 0.9x, reflecting a solid financial position prepared for new growth cycles.

Relying on the trust of our stakeholders is essential to achieve the goals we aim to meet in the coming years. We remain committed to our purpose of moving Brazil with its best energy.



Vibra's **numbers**

7,897 **service stations** in more than **2,000** municipalities in the 26 states and the Federal District

30 million unique customer transactions in the service station network every month

We have **10 thousand** drivers and **8 thousand** hired trucks that lap the Earth an equivalent of **679 times** each month

Lubrax products available to more than **120 thousand** clients throughout the country and **5 other** Latin American countries

We serve **10.4 thousand** clients in over **30 thousand** consumption points throughout Brazil

We distribute **27%** of the fuel used by companies in the country

We carry out more than **40 thousand** monthly electric vehicle recharges

We fuel **6 out of 10** **commercial flights** in Brazil

We are present in **91 airports**

2.1 GW of installed capacity in solar and wind power plants

14.3% growth in sales of BR Mania stores

Geographical **scope**

We are present in **91 airports** across the country

Our national presence is supported by strategic partners.

Of the units represented on the map, Vibra manages: **41 distribution bases**, **1 lubricants factory** , **1 Arla32 factory**, **7 lubricant depots** and **3 supply house** depots.



Service stations **and franchises**

Total

BRmania

1,402 stores

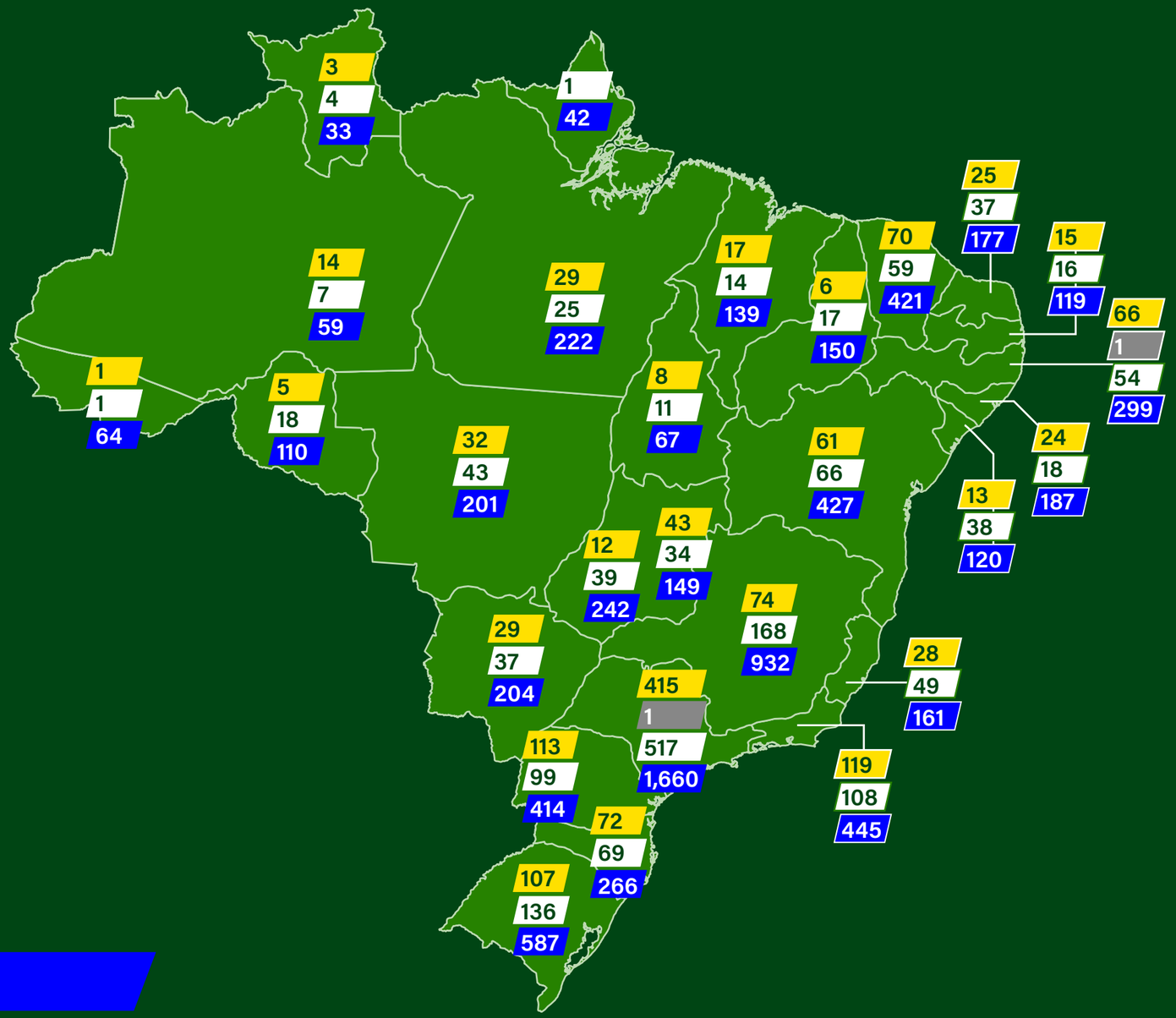
2 distribution centers

LUBRAX

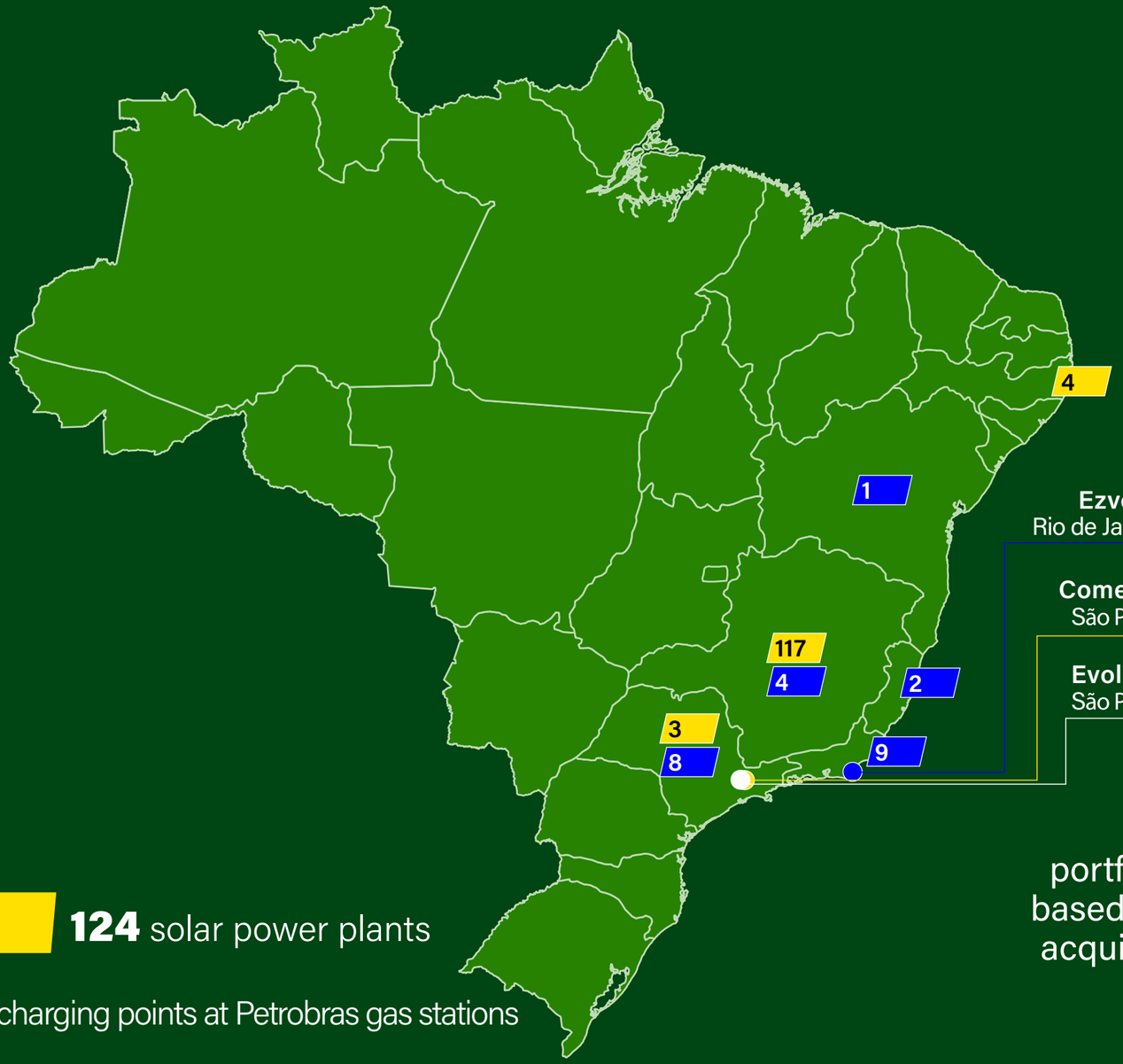
1,685 lubrication centers

BR PETROBRAS

7,897 gas stations



Strategic partnerships **for renewables portfolio**



Ezvolt Hqs
Rio de Janeiro-RJ

Comerc Hqs
São Paulo-SP

Evolua Hqs
São Paulo-SP

Evolua etanol

comerc energia — **124** solar power plants

ezvolt — **24** High-powered electric charging points at Petrobras gas stations

Vibra has expanded its portfolio of energy solutions based on renewable sources, acquiring stakes and sealing strategic partnerships

Business model

Generating value for our partners

Our resources

Financial capital

Our commercial activities require financial capital, which we allocate efficiently. This capital is provided by our equity and debt holders, as well as by the cash flow generated from our operations.

Manufactured capital

Investing in our operational units and logistics infrastructure enables us to efficiently produce, store, and deliver our products and services to meet the needs of our customers, resellers and end consumers.

Intellectual capital

Innovation is one of our strategic pillars, supporting the evolution of our products, brands and logistics infrastructure. We are creating new solutions that drive the energy transition, digitalization of our sector, and the use of artificial intelligence.

Human capital

Our qualified team is our greatest competitive advantage. With their strength, we will become the top choice for our clients in energy solutions.

Social and relationship capital

Maintaining stakeholder trust is essential to our business. Our main partnerships include our customers, employees, communities near our operations, regulatory and oversight bodies, resellers, suppliers, and investors. Our ecosystem is driven to serve our clients.

Natural capital

To produce our lubricants and distribute our products, we use resources including energy and water. We aim to use them efficiently.

How we operate

Ambition 2030

To become the largest multi-energy platform in the country, creating value sustainably and innovatively in an inclusive environment where people can be themselves.

Our Purpose

- Move Brazil with its best energy

Our Values

- United by the customer
- We lead with sustainability
- We simplify everyday life
- We act boldly
- We perform with a sense of ownership
- We pulsate together

Management model for execution excellence

- **People and Culture:** ownership culture and entrepreneurship
- **Rhythm:** recurring and intense cross-functional governance
- **Client:** passion for serving our clients by delivering solutions with simplicity and agility
- **Method:** analytical problem-solving capabilities
- **Technology:** use of artificial intelligence to accelerate results
- **ESG:** safety and integrity as non-negotiable values, leading with sustainability and diversity

Growth avenues

Undisputed leader in gas stations

Expanding our offerings for B2B clients

Expanding our logistics capacity

New ambition in lubricants

Renewables with return

Respect for people, safety, health and integrity are non-negotiable

What We Do

- **We serve 7,897 service** stations under the licensed Petrobras brand and 10,400 B2B clients at more than 30,000 locations across Brazil
- **We attract and retain consumers** through our BR Mania and Lubrax+ franchises
- **We store and distribute fuels,** chemicals and lubricants to Brazil's largest companies and reseller stations
- **We produce over 140 families** of lubricants for diverse sectors
- **We supply renewable** energy through strategic partnerships

Impacts Generated

Financial capital

- Net income generation
- EBITDA generation
- Payment of taxes and levies to government entities
- Dividend payments
- Cost of debt

Adjusted EBITDA of BRL 6.3 billion

Net income of BRL 6.4 billion

Distribution of BRL 1.6 billion in dividends

Manufactured capital

- Modernization of our operations
- Energy for people and businesses
- Expansion of our logistics capacity
- Expansion of our product and service portfolio
- Provision of low-carbon solutions

Expansion of our lubricant industrial complex, increasing production capacity by 66%, consolidating our plant as the largest in Latin America

Intellectual capital

- Strengthening our brands
- Strategic partnerships focused on innovation
- Research and development of new products
- Process automation
- Promotion of internal innovation culture (intrapreneurship)

Full acquisition of Comerc

Launch of Vibra Agritop diesel, Lubrax Unitractor Essencial 80W, and Lubrax Top Turbo Avante Eco 5W-20

Launch of the new Lubrax brand

Human capital

- Employee training and development
- Employer branding
- Attractive compensation and benefits
- Greater diversity and inclusion
- Organizational culture transformation
- Occupational illness and workplace accidents
- Strengthening of safety, health and integrity culture

Average of 20.7 training hours per employee

35.9% women in senior leadership

Recordable Accident Rate of 0.64, -6% vs. 2023

Social and relationship capital

- Customer and end-consumer satisfaction focused on optimal experience
- Positive social impacts through engagement in social causes
- Development of social projects
- Strengthening stakeholder relationships

BRL 2.7 million allocated to incentivized social projects

Consumer NPS increased by 5 points in the last year

Approximately 8 million people reached through social impact initiatives

Natural capital

- Reduction of Scope 1 and 2 emissions
- Scope 3 emissions
- Environmental liabilities
- Recycling of metal drums
- Investments in renewable energy

22% reduction in Scope 1 and 2 emissions

VIBRA

PURPOSE

Move Brazil with its best energy

VALUES

We pulsate together

United by the customer

We lead with sustainability

We simplify everyday life

We act boldly

We perform with a sense of ownership

2030 AMBITION

To become the largest multi-energy platform in the country, creating value sustainably and innovatively in an inclusive environment where people can be themselves.

GROWTH AVENUES

Undisputed service station leadership

Expanding our offerings for B2B clients

Expanding our logistics capacity

New ambition in lubricants

Returns with renewables

DESIRED BEHAVIOR

We actively listen to our customers, delivering solutions with simplicity and agility

We are protagonists and non-conformists, and deliver results collaboratively

We are transparent and upright, complying with and enforcing compliance with agreements

Respect for people, safety, health and integrity are non-negotiable

Participation in **sector entities**

GRI 2-28

We actively participate in approximately 40 sectoral entities that are focused on advocacy and the debate of relevant topics of the markets and segments in which we operate *(see examples in the list on the side)*.

We seek to contribute to the implementation and improvement of public policies aimed at the sectors we operate and fair competition in the market

Abiogás
Associação Brasileira de Biogás (Brazilian Biogas Association)

We contribute to the debate on the sector's regulatory, technical and commercial environment.

ABRASCA
Associação Brasileira das Companhias Abertas (Brazilian Association of Publicly Held Companies)

We contribute to the improvement of the capital market and the development of Brazilian publicly held companies.

ABRIG
Associação Brasileira de Relações Institucionais e Governamentais (Brazilian Association of Institutional and Governmental Relations)

We have improved our advocacy practices for an increasingly ethical and transparent relationship with the agents responsible for public policies in the sector

ABTP
Associação Brasileira de Terminais Portuários (Brazilian Association of Port Terminals)

We follow the best practices, understand and contribute to the discussions of public policies for waterway terminals.

IBP
Instituto Brasileiro de Petróleo e Gás (Brazilian Oil and Gas Institute)

We follow the best practices of the automotive and aviation fuels and lubricants sector, contributing to public policy discussions.

IJL
Instituto Jogue Limpo (Play Clean Institute)

Our participation aims to comply with the sectoral agreement determined by Law no. 12.305/2010, which established the National Solid Waste Policy.

ICL
Instituto Combustível Legal (Legal Fuel Institute)

We support the fight against the irregular fuel trade, collaborating to face unfair competition in the sector and consolidate a market with healthy competition.

IuP
Hub de Inovação do IBP (IBP Innovation Hub)

Vibra is one of the founding members of the IBP's innovation hub to discuss and support innovations in the industry.

Sindicom
Sindicato Nacional das Empresas Distribuidoras de Combustíveis e de Lubrificantes (National Union of Fuel and Lubricant Distribution Companies)

We support actions to strengthen labor union relations and to combat irregularities.

Sectoral awards **and recognition**

- **Fortune Magazine**
  Among the 500 largest companies in the world
- **Ranking** Valor **1,000**
  Top 5 among the 1,000 largest companies in Brazil
- **Conarec Award**
  Trophy in the Energy and Utilities *category*
- **Folha Top of Mind, from Folha de São Paulo**
  The Lubrax brand won placed 1st among those most remembered by consumers
- **Marcas Mais, from Estadão**
  Winner in the lubricants category with the Lubrax brand
- **Ranking Top Open Corps from 100 Open Startups**
  Winner in the Retail and Distribution sectors
- **Innovative Workplaces Brasil from MIT Technology Review**
- **Valor Inovação, from Valor Econômico**
- **Época Negócios 360° Yearbook**
  Wholesale sector award
- **Fastest-growing companies, from the Elite InfoMoney site**
  Listed in the ranking
- **The Most Beautiful Service Station, from Posto de Observação**
  Winner in the Theme Station category
- **Company that Most Respects the Consumer, from Consumidor Moderno magazine**
  Award in the Fuel Station category
- **Marcas dos Cariocas, from the newspaper O Globo**
  Award in the Fuel Stations category for the Petrobras brand licens
- **Rio's Best Loved, from Veja Rio**
  Awarded in the Fuel Station category for the Petrobras brand license
- **Transportation Biggest & Best from Transporte Moderno e Technibus magazines, published by OTM Editora**
  Awarded in the Fuel Distributors Category
- **Best of the Year, from the Union of the Vehicle and Accessory Repair Industry of Rio de Janeiro (Sinderepa)**
  Awarded in the lubricants category for the Lubrax brand
- **50 Largest franchises in Brazil, from the Brazilian Franchising Association (ABF)**
  Lubrax+ in 5th place and BR Mania in 9th

Our value creation strategy

- Business strategy
- ESG Strategy
- Innovation strategy
- Brand and communication strategy
- Stakeholder engagement
- Supplier management



Business **strategy**

Our efforts are aimed at establishing Vibra as a benchmark energy solutions company in Brazil. In 2024, we presented our new strategic plan for the coming years to the market, which aims to position the Company as Brazil's largest multienergy platform by 2030.

The plan, unveiled in August 2024 during Vibra Investor Day, is structured around five avenues in which the company will invest to acelerate growth and consolidate its leadership position in the distribution of fuels and lubricants, and energy. Four of these avenues are focused onour core business areas, which still offer significant growth potential, while the fifth is dedicated to seizing opportunities in new business segments.

The new strategy builds on the actions implemented in recent years, reprioritizing and refining our initiatives. See the "Vibrating for the future" chapter, the advances and results obtained throughout 2024.

GROWTH AVENUES 2030

Undisputed leadership in gas stations

We are the largest fuel distributor in Brazil, with the most extensive network of service stations and exclusive rights to use the Petrobras brand. To maintain – and expand – this leadership, we believe the key is to strengthen our partnerships with resellers.

We are working to elevate our relationships with resellers to a new level of engagement, reinforcing our value proposition to support their profitability growth. At the same time, we are promoting a fair and competitive business environment by actively combating illegal practices in the sector and expanding our logistics infrastructure to improve the efficiency and competitiveness of our operations.

Strengthening the value proposition for resellers

Additives:

Expanding the product mix and increasing profitability

Premmia:

Hyper-segmented offers using data intelligence to increase customer loyalty

Lubrax+:

Increased presence at stations, generating additional net profit per station

BR Mania:

Expansion of network penetration, with volume gain per station

The Petrobras brand is licensed to Vibra.

GROWTH AVENUES 2030

Expanding our offerings for B2B clients

We will leverage our customer base to drive profitable growth in the B2B segment. The plan involves the launch of new customer relationship channels, the sale of complementary products to those traditionally purchased (cross-sell), the migration to premium products that generate more customer value and ensure higher margins for the Company (up sell) and entering new strategic market niches, such as natural gas, which we consider strategic. One of our focal points is agribusiness, with the creation of customized products and specific solutions for this sector.

Expanding our logistics capacity

We will work to expand our logistics infrastructure, understanding that this will bring an important competitive advantage in the distribution and expansion of the volume transported to service stations, as well as opening up the possibility of new business by offering excess capacity. Expansion efforts include the construction, acquisition, expansion and optimization of bases and terminals. Our ambition is to become the leading player in liquid bulk logistics in Brazil.

New ambition in lubricants

We will seek leadership in Latin America in the lubricants market, supported by our reseller capillarity, technical excellence and competitive cost. In addition to strengthening our presence in the region with an international growth plan, we will expand cross-sell and partnerships with automakers and dealerships.

Renewables with return

We will continue to work to expand our offer of renewable energy solutions, in line with our goal of consolidating Vibra as the largest multienergy platform in the country, prioritizing investments that deliver financial returns. The main action is directed to the generation, commercialization and management of renewable energy for free market consumers. Other focus areas for this axisin the coming years will be on distributed generation and energy efficiency projects. We will also take advantage of innovation spaces, such as the establishment of partnerships for the production of biomethane and sustainable aviation fuel (SAF).



Transformation Office

The customer is at the heart of Vibra's strategy and the Transformation Office. Created in 2023 to promote operational and procedural improvements in the offering of products and services and in the relationship with customers and consumers, it continued to advance in 2024.

Aligned with the company's cultural transformation, the Transformation Office has stimulated the delivery of value from projects by implementing a consistent management model, going beyond deliveries in terms of time, quality, ambition and agility, making the process lasting and sustainable.

FEATURED RESULTS

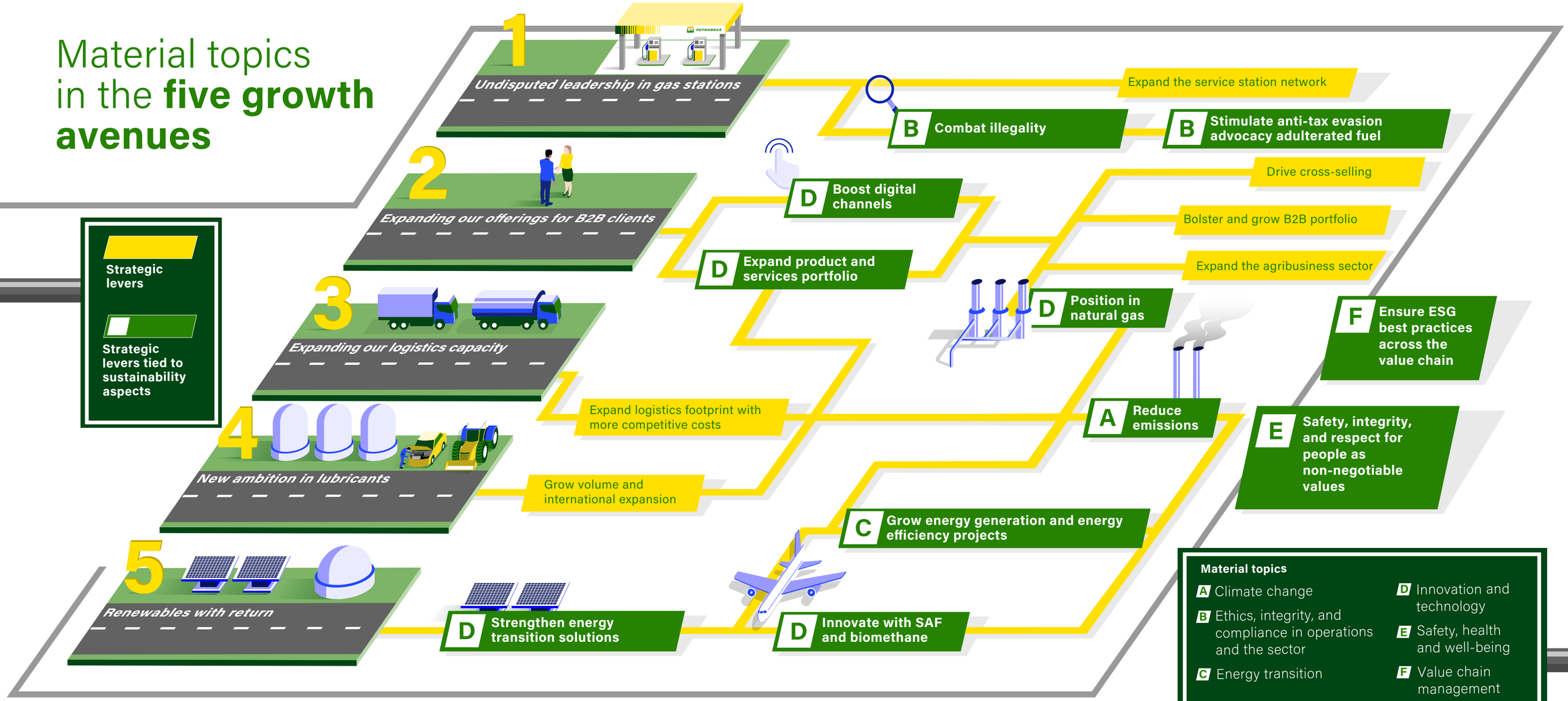
Delivery of
BRL 941 million
in financial results with the projects of the 2024 portfolio

Training of the entire Sales team in
commercial routines
in all regions and business units

1 year of the
Client Experience area
(previously Customer Service), resulting in 90.3% of the complete orders for gasoline, ethanol and diesel delivered on time

Advances in
new business models
(e.g. 9 Smart Centers in operation in 2024) and new digital channels

Material topics in the **five growth avenues**



ESG **strategy**

GRI 2-13

In 2024, 18% of targets linked to variable compensation were related to ESG topics

Vibra relies on an ESG Agenda designed to guide the company toward excellence in environmental, social, and corporate governance practices. Based on seven priority themes, aligned with four UN Sustainable Development Goals, the Agenda is made possible by action plans and specific targets, broken down across various areas and with specific indicators to monitor their progress. The achievement of goals is linked to the variable compensation of managers and teams.

The inclusion of sustainability targets in the variable remuneration of leadership increases employee engagement in relation to our priority objectives.

ESG metrics considered in variable compensation in 2024

- Client decarbonization
- Reduction of emissions from Scopes 1 and 2
- Reduction of water and energy consumption
- Waste reuse
- Diversity in leadership positions (women and Black professionals)
- Catastrophic accident prevention
- Accident frequency
- Integrity in investees
- Priority risk reduction





To ensure the incorporation of social, environmental and corporate governance aspects into our business strategies, Vibra has a comprehensive ESG governance structure, which involves:

Board of Directors and Executive Board

Responsible for setting ESG priorities based on business strategy.

ESG and Change Management Department

Works in structuring, setting goals and monitoring the development of initiatives. In 2024, it became subordinate to the Vice Presidency of People and Technology, a structure renamed as the Vice Presidency of People, Technology and ESG.

Internal Communication and ESG Management

Its main duties are to develop and implement sustainability strategies, monitor the company's sustainable performance, integrate sustainability into processes and operations, develop sustainable initiatives, publish sustainability reports, ensure compliance with ESG regulations and standards and promoting stakeholder engagement.

ESG Ambassadors

A group of 24 leaders from key areas (directors and managers from areas such as Innovation, Logistics, Operations, Purchasing, New Energies, People, Supply, Gas Station Network, Marketing and Management) who promote the topic inside and outside the company.

ESG Focal points

There are some 75 employees who support the monitoring of the action plan and the commitments and targets of the ESG Agenda.

Integrity Agents

30 employees responsible for promoting the culture of compliance and integrity across the organization.

In addition, we offer a mandatory ESG course for all Vibra employees. The course covers key concepts, market references and initiatives on the subject, in addition to presenting the principles that guide our social, environmental and governance agenda, and our commitment to sustainable development. In 2024, 68% of our employees completed the course. We also offer access, through our Ativamente platform courses from the UN Global Compact's Academy.

EVOLUTION OF THE ESG AGENDA

	SDG	ESG priorities	Ambition/targets	*Status* 2024
E	13 AÇÃO CONTRA A MUDANÇA GLOBAL DO CLIMA	**Decarbonization of our operations** Scopes 1 and 2	Reduce 67% of GHG emissions by 2026, with 2019 as base year	We have achieved 22% of the target
			Neutralize GHG emissions starting in 2025	We neutralized Scopes 1 and 2 emissions for the year 2023 through Neutral ISS of RJ
		Clients decarbonization Scope 3	Migrate customers to cleaner energies (LNG, biomethane, free market, etc.) in 2024	We reached 135% of our annual target, migrating 430 consumer units to low carbon solutions
			Neutralize GHG emissions by 2050	In progress
S	16 PAZ, JUSTIÇA E INSTITUIÇÕES EFICAZES	**Social cause** Combating sexual violence against children and adolescents	Engage society and partners in tackling the sexual exploitation of children and adolescents, protecting them and supporting families	We achieved 120% of the social cause action plan for the year 2024 *(learn more on page 95)*
	5 IGUALDADE DE GÊNERO	**Diversity and inclusion** Women and blacks professionals in leadership	36.2% of women in senior leadership positions by 2025[1]	We closed 2024 with 35.9% of women in senior leadership positions
			27.4% of black people in leadership positions by 2025[2]	We closed 2024 with 16.4% of black people in the leadership positions
	8 TRABALHO DECENTE E CRESCIMENTO ECONÔMICO	**Occupational safety** Safer workplace environment	Zero SIF (Serious Injury or Fatality) as of 2025	We had one fatality with a driver from a contracted transport company, in 2024
			Keep LTFR (Lost Time Frequency Rate) below the alert limit of 0.71	We met 100% of the target, keeping LTFR below the 2024 threshold
G	16 PAZ, JUSTIÇA E INSTITUIÇÕES EFICAZES	**Ethics and integrity** Combating irregular practices in the sector	Develop an action plan with the Legal Department for the service station network	We obtained 7 injunctions against distributors with irregular practices and issued over 1,200 notifications to resellers
		Corporate governance Best practices in transparency and accountability	100% transparency in reporting channels, compliance, and governance structure by 2025	We provide information on grievances received through the Annual Complaints Report (available on the Ombudsman's page on our website) along with the Company's compliance and governance structure
			100% of the high-risk value chain trained in integrity by 2027	To start
			100% transparency of interactions with public administration by 2030	To start
			100% of top management remuneration disclosed, with inclusion of integrity criteria, by 2030	To start

[1] The goal of women in senior leadership was revised in 2024 and began to consider the positions of CEO, vice presidents and people with leadership positions who report directly to these positions.
[2] The goal of black people in leadership was also revised in 2024, including all leadership positions from the Coordinator level.

Initiatives and commitments

Brazilian Business Council for Sustainable Development (Cebds)

Ethos Institute for Business and Social Responsibility

100% Transparency Movement, from the UN Global Compact

Adherence to the UN Global Compact

NICOLE Latin America

Business Pact for Integrity and Against Corruption

UN Global Compact (United Nations Organization)

Brazilian Pact for the Eradication of Slave Labor

UN Women's Empowerment Principles (WEPS)

Green Brazil Logistics Program (PLVB)

Yellow Ribbon Program (National Road Safety Observatory – ONSV)

In the Right Lane Program (Business Pact Against the Sexual Exploitation of Children and Adolescents on Brazilian Highways)

Zero Sexual Violence Movement



In 2024, Vibra became a member of the Roundtable on Sustainable Biomaterials (RSB), a global and independent organization that establishes a robust framework of criteria and principles to guide the transition to a sustainable global economy, carried out with traceability and transparency.



ESG recognition

Anuário Integridade ESG 2024

We were listed, for the second consecutive year, among the companies with the best reputation, appearing in the Top 4.

Exame Melhores de ESG

Best of ESG 2024 in the Fuel and Energy Transition category.

AB2L Associação Brasileira de Lawtechs & Legaltechs

Legal Department 4.0 Certification
Gold seal granted by AB2L (Brazilian Association of Lawtechs and Legaltechs).

ISEB3

Listed since 2019.

ICO2 B3

Listed since 2020 on the B3 Carbon Efficient Index.

FTSE4Good

Listed since 2020 on the FTSE4Good Index Series.

SUSTAINALYTICS

We were included for the third consecutive year in the Industry Top Rated in the Refiners and Pipelines segment.

MSCI

AA rating in 2024, with scores above the industry average.

CDP

Grade B in CDP Climate Change for the past four years and grade C in CDP Water Security for three consecutive years.

Innovation **strategy**

GRI 3-3

Innovation is one of Vibra's strategic pillars, supporting the evolution of current businesses and the creation of new solutions that drive the energy transition and the digitalization of the sectors in which we operate. Vibra's innovation model is continuous, structured and results-oriented, with solid governance and well-defined processes to reduce risks and maximize returns.

The creation of the Innovation, Data and Artificial Intelligence Board in 2024, the performance of the Vibra Co.lab hub and the investments through Vibra Ventures reflect our commitment to improve our current business and explore new opportunities. These actions have generated productivity gains, reduced costs and strengthened the culture of innovation among employees, consolidating Vibra as a leader in the energy sector committed to sustainability and operational efficiency.

Innovation governance is a differentiator for Vibra. The Innovation Committee, made up of the CEO and all the company's vice presidents, ensures that innovative initiatives are aligned with the corporate strategy and are given due priority and support for rapid execution. In addition, the Investment Committee monitors and directs strategic investments in startups and new technologies.

As a reflection of this consistent strategy , Vibra received, for the third consecutive time, important recognitions in the innovation landscape:

- **1st place in the Retail and Distribution sector in the ranking of 100 Open Startups**, rising 13 positions in the overall ranking.
- **Presence in the ranking of the 20 most innovative companies in Brazil**, prepared by MIT Technology Review, which evaluated more than 2,000 companies based on four criteria: management, marketing, processes and products.
- **3rd place in the Oil, Gas and Petrochemicals sector** in the Valor – Innovation Award Brazil.



Vibra has structured a robust innovation strategy, based on technological investments and strategic partnerships that ensure that our operations follow the transformations underway in the energy sector. In 2024, Vibra co.lab generated at least BRL 40 million in financial results. For its part, a supply chain optimization project made a significant contribution to improving the allocation of capital spent on inventory in the company.

Our innovation model is continuous, structured and results-oriented



Vibra Co.lab

Vibra's innovation hub

Vibra Co.lab is Vibra's innovation hub and the Company's main structure for experimentation and the development of new solutions. Its role is to connect Vibra to the innovation ecosystem and promote agile testing of new technologies and business modelsC

The hub operates on three strategic fronts:

1

Fostering open innovation, connecting startups, universities and research centers to Vibra to develop new business solutions, enabling the experimentation of emerging technologies with controlled risk and rapid validation.

2

Encouraging intrapreneurship, strengthening the culture of innovation and promoting the participation of employees in building the future of the company.

3

Investment in strategic startups for the corporation's performance, reinforcing Vibra's strategy of positioning itself at the forefront of the sector's transformations and expanding its participation in new markets.

In 2024, Vibra co.lab maintained active projects with 110 startups, generating value for the Company through increased productivity, cost reductions, tax benefits and risk mitigation.

Vibra also maintains strategic partnerships with renowned institutions such as MIT Reap, Beta-i, Ecole 42, among others, expanding the ability to anticipate technological trends and accelerate the implementation of innovative solutions.

Open innovation

Open innovation is one of the main drivers of Vibra's strategy, enabling connections with startups, scale-ups, universities, research centers and other strategic partners to accelerate the development of new solutions. The company works on three innovation horizons:

SHORT-TERM
Enhancement of the existing portfolio.

MEDIUM-TERM
Development of new products and services related to current business.

LONG-TERM
Investment in disruptive opportunities to expand our business scope.

Open innovation is a key driver of our strategy

FEATURED PROJECTS

Zero Sexual Exploitation and Harassment-Free Collaboration

Reinforcing its commitment to the Zero Sexual Exploitation social cause, Vibra's innovation area partnered with the startup Harassment Free to combat the sexual exploitation of children and adolescents. This collaboration aims to create a safe environment at fuel service stations, training station attendants and drivers to identify and report risk situations.

Borinha – The attendant's AI agent

In 2024, Vibra co.lab, in partnership with the startup Enablers, launched Borinha, an artificial intelligence agent that speaks directly to the attendants and teams at Petrobras stations. This AI, which is integrated with the Boral *app*, gives the team access to quick information and, thus improves the efficiency of and facilitates the daily operations at service stations.

Posto 360

In 2024, we implemented an innovative solution in the Posto 360 project to capture data within Petrobras stations to enable customer hyper-segmentation. This initiative uses advanced technologies to analyze consumer behavior, generatingvaluable insights for retailers about their clientele and enabling personalized offers to improve customer experience at our stations.

RPA Implementation for Process Optimization

As part of an open innovation initiative, we adopted Robotic Process Automation (RPA) technology to automate repetitive and low-value tasks. This initiative reallocated approximately 380,000 work hours per year, allowing employees to focus on more strategic and high-impact business activities.

Innovation in Agribusiness

We have intensified our open innovation initiatives in the agro sector, establishing strategic partnerships with *startups* to improve agribusiness efficiency and sustainability. Through Vibra Co.lab, we pursue technological solutions that meet the specific needs in the field, such as telemetry, marketplaces and loyalty platforms, contributing to the modernization and competitiveness of the sector.

Vibra Ventures — Corporate Venture Capital

To complement our open innovation strategy, we created Vibra Ventures in 2022, a BRL 150 million fund focused on investing in startups developing solutions aligned with the energy transition, mobility, digitalization, and other strategic sectors.

Vibra Ventures plays a key role in the company's strategy, enabling the identification and acceleration of new business models with high growth potential and synergy with Vibra. By the end of 2024, the fund had already analyzed more than 700 startups, demonstrating its ability to map innovative opportunities for Vibra's key sectors.

In 2024, the fund made an investment of BRL 6 million in Versa Fuel, a pioneering startup specializing in fuel delivery from reseller stations to corporate fleets. This is the third investment by Vibra Ventures, which had already contributed resources to EZVolt (electromobility infrastructure) and DEEP ESG impact measurement and carbon inventory solutions).

Corporate innovation

Through open innovation initiatives and strategic investments via Vibra Ventures Vibra Energia fosters a strong internal innovation culture, promoting intrapreneurship and employee engagement with the company's strategic challenges.

Co.laborar Program
One of the main initiatives on this area is the Co.laborar program, which encourages employees to propose, develop and test new ideas for Vibra's businesses. In 2024, the 2nd edition of the program achieved the following results:

590 ideas
submitted by employees

12 pitches
presented to senior leadership

6 projects
implemented in the Company

A key learning from this initiative was the importance of shortening the idea-to-execution cycle, accelerating the transition from concept to implementation. As a result, the program was redesigned in 2024 to allow for faster testing and prioritization of ideas by top management, amplifying the impact of innovation on day-to-day operations.

Vibra also invests significantly in developing employee capabilities in innovation, through initiatives such as:

- **Innovation Circuits and Pitch Experience Program,** which involved more than 1,000 employees in 2024, spreading new technologies and market trends throughout the organization.
- **Vibra co.lab community**, with 49 active employees and more than 50 external partners, strengthening the culture of innovation and continuous learning.



Vibra co.lab's numbers

OPEN INNOVATION

+ 1,000
startups registered

+ 110
startups in operation

20
events

INTRAPRENEURSHIP

+ 250
engaged employees

+ 590
ideas submitted

4 projects
in MVP phase
(minimum viable product)

15 live events
and workshops

Brand and **communication** strategy

We work to maintain the reputation, awareness and attractiveness of the Vibra brand among our various stakeholders. We have a Marketing, Branding and Public Relations department responsible for aligning business strategy with communication and stakeholder engagement. In 2024, we set a new course for our marketing initiatives with an emphasis on regionalization.

Throughout the year, we developed various institutional communication initiatives to strengthen our reputation and increase Vibra brand recognition. These actions include ongoing relations with the press, proximity to strategic stakeholders and engagement with key opinion leaders through content aligned with business objectives, i.e. our five strategic growth avenues. These initiatives strengthened the company's transparency and credibility, reinforcing its solid and consistent position in the market.

On social media, we prioritized actions that would increase our follower base and engage different audiences with our brands. On LinkedIn, we strengthened our presence as an employer and partner brand in the B2B segment, reaching more than 270,000 followers. We reached over 12 million engagements with the social media profiles of the licensed Postos Petrobras brand, and almost 2 million engagements on the Lubrax lubricants brand profiles.

Based on our core institutional positioning, we invest in projects that highlight our innovative identity—such as the Web Summit Rio—and in regional initiatives and sponsorships of sports practices. With Vibra Bike, we harness people's energy to connect with local audiences in a more authentic and engaging fashion. Regional projects aimed at commercial brands were also contemplated, such as music festivals, agribusiness events, and motorcycle and car meetings. They helped strengthen our brands across the entire country. The annual Copa do Brasil tournament, held across every state in the country, combined marketing exposure for Petrobras Grid with institutional visibility, creating strong nationwide publicity for our social cause.

We continue name one of the most recognized concert and event venue in the country, Vibra São Paulo, which hosts a full calendar of performances by major national and international music artists, as well as musicals.

Already associated with motorsport through our sponsorship of #TimeLubrax—featuring drivers Felipe Massa and Julio Campos—and Stock Car, Brazil's premier racing category powered by our official fuel, Petrobras Podium gasoline, we further expanded the Vibra brand's presence in sports by supporting cycling events, including races and family-oriented bike tours held in cities across Brazil. In partnership with two renowned sports event organizers, Brasil Ride and Norte Marketing, we promoted brand visibility at 12 events in the year.



Stakeholder **engagement**

GRI 2-29

Vibra bases its relationships with its stakeholders on ethics, integrity, and transparency, developing specific initiatives to maintain engagement, open dialogue and close connections with each of them.

EMPLOYEES

Our greatest asset is our people. For us, employee safety is a non-negotiable value. That is why we have implemented a series of measures to protect the health and safety of our employees. We are committed to attracting and retaining talent, while actively promoting diversity, equity and inclusion across our workforce and leadership teams.

Read more on page 81

CORPORATE CLIENTS

We want to be the customer's first choice and, for this, we work closely to provide a broad portfolio of solutions to meet their energy needs.

Read more on page 54

RESELLERS AND GAS STATION ATTENDANTS

The Postos Petrobras service stations are "our face" for the final consumer. That's why we see partnerships with resellers—and the training of attendants and other professionals working at service stations—as essential to the execution of our strategy.

Read more on page 48

END CONSUMERS

We seek to understand the wishes of customers who carry out transactions in our network of stations and offer everything they need, providing excellent service. To satisfy and retain the end consumer, we work in partnership with our resellers.

Read more on page 52

CARRIERS

For Vibra, as the largest fuel distributor in Brazil, transportation carriers are considered a priority supplier due to their impact on the Company's business. Our concern for safety in operations also extends to their employees.

Read more on page 58

SUPPLIERS

The execution of our activities is only possible because we have a robust supply chain. We constantly improve our policies to disseminate ethical and sustainable practices throughout the chain.

Read more on page 45

INVESTORS

Credibility and transparency are the foundations of relations with our investors. We are available to answer questions about strategies and business management and are in permanent contact with market analysts and investors.

Read more on page 78

SOCIETY

Our cause is the fight against sexual violence against children and adolescents, and we strive to involve other actors in this commitment. We seek to engage with the communities in which we are present through continuous and transparent dialogue.

Read more on page 95

Supplier management

GRI 2-29, 3-3, 204-1, 308-1, 308-2, 414-1, 414-2

Our suppliers are essential to achieving our business objectives, as well as to building and strengthening our reputation. Aware of this importance, we establish close and transparent relationships with our partners. To guide this relationship and how we carry it out, we have instruments such as the Code of Conduct for Third Parties, the Suppliers Manual, and the Road Fuels Transportation Manual. In addition, we offer a specific webpage for suppliers.

In 2024, our supply chain was made up of more than 2,400 suppliers, including around 1,800 indirect suppliers to support our activities (engineering, operations, IT services, consultancy and legal), around 470 direct suppliers (supplying oil derivatives, biofuels, additives, chemical products, lubricant inputs) and 137 carriers. Whenever possible, we hire suppliers located in the same region as our operational units. However, we do not track total spending with local suppliers separately from other suppliers.

A significant move in 2024 was the consolidation in the Purchasing department of indirect activities involving contracts with values less than BRL 10,000, which previously had been spread across the company. From 2025, freight services will also be consolidated within the same area. The goal is to improve governance and internal controls. In order to do this without losing the speed and agility of the processes, we are investing in systems and staff qualifications.

Over the year, we began our sustainability journey within the supply chain, recognizing the importance and responsibility of promoting sustainable practices among the key stakeholders with whom we engage. At the beginning of this process, we invited our most critical direct suppliers, based on a criticality charting that gave rise to a matrix that considered socio-environmental risks specific to each sector, carried out internally in 2023. The goal is to establish more sustainable relationships, generating value for the business, respecting society and the environment.



+ 2,400
suppliers in our supply chain

~ 1,800
indirect suppliers

~ 470
direct suppliers

137
carriers

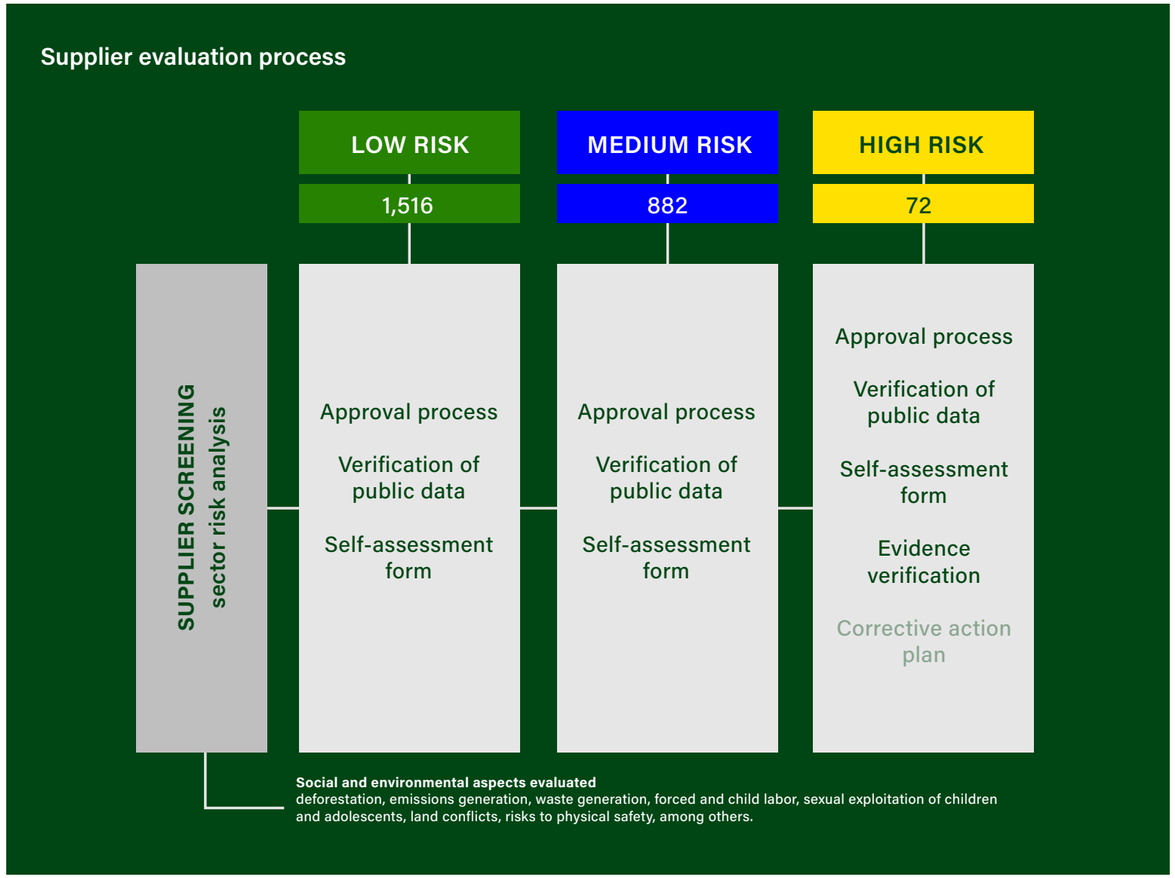
In the sectoral risk assessments of our suppliers in terms of social impacts, we identified 269 as possibly causing negative social impacts. This included 28 biodiesel suppliers, 44 ethanol suppliers, 78 major construction sites and 119 national carriers. Among the significant potential negative social impacts identified in the supply chain are slave-like and child labor, sexual exploitation of children and adolescents, land conflicts involving local communities, and risks to workers' physical well-being.

Our carriers are audited to verify compliance with the requirements laid out in our Transportation Manual. In 2024, we propose action plans for the correction of non-compliance involving 52 carriers. No contracts were terminated due to the social impact assessments.

To advance our sustainability journey, we implemented a self-assessment project consisting of four questionnaires: environmental care, governance, social responsibility and sustainable purchasing. At the end of the process for each pillar, suppliers automatically receive a score that helps us assess their current level of maturity and identify key areas for improvement.

With the results obtained, we could identify opportunities to further strengthen our suppliers' internal processes and enhance their visibility in the market. In 2025, we plan to implement targeted action plans for suppliers whose results fell short of expectations.

This process complements actions already carried out with our indirect suppliers. Before being hired, they undergo an integrity due diligence (DDI) process and respond to an ESG self-assessment form that scores performance on different topics, such as social responsibility, the environment, and health and safety. The instrument evaluates the degree of integrity risk (GRI) to which Vibra may be exposed in the relationship with suppliers, partners and reseller customers. It is based on information related to reputation, suitability and anti-corruption practices, and aims to mitigate risks arising from any contractual relationship. This score is monitored frequently to ensure that suppliers are meeting the internally determined performance standards.



Vibra's internal audit also periodically checks whether indirect service providers are on the slave labor lists, the Registry of Disreputable and Suspended Companies (CEIS), and the National Registry of Punished Companies (CNEP). In addition, all of our contracts include clauses that address respect for human rights, prohibition of child and forced labor, prevention of discrimination, and promotion of diversity. They also contain provisions for terminating business relationships with suppliers found to be involved in activities that violate human rights. In 2024, we conducted 348 IDD analyses of suppliers.

In 2024, we kicked off our supply chain sustainability journey

Our growth avenues

> Undisputed leadership in gas stations
> Expanding our offerings for B2B clients
> Expanding our logistics capacity
> New ambition in lubricants
> Renewables with return



Undisputed leadership **in gas stations**

GRI 2-29

The fuel distributor with the largest service station network in Brazil, Vibra exclusively supplies 7,897 stations operating under the licensed Petrobras brand, spread across more than 2,000 cities in all 26 states and the Federal District.

In 2024, we implemented actions to further qualify our reseller base and integrate them into our value proposition. We created the Service Station Network Integrity Committee, which meets weekly to review resellers' compliance with contracts and analyze potential irregularities. Led by the Vice President of Legal, Compliance and Institutional Relations, the Committee counts on the active participation of theVice President of Retail-Commercial, responsible for contacts with resellers, as well as executives from other areas.

In addition, with the support of a consulting firm, we reviewed processes and implemented commercial routines to ensure that sales executives act in an even more strategic and planned manner. The aim is to strengthen our relationship with resellers, maintaining regular visits and offering better assistance to resellers.

We maintained our commitment to ensure that our network of stations is stocked with products of excellence, continuing as exclusive distributors of Petrobras Grid, a complete line of additive fuels composed of gasoline, diesel and ethanol; of the Petrobras Podium line, with high-octane gasoline and diesel with a high cetane number; and of products for the nautical segment, with Petrobras Verana Diesel. In 2024, the highlight was the launch of the new Petrobras Grid Diesel, a new generation of the fuel that offers a higher level of performance for SUVs and light utility vehicles, heavy vehicles used to transport cargo and passengers, such as trucks and buses; and agricultural equipment, such as tractors, harvesters, and reapers.

IN 2024:

Leader in branded network market share in Brazil
(31%)

Leader in additive fuels in Brazil
(30.7% market share)

Adjusted EBITDA margin of
BRL 1.66/m³





Value creation for retailers and gas station attendants

Establishing a relationship of partnership and proximity with dealers is the way to expand our network of service stations and achieve our business goals. In 2024, we provided tools to improve the management of gas stations on a daily basis while boosting the profitability of the establishments, with margin gains. Examples are the set of initiatives to increase the sale of premium fuels, including a calculator that allows station operators to easily assess the benefits of focusing on this product line; the design of a variable compensation model for attendants who meet sales targets for premium fuels, including incentive payments funded in part by Vibra; and specific training programs to help attendants clearly explain the advantages of premium fuels to end consumers.

We launched the Bora! app during the period. It centralizes all the programs and benefits available to Petrobras Station teams on a single, easy-to-access platform. With Bora! now in a single application, the station teams have access to Challenge, an incentive program with performance-based awards, and an updated version of the Maximum Capacity digital training platform. They can also view the cash amounts received from customers who made payments through the Premmia app and access special advantages from Vibra partnerships, such as subscriptions to medical services, cell phone plans, education and, a private pension plan.

The tool relies on artificial intelligence to answer questions and offer valuable tips for providing excellent service.

As part of an initiative to recognize and support the career development of professionals working at service stations, we began offering, in partnership with Icatu Seguros, a supplementary pension plan for station managers who work in the Postos Petrobras. We also offer health vouchers with two months free to subscribe to health services with discounts on average consultations, pharmacies and exams, as well as a mobile plan with an exclusive pricing, in partnership with Vivo. We offer a 50% discount on several undergraduate courses and a tuition waiver at Anhanguera. In partnership with Encceja, we grant 50 scholarships to complete high school. To assess reseller satisfaction, we conducted a NPS (Net Promoter Score) survey. In 2024, we increased dealer satisfaction by 10 percentage points, reaching 71 points in the methodology.

Learn more

Click here to learn more about the Maximum Capacity program.

Maximum Capacity
Continuous training for service station teams

To support station owners in the challenges of managing their businesses, we offer the Maximum Capacity program—designed to promote ongoing training and help ensure excellence in customer service. Since its launch in 2020, the program has trained more than 60,000 participants.

There are several training formats: face-to-face, hybrid and online with live classes and a platform with more than 70 courses. Also included are operational modules, aimed at Lubrax+ attendants and lubrication technicians; and managerial, aimed at station managers. Among the topics covered are recruitment and selection, sales and service techniques, information on service station products and services, practices to protect competition, environmental licensing, prevention of environmental liabilities, human rights, combating racism, violence against women and sexual exploitation of children and adolescents.

In 2024, the initiative was bolstered by the Maximum Capacity Truck, an itinerant project that uses a truck equipped with advanced technology to offer face-to-face and interactive training to service station teams in various regions of the country. It is a vehicle with a retractable structure, 100% automated, which reaches 5.6 meters in height when opened, equipped with a Full HDLED panel. This way, when the truck arrives at the gas station, it is transformed to offer a good-humored experience, with augmented reality activations, interactive screens and quizzes, among many other alternatives. The vehicle was customized to reflect the brand's concept, featuring the mascots Lu & Brás—icons of the Postos Petrobras —and also serves as a platform for engaging with consumers. The Maximum Truck Capacity visits began in October, in São Paulo, and subsequently passed through Rio de Janeiro, Minas Gerais, Paraná, Santa Catarina and Bahia.



60 thousand
people trained since 2020

more than
70 courses

MOVES WITH VIBRA 2025

Enhance results, expand product sales and services and offer the best value proposition for our resellers. All this together is Vem de Vibra (Moves with Vibra), our big business fair that brought together about 5,000 people in February 2025 in Rio Centro, in the West Zone of Rio de Janeiro (RJ).

Over the course of two days, we shared market trends, company updates, and successful experiences alongside our business partners.

EVENT HIGHLIGHTS INCLUDED:

- **New control tower** that uses artificial intelligence (AI)
- Protagonism in fighting **illegitimate fuel sales**
- Social cause **Combating sexual violence** against children and adolescents
- Launch of the **new Lubrax brand**

Convenience

Our BR Mania convenience store franchise has turned 30 and is more energized than ever. We ended 2024 with 1,400 units in Postos Petrobras and 2 company-owned stores in the Lubrax and Edisen Building, in 538 cities in the 27 federative units. These numbers made BR Mania the 9th largest franchise in Brazil, gaining two positions in the annual ranking of the Brazilian Franchising Association (ABF).

Convenience stores contribute to attracting and retaining consumers: stations with BR Mania generate on average an additional net profit of up to 16% compared to stations without the franchise. Therefore, we intend to double the number of units at the stations by 2030. The goal is to reach a penetration of more than 25% of the stations with BR Mania stores.

To achieve this ambitious goal, we are exploring new opportunities: the launch of smaller, 18 m^2 stores and premium stores, and the adoption of a new management model, for example. The super-compact units use prefabricated structures or repurposed containers and can be installed in just seven days, without generating construction waste—a key advantage aligned with best environmental practices, promoting both agility in deployment and sustainability.

We expanded the range of services and the product mix, focusing on strengthening the food service category, which delivers a greater margin to the franchisee, including regional items. The idea is to better serve the various consumer profiles and offer new opportunities to franchisees. We launched Mania de Abastecer (Refueling Mania) in the Northeast (Recife – PE) and Southeast (São Paulo – SP), a new website for product supply designed to centralize the shop purchasing routines.

In 2024, Vibra completed the BR Mania internalization process. The business had been created in 2022, in partnership with Americanas S.A., to operate small retail stores both within and outside of service stations. The venture was closed due to events involving Americanas S.A. that affected the foundation of the partnership. The transaction was completed in November 2023, giving Vibra 100% control of Vem Conveniência. Throughout 2024, the strategy for the segment was redefined, shifting the focus to stores located within service stations.

In 2024, BR Mania completed 30 years of operations in the market

IN 2024:

1,402 BR Mania **stores** with a **14%** growth in total revenue compared to 2023, reaching **BRL 1.8 billion**

Same Store Sales *(SSS)* growth of **+9%**



Automotive lubrication center

For five consecutive years, Lubrax has established itself as the most remembered brand by consumers (top of mind). Lubrax+ stood out as the 5th largest franchise in Brazil (gaining one position in 2024) and the leader in the automotive sector, according to the Brazilian Franchising Association (ABF).

In 2024, Lubrax+ surpassed the mark of 1,685 active units at Postos Petrobras, with a presence in more than 650 municipalities and covering all 26 Brazilian states and the Federal District. The growth was significant: a 39% increase in average revenue and 20% growth in the number of end customers compared to the previous year.

The results were driven by the creation of a team dedicated to field support, the implementation of a new marketing calendar and investments in training, capacity building and technology.

Our ambition is to reach 30% of service stations with Lubrax+ units, ensuring greater profitability and convenience for service stations. This evolution also drives our goal of leading the lubricants market in Latin America, one of Vibra's key growth avenues *(read more on page 60)*.



IN 2024:

1,685 Lubrax+ franchises with **41% revenue growth compared** to 2023

Actions for the end consumer

Vibra aims to understand the desires of end consumer to provide more suitable offers that encourage them return to our service stations more often.

We have made improvements and expanded the features of Premmia, our relationship program, understanding that it is a valuable tool for customer loyalty. With each fuel purchase at our service stations, BR Mania convenience stores, or automotive services at Lubrax+ franchises, participants earn points which can be redeemed for tickets to cultural and sporting events, airline miles, fuel vouchers, and discount coupons from various program partners.

Through the app, users can, for example, pay for fuel via credit card or PIX and redeem benefits immediately. The program has 21 million registered participants and in 2024 achieved a 30% growth in the active customer base. Over the course of the year, several noteworthy launches took place, including the return of partnerships with airline loyalty programs (LATAM Pass and Smiles), which reinforced our strategy of offering aspirational benefits to participants. In addition, we launched a coupon platform that aligns closely with the reality of our market and has proven highly attractive by offering fuel discounts—an incentive that strongly resonates with the program's target audience. The tool also gives resellers the flexibility to create customized campaings using their own customer base through Premmia.

In 2024, we evolved in the use of data intelligence to present more targeted offerings to the base. This strategy of hyper-segmentation of offerings is an important path to customer loyalty and will continue to be enhanced in the coming years.

Specifically for truck drivers traveling along Brazil's highways, we operate the Rede Siga Bem network, which in 2025 celebrates its 30th anniversary. This network is composed of stations located at strategic points of the main highways of 23 Brazilian states and recognized for excellence in serving truck drivers. In 2024, we served more than 75,000 truck drivers per month, which represents more than 35% of the total volume of road diesel sold by Vibra. At the Rede Siga Bem Network stations, professional drivers encounter a full structure of services for trucks and facilities for those who live on the road, such as a restaurant, snack bar, tire repair shop, parking lot and sanitized bathrooms equipped with shower.

In 2024, Vibra hosted the Siga Bem Encounter, bringing together all resellers from its highway excellence network—marking the first in-person event of its kind since the pandemic. On the occasion, Vibra's CEO, Ernesto Pousada and

vice presidents attended, news of products and services available to the network throughout the country, such as laundry services for drivers, were presented. We also took the opportunity to emphasize our social cause, Zero Sexual Violence. Another action was Casa Siga Bem, a long-standing project that consists of a traveling truck that provides health, well-being and comfort services for truck drivers and their families.

Learn more

Click here to learn more about our social cause

In 2024, we progressed in how we use data intelligence to present more targeted offers to Premmia's customer base

The mascots Lu and Brás star in the marketing strategy for Postos Petrobras in 2024

In March 2024, Vibra introduced Lu and Brás, Postos Petrobras' new mascots. The two bring a fresh, playful tone to the brand as part of a strategy aimed at breaking with the traditional communication style of the fuel retail segment, while conveying a strong sense of Brazilian identity through their vibrant colors and energy. Throughout the year, numerous marketing actions took advantage of the mascots. They were present at football matches with the sponsorship of the Copa do Brasil and broadcasts on Amazon streaming and the Brasileirão tournament during breaks on Cazé TV. They also participated in various program merchandising actions on major broadcast stations and in football and entertainment podcasts. One could also find them in the traditional media, such as films on open TV, digital panels spread throughout Brazil, social networks with the support of influencers and other media.

Due to the public's attachment to the mascots, a gaming action was carried out that allowed consumers to pay at Petrobras service stations, BR Mania stores and Lubrax+ lubrication centers, exclusively through the Premmia app game, and even take home the iconic little plush lizards.

The mascots were also deployed in high-profile locations, such as the Ferris wheels in Rio de Janeiro and Balneário Camboriú, with the aim of further engaging our customers and attracting new consumers.

The results of the media campaign as a whole were astonishing, achieving more than 1 billion impacts, 12 million engagements, 27 million clicks and 500 million views.

MEDIA CAMPAIGN RESULTS

1 billion
impressions

27 million
clicks

12 million
engagements

500 million
views



Expanding our offerings **for B2B clients**

GRI 2-29

Vibra delivers 33.6% of the fuel used by companies in the country and 80out of the 100 largest companies in Brazil are our customers. We operate in the processing and distribution of chemicals and petrochemicals, offering a broad portfolio of solutions for segments such as oil and fine chemistry, agribusiness, paints, adhesives, household cleaning products and rubber items.

However, we know we still have a lot of room to grow in serving the corporate market. Thus, we invest in expanding our integrated portfolio, improving our customer service and diversifying our sales channels to increasingly be the first choice of Brazilian companies.

Complementing traditional sales channels, such as the service provided by sales executives who visit companies, in 2024 we introduced new digital channels. The idea is to offer more convenience and diversify the options available to corporate clients. We implemented an e-commerce platform enabling customers to purchase products directly online.

We also instituted the new Vibra de Vender (Vibra Way of Selling), which standardized and improved the way our products and services are presented to customers. This enhances the sales process and focuses on the consumer experience.

The B2C&B Commercial Excellence Management was created, responsible for coordinating the priorities of sales executives. One hundred percent of the sales force was trained in the Vibra Way of Selling. The Vibra+ app launched at the end of 2023, establishes weekly sales priorities and controls order records. It also had a positive impact on 2024's results.

The commercial strategy focuses on both cross-selling, offering products that complement those traditionally purchased by the clients, as well as up-selling, by encouraging the migration to premium products.

IN 2024:

Vibra distributed **33.6%** of the fuel used by the country's companies

Leader in market share in the diesel market **(24.4%)**

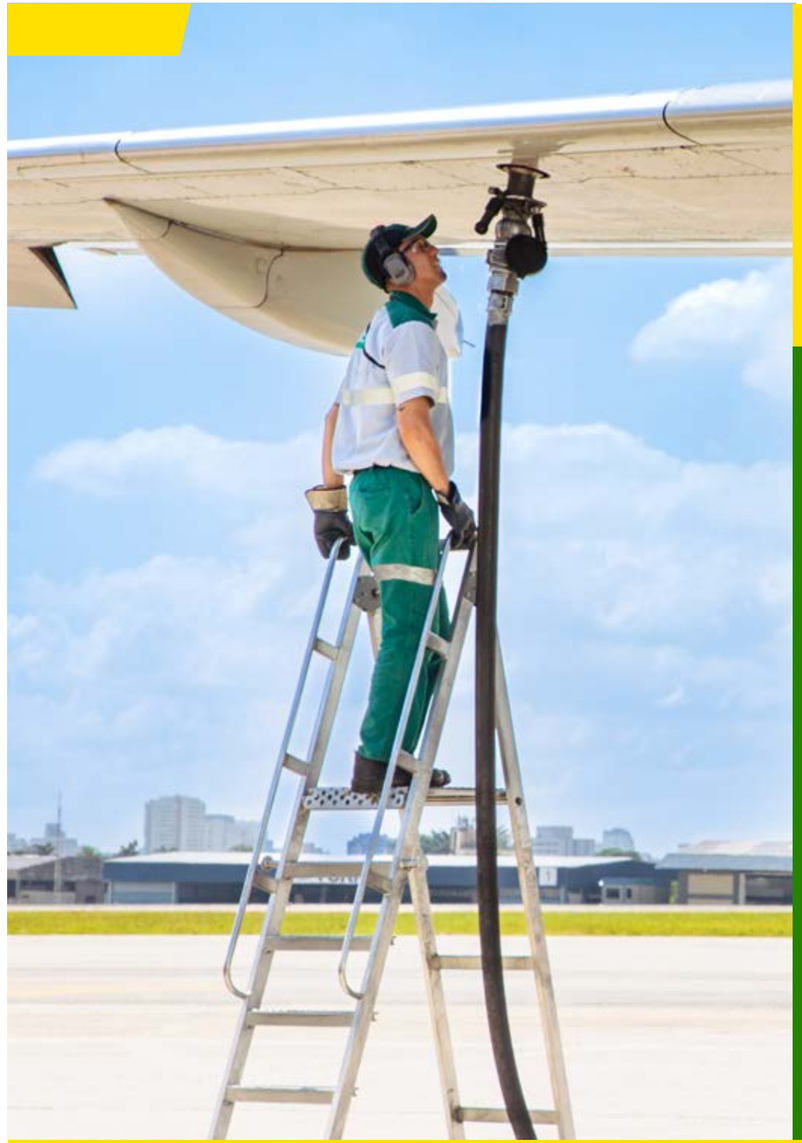
80 of the 100 largest Brazilian companies are Vibra clients

Betting on natural gas

Vibra considers that operating in the natural gas (NG) market is strategic and is seeking competitive ways to source the molecule to meet sector demands. We closely followed the opening of the natural gas market in Brazil and, in 2024, began to buy and sell gas in the free market. In addition, we are evaluating opportunities to replace fuel oil by liquefied natural gas (LNG) for our corporate clients in regions without access to pipeline infrastructure.

Natural gas is recognized as an energy transition fuel as it emits less CO_2 compared to other fossil fuels. Its uniform and efficient burning makes it essential for several industrial segments: automotive, pulp and paper, food, mining, petrochemicals, ceramics, glass and metalworking, among others. Although Brazilian gas production is still modest compared to that of countries such as the United States, the opening of the market creates new opportunities for growth and competitiveness.

Vibra has strategic advantages for operating in the natural gas sector, combining a broad portfolio of corporate clients with in-depth knowledge of their energy needs. This expertise enables us to offer efficient and customized solutions, aligned with market trends and the transition to a more sustainable energy matrix.



6 out of 10
commercial flights in Brazil are fueled by Vibra

Aviation

Vibra is the aviation fuel distribution leader in Brazil, with a 60% market share, serving national, international, government and executive aviation. In 2024, we remained focused on growing our client portfolio. BR Aviation, a brand licensed to Vibra by Petrobras, is present in 91 Brazilian airports in all regions of the country. It supplies JET A (aviation kerosene), JET-PLUS (additive aviation kerosene) and AVGAS – 100LL (aviation gasoline).

We offer differentiated services and our supply operation punctuality rate is 99%, an important indicator for this segment since delays impose significant costs on aviation customers.

We are investing in digitalizing processes and operations, including integrating systems with some of our main clients, replacing the data collectors used to process sales, new payment methods such as pix and credit cards, as well as an exclusive application for business aviation, Beyond EFB. Launched in 2024, the app provides access to a range of data throughout the purchasing journey — including location-based pricing, supply history, and financial status — while also connecting users to a network of specialized service providers.

We also have a loyalty program for pilots, BR Aviation Club. They accumulate points for each aircraft refueling operation, which can be redeemed for several rewards, such as fuel vouchers at Petrobras stations.

Furthermore, the BR Aviation Card allows business aviation customers to electronically enable fueling at airports, speeding up service, improving data reliability and enhancing the safety of the operation.

In addition to maintaining our total leadership in the national and executive aviation segments, in 2024 we also expanded our business with international airlines, a segment that has been consolidating its involvement in the Brazilian market.

Our growth strategy in aviation also involves offering solutions that support the aviation sector's decarbonization commitments, such as the supply of sustainable aviation fuel.

Learn more

Click here for more information on our sustainable aviation fuel supply operations

Strengthening agribusiness

Recognizing the economic importance and growth potential of agribusiness, in 2024 Vibra took concrete action to consolidate its position as an important partner for the segment. The Company's new approach to agribusiness involves the development of custom products, team expansion and infrastructure investments.

To coordinate the actions for the segment, Vibra created a dedicated agribusiness department in May 2024. The initiative strengthened the service team, more than doubling the number of professionals trained to bolster this business area. The Commercial team is being trained to adopt a consultative approach, seeking to understand customer needs and offer customized solutions.

The year was also marked by the launch of the new Vibra Agritop *diesel* product, a premium high-performance fuel that, in addition to wholly cleaning injector nozzles and filtration systems, ensures faster and more efficient combustion in diesel engines. The product features advanced additive technology, ensuring complete protection for the engines of agricultural equipment and vehicles by preventing the formation of sludge and deposits. This even occurs during the off-season, and is the only diesel fuel on the market specifically aimed at the needs of agricultural equipment. For its part, the Lubrax Unitractor lubricant line was specially developed to meet the demands of the agricultural and sugar-energy sectors through high performance and technological innovation products, and this market also expanded after the launch of Lubrax Unitractor Essential 80W.

In addition, Vibra has already obtained the approval of the automakers for the new Lubrax TRM 5 Plus, which facilitates its introduction into the agribusiness, cargo and passenger transport segments. A lubricant developed to offer high thermal stability, oxidation resistance and exceptional durability, it is ideal for manual transmissions, conventional differential axles and final drives of commercial, heavy-duty and off-road vehicles.

We created a dedicated department for developing customized products and personalized services targeted at the agribusiness segment



Expanding our logistics capacity

According to the National Union of Fuel and Lubricant Distribution Companies (SINDICOM), we are national leaders in the distribution of fuel and lubricants. We have a static tank capacity of 1.6 million m^3 and close to twice that amount in monthly sales volume.

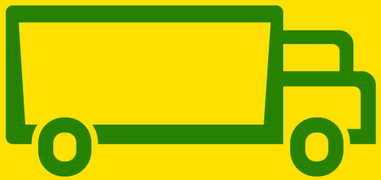
Our logistics infrastructure sets us apart in the market. We have more than 200 operational units (bases, airports and customer sites) in all Brazilian states. In addition, our costs are very competitive: 15%-20% below the market average.

We act to ensure that our logistics infrastructure is able to support the company's growth in response growing demand for fuels and biofuels, and meet the needs of our customers throughout Brazil. We invest in technology, planning and infrastructure to optimize operations, reduce costs and increase efficiency in the delivery of our products. We also developed initiatives to seek the decarbonization of our logistics operations, with the aim of reducing our carbon footprint.

In 2024, we mapped the areas where we need to expand the available infrastructure. They consist of places where we can decommission units and optimize operations that expand product movement capacity. Our strategy was reviewed, and we identified the possibility of offering this infrastructure to other players, including retail, B2B and even competitors. Our aim is to be a significant player so that Brazil can overcome its still existing challenges related to logistical infrastructure, leveraging this initiative to generate results.

In 2024, we invested BRL 90 million in improvements and expansion of our base in the Port of Belém (PA), whose installed capacity increased from 48,000 m^3 to 76,000 m^3 (up 58.3%), making it the largest in the port. A new base in Santarém (PA) was completed, designed to handle 2 billion liters of fuel per year. Through a joint investment by Vibra (40%) and Raízen (60%), the new base now allows long-haul ships traveling through the Amazon to unload fuel in Santarém, making it the main supply hub for western Pará, western Amazonia and northern Mato Grosso. This optimized route, compared to previous logistics flows has enabled cost reductions that translate into more competitive fuel prices, positively impacting the entire regional economy — with benefits for the agricultural and transportation sectors.

We also signed a contract with Vast Infraestrutura to transform the Port of Açu (RJ) into a strategic hub for the storage and movement of basic oils and petroleum products. Under the 20-year partnership agreement, with an initial investment of BRL 300 million, Vast will build the Açu Liquid Bulk Terminal (TLA). The facility will serve Vibra's operational needs while also driving growth and diversification at the port.



IN 2024:

100 operating units

Operating in
10 Brazilian ports

Presence in
2,300 municipalities
and being the only distributor present in all Brazilian states

Carriers GRI 2-29

We have 10,000 drivers and 8,000 trucks registered in our database. Around 2,800 shipments are made daily with contracted carriers and, monthly, we distribute 2.1 million m^3 of fuels. The distance traveled in these trips is equivalent to 679 laps around the Earth each month.

Vibra's fuel delivery fleet is 100% outsourced, and we actively manage these partners. We have streamlined our reliance on service providers and prioritized the those with the best performance in safety, efficiency, and emissions. Currently, we have 137 partner carriers, both national and international.

We operate a Logistics Efficiency, Safety and Environment Control Tower. It is an intelligence center that monitors the road transport of fuels, considered a market benchmark operation. The facility is undergoing improvements with the incorporation of new technologies, including artificial intelligence (AI), which brings benefits such as increased productivity and cost efficiencies. The use of artificial intelligence has supported demand forecasting, which assists in the acquisition of products, inventory management and protection of appropriate service levels. Another important feature is a more efficient delivery routing, resulting in optimized logistics and environmental gains.

After two consecutive years with the best results in the historical series, in 2024, our transport accident frequency rate was 0.035, remaining below the alert limit, which is 0.05. In the year, there were 13 accidents involving the fleet of trucks at Vibra's service.

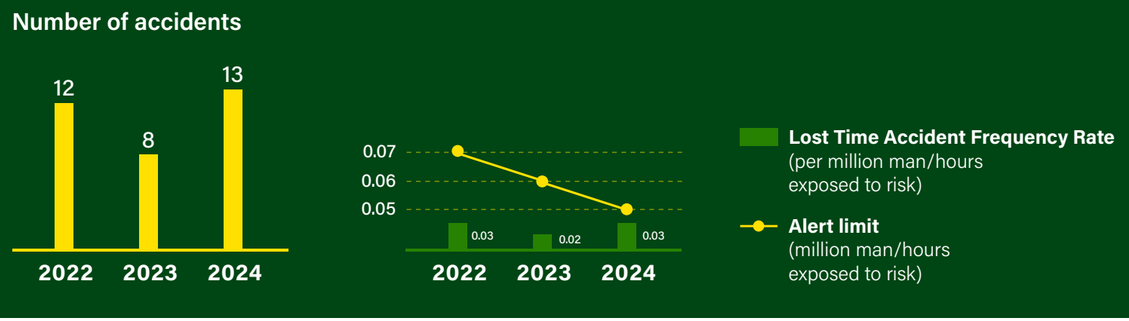
We implemented a Transport Risk Management Program and developed emergency plans, to be activated in case of transport-related accidents. The initial focus is on controlling and mitigating any impacts generated by an accident. Subsequently, we conduct an investigation to understand the causes and draw up a corrective action plan. “Lessons learned” are shared during monthly forums held with our transportation providers.

Vibra's fleet vehicles must follow the guidelines of the Road Transport Manual, which calls for regular audits to ensure continuous improvement of operations and compliance with environmental and society's requirements. The audits, conducted either by Vibra or approved consultancts, address environmental aspects such as legal compliance (licenses and authorizations), emergency requirements (leak kits, emergency plan and training), waste management, labor and health and safety requirements, among others. For each identified non-conformity, an action plan monitored by Vibra teams is created. Companies with scores below 70% are not approved but can be re-audited after a minimum of 90 days. GRI 308-2, 414-1

Each month we host a Lessons Learned forum, attended by all contracted road haulage companies where relevant and strategic issues for the company are addressed aiming to help the carrier develop and continuously improve transport operations. Indicators of volumes handled, spills, accidents and the corresponding preventive lessons are shared.

The meetings include the ESG Moment, providing visibility to environmental, social and governance aspects and seeks to minimize impacts on the environment, promote diversity and inclusion in the corporate environment, support social and community initiatives, disseminate good management practices, ethics and corporate transparency.

Transport Accident Frequency Rate (TAFR)



Our trucks
drive the equivalent of
679 laps of the Earth per month and 27 laps per day

New version of the Road Fuel Transport Manual

We revised our Road Fuel Transport Manual to make it more accessible and efficient.

The following improvements stand out:

- **Structure and navigation**: Sequential organization of chapters and updates to procedures, making consultation easier and more interactive;
- **Driver training:** Standardization and definition of criteria for driver training and management, facilitating audits;
- **Vehicle checklist:** revision and guidelines for more standardized inspections;
- **New technologies:** Inclusion of specifications for vehicles powered by CNG and equipped with solar panels, along with a table of mandatory technologies and approved suppliers;
- **Risk management:** Introduction of a risk matrix, change management and Task Safety Analyses (TSAs);
- **EaD Training:** Definition of requirements for the Distance Learning platform and safety-related content;
- **Direction and journey:** Driving parameters, daily journeys and use of AI in vehicle-mounted cameras;
- **Operating procedures:** Chapter dedicated to conducted operations;
- **Emergencies and accidents:** Specific chapter on actions to be taken in emergencies and accident investigations;
- **Audit:** Review of the audit process with new criteria and minimum scores required for approval of new carriers and throughout their contract duration

The new version of the manual reflects our commitment to **safety**, **efficiency** and **innovation**, raising operational standards

DEZtaque Driver: acknowledging driver safety in transportation operations

The DEZtaque Driver program is a Vibra initiative aimed at promoting safety and excellence in product transportation across road, river and airport operations. The program seeks to ensure that drivers are well trained and prepared to face the challenges of transport, especially in critical regions such as the North, where river transport is predominant.

In January 2025, we held the practical test in Manaus (AM), in which six carriers participated in the evaluations, supported by the Supply, Engineering, Safety departments and the local distribution base team. In addition, the program promoted awareness events at various bases across all regions of Brazil, including Campo Grande (MS), Rio de Janeiro (RJ), Canoas (RS), Fortaleza (CE), among others.

DEZtaque Driver also contributes to the company's sustainability by minimizing the environmental impacts of its operations. The program's annual awards ceremony features a car raffle for exemplary drivers and recognizes transport managers at a special evening event attended by Vibra's president and vice presidents.



New ambition **in lubricants**

In September 2024, we completed the expansion of our lubricant industrial complex located in Baixada Fluminense, Rio de Janeiro. The project involved an investment of over BRL 100 million and increased production capacity by 66%, from 300 million to 500 million liters per year. This expansion established the unit as the largest of its kind in Latin America and among the top five worldwide. The modernization and automation of processes led to the reduction of manufacturing costs and delivered environmental and safety benefits, reducing the risks of losses, leaks and accidents.

The start of operations with the new capacity paves the way for our growth plans for the segment, which is served through Lubrax, the brand that won the category for the eighth consecutive year and was the winner in the Lubricating Oil category of the Top of Mind 2024 award, organized by Folha de S. Paulo. It also earned, for the fifth time, 1st place in the Estadão Brands Lubrificantes Awards More.

We offer a complete line with more than 140 families of lubricants, totaling more than 600 products for various sectors, including automotive, motorcycles, trucks and buses, agribusiness and off-road, industrial, maritime, rail and automotive accessories. In 2024, one of the main launches was the Lubrax Top Turbo Avante Eco 5W-20, a premium high-performance synthetic lubricating oil for use in turbocharged *diesel* engines. Due to the low viscosity (SAE 5W-20), the product stands out for its ability to reduce fuel consumption, as well as the consumption of lubricating oil, since it has a longer exchange interval. In addition, it protects the gas emission control system, contributing to energy efficiency and vehicle sustainability.

In Brazil, we are present in more than 120,000 points of sale. This includes approximately 8,000 Petrobras gas stations and more than 1,700 Lubrax+ automotive lubrication center franchise units.

To grow in serving the corporate market, we are investing in cross-selling actions, offering our lubricant line to customers who consume the fuels we sell. In 2024, cross sell accounted for 30% of sales. We also work to establish partnerships with automakers and dealerships so that vehicles, including SUVs, leave the factory with Lubrax products. We have signed contracts with two automakers and are in negotiations with 12 others.



Our products are exported to five other countries in Latin America (Argentina, Bolivia, Chile, Paraguay and Uruguay), a region for which we are developing plans to exponentially expand our presence in the coming years.

In 2025, we launched the new Lubrax brand, more modern, connected with innovation, technology, and with an eye on the future of the lubricants segment. The renewal process includes the reorganization of the entire product portfolio, with new packaging, new labels and sub-brands, for clearer and more intuitive communication.

In 2025, we launched the new Lubrax brand, more modern and connected with innovation and technology

Expansion of the lubricant complex: innovation and sustainability

The expansion of our lubricant complex, completed in 2024, was marked by innovation and sustainability. State-of-the-art process control systems and devices were introduced, including Industry 4.0 concepts and full connectivity. Employees were trained to operate the plant remotely.

The quality of the lubricants produced is guaranteed by an integrated management system that attests to the fulfillment of quality, environment, health and safety in all manufacturing processes. The complex has ISO 9001, ISO 14001, ISO 45001 and IATF 16949 certifications.

Among the improvements brought by the expansion are the automation of the blending and packaging plant, which enhances occupational safety conditions and offers ergonomic advantages. We also inaugurated a new vertical warehouse, which optimizes the use of physical space while automating the handling and shipment of packaged products, which reduces the use of forklift trucks and, consequently, emissions.

In addition, the main supplier of packaging for the lubricant lines, responsible for more than 60% of the total, is installed in a unit next to the factory, which enables deliveries to be made via a conveyor belt. The system, called wall-to-wall, eliminates the need for truck transport and avoids emissions and the use of intermediate packaging, such as cardboard boxes and films.



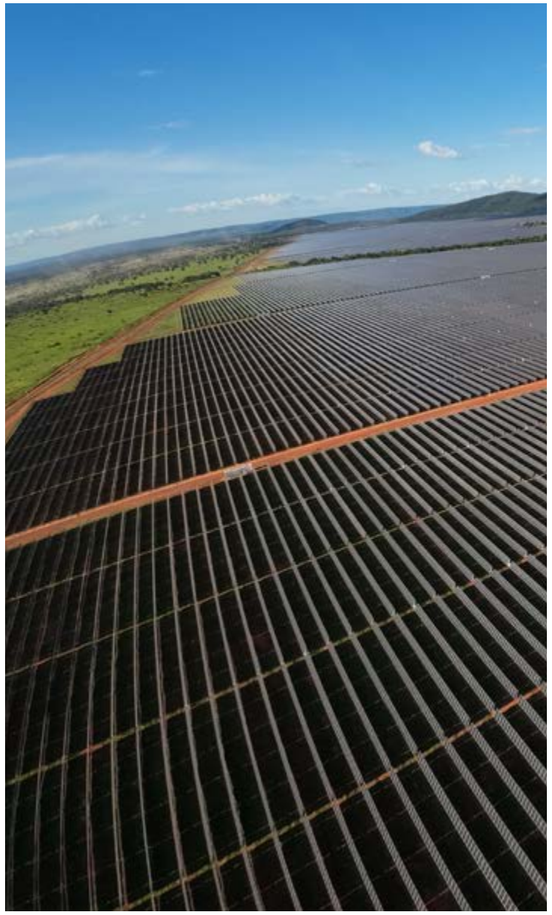
Renewables with Returns

GRI 3-3

Strengthening performance in renewable energy is essential for Vibra's consolidation strategy as the largest multi-energy platform in the country. Vibra makes investments and maintains partnerships with companies to expand the portfolio, seeking to offer the customer the energy they need, whether in biofuels, electricity, electromobility, natural gas, biogas and biomethane. The highlight on this front in 2024 was the acquisition of Comerc Energia.

Issuance of green transition debentures

In April 2024, Vibra announced the issuance of BRL 1.5 billion in green transition debentures, with a maturity of 84 months from the date of issue and intended for professional investors. So-called green debentures are debt securities issued by companies to finance projects aimed at environmental preservation and sustainable development.



Electric energy

Vibra already held 48.7% of Comerc's capital and, in 2024, acquired the outstanding shares, becoming the sole parent company. The operation was approved by the Administrative Council for Economic Defense (Cade) in September 2024 and became effective in January 2025.

With Comerc, Vibra has taken a significant step toward expanding its presence in distributed generation and energy efficiency projects, while also exploring growth opportunities in centralized generation and asset recycling, adding a new dimension to EBITDA growth.

The acquisition of Comerc is strategic for Vibra and consolidates the company as one of Brazil's largest multi-energy platforms. The decision to bring this forward was made because it proved to be more advantageous than waiting for the window between 2026 and 2028 for exercising the stock options provided for in Comerc's shareholders' agreement.

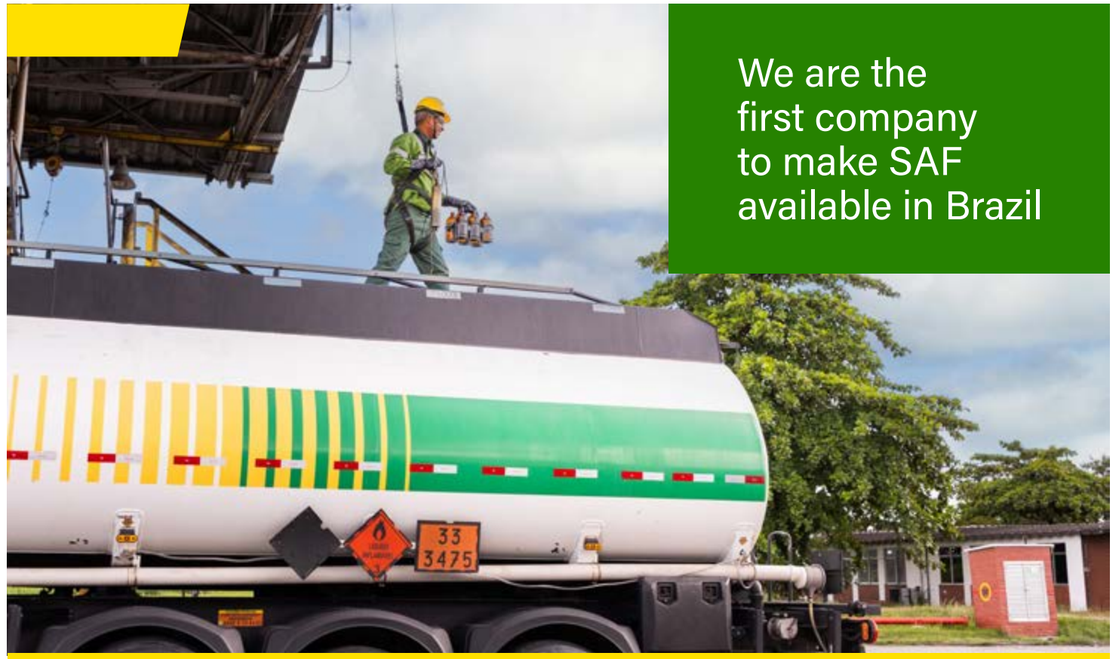
Among the benefits identified, it is worth mentioning:

- **Obtaining immediate synergies** and eliminating risk from a future appraisal report and any future payments as earn-out;
- **Reducing the risk of generation projects** compared to the risk at the time of Vibra's initial investment in Comerc, with 95% of generation assets already operational and more than 90% of certified energy sold in long-term contracts;
- **Removing the possibility of misalignment between partners** and guaranteeing team continuity, keeping the founder of Comerc, Cristopher Vlavianos, actively participating in the strategy until 2028;
- **Expanded investment opportunities in Comerc,** due to the opening of the free market and other demands (data centers, energy efficiency projects, batteries, among others), and across Vibra's other growth avenues;
- **With a robust balance sheet and lower financing cost,** the acquisition adds value while preserving the dividend policy.

Biofuels

In the ethanol segment, considered strategic for decarbonization in Brazil, Vibra maintains a joint venture with Copersucar S.A. Evolua Etanol. Structured to be an open, fluid, value-generating platform with scale to serve the national and global markets, Evolua holds exclusive distribution rights forethanol produced by Copersucar's 37 mills. It is also free to purchase ethanol on the market and sell it to third-party customers, including other distributors. In 2024, the company sold 9.5 million m^3 of ethanol.

We continue to invest in cutting-edge technology and research to develop fuels and lubricants that meet the requirements of an ever-evolving market. One such solution is Vibra Renewable Diesel, an advanced fuel thatcontains a share of renewable diesel (HVO), a high-performance biofuel with characteristics similar to fossil *diesel*, which significantly reduces greenhouse gas emissions. Users can choose the proportion of renewable *diesel* (e.g. 5%, 10%, 20% or 30%) in Renewable Vibra Diesel. The product presents more stability in relation to traditional biodiesel and no modifications are needed in supply structures or engines. In 2024, Vibra supplied 1,195 thousand m^3 of Vibra Renewable Diesel to the market, which generated revenues of about BRL 7.7 million.



We are the first company to make SAF available in Brazil

Vibra Renewable Diesel in Volkswagen's fleet of trucks and buses

Vibra struck a partnership with Volkswagen Caminhões e Ônibus to supply all the company's new vehicles in the country with Vibra Renewable Diesel upon leaving the factory. The Vibra Renewable Diesel that will be used incorporates 10% renewable *diesel* (HVO), which when added to the 14% biodiesel already present in standard commercial diesel, results in a level of 24% renewable fuel. In addition, the first-fill Vibra Renewable Diesel contains premium additive technology that provides exceptional performance and operational stability, ensuring oxidative safety even during the period in which the vehicles remain in the factory yards and at dealerships.

Sustainable fuel for aviation

In a pioneering initiative in Latin America, in June 2024, Vibra partnered with GOL Linhas Aéreas to implement SAF offsetting through the Book & Claim system. This system, which has been adopted in the electricity sector for some time, is based on a chain of custody model. It allows the environmental benefits of SAF to be transferred from the producer to the airline or end user without the need for a physical connection between them. The producer registers the quantity and characteristics of the fuel in a dedicated record book, issuing certificates that represent the environmental benefits of the fuel. Buyers acquire these certificates and claim the emission reductions for their own flights, regardless of the actual fuel used.

In March 2025, Vibra made SAF available at its base in Tom Jobim Airport (GIG), in Rio de Janeiro, which now has ISCC certification, ensuring sustainability across the entire production chain. With this initiative, Vibra became the first company to import SAF on a commercial scale and offer it on the domestic market. Through BR Aviation, its aircraft refueling division, Vibra is already negotiating with commercial and executive airlines, reaffirming its commitment to the energy transition andto more sustainable solutions for aviation.

Electromobility

Since 2023, we have continued to invest in EZVolt, an electromobility startup that offers a comprehensive portfolio of charging solutions for B2B and B2C segments. As a result, we now operate one of the largest electric vehicle charging networks in the country: more than 1,400 charging stations under its management and operations in 20 Brazilian states.

In 2024, the company reached the break-even point of the operation and followed the growth plan set out for the initiative, obtaining a 72% increase in its registered user base. Consequently, it attained more than 34,000 monthly recharges, rising 21% compared to 2023, and over 40,000 recharges per month. EZVolt has 18,000 users for its electric vehicle charging app.

Among the standout achievements in the year: the growth of EZVolt's own network of electric charging stations, which resulted in a 112% increase in revenue from the B2C segment in the last quarter, compared to the same period of the previous year, and a growth of more than 6,000% compared to the first half of 2022.

Through EZVolt, we offer a complete portfolio of solutions for electromobility

Charging solutions have also been implemented for electric buses, through contracts signed with 70% of the operators in the municipality of São Paulo. This innovation ensured the recharging of more than 130 electric buses, with more than 45 high-power chargers installed and in operation.

The first 100% electric charging station in Brazil, located in the city of São Paulo and mainly serving last-mile fleets and app drivers, completed two years in operation, setting successive usage records. Its current capacity allows for charging more than 30 electric and hybrid vehicles simultaneously. Comerc, a subsidiary of Vibra, supplies electricity from renewable sources.

72% increase
in the registered EV-user base

21% increase
in monthly recharges compared to 2023

112% increase
in B2C segment revenues



Corporate governance

> Our governance
> Ethics and integrity
> Risk management
> Investor Relations
> Institutional Relations
> Economic-financial performance



Our governance

GRI 2-9, 2-10

Vibra's governance structure follows the principles contained in B3's Novo Mercado Regulations and the Code of Best Practices of the Brazilian Institute of Corporate Governance (IBGC), with instruments that are constantly being updated and improved.

In 2024, the Chairman of the Board of Directors and the CEO were re-elected, demonstrating confidence in the company's strategy and in the development of planning and alignment with the objectives set by the shareholders.

Organizational structure



[1] Functional reporting
[2] Flavio Coelho Dantas was in charge of the Commercial and Retail Executive Vice-Presidency until 2/28/2025. On 3/1/2025, the area was taken over by Vanessa Gordilho. On the same date, Mariana Santarém became the Vice President of Products and Customer Experience.
[3] In January 2025, after the completion of the acquisition of Comerc Energia, Clarissa Sadock left the position of VP of Renewable Energy to occupy the position of CEO of Comerc.



Governance structure

General Shareholders Meeting

A corporate body composed of Vibra's shareholders, it holds an Annual Shareholders Meeting, in addition to calling extraordinary meetings whenever necessary. Its mission is to deliberate on issues of concern to the company and to elect members of the Board of Directors and the Fiscal Council. In April 2024, an Annual and Extraordinary General Meeting was held, which assessed the financial statements for the previous year, approved the allocation of results, including the distribution of dividends, set the remuneration of the directors and elected the members of the Company's Board of Directors, retaining five of the seven members.

Fiscal Council

It is a collegiate body with a supervisory function. Its general objective is to verify compliance with legal and statutory duties and to defend the interests of Vibra and the shareholders. The supervisory function involves all the necessary levels of information to safeguard the interest of shareholders, without, however, interfering with the management itself. It is composed of three full members and three alternates.

Board of Directors (BoD)

GRI 2-12, 2-17, 2-18

Since 2024, Vibra's Board of Directors has comprised seven members. In the previous year, the Extraordinary General Meeting approved an amendment to the Bylaws that reduced the number of members from nine to seven and defined that it is up to the Board of Directors to designate, at the first meeting following the General Meeting, the position of chairman, among the elected members.

The Board is responsible for establishing the overall orientation of the business, approving the strategic plan and the multiannual plans proposed by the Executive Board and approving the internal global policies, among other duties. Its members are elected by the General Meeting for a two-year term of unified management, with re-election permitted. The participation conditions follow the provisions of the Brazilian Corporate Law, the Novo Mercado Regulation and the Company's Nomination Policy. In addition, the accumulation by the same person of the functions of president of the company and chairman of the Board of Directors is prohibited, ensuring the separation between the functions of strategic supervision and executive management.

Vibra's Bylaws determine that meetings of the Board must take place with a majority of the members present and may be called by the chairman or by a majority of the members. In 2024, the average attendance at meetings of the Board of Directors was 96.71%, and the average tenure of members on the Board of Directors was 2.6 years.

Vibra has a formal appointment and selection process for the Board of Directors and its committees, following established guidelines to ensure transparency, qualification and strategic alignment. The nomination of Board members is conducted by the Governance, People and Remuneration Committee, based on the following criteria: skill profile and professional experience; transparency in the process; structured assessment of candidates; independence of members; availability and time commitment required.

Nominations to the Board of Directors follow the criteria described in the Nomination Policy and Bylaws, and the elections take place through the slate system, with candidates appointed by the Board of Directors or by any shareholder or set of shareholders. Nominations should strive for diversity in their composition and complementarity of experience, seeking among their members those who have the availability of time, as well as qualifications such as: experience as an executive or as a board member; knowledge of finance and accounting; specific knowledge of the energy sector, such as production, distribution and marketing of all forms of energy; general knowledge of the national and international markets; knowledge of compliance, internal controls and risk management; and strategic vision as well as knowledge of good corporate governance practices.

In addition to these requirements, the Board of Directors must be composed of at least 50% independent members, according to the B3's Novo Mercado Regulations. In the current composition of the Board, all members are independent. Some Board members also hold positions in other organizations, such as vice presidencies and board chair roles in other companies.

Currently, there are no representatives of minority groups on the Board. Vibra recognizes the importance of diversity and inclusion in its governance and evaluates policies to increase representation on the Board in future appointments.

The individual and collective performance results of the persons responsible for the management and the members of the Board's statutory committees, as well as the independence of the members of the Board of Directors, are evaluated at least once during the term of office. The work is carried out with methodological and procedural support from the Governance, People and Compensation Committee. After the evaluations, opportunities for improvement are observed and effectiveness diagnostics of the Board and the committees, a summary of benchmarking and best market practices is issued.

Members of the Board of Directors

(after election held on 4/18/2024)

Board Member	Years in office	Independent	Average attendance at meetings
Sérgio Agapito Lires Rial chairman **GRI 2-11**	Reelected: 2.8 years	Independent	100%
Claudio Antonio Gonçalves	New Member: 0.8 year	Independent	100%
Fabio Schvartsman	Reelected: 2.8 years	Independent	100%
Mateus Affonso Bandeira	Reelected: 5.8 years	Independent	100%
Nildemar Secches	Reelected: 2.8 years	Independent	100%
Ronaldo Cézar Coelho	New member: 0.8 year (resigned on 12/6/2024)	Independent	92%
Walter Schalka	Reelected: 2.8 years	Independent	90%

Learn more

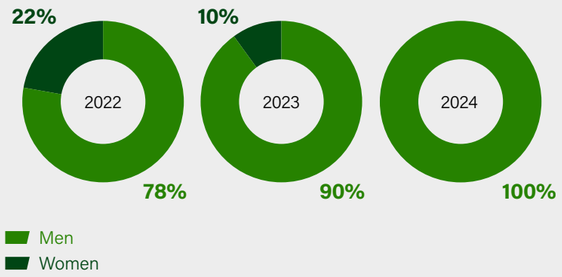
Click here and learn about the professional experience of the members of Vibra's governance bodies

96.71%
average attendance rate of directors at meetings

2.6 years
average tenure of directors

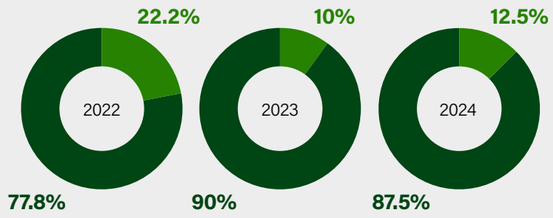
100%
independent directors

Percentage of individuals who are part of the organization's governance bodies by gender GRI 405-1



Note: this considers the members of the Board of Directors. There are no members of minority groups on the the Board of Directors.

Percentage of individuals who are part of the organization's governance bodies by age group[1] GRI 405-1



Note: this considers the members of the Board of Directors.

Vibra's Board of Directors is responsible for establishing strategic guidelines, overseeing and approving sustainability policies and objectives, thus ensuring the integration of sustainable development into the company's strategy. The supervision of the management of economic, environmental and social impacts occurs through risk analysis, monitoring of indicators and engagement with stakeholders. The Board also evaluates the effectiveness of mitigation actions and implements strategic improvements as needed. This analysis is carried out during strategic planning cycles, ensuring the continuous adaptation of sustainability practices to the needs of both the company and society.

The Board of Directors delegates responsibility for managing economic, environmental and social impacts to the VP of People, Technology and ESG, in addition to having the support of the Health, Safety and Environment Commission (HSE) and the HSE Committee, which include members of senior management, such as vice presidents and the president of the company.

Our Social Responsibility and Health, Safety and Environment policies, which are the basis for our performance in these matters, were approved by the Board of Directors (BoD). Both are available on our website. The Board members also have full access to updated information regarding the progress of the Company's ESG Agenda. In addition to receiving internal sustainability-related information, the subject is scheduled as a fixed agenda item for discussion at Board meetings every six months.

At the General Meeting held in April 2024, Vibra's shareholders elected the members of the Board for the next two years. Among the members who were elected, Sérgio Agapito Lires Rial was unanimously reappointed as chairman of Vibra's Board of Directors.

Board Advisory Committees

The Board of Directors has three advisory committees:

Governance, People and Remuneration Committee: body responsible for, among other duties provided for in the respective internal regulations or in the Company's policies, analyzing the eligibility requirements for appointment tomanagement and fiscal council positions, in accordance with Vibra's Nomination Policy. It is composed of two members, due to the resignation of member Ronaldo Cezar Coelho, in December 2024.

Financial Committee: body directed to advise the Board of Directors on strategic and financial matters, such as risks related to financial management, the strategic plan proposal, the business plan and other related guidelines and strategies to the scope of the Committee defined in its internal regulations. It is made up of three members.

Audit Committee: its role is to guide the Board on a variety of topics, such as the hiring and dismissal of independent audit services; the monitoring of the work of independent and internal auditors; the quality, transparency and integrity of financial information; the Company's risk exposure; the improvement of the company's internal policies and potential conflict of interest situations among others. It consists of four members. The committee receives an annual report from Vibra's Integrity Department on the integrity measures adopted during the period, particularly the issues reported through complaints received via the Ethics Channel.

Independent and Internal Audit

It reports directly to the Board of Directors, through the Statutory Audit Committee. It is responsible for the effectiveness of the Company's processes and also advises the Board of Directors, the Statutory Audit Committee, the Executive Board and the Fiscal Council. We also contract outside audit services based on a list of independent auditors registered with the Brazilian Securities and Exchange Commission (CVM), previously approved by the Board of Directors.

Executive Board

It is composed of a president, vice presidents and executive vice presidents, appointed by the Board of Directors, all Brazilians nationals residing in the country. Its main function is to conduct the management of Vibra's business according to the purpose, objectives, strategies and guidelines established by the Board of Directors. The term of office of its members is two years, and reelection is allowed as is dismissal at any time.

The Executive Board is supported by six non-statutory executive committees: Credit and Collection Executive Committee; Biofuels and Petroleum Derivatives Supply Executive Committee; Safety, Health and Environment Executive Committee; Derivative Risks Executive Committee; Investment Executive Committee; and Innovation Executive Committee.

On December 18, 2024, Vibra's Board of Directors approved the re-election of Ernesto Peres Pousada Junior to the position of president of the Company, with a term of office of two years.

Throughout 2024, the president continued the adjustments in the Executive Board that he had introduced the previous year when he took office. In this regard, it is worth highlighting the arrival of Juliano Prado to take on the role of B2B Commercial Vice President. In addition, the Vice President for Renewable Energy office started to focus entirely on the energy transition process topic only after the full acquisition of Comerc. The ESG area, previously handled by the Vice Presidency of Renewable Energy, became subordinate to the Vice Presidency for People and Technology (which became People, Technology and ESG). For its part, mergers & acquisitions (M&A) were incorporated into the Vice Presidency of Corporate Finance, Strategy and IR.



Ethics and **integrity**

GRI 3-3

Our business is based on transparency and respect for ethical principles. Integrity is a non negotiable value. We have monitoring, inspection and accountability mechanisms in place to provide clarity and security regarding our actions and their results. We believe that a company with integrity is a company that endures.

We use an Integrity Management System, based on Internal Audit and the Integrity Department (responsible for corporate governance, internal controls, risks, compliance, ombudsman and protection of personal data/privacy), in collaboration with senior management. Tools such as the Code of Ethical Conduct, the Integrity Program, corporate policies and the risk matrix complement this system.

We aim to disseminate the Code of Ethical Conduct to 100% of our staff to raise the degree of maturity in governance and compliance among partner companies.

Our Code of Ethical Conduct guides the behaviors that are encouraged and those that are not tolerated by the company. The document applies to the Board of Directors, Fiscal Council, Executive Board, leaders, employees, interns and trainees, minor apprentices, representatives and service providers. All employees must be made aware of the document during onboarding.

Vibra offers all employees a package of six distance education courses. Known as the Integrity Trail, the program's objective is to reinforce the organization's culture of ethics and compliance. In 2024, 98.6% of our employees were trained in this program. Vibra has a specific onboarding process for new leaders, explaining the operation of the company's integrity system.



Integrity Trail

(% of employees who were trained)

Ethics	99.5%
Prevention of corruption	99.7%
Competitive compliance	99.7%
Risk management	99.1%
Internal controls	99%
LGPD	99.4%

All our suppliers must register their formal acceptance of our Code of Ethical Conduct, as well as the terms of our Code of Conduct for Third Parties, at the time of signing the contract to proceed with supplying products and services to Vibra. This formalizes the individual and collective commitment of all Vibra employees to comply with the provisions and promotes their compliance in all aspects of the company's production chain and in relations with our stakeholders.

Integrity was a central topic in 2024, with top management drawing attention to the issue and emphasis on the company's ethical positioning. The president of Vibra, Ernesto Pousada, became a permanent member of the Ethics Committee, present at all meetings held during the year. Efforts were made to disseminate the culture of integrity in invested or controlled companies, such as Evolua, BR Mania and Comerc.

The Integrity Board was reinforced with the hiring of a specialist and the creation of a management department focused on business security for processes, assets and people, in view of exposure risks. A survey was also carried out to assess the opinion of employees, a survey that helped identify opportunities for improvement and develop action plans.



100% Transparency Movement: progress and anticipation of goals

Vibra has made important progress in meeting the goals voluntarily assumed by the 100% Transparency Movement, launched by the Brazilian Network of the UN Global Compact (United Nations Global Compact). The purpose of the initiative is to foster corporate transparency by encouraging companies to go beyond legal obligations.

The company became a signatory in 2023 and made commitments on five fronts by 2030: 100% transparency of interactions with public administration; 100% of the high-risk value chain trained in integrity; 100% transparency of the compliance and governance structure; 100% transparency on reporting channels; and 100% full compensation for senior management. Companies must report on progress in each target annually. Vibra already anticipated meeting its targets for disclosing grievance reporting statistics and for the compliance and governance structure, demonstrating its pledge to transparency and accountability.

The evidence of compliance with the stated goals can be verified through this *link* and also on the Ombudsman's page. They contain an explanation of how the Ethics Channel operates and the Annual Complaints Report publishes quantitative data on registered communications and how the grievances have been dealt with.

Ethics Channel GRI 2-19, 2-25, 2-26

Our stakeholders are key players in helping to build a company that operates with integrity and maintains a healthy working environment. We encourage employees, suppliers, customers, consumers and business partners to report any known misconduct through the Vibra Ethics Channel, guaranteeing non-retaliation. We believe this is an important step toward maintaining a workplace free of harassment and to combat fraud and corruption in the business environment.

The Ethics Channel is accessible 24 hours a day, seven days a week. It is operated by a specializedand independent company and is designed to ensure the anonymity of the reporter party, as well as the confidentiality and security of the information provided. The channel is intended to receive reports of situations related to fraud and corruption, damage to company assets, workplace violence, and violations of health, safety, environmental, information security and human rights standards.

All complaints are thoroughly investigated and handled in accordance with their criticality and complexity. Upon identification of irregularities, we adopted mitigating measures, involving the application of disciplinary measures or process improvement. A deadline is set for implementing the recommendations, and the Integrity Department monitors its compliance.

Cases considered to be of concern are regularly reported to the Board of Directors. The Integrity Department reports quarterly to the Statutory Audit Committee, detailing the number of complaints classified as elevated risk and those involving senior management, regardless of risk level. In 2024, 159 crucial concerns were registered on Vibra's Ethics Channel, with a focus on social and human rights issues, corporate governance and general grievances. GRI 2-16

The number of complaints on Vibra's channel increased by about 70% in 2024 over the previous year. We believe this increase is linked to the broader awareness and growing use of the channel. Most of the complaints received are related both to labor infractions, reflecting a market phenomenon, and more greater employee awareness of behavior considered inappropriate. To learn more, access the Annual Complaints Report, available on the Vibra Ombudsman's webpage.

A series of communication initiatives were carried out to raise employee awareness about the importance of ethics and integrity, and as a guide for points of improvement identified in the Reporting Channel. The Integrity team produced short videos addressing such topics as harassment and conflict of interest.

Ethics Channel

WEBSITE
24 hours a day, seven days a week:
www.vibraenergia.com.br/canaldeetica

TELEPHONE
0800 882 0402

APPLICATION
Can be downloaded
in IOS and Android versions:
Contato Seguro

All complaints are thoroughly investigated and handled in accordance with their criticality and complexity

Vibra Ombudsman GRI 2-25

Vibra is committed to remedying the negative impacts it has caused or contributed to and has mechanisms in place to receive comments from the various stakeholders it engages with. In addition to the Ethics Channel, Vibra maintains the Ombudsman Channel, accessible through the Vibra Ombudsman website. It receives compliments, complaints and suggestions, and acts as a second-tier service for grievance resolution.

Complainants can follow the progress of the case and receive an answer at the end of the investigation. The stakeholders are mainly involved in operation and, in some cases, in the handling of cases, with suggestions for improvements.

In 2024, a total of 722 complaints were registered on the Ombudsman Channel. The main complaints received were related to health insurance, business relationships, the Premmia loyalty program, service at gas stations, personnel management and suspected adulteration of fuels.

Conflicts of interest GRI 2-15

Vibra enforces robust measures to prevent and manage conflicts of interest, reinforcing transparency and integrity in its governance practices. The main actions include clear policies, training, an Ethics Committee for case analysis, transparent registration of decisions, compliance mechanisms and a regular review of policies.

Members of the Board of Directors, the Fiscal Council, committees or the Executive Board who, for any reason, have a conflict of interest in a certain resolution must immediately report the fact, declare themselves disallowed and refrain from participating in the discussions and resolutions, withdrawing from the meeting, as recorded in the minutes. Leaders in a similar situation must also refrain from participating in decisions.

When a conflict is identified, we take measures such as isolating the parties involved, reassigning employees, and requiring a conflict-of-interest declaration. Significant conflicts are disclosed to stakeholders and, in the case of important transactions with related parties, Vibra informs the market via Official Communications to the CVM and on the Investor Relations website.

In 2024, we reinforced the statement of the rules on receiving gifts, presents and hospitality, and implemented actions such as change of managerial duties and relocation of relatives or couples. During the year, internal consultations were registered via email on conflicts of interest that were analyzed by the Integrity Board and appropriate measures were adopted for each case.

We adopt strict practices to prevent and mitigate conflicts of interest



Risk **management**



Vibra's Corporate Risk Management Policy has been approved by the Board of Directors. It mirrors the best market practices and has been implemented and implemented through structured processes aimed at identifying, evaluating, monitoring and mitigating identified risks.

Currently, our risk matrix is based on five categories: compliance, digital, ESG, financial, and business. Once identified, risks are assessed according to their probability of occurrence (very rare, rare, occasional, frequent and very frequent) and their impact (very low, low, medium, high and very high). Four dimensions are considered: Financial, Image and Reputation, Legal and Compliance, and Environmental and Life. The probability/global impact combination allows the risk to be ranked according to its calculated severity, enabling action to be taken in the most critical cases. Depending on the severity of the underlying risk and the associated business risk appetite, appropriate risk response actions (accept, mitigate, transfer and eliminate) are implemented.

Vibra's risk matrix is reviewed every two years or when there is a significant change in the company's structure, as well as when strategic planning is reviewed, ensuring that the company's position is constantly updated in the face of the challenges identified.

In our risk management process, internal and external audits play essential roles, with distinct and complementary attributions. While internal audit acts as a strategic partner in the continuous improvement of risk management, external audit provides an independent view and guarantees transparency for stakeholders. Internal and external audits conduct an annual review of our risk management process.

Risk governance is essential because it ensures that risks are properly identified, monitored and mitigated. To this end, we adopt the Three Lines of Defense framework (IIA), a model used to fortify governance and ensure that risks are effectively managed at all levels of the organization.

The first line is formed by the business and operations areas, which are directly involved in executing of Vibra's processes. They are primarily responsible for identifying, evaluating, managing and mitigating risks on a daily basis. The second line operates independently from day-to-day activities and is responsible for overseeing and supporting the first line, ensuring that risks are managed in accordance with the organization'sguidelines. The third line is the internal audit, which annually provides an independent assessment of the effectiveness of risk management processes and internal controls.

This structured approach ensures that risks are managed in a proactive and integrated manner, strengthening Vibra's resilience and corporate governance. Senior management, on the other hand, plays a fundamental role in the evaluation and management of risks and opportunities.

To reinforce the commitment to integrity, we offer all employees a mandatory online course — part of the Integrity Trail — focused on risk management principles and internal controls. We also created an executive version for the vicepresidents and members of the Board of Directors. In 2024, 99.1% of employees took the course.

Emerging risks

Emerging risks are defined as new or developing risks that arise from external factors beyond our control or influence, but which may have a significant long-term impact on our business. These risks are continuously evaluated and monitored in accordance with our Corporate Risk Management Policy, and are disclosed in the Reference Form, item 4.1, "Description of risk factors."

Applying the principles and processes of ISO 31000 to risk management requires continuous improvement in identifying external variables and changes in the current environment that may impact the company’s strategic planning and performance. Vibra performs the analysis, classification and subsequent implementation of mitigating actions for these emerging risks.

We highlight the following emerging risks:

Geopolitical

We observed increased uncertainty following the onset of the Russia-Ukraine conflict and the recent escalation of tensions in the Middle East, with geopolitical consequences driving fuel prices to historically high levels and potentially triggering both direct and indirect impacts on economic activity in Brazil. The most direct reflection in our business is the increases in commodity prices that put pressure on the need for working capital, both due to the increased cost of inventory and the greater amount required for credit granted to customers. We have already identified these implications and, therefore, have taken measures to strengthen the Company's short-term liquidity conditions.

Higher fuel prices may also lead to reduced consumption, potentially constraining the ongoing recovery. Moreover, during periods of sharp increases in international prices that are not immediately reflected in domestic prices, commodity hedge operations tend to incur losses without a proportional and immediate offset due to the appreciation of physical inventory in the local market. In addition, sharp price fluctuations pose further challenges to pricing strategies, requiring faster and more decisive responses from all market participants across various micro-markets. Therefore, this highly volatile environment heightens the need for careful and cautious action, which in our case includes daily monitoring of pricing strategies and our customers' evolving needs.

Social

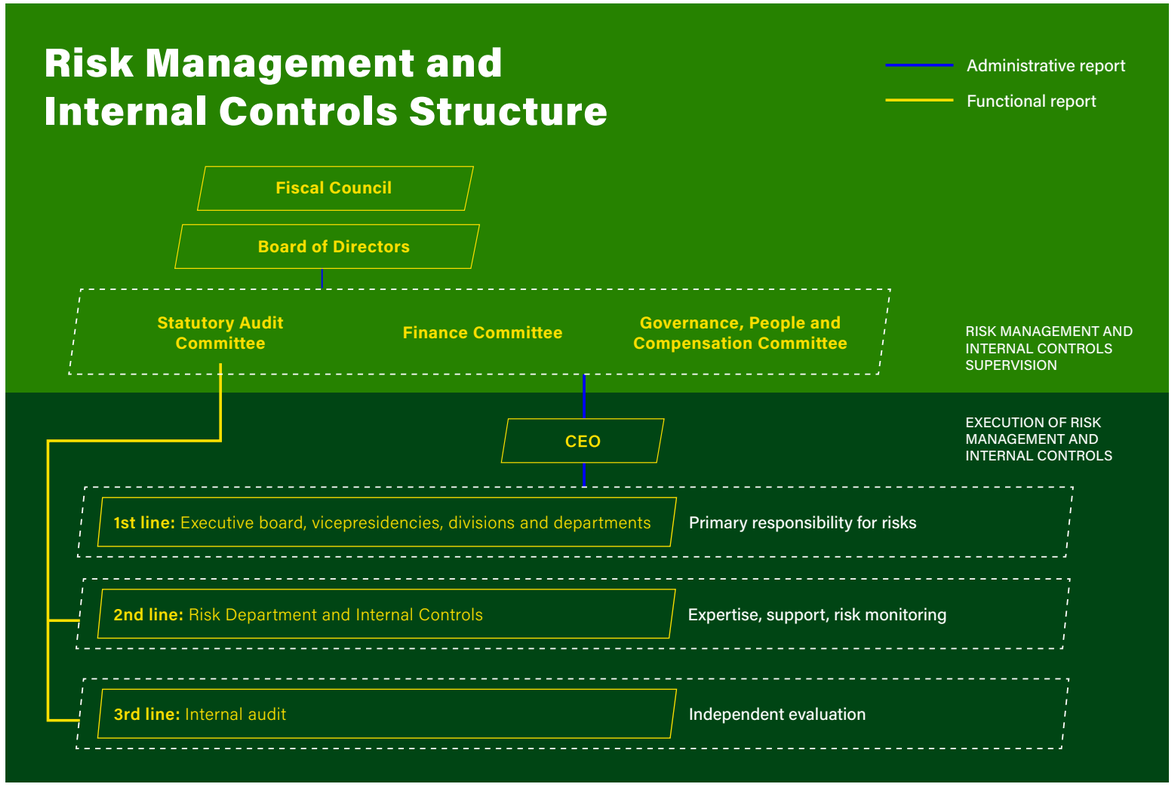
Talent retention—especially in the context of new generations entering the workforce—is a risk that requires targeted strategies. The difficulty in attracting and retaining these professionals, who often have different expectations and priorities than previous generations, can undermine the organization's competitiveness and growth.

The Company depends on engaged teams, technically qualified professionals with the appropriate behavioral characteristics. In this sense, not only attracting them, but also retaining them is a challenge faced by the Company on a routine basis.

As part of its efforts to manage the risk of attracting and retaining qualified personnel, the company invests heavily in its recruitment process to hire top market talent aligned with its organizational culture. To ensure a high-quality recruitment process, we leverage technological tools alongside thorough technical analysis to better identify and attract the right talent.

Given the nature of our activities, we closely monitor climate risks and the potential impacts and opportunities they may present for our business, as well as shifts in the consumption matrix. We hired a specialized consulting group to develop a Study of Physical and Transitional Climate Risks and Opportunities, which are accompanied by key risk indicators and are monitored in an integrated manner by different areas of the business.

In line with our vision of continuous improvement and adoption of international best practices in risk management, in the first quarter of 2024 we implemented a new governance structure for HSE risks, focusing on reducing the risk of high severity events.





Cybersecurity

We maintain clear guidelines to ensure the safety and security of assets, from storage to transmission and use of data. We follow market reference frameworks such as the NIST Cybersecurity Framework 2.0 and ISO 27001, in addition to having operational macrostructures supported by specialized partner companies. Vulnerabilities in the implementation of these controls and related technologies are continuously identified, prioritized and corrected.

Our cybersecurity program undergoes periodic assessments of control maturity, focusing on threat protection and monitoring the progress of improvement and development plans. We perform penetration tests with internal and/or external personnel as a complementary measure. In addition to implementing controls to reduce the likelihood and impact of a cyber incident, we continuously monitor the technology environment and provide alerts based on event analysis. Incidents are classified by impact, taking into account risks to the Company's operations and its clients.

We have indicators for monitoring risk factors, reported quarterly to the Fiscal Council. It is responsible for providing an assessment of the effectiveness of the Company's processes and also advises the Board of Directors, the Statutory Audit Committee, the Executive Board and the Fiscal Council. The cybersecurity area also reports regularly to the Statutory Audit Committee (CAE). Lastly, Vibra carries cyber insurance coverage to complement its security capabilities in the event of a large-scale incident.

Information security

Vibra adopts a risk-based approach to information security, based on annual planning and alignment with the organization's strategic objectives. We adopt proactive processes for managing and analyzing our attack surface so that it is possible to identify, correct and mitigate vulnerabilities, reducing any negative impact in case of incidents. We monitor key indicators to prevent data leaks, classify information, and implement protection rules while supporting innovation projects, securing development and device encryption and ensuring full compliance with all applicable regulations.

Regular execution tests of business continuity plans for the critical billing environment are conducted, together with crisis management simulations and cybersecurity incident response training.

We understand that our main mission is for our employees to identify the technological risks and the importance in their lives, showing that cybersecurity is not only a threat to Vibra, but a problem to be managed by everyone. Therefore, throughout the year, we ran campaigns, offered lectures on information security and safe digital behavior and conducted phishing simulation training sessions.

Data privacy

Vibra has set up a Privacy Program that includes well-defined procedures and policies, covering all essential aspects. Vibra operates a Privacy Portal, which provides an exclusive channel for data owners to exercise their rights under the LGPD.

In the last year, we continued to improve processes related to data privacy, maintaining the electronic form and actively monitoring requests in the Privacy website. As a result, it was possible to test and strengthen privacy policies and contractual standards. In 2024, no complaints related to privacy incidents were recorded, nor were any notifications received from the National Data Protection Authority (ANPD), demonstrating the effectiveness of the company's policies and security measures for protecting personal data. **GRI 418-1, CG-MR-230a.2**

Investor **Relations**

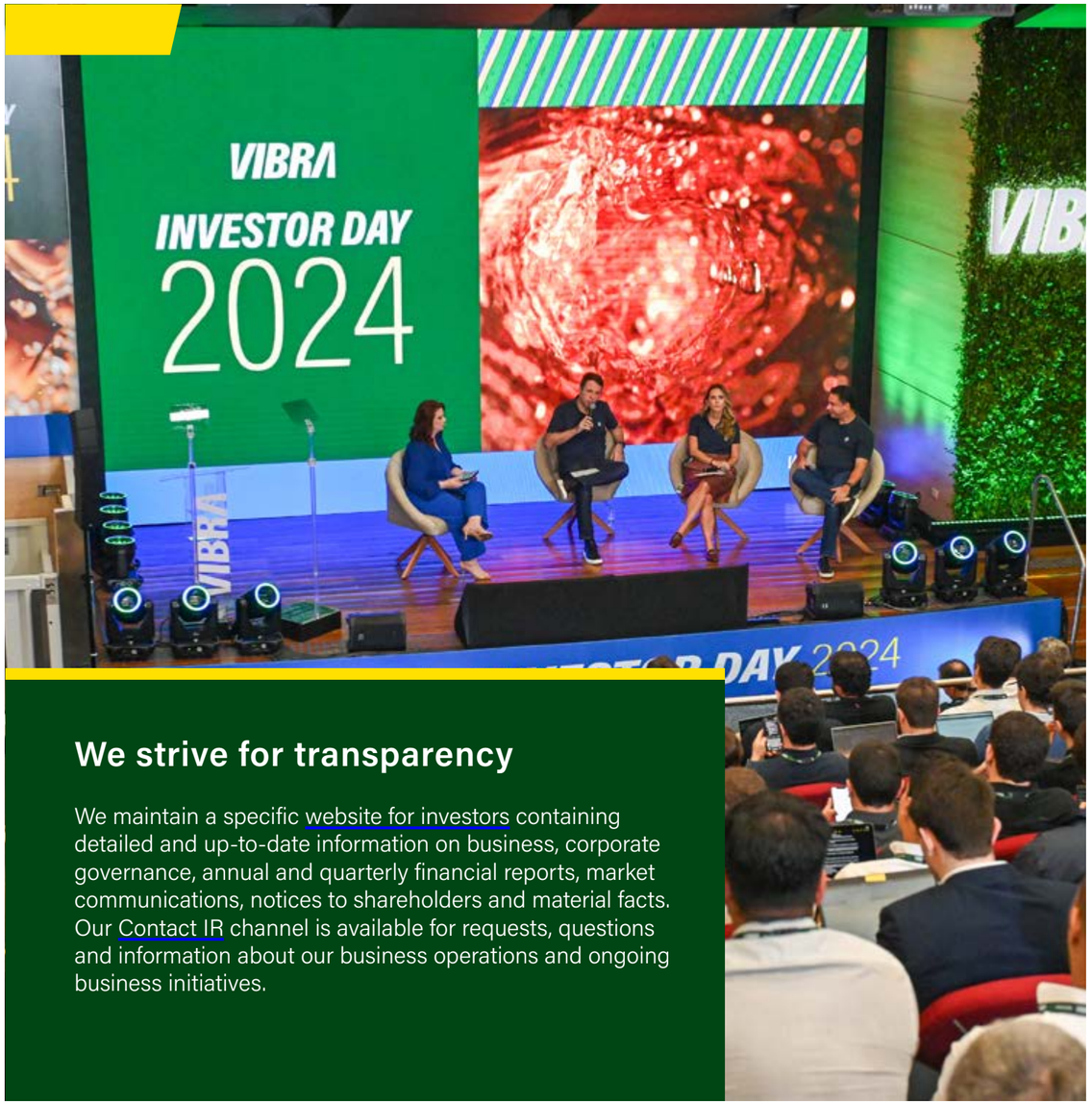
We build investor relationships based on credibility and transparency. We are always available and accessible to answer questions about the management of our business, capital allocation and short-, medium- and long-term strategies. In addition, we maintain permanent contact with market analysts, current and potential investors.

Each quarter, we hold an earnings conference call to present our performance for the period to the market. In these conference calls, investors and analysts can ask questions and interact with Vibra executives in question-and-answer sessions. We also organize, annually, an Annual Shareholders Meeting and, when necessary, Extraordinary Shareholders Meetings.

In 2024, after a three-year hiatus, we hosted Vibra Investor Day—an event where we outlined our strategic ambitions for the next five years. During the meeting, held in August, we announced priorities and detailed the actions that will be taken to achieve our objectives. This event was instrumental in aligning the Company's strategic plan with the expectations of shareholders and investors, highlighting how our growth initiatives will deliver more results.

Throughout the year, we further strengthened our relationship with investors by participating in several national and international conferences and events, as well as conducting road shows in countries such as Canada, the United States, the United Kingdom and France.

In 2024, we hosted Investor Day, where we presented our strategic vision and results to the investor community



We strive for transparency

We maintain a specific website for investors containing detailed and up-to-date information on business, corporate governance, annual and quarterly financial reports, market communications, notices to shareholders and material facts. Our Contact IR channel is available for requests, questions and information about our business operations and ongoing business initiatives.



Institutional **relations**

GRI 2-28, 3-3

We have worked to consolidate our position within the political and regulatory landscape, aiming to combat illegal practices and promote a fairer business environment. Throughout 2024, we expanded our internal structure aimed at the institutional relationship with public agencies, improved our partnership with resellers and reinforced our operations in sectoral organizations.

To strengthen our engagement with government bodies and regulators, as well as to combat illegal market practices, we established two new departments: one focused on relations with the federal government—including the executive branch, regulatory agencies, and the National Congress; and another dedicated to engagement with state and municipal governments. The latter also addresses relationships with resellers in tackling the informal market, seeking solutions to state tax issues, and combating fuel tax evasion and adulteration.

Vibra plays an active role in the industry associations it is part of such as the Brazilian Petroleum and Gas Institute (IBP) and the Legal Fuel Institute (ICL), among others, contributing to the development of more effective public policies and regulations, while also working to reduce unfair competition.

The ICL has focused its efforts on combating the irregular market, actively participating in events to raise awareness of the problem, and interacting with both the private sector and government authorities. In 2024, Vibra's president, Ernesto Pousada, joined the institute's board, following the search for solutions more closely, influencing debates on combating irregular trade and tax evasion.

In addition, Vibra executives were invited to participate in government panels and events related to combating illegality in the fuel sector, demonstrating recognition of our role in combating fuel tax evasion and adulteration.

The Institutional Relations team has been working together with other areas, such as Legal, Marketing and Operations, to ensure an even more efficient and integrated performance.

We play an active role in the sectoral associations in which we participate

Economic-financial **performance**

Through disciplined management, we delivered solid results, further increasing the profitability level. We made progress across all five growth avenues, ensuring profitability, efficiency, and market expansion. Sales volume in 2024 was 35,821 thousand m³, with an adjusted EBITDA of BRL 6.3 billion (excluding the effects of extraordinary tax recovery – LC No. 194/22 – BRL 4,610 million), generating an adjusted EBITDA margin of BRL 175/m³.

Our free cash flow (FCF) totaled BRL 3.3 billion in the year, ensuring the Company's financial strength. Net income reached BRL 6.4 billion and we ended with leverage of 0.9x, denoting a robust financial position. Net sales revenue increased 5.7%, from BRL 162,947 million in 2023 to BRL 172,272 million in 2024.

Direct economic value generated and to be distributed (in millions of reais) GRI 201-1

	2022	2023	2024
	BRL	BRL	BRL
Revenues and value added received in transfer	216,564	180,429	183,694
(-) Inputs acquired from third parties	- 183,212	- 163,268	- 173,440
(-) Withholdings (depreciation and amortization)	- 553	- 554	-554
TOTAL	**32,799**	**16,607**	**9,700**

Note: the direct economic value generated and distributed (EVG&D) is calculated on an accrual basis and has national coverage.

Distribution of added value (in millions of reais) GRI 201-1

	2022	2023	2024
	BRL	BRL	BRL
Compensation and benefits	1,026	1,035	1,188
Taxes	26,926	8,443	- 675
Financial institutions and suppliers	3,310	2,363	2,820
Interest on shareholders' equity and dividends	824	1,200	1,603
Retained earnings (economic value retained)	713	3,566	4,764
TOTAL	**32,799**	**16,607**	**9,700**

Note: the Value Added Statement (VAS) is calculated on an accrual basis and shows the wealth generated by the Company and distributed to employees, government, financial institutions and shareholders, including in this group the part of the wealth that was retained by the Company (retained earnings).

Learn more

The details of the Added Value Statement can be found in the **2024 Financial Statements**

IN 2024:

35,821 thousand m³
sales volume

BRL 6.4 billion
net income

BRL 6.3 billion
adjusted EBITDA margin

5.7% increase
net sales revenue

BRL 3.3 billion
free cash flow

Our people

- Vibra's way of being
- Attraction, retention and development
- Diversity and Inclusion
- Compensation and recognition
- Health and well-being
- Safety



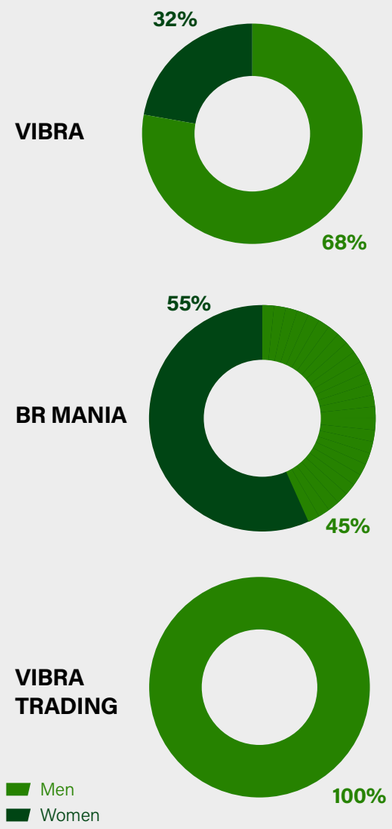
Vibra's way of being

We made progress in building an organizational culture aligned with our strategic priorities

Respect for people is a non-negotiable value at Vibra. Our 3,978 employees are the energy that moves us into the future and the key to achieving our strategic and business objectives. In 2024, we made progress in building an organizational culture aligned with our strategic priorities. To this end, the Strategy and Culture in Action project was developed. It reinforces the importance of internal culture to meet the targets established by the Company for the coming years. The project is based on the analysis of what is a priority among the various dimensions regarding personnel management and what are the gaps that need to be filled. This effort starts at the highest levels of the organization, fostering a culture of greater integration, trust, and collaboration across all areas.



Employees by gender



Employees by race

	VIBRA	BR MANIA	VIBRA TRADING
Black	43.05%	52.5%	0.00%
White	55.77%	46.88%	100%
Yellow	0.97%	0.63%	0.00%
Indigenous	0.21%	0.00%	0.00%

Employees PwDs

	VIBRA	BR MANIA	VIBRA TRADING
PWDs	1.52%	1.25%	0%

Employees by age group

	VIBRA	BR MANIA	VIBRA TRADING
Under 30	369	47	-
Between 30 and 50	2,892	107	4
Over 50	553	6	-

Trainee and apprentice

	VIBRA	BR MANIA
Trainee	141	9
Apprentice	62	3

Communication is an essential pillar to ensure that everyone understands the direction of the Company and how they can contribute to achieving its objectives. In addition to internal communication channels, we hold meetings where the CEO and senior executives share strategic progress with employees, keeping the in-house audience engaged in the pursuit of results. The Culture Accelerators, a group of 23 leaders, act as a bridge between the desired culture and the reality of Vibra, disseminating information and reinforcing important messages to all employees.

In 2024, we expanded our efforts in change management, promoting an adaptable and solid organizational culture. Culture Accelerators continue to play a crucial role, reinforcing our behaviors and values. Their initiatives were focused on engagement, clear communication, and skills development ensure an effective and sustainable transition. This strengthens our ability to innovate and deliver excellent results.



Culture accelerators reinforce Vibra's values among the workforce

Employee satisfaction

To be the best place to work and undertake dreams with diversity, equity, inclusion and respect for people. This is a strategic objective for Vibra. To monitor how we are progressing, we conduct surveys to measure the satisfaction of our employees.

In 2024, we once again obtained the GPTW (Great Place to Work) seal of approval. The survey showed a favorability index of 76%, 2 percentage points below the previous index. However, the eNPS, an index that measures how much employees would indicate the company for a friend to work, rose 4 percentage points compared to 2023, reaching 50%.

Another advance that deserves to be highlighted is the participation rate: in 2024, 64% of employees responded to the survey (a total of 2,676 professionals) vs. 53% in 2023. Some 7,916 comments were also registered, compared to 4,507 in the previous year. The strong participation and feedback provided reflect employees' trust in the survey and their willingness to contribute to identifying areas for improvement.

Attraction, retention and development

Throughout 2024, Vibra managed over 700 external recruitment openings and 200 in-house ones, closing the year with more than 600 positions filled. With a focus on team development, starting in October 2024, all job openings were first posted on the internal recruitment website. If there is no approval, opportunities are opened for outside recruitment, providing more chances for growth and development for all our employees.

In addition, in 2024, Vibra launched a program to attract young talents, Ativagente, an umbrella of company trainees and interns, based on innovation.

The first initiative of its kind, Ativagente Trainee offered 30 vacancies, eligible to people from all over Brazil who had completed any undergraduate course no more than two years previously. The goal is to be a talent incubator, offering accelerated opportunities for career development. The selected professionals will be agents of transformation, contributing to an increasingly results-centric Vibra. The selection process started in October 2024 and the hired professionals began their journey with Vibra in January 2025, lasting 18 months.

31%
of open positions were filled by in-house recruitment

We renamed our internship program, aimed at students from technical and higher education courses, now Ativagente Estag. There are 17 vacancies in the cities of Rio de Janeiro and São Paulo for students studying Economic Sciences, Mechatronic Engineering, Production Engineering, Control Engineering, Accounting Sciences, Administration, Advertising, Administration Technician, Occupational Safety Technician and Law.

We understand that diversity brings different perspectives and enriches the workplace environment. For this reason, social inclusion is one of the focal points of the Ativagente program. It is not restricted to the selection of young people from more elite colleges, rather offering opportunities to people with diverse backgrounds and experiences.

Training

Vibra offers training and development programs for its employees with the aim of preparing them to take on new responsibilities and grow in their careers.

In 2024, we consolidated Activamente, a corporate business school launched in 2023. We adopted a strategy to collect feedback from employees on the training offered, using comments and suggestions to quickly implement improvements, additions and possible corrections. With a focus on continuous learning, Activamente offers in-person and distance learning (EaD) training. The teaching materials offer content developed internally and others produced by renowned authors and professors from major Brazilian universities and business schools, as well as from other universities around the world. In addition, we maintain partnerships with more than 50 renowned Brazilian educational institutions, such as Ibmec, IBMR, Conquer, Descomplica, Coppead, Estácio, PUC-RS and Cultura Inglesa, offering discounts between 10% and 70% for employees, their dependents, interns and apprentices.

Ativamente is structured into four pillars:

- **The Vibra way:** topics related to Vibra's culture, workplace environment, innovation, performance evaluation, mandatory training, internal instructors, and compliance with rules and policies.
- **Our way of selling:** topics focused on training and developing the sales force to enhance systemic thinking and skills that support distinctive performance in the market.
- **Our way of operating:** topics for training and development of the technical skills needed for operations at our facilities and in the field. It includes training in tools and systems for working at all levels of the company.
- **Our way of leading:** topics related to the development of leadership competence, designed for employees and executives. It includes the empowerment and development of all levels of leadership.

In 2024, as part of the Our way of selling facility, we conducted a sales training process using the renowned conceptual selling and strategic selling methodologies. In addition, we offered several complementary training courses that addressed essential topics for the daily lives of our professionals, such as products and a new sales routine. In the Our way of leading facility, we implemented a leadership development track. Its content is aligned with the company's values, leadership behaviors, GPTW results, and initiatives focused on organizational culture. The program consisted of five in-person modules, each lasting 8 hours.

Average hours of training provided to employees

VIBRA

2022	18.6
2023	18.8
2024	20.7

BR MANIA

2024	8.9



Leadership development

Vibra works to strengthen its leadership because it understands that this is the path to driving cultural transformation and achieving its strategic goals. To fully perform this role, leaders need to be aligned with the strategy, confident in their responsibilities, and prepared to carry out their functions.

In addition to the training offered to strengthen leadership, these professionals have the support of business partners and professionals in the People, Technology and ESG division who support each of the areas. Since 2023, leaders have relied on a people analytics platform for people management. The tool is designed to facilitate managers' day-to-day activities by providing access to all team data, including career movements, employee onboarding and offboarding, and training information.

At the beginning of 2025, we held the 2nd Leadership Meeting. We gathered 274 leaders over two days to discuss strategy and culture. During the event, we analyzed the 2030 strategy plan for each Vice Presidency, established agreements regarding cultural transformation, and practiced active listening with more than 20 clients.



Diversity **and inclusion**

Vibra has a strong commitment to diversity, equity, and inclusion. We continually strive to improve our practices with the goal of building a workplace that reflects society and fosters the growth and development of all employees. We recognize that diversity is critical to business success and to building a more just and equitable society.

2024 was a year of consolidation of our strategy, setting priorities, establishing alliances, and initiating dialogues that will be fundamental to helping us fulfill our public commitments. We committed to the goals of reaching 36.2% of women in senior leadership and 27.4% of black men and women in leadership positions by the end of 2025. For the new metric of women in senior leadership, we considered the positions of CEO, vice presidents and people with leadership positions who report directly to these positions. For the metric of Black people, we considered leadership positions starting from the coordination level.

As a result of our efforts, in 2024 we already reached 35.9% of women in senior leadership positions, a growth of more than 7 percent during the year. Regarding Black leaders, we maintained stability in the staff throughout the year, with 16.4% Black people, based on managerial level positions. In this regard, to promote the further development of Black employees already working in the company — including in leadership and other positions — we designed a dedicated program with this focus that which is being launched in 2025.

We seek to continuously improve our practices to foster a diverse and inclusive environment

To help us advance in this effort, we hired a consultancy to assist in the search for diverse talent for leadership positions. Throughout the year, we conducted 137 hours of training and literacy on topics of diversity, equity and, inclusion.

We maintain affinity groups that come together around discussions, sharing experiences, learning, and spreading knowledge and practices that help to improve our work environment. Vibra's affinity groups meet virtually at regular intervals with senior management to discuss the challenges of creating a more welcoming workplace environment. External experts are also invited to speak on specific agenda items.

Currently, more than 300 people participate in the following groups: Entre Raízes (ethnic-racial), Vibra Por El@s (gender), Pride+ (LGBTQIAPN+) and +Inclusion (people with disabilities). An innovation in 2024 was the connection of each of the groups with the Executive Board. Each pair of vice presidents serves as the focal point for sponsoring a group. In this way, we bring the discussions closer to the Executive Committee, accelerating and optimizing actions, bringing new perspectives aligned with the Company's strategy.

We maintain affinity groups for the exchange of experiences and learning

In the last GPTW survey, Vibra showed an improvement in diversity outcomes, demonstrating that our efforts to build an inclusive and equitable environment are yielding positive results. Comparing the 2023 and 2024 favorable assessments, we observed an increase of 7 percentage points in the statements related to the topic.

We maintain processes to monitor and prevent cases of discrimination, promoting a more inclusive and respectful work environment. In the year, there were no monetary losses due to lawsuits related to discrimination, however we recorded a case of discrimination based on social origin, which resulted in the dismissal of the employee responsible for the act. In addition to punishment, action plans were implemented to reduce the incidences of this type of occurrence and promote a more inclusive and respectful work environment. **CG-MR-330a.2, GRI 406-1**



35.9%
of women in top leadership

137 hours
of training and education on diversity and inclusion topics



We organize actions to promote respect for differences and raise awareness about the importance of inclusion and equity.

Athena+: for more women in the commercial areas

In 2024, Vibra launched Athena+, a program dedicated to boosting the presence of women in the commercial areas of B2B, Aviation, Retail, Lubricants, and BR Mania. The goal is to accelerate the advancement of women in the company, creating a more inclusive and equitable environment for all employees.

The program was born out of the need to grow the presence of women in the commercial areas, and consists of development actions for all participants and also for talented individuals with the potential to occupy leadership positions.

Vibre o Orgulho (Vibrate Pride)

Vibra held the event "Vibre o Orgulho: respect all ways of being" on June 28, which was attended by more than 600 employees from different areas and regions. This was the first event dedicated to the occasion, which celebrates LGBTI+ Pride Day. The purpose of holding the event was to promote a space for dialogue and reflection on the importance of inclusion and respect for sexual and gender diversity in the workplace and in society.

The event featured panels with experts, who brought information and reflections on the subject, as well as testimonials from Vibra employees, about what it is like to work at a company that is committed to diversity and respect and the impacts of this on talent retention and increased productivity.

Sitdown comedy

Also in connection with cross-company awareness initiatives, in September, we held the Sitdown Comedy event. Featuring a person with a disability, everyday situations were presented to address different aspects of ableism. In a relaxed and humorous way, we sought to portray unconscious biases related to the experiences of people with disabilities.

The event reached more than 500 people from various areas and regions of the company. Our goal, in addition to fostering awareness among the workforce about the importance of representation of this group, was to support the inclusion of people with disabilities already working at Vibra, as well as those we still plan to hire.



Compensation and **recognition**

In 2024, we carried out a major effort to assess how positions and salaries were structured across all areas of the company. Based on this assessment, we revised and updated positions and remuneration levels. The process was fundamental in helping improve our performance evaluation system. Our objective is to reward outstanding individual performances and align our employees with corporate goals.

We carry out an annual employee performance evaluation process to support the company's cultural transformation process and measure the performance of professionals. In 2024, we conducted the second annual full performance evaluation cycle. In 2023, the evaluation used a simplified 90° model for all positions, considering only the evaluation of the employee and the manager. In 2024, we implemented a 360° vision for leaders, also obtaining input from peers and teams, which provided a broader view of performance.

Following the evaluations, our professionals received feedback, and individual development plans were developed, which is monitored. A novelty was the introduction of "career Y," in which employees now have the option of following a technical trajectory focused on specialization. Pursuing a “career Y” is an opportunity to align with your talents and aspirations without necessarily being focused on leadership.

We have improved our performance evaluation system



Reconhece+

Our recognition program, launched in 2022, aims to highlight attitudes (Act pillar), projects (Prevent, Transform and Innovate pillars) and initiatives (Volunteer pillar) aligned with the values of our culture. We ended the year with more than 91% of active employees accessing a website designed specifically for program management.

> **ACT:** 14,955 acknowledgements

> **INNOVATE:** 42 registered initiatives

> **PREVENT:** 21 registered initiatives

> **TRANSFORM:** 87 registered initiatives

> **VOLUNTEER:** 12 registered initiatives

Health and **well-being**

GRI 3-3, 403-3, 403-6, 403-10



Vibra provides safe and healthy work environments, seeking to promote the health and well-being of its employees. Concern for the physical, mental and emotional health of teams is growing and, for this reason, we have been monitoring employee satisfaction and implementing innovative actions and programs to ensure balance and quality of life.

We have developed several programs and initiatives to facilitate workers' access to non-work-related medical and health services. Among them, the complementary plan stands out, which offers an extensive medical, dental and hospital network, as well as outpatient care, telemedicine and a benefits club.

In the two units with the highest number of employees, we have medical facilities that provide direct care, evaluations of the Occupational Health Medical Control Program (PCMSO), support for wellness programs, and urgent and emergency care. In addition, ambulance services for emergencies, both basic and advanced support (mobile ICU), are offered to employees, contractors, interns and visitors. In other units, occupational health services are provided by accredited clinics, ensuring access for all workers. The confidentiality of health information is guaranteed by secure systems, with access restricted to authorized health professionals.

The quality of services is ensured through performance evaluations, employee feedback channels, and the requirement for professional qualifications of hired personnel, such as occupational physicians, nurses and nursing technicians, ensuring competence and quality care. Access to services may occur through walk-in demand or by appointment in compliance with Regulatory Standards.

The EstarBem (Wellness) Program promotes quality of life and healthy habits through vaccination campaigns, online nutritional counseling, monitoring for chronically ill patients and pregnant women, and educational activities conducted throughout the year. In the Vibra headquarters building, Espaço EstarBem (the Wellness Space) provides an environment for socialization and relaxation, with rooms for quick massage, *shiatsu* and chromotherapy.

In August, we held the Estarbem (Wellness) Week, reinforcing the importance of self-care for well-being and quality of life. In the Vibra headquarters building and in 52 other company units, activities such as nutritional care, shiatsu, blood pressure and glucose measurement, postural blitz and labor gymnastics were offered.

To expand and facilitate access to health, in 2024, we launched the Primary Health Care Program (PHC), a new benefit for employees to monitor their health, made available as an alternative to facilitate care and enable early diagnosis of diseases. Held in partnership with the Grupo Fleury, the initiative offers unlimited consultations via telemedicine and at no cost to employees, allowing follow-up with a family doctor and nurse, preventive examinations and referral to specialists when necessary. The initiative was created after

identifying that almost 20% of employees had not used their health insurance, reinforcing the importance of preventive care.

To encourage physical exercise, we partner with the Wellhub platform, which offers not only access to gyms but also services aimed at well-being, including meditation and financial management guidance. In 2024, the VIK app was launched, using game mechanics to encourage physical exercise by allowing users to log activities, exchange virtual coins for prizes, and participate in team challenges to foster a spirit of collaboration.

Mental health is an essential pillar of overall well-being and has received increasing attention from Vibra. We believe that talking about this topic is the first step to breaking the taboo and promoting self-care. During Yellow September, an awareness month about the importance of suicide prevention, we promoted conversation circles to share experiences and learn more about how to deal with emotional challenges. The discussions also served to help the company's health team, which collected information without individual identification, to further improve our mental health care actions.

To encourage usage and facilitate access to health services and programs, promotional activities are conducted through multichannel internal communication platforms, including emails, intranet, apps, and online platforms, in addition to educational campaigns and workshops. Information is also shared in the daily health and safety dialogues (DDSs) in the operational areas, ensuring that all workers and their dependents are aware of the available benefits.

The confidentiality of employees' health information is guaranteed by secure systems, with access restricted to authorized health professionals, respecting the General Personal Data Protection Law (LGPD). The data are kept only for the required period, and there is a confidential Complaint Channel to report violations, ensuring that no information is used for favorable or unfavorable treatment. These practices reinforce Vibra's commitment to ethics, privacy and respect for the rights of employees.

In 2024, as was also the case in the previous year, no occupational illnesses were reported among employees, and no worker was excluded from occupational health hazard and risk management. **GRI 403-10**



Safety

GRI 2-13, 3-3, 403-1, 403-2, 403-4, 403-5, 403-7, EM-RM-320a.2

Vibra considers safety non-negotiable and adopts multiple measures to protect its workers. Our role is to continuously search for safe conditions and to dedicate our efforts to avoid accidents, fatalities and occupational illnesses.

Our Health, Safety and Environment (HSE) Policy covers our entire workforce. We identify, through our risk management programs (RMP), the specific risks in our units, classifying them into different categories, such as physical, chemical, biological, ergonomic and accidental. To mitigate them, we provide personal protective equipment and collective protection equipment (CPE) appropriate for each activity, and we conduct regular training and educational programs to raise awareness about risks, proper use of PPE and CPE, and the adoption of safe practices. These efforts aim to ensure that workers are prepared to handle risk situations and that their health is protected.

Safety is a non-negotiable value for Vibra

In 2024, we maintained the multisite certification of the Integrated Management System (IMS) in ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards, covering a total of ten operational units, with the inclusion of the Maceió Base. In addition, we obtained ISO 9001:2015 certification for the Macaé supply warehouse. To view the certificates, you may visit our website.

One of the tools used to report dangerous situations is behavioral observations (previously termed: behavioral audits). The change in the name introduces a greater sense of promoting awareness. Individuals who are audited and deviate from safety norms are instructed to correct their behavior so that they do not risk suffering accidents in the future. Every risk situation must be reported. "When in doubt, STOP!" is one of the recommendations so that workers do not assume the risk of accidents.

In addition, we have developed several communication strategies to reinforce the concepts and best practices, and we disseminate them through the corporate intranet, emails, messaging apps, daily security dialogues and awareness events. We also offer training and qualification in occupational health and safety, including the integration of new professionals, on topics such as occupational illness prevention, safety fundamentals, first aid, firefighting, physical and mental well-being, and psychological safety. Specific training is also provided for occupational risks and hazardous activities as part of our accident prevention routine.

We directly involve our employees in decisions related to health and safety through forums such as the HSE Stop, Lessons Learned and Integrated RAC. We have established a health and safety commission and a committee, which represents all workers and meets monthly to review and recommend HSE policies and guidelines, evaluate the implementation of these measures, monitor indicators and propose preventive actions. The president, vice presidents and managers participate on the HSE Committee. In addition, workers actively participate in the identification and mapping of risks, having direct channels to clarify doubts and suggest improvements, such as emails sent to the Health and Safety team, the Corporate Safety and Environment Portal, and the Emergency Response Center (CAE) to report any incident.

In the case of occupational accidents, we have structured procedures for investigation, application of corrective measures, and promotion



No. of internal observers:
413

Observations made:
12,336

Identified
and corrected deviations:
~ 4,000

of continuous improvement based on "lessons learned" and incorporation of best practices. In 2024, the indicator of accidents with and without lost time, called the Recordable Accident Rate (TAR), was 0.64, below our alert limit (0.69) and 6% lower than in 2023. This result reflects the effectiveness of the accident prevention programs implemented, as well as the commitment of senior leadership to the health and safety of workers.

Our governance of safety and environmental risk management underwent a conceptual change in 2024. We no longer focused specifically on compliance but expanded our efforts to drive a transformation in internal culture. We developed a program to identify and address conditions with the potential to cause fatalities, life-altering injuries (potential serious injury or fatality – SIF) or significant environmental impacts (potential serious environmental impact – SEI), in order to eliminate, reduce, and monitor the greatest risks in our operations. The actions defined were already implemented in 2024, and in 2025 we will allocate additional financial resources for further execution. Another enhancement to our structure was the creation of a Compliance and Contingency Coordination unit within the Health, Safety, and Environment Management department.

TAR - Rate of recordable accidents

Number of accidents

2022	2023	2024
13	17	22

Accident rate (per million man/hours exposed to risk)

2022	2023	2024
0.54	0.68	0.64

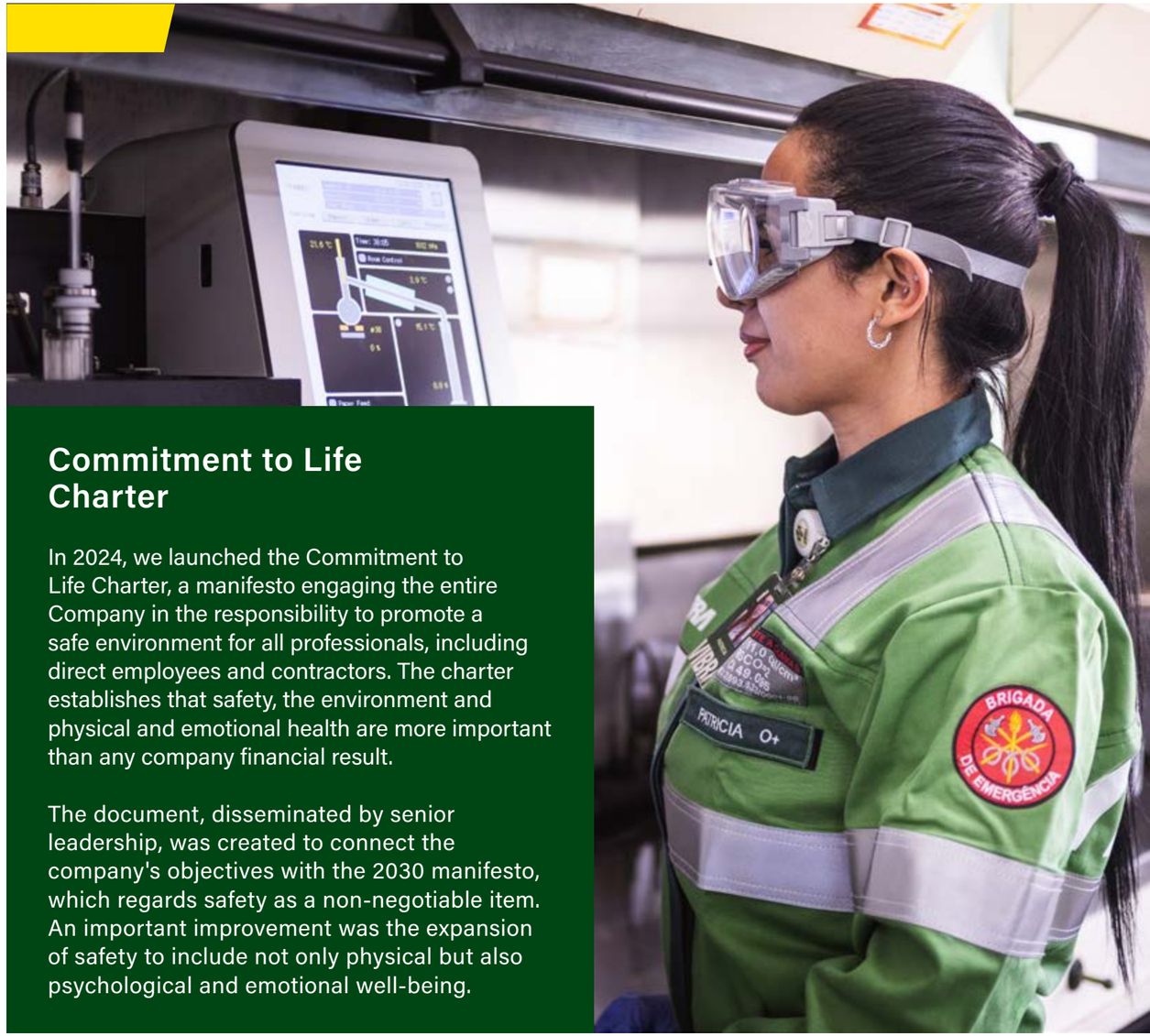
Alert limit (per million man/hours exposed to risk)

2022	2023	2024
0.71	0.69	0.69

Total recordable incident rate (TTIR) SASB EM-RM-320a.1

2022	2023	2024
0.75	1.08	1.01

Note: we consider accidents with and without time off, including own employees and our outsourced workforce (on-site and off-site).



Commitment to Life Charter

In 2024, we launched the Commitment to Life Charter, a manifesto engaging the entire Company in the responsibility to promote a safe environment for all professionals, including direct employees and contractors. The charter establishes that safety, the environment and physical and emotional health are more important than any company financial result.

The document, disseminated by senior leadership, was created to connect the company's objectives with the 2030 manifesto, which regards safety as a non-negotiable item. An important improvement was the expansion of safety to include not only physical but also psychological and emotional well-being.

Our social commitment

> Our cause: Zero Sexual Violence
> Community relationships



Our cause: **Zero Sexual Violence**

Vibra has defined combating sexual violence toward children and adolescents as its social cause, recognizing the issue as an urgent and absolute priority for our country.

Therefore, we expanded our initiatives with Childhood Brasil, with which we have been partners since 2019. We participated in the State of Pará's Territorial Project Coalition, a Childhood Brasil initiative coordinated with a group of companies that operate in the Itaituba, Breves and Barcarena municipalities. It organizes efforts to prevent the sexual exploitation of children and adolescents, focusing on regional highway and waterway cargo transport operations.

We also support social projects that focus on preventing and combatting sexual violence against children and adolescents. We reinforced our partnership with the Santander bank's Amigo de Valor (Valued Friend) Program, focusing our allocation of resources on the Fund for Childhood and Adolescence (FIA) for projects related to our cause. In 2025, in partnership with Amigo de Valor (Valued Friend), we are offering support to four projects to strengthen the network for the protection of children and adolescents in four state of Pará municipalities: Barcarena, Breves, Santarém and Mojuí dos Campos. The objective is to expand specialized care and the active search for victims of sexual violence in these places.

In May 2024, we launched the Zero Sexual Exploitation campaign to raise awareness among our employees, partners, suppliers and the general public about the subject. The month was chosen because May 18 is National Day to Combat Sexual Abuse and Exploitation of Children and Adolescents.

To provide a channel for reporting incidents in cases of suspicion, the campaign released Dial 100, a telephone service designed to receive reports of human rights violations in a confidential manner and with a guarantee of anonymity for the callers. Also, a film was released and widely disseminated via social media, which communicated the primary message with the concept “without exploitation, without violence, with a future.” Advertisements were also circulated in printed and online publications. Informational materials were distributed in Postos Petrobras and Vibra units, posts were published on our social networks, and actions were conducted with influencers and opinion makers at events, such as the Stock Car stage in Cascavel (state of Paraná), which involved Thaynara OG, Felipe Massa and Julio Campos.

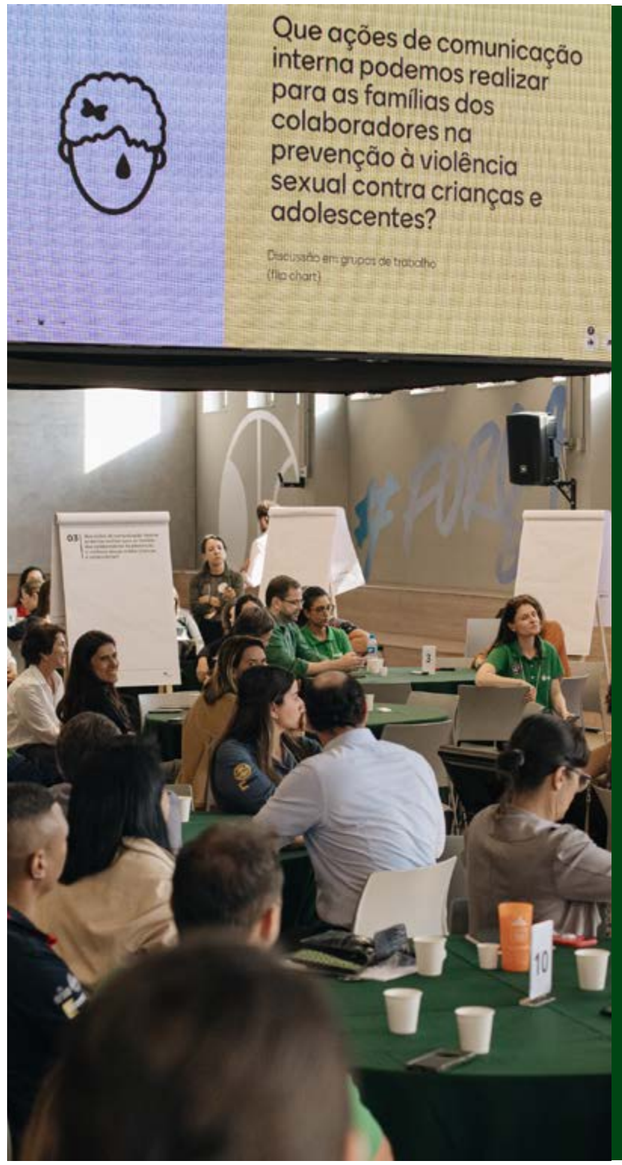
The campaign was also taken to events sponsored by Vibra, where messages were communicated on screens, panels and in the voiceovers in the intervals between the presentations of the Goiânia Livestock Festival (state of Goiás) and the No Pelo 360 Music Festival (state of Mato Grosso do Sul). At Vibra São Paulo, the concert venue that is named for Vibra, the campaign film was shown before performances, and campaign messages were displayed on the digital panels throughout the venue. In July 2024, in partnership with Opus (the administrator responsible for Vibra São Paulo), the film also started to be shown before the shows in other venues operated by the same entertainment company. This included Natal's Riachuelo Theater (in the state of Rio Grande do Norte), Recife's RioMar Theater (in the state of Pernambuco), Fortaleza's RioMar Theater (in the state of Ceará), Porto Alegre's Bourbon Country Theater (in the state of Rio Grande do Sul), and Bradesco Theater and Sabesp Frei Caneca Theater (in São Paulo).

It was estimated that the campaign reached nearly 8 million people. The initiative was the winner of the Aberje Award (Rio de Janeiro/Espírito Santo Region) in the Society category and was recognized at the 18th Annual Na Mão Certa (In the Right Lane) Program Meeting, promoted by Childhood Brasil.

To train Postos Petrobras managers and attendants to understand the problem and act as protective agents, we developed an online course, which was included in Capacidade Máxima (Maximum Capacity), our training program for these managers and attendants. Throughout the year, more than 7,500 gas station team employees underwent training.

Another action was aimed at participants of the Rota Premiada Lubrax (Lubrax Awarded Route) promotion that distributed more than 2,000 prizes to truck drivers who made purchases of products from the Top Turbo line (drum and bulk). Truck drivers who watched the Zero Sexual Exploitation Campaign video were offered double chances to win.

Internally, we trained 50 multipliers and held webinars on the topic. In December, our leaders and employees participated in the seventh annual Walk to End Violence against Women and Girls organized by the Grupo Mulheres do Brasil (Women of Brazil Group) in Rio de Janeiro and São Paulo. Vibra was a gold sponsor of the walk.



+9 thousand

attendants and managers at service stations trained on the topic

38%

of the gas stations teams were engaged through the Facebook group, lectures in Rio de Janeiro (state of Rio de Janeiro) and Vitória (state of Espírito Santo), as well as through the Maximum Capacity training program

Around

8 million people

impacted by engagement initiatives:

Stock Car, Rio-Niterói Bridge, **Marie Claire** branded content, Copa do Brasil, action with nine influencers, sponsored events, *podcast* at "Folha de São Paulo" **newspaper, Social Cause** website, the Women of Brazil Group Walk in Rio de Janeiro and São Paulo

44%
of the signatory trucking companies of Childhood Brasil's Na Mão Certa (On the Right Track) Program.

100%
of employees were impacted by the campaign (at the headquarters building and in 57 operational bases), intranet communications, livestream, training of 52 multipliers and the Leaders Forum



Zero Sexual Violence Movement

In August, we promoted a meeting that brought together more than 40 companies from various sectors, NGOs and governments to discuss and develop a collective action plan to combat sexual violence against children and adolescents. The event, which took place at the Magalu Arena in São Paulo, was co-hosted by Grupo Mulheres do Brasil (Brazil Women's Group), Instituto Liberta (Freedom Institute), and Childhood Brasil. The meeting's objective was to create a proposal for joint work, which aims to prevent sexual violence against children and adolescents across the country by mobilizing Brazilian society.

As a result of this work, a movement to the prevent sexual violence against children and adolescents was launched in March 2025: the Zero Sexual Violence Movement, with the adhesion of more than 110 companies and institutions. This movement reinforces and expands our social cause, which aims to promote the protection of the rights of children and adolescents in Brazil through a collective engagement in building a fairer and safer society.

Learn more

Click here to learn more about the movement



"Inconvenience Store" to combat sexual violence against children and adolescents

To give visibility to our Zero Sexual Violence cause, from March 20 to 23, 2025, we inaugurated the "Inconvenience Store," a striking installation located on Avenida Paulista, in front of Shopping Cidade São Paulo. Open to the public, our store aimed to sensitize society to the harsh reality of child sexual violence and mobilize awareness actions.

Upon entering the "Inconvenience Store," visitors are confronted with a sensory and visual circuit that presented alarming data on sexual violence against children and adolescents in Brazil. The experience was designed to be an awareness-raising journey, starting with alarming numbers and moving toward encouraging whistleblowing. At the end of the store tour, instead of people making a conventional purchase, the cashier delivered a “receipt” that detailed the psychological and social effects of sexual violence, such as depression, anxiety and eating disorders. Our goal was to provoke a reflection on the seriousness and consequences of such violence.

This initiative is part of our ongoing commitment to use our position as a high-visibility company to positively impact society and advocate for a safer and fairer Brazil for all children and adolescents.

Support for strengthening the protection and prevention network



Oportunidades Sem Medidas (Immeasurable Opportunities)

Promotes comprehensive education for children and adolescents living in rural areas
Supported in partnership with Santander Bank's Amigo de Valor (Valued Friend) Program
Location: Santarém (PA)
No. of people affected: 100 adolescents
Amount budgeted: BRL 300,000
(FIA – Fund for Children and Adolescents)

Adolescents and Youth: Transforming the Countryside and the City

Training of rural students on topics such as environmental education, financial education and entrepreneurship.
Supported in partnership with Santander Bank's Amigo de Valor (Valued Friend) Program.
Location: Pombos (PE)
No. of people affected: 50 adolescents
Amount budgeted: BRL 200,000
(FIA – Fund for Children and Adolescents)

Comprehensive Education for Children and Adolescents

Promotes comprehensive education for children and adolescents living in rural areas.
Supported in partnership with Santander Bank's Amigo de Valor (Valued Friend) Program.
Location: Glória do Goitá (PE)
No. of people affected: 150 children and adolescents
Amount budgeted BRL 200,000
(FIA– Fund for Children and Adolescents)

Combating Child Labor in Cruzeiro do Sul Flour Mills

Assistance, workshops, social groups, active search in flour mills and social mobilization campaigns
Supported in partnership with Santander Bank's Amigo de Valor (Valued Friend) Program
Location: Cruzeiro do Sul (AC)
No. of people affected: 100 children and adolescents
Amount budgeted: BRL 200,000
(FIA – Fund for Childhood and Adolescence)

Comprehensive Support for Children and Adolescents

Cultural and sports workshops, conversation circles and games conducted by educators for children and adolescents in situations of family conflicts, neglect and education gap
Supported in partnership with Santander Bank's Amigo de Valor (Valued Friend) Program
Location: Umarizal (RN)
No. of individuals affected: 100 children and adolescents
Amount budgeted: BRL 200,000
(FIA – Fund for Children and Adolescents)

Singular - RBC in Rural Communities

Serves children and adolescents with disabilities in rural communities
Supported in partnership with Santander Bank's Amigo de Valor (Valued Friend) Program
Location: Gravatá (PE)
No. of individuals affected: 81 children and adolescents
Budgeted amount: BRL 270,500
(FIA – Fund for Childhood and Adolescence)



Training Rural Youth Entrepreneurs in Family Farming

It offers the technical course in agriculture and livestock integrated into high school for adolescents children of vulnerable farmers
Supported in partnership with the Santander Bank's Amigo de Valor (Value Friendship) Program
Location: Presidente Tancredo Neves (BA)
No. of individuals affected: 110 adolescents
Amount budgeted: BRL 270,500
(FIA – Fund for Children and Adolescents)

Amigos da Criança (Friends of the Child) – Pacajá and Santander together to Eradicate Sexual and Domestic Violence

It works in areas where there are high rates of sexual and domestic violence against children and adolescents. It seeks to qualify and strengthen the care offered to victims, conducting pedagogical and art therapy workshops, training the service network
Supported in partnership with Santander Bank's Amigo de Valor (Value Friend) Program
Location: Pacajá (PA)
No. of individuals affected: 120 adolescents
Amount budgeted: BRL 180,000
(FIA – Fund for Children and Adolescents)

Gente Grande (Big People) Project

Assistance to young people in the Vicente Pizon region, with the objective of referring them to Young Apprentice programs
Location: Fortaleza (CE)
Number of people affected: 300 adolescents and young people
Amount budgeted: BRL 684,000
(FIA – Fund for Children and Adolescents)



Qualify to Transform

Promotes the professional qualification of adolescents aged 14 to 17 in vulnerable situations, preparing them for the world of work
Supported in partnership with the Santander Banks's Amigo de Valor (Value Friendship) Program
Location: Barcarena (PA)
No. of people affected: 100 adolescents
Amount budgeted: BRL 200,000
(FIA – Fund for Children and Adolescents)



Strengthening the Future

Tutoring support using creative methodologies for the development of skills in Portuguese and logical reasoning
Location: Rio de Janeiro (RJ)
No. of individuals affected: 132 children and adolescents
Amount budgeted: BRL 420,600
(Culture Incentive Law)

Straight Talk

Performing arts workshop for young people in Cidade Nova and Estácio.
Location: Rio de Janeiro (RJ)
No. of individuals affected: 60 young people
Amount budgeted: BRL 131,100
(Culture Incentive Law)

Community **relationships**

GRI 2-29, 413-1, 413-2

Our operations can have negative impacts on local communities, and we are committed to establishing relationships of respect and transparency.
Among the potential impacts generated by our activities are the intensified movement of vehicles and people around the units, which can cause environmental and noise pollution; groundwater and soil contamination; impacts resulting from traffic accidents, including changes in air quality; displacement of communities and expropriation of real estate; and increased rates of prostitution and sexual exploitation of children and adolescents.
We work to mitigate these potential impacts in all our units.

Specifically, at the São José dos Campos (state of São Paulo) operating unit, we conducted an environmental management process that included, among other actions, the remediation of the area and periodic preventive measurements in neighboring households. The actions intended to maintain positive relationships with the surrounding areas, included the Christmas celebration for children from the community near the unit and a guided technical tour for undergraduate engineering students.

In 2024, we implemented a model for mapping the communities present in the vicinity of our units and implemented a socio-territorial action plan. In August and September, we conducted a social risk survey with 55 units. This enabled us to establish a ranking assessment that allowed us to identify the locations that deserved priority attention.

The ranking took into account dimensions such as socioeconomic structure, level of community engagement, history of accidents and incidents, and the level of adherence to the ISO 45001 standard. The selection also considered the history of community relations, the visualization of the areas by a georeferencing tool, and the strategic analyses of the leaders.

Based on this information, 13 units in ten municipalities were selected for a pilot program of training workshops and mentoring aimed at training and supporting teams in the elaboration and execution of action plans to strengthen the management of community relationships. The inclusion of the Company's headquarters was a strategic decision.



Municipalities participating in community relationship mentoring

- Campo Grande (MS - state of Mato Grosso do Sul)
- Duque de Caxias (RJ - state of Rio de Janeiro)
- Fortaleza (CE - state of Ceará)
- Goiânia (GO - state of Goiás)
- Ijuí (RS - state of Rio Grande do Sul)
- Manaus (AM - state of Amazonas)
- Porto Velho (RO - state of Rondônia)
- Rio de Janeiro (RJ)
- São José dos Campos (SP - state of São Paulo)
- São Paulo (SP -- state of São Paulo)

Commitment and solidarity following the Rio Grande do Sul floods

Vibra demonstrated a strong commitment to the population of the state of Rio Grande do Sul during the period of heavy rains and floods occured between April and May 2024. We implemented various actions to assist communities and ensure the region's fuel supply. In partnership with Petrobras, we donated BRL 279,000 of aviation kerosene to the Civil Defense. This was critical to help conduct rescues and provide humanitarian aid operations in the region.

Vibra also donated BRL 150,000 to the União BR Movement. The money was used to provide meals and hygiene *kits* to those affected by the region's devastating flooding. In addition, we encouraged our customers to donate points through the Premmia Relationship Program to help collaborate with the reconstruction of the state of Rio Grande do Sul. Our clients donated BRL 493,000 for housing construction for people affected by the rains, in partnership with Movimento União BR.

Our Canoas (state of Rio Grande do Sul) base was affected, but we were able to resume operations just two days after the peak of the floods. The lessons learned were incorporated into our operational procedures with the creation of an action plan to adopt measures against physical and transitional climate risks.

The rapid return was crucial to ensure fuel supplyto the region and avoid shortages, and also to provide the relief assistance offered to communities, hospitals, security forces and industries. Other companies in the segment took up to 15 days to normalize their activities.

To accelerate the return of the Canoas base to normal operations, we mobilized teams from all over the country. Employees were invited to volunteer for the operation, and the number of registrants was four times greater than the number of volunteers required. This demonstrated the solidarity of the professionals and their willingness to contribute, and even accepted emergency food and lodging conditions, such as in Brazilian Air Force field lodgings.

BRL 279 thousand
donated in aviation kerosene fuel (in partnership with Petrobras)

BRL 150 thousand
donated for hygiene kits

BRL 493 thousand
donated by customers via Premmia



Climate change

GRI 3-3

> Climate strategy
> Emissions
> Climate-related risks and opportunities



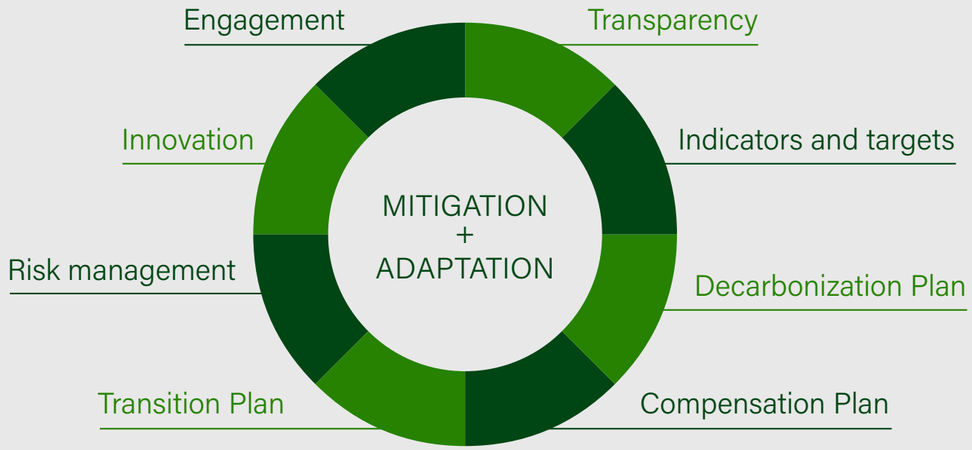
Climate strategy

Vibra recognizes the importance of the impacts of climate change both on people's lives and on business continuity. Therefore, we set targets for reducing and neutralizing our emissions and integrating climate risks into our riskmatrix, with actions structured for monitoring and mitigation.

We adjusted our business strategy by expanding our portfolio of solutions and positioning ourselves as a multienergy platform. Our goal is not only to adapt to the new reality but also to support our customers in their energy transition processes, offering sustainable alternatives and a better energy solution to meet the specific needs of each customer.

Our climate strategy is based on eight main areas of action—interconnected and cross-cutting—that integrate mitigation and adaptation measures, adopting a robust and strategic approach to address climate challenges.

Vibra's climate strategy areas of focus



Transparency

We prioritize transparency in our actions related to climate change. Our participation in the Brazilian GHG Protocol Program's Public Emissions Registry, with the annual publication of the GHG emissions inventory, was recognized with the gold seal, as a result of the comprehensive coverage of our facilities and the verification carried out by a third party. In addition, we responded to the CDP climate change questionnaire, achieving a score of B, and we maintained or improved performance across the items evaluated. We have renewed our participation in the ICO2 (Carbon Efficient Index), which aims to offer insight into the emissions of B3 stock market-listed companies and their progress towards decarbonization.

Additionally, as part of our commitment to follow the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD), we have published for the third consecutive year information on our climate risk management, opportunities and possible financial implications. This year, we made further progress by initiating a gradual transition to meet IFRS S2 recommendations, strengthening the transparency and robustness of our sustainability and climate change disclosures.

Learn more

Click here and check out the full TCFD Report

Emissions

EM-RM-110a.2

We have a detailed plan to reduce emissions

We are committed to the decarbonization of our activities and processes. Vibra's ESG Agenda includes a detailed emission reduction plan. The main strategy for reducing Scopes 1 and 2 emissions involves increasing the use of renewable energy and improving energy efficiency. By 2024, the target was to reduce absolute emissions of Scopes 1 and 2 by 8% compared to 2019. Not only did we achieve it, we surpassed it, achieving a 22% reduction. It was a result of implementing initiatives such as the use of ethanol in our light vehicle fleet, the migration of 26 operating units to the free energy market (one of which operates with distributed generation), the reduction of vapor losses, and the acquisition of 30,000 International Renewable Energy Certificates (IRECs).

Emissions management is conducted through a computerized system with monthly monitoring and critical analysis, in addition to reporting in the company's target system. In 2024, we advanced the maturity of data management with the use of a Deep ESG solution, which automatically measures and manages our GHG emissions. In 2025, we will finalize the integration with Vibra's systems, making management even more robust and accurate, reducing errors. The emissions inventory is externally verified annually and reported in the Brazilian GHG Protocol Program, receiving the gold seal in all years since its first submission. In addition, Vibra participates in the CDP climate change questionnaire and, in 2024, maintained a grade of B for the fourth consecutive year in the full report.

SCOPE 1

2022	44,281
2023	41,606
2024	40,181

SCOPE 2 (MARKET-BASED APPROACH)

2022	12,871
2023	11,668
2024	10,463

SCOPE 3

2022	95,998,153
2023	92,454,153
2024	87,892,044[1]

[1] *The calculation of Scope 3 emissions in 2024 was improved through several enhancements: updating of the emission factors; inclusion of trips associated with Vibra Trading S.A. and BR Mania; inclusion of emissions related to the purchases of Vibra Trading S.A. and purchases of two new profit centers.*

GOALS AND AMBITIONS

Decarbonization of our operations	Decarbonization of our customers
Scopes 1 and 2	Scope 3
Reduce GHG emissions 67% by 2026	Neutralize GHG emissions by 2050
Neutralize GHG emissions beginning in 2025	Migrate customers to cleaner energies (LNG, biomethane, the free market, among others) in 2024

TOP COMPANY GOALS & CEO GOAL

Among the top goals of 2024, the CEO's variable compensation was linked to a reduction in Scope 1 and 2 emissions and to decarbonization of our customers, both shared with the Vice President of People, Technology and ESG and several operational and new business areas.

Decarbonization plan

We are committed to reducing our Scopes 1 and 2 emissions by 67% by 2026, using 2019 as the base year. A relevant part of this reduction will come from the decommissioning process of the Juruti thermal power plant (PA), a region that will become part of the National Interconnected System in the coming years with the completion of works on power transmission lines.

We also committed to having zero net emissions for Scopes 1 and 2 beginning in 2025 and were able to anticipate this goal through participation in the ISS Neutral Program (*learn more in the box beside*). In 2024, we not only met but exceeded our annual target of 8% reduction in absolute emissions of Scopes 1 and 2, achieving a reduction of 22%. As part of the strategy to reduce Scope 3 emissions, we have already allocated more than BRL 7 billion in partnerships and investments in other companies, including the full acquisition of Comerc Energia, completed in January 2025. These resources aim to expand our portfolio of low-carbon products and services, generating value both for Vibra and our customers.

ISS Neutral: Vibra neutralizes emissions from Scopes 1 & 2

Vibra joined the City of Rio de Janeiro's Neutral ISS program through the Economic Development Secretariat and neutralized 100% of its GHG emissions from Scopes 1 and 2 for the year 2023. The program aims to stimulate the carbon credit market by offering an ISS municipal tax credit. Vibra's adherence to the program reinforces its commitment to sustainability and the transition to a low-carbon economy.

To neutralize emissions, the company acquired 55,000 carbon credits at the end of 2024, bringing the commitment to offset Scopes 1 and 2 emissions forward by two years. The credits were acquired from the Reflora trading company in a transaction brokered by Comerc's carbon desk. The credits are linked to the Campo Largo and Umburanas Wind Farm Complex, located in the state of Bahia, which converts the kinetic energy of the wind into electricity and enhances the socioeconomic development of local communities.

We guide our emission reduction plan through three action pillars:

SCOPES 1 AND 2

Renewable energy
Ethanol in the fleet of light vehicles
Green diesel in aviation trucks
Electricity from renewable sources (DG, ACL and I-RECs)

Energy efficiency
Reduction of steam losses
Reduction of energy consumption

Decommissions
Deactivation of the boiler
Administrative adjustments
Deactivation of the thermal plant

SCOPE 3

Product Transportation
Migration from road transport to more efficient modes, use of cleaner energy in the transportation of our products, increased logistics efficiency (new pooling models, control tower, backhaul freight, and route optimization), and improvements in road transport (load optimization and engagement with the carriers).

Energysolutions via our Multienergy Platform (Comerc, Evolua, EZVolt, advanced biofuels and other new prospective markets)
Providing the best solutions for our customers, increasing our portfolio from the perspective of decarbonization

Management of GHG and the value chain
Partnership with the Deep ESG startup for qualified diagnosis and offering solutions to customers in the energy transition journey and decarbonization process

Emissions

SCOPES 1 AND 2

30 thousand
energy certificates acquired (I-RECs)

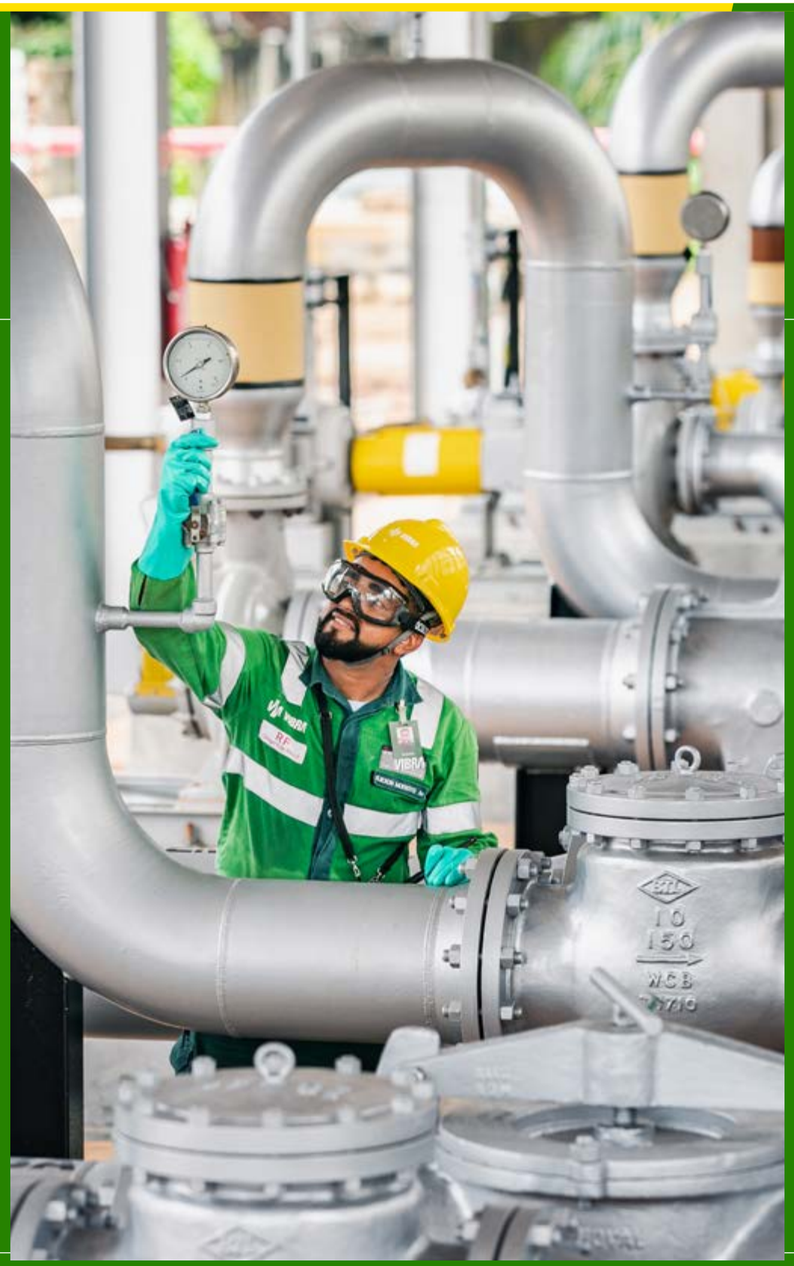
41% of the fleet light
utilizing ethanol

55 thousand
carbon credits purchased*

+ 7 units
in the free electricity market, totaling

26 units
(1 distributed generation)

* Regarding2023 emissions.



SCOPE 3

24,920 tCO_2e
avoided as a result of increased reliance on cabotage transportation

32 renewable
diesel trucks and

10 trucks
fueled by natural gas and/or hybrid

1 electric
truck

Carbon footprint

In order to deepen our understanding of the emissions associated with our operations and products, we conducted a detailed carbon footprint study in partnership with a specialized company. Currently, a third-party company is verifying the results. This study quantified GHG emissions over the full life cycle of Vibra's 27 major products.

Products included in the carbon footprint study

12 highway fuels

Arla 32

2 aviation fuels

8 lubricants

4 chemical products

The analysis ranges from the extraction of raw materials, manufacturing, transportation, and storage encompassing use and disposal. With these results, we have enhanced our decarbonization strategy, identified chain-wide emission reduction opportunities, and strengthened our offering of sustainable solutions to customers in line with the energy transition.



Transition plan

In order to offer the energy that our customers need, Vibra has been expanding its portfolio and increasing the offering of renewable energy; biofuels; and infrastructure for electromobility, through a partnership with EZVolt. It is important to consider that traditional fuels retain a key role in ensuring energy security and that the energy transition needs to happen gradually. Investment in renewable energy, while ensuring returns, is one of the five growth paths that Vibra plans to pursue by 2030.

Our portfolio includes transitional products, such as natural gas, and a wide range of renewable alternatives, including:

- **Vibra Renewable Diesel** – fuel with a mix of HVO, an advanced biofuel with characteristics similar to fossil diesel;
- **Hydrated ethanol,** including Ethanol Grid;
- **Sustainable aviation fuel (SAF)** - advanced biofuel with properties equivalent to fossil aviation kerosene;
- **Biomethane,** a sustainable alternative to gas;
- **Marine diesel oil** with biodiesel content;
- **Lubricant** with premium base oil and a lower carbon footprint, aligned with the concept of the circular economy.

In addition, we invest in technologies that boost the efficiency and performance of our products, such as lubricants (Lubrax Supera Hybrid SQ and Lubrax Top Turbo Avante Eco) and fuels (Vibra Diesel Agritop), thus reducing emissions. We also offer Carbon Neutral Podium Gasoline, whose emissions are fully offset throughout its life cycle.

In the carbon credits market, in partnership with Comerc, we offer carbon credits and I-RECs through the Carbon Table, allowing our customers to strategically reduce their environmental footprint. In addition, Comerc offers a complete portfolio of energy solutions, including distributed and centralized generation, self-production, free market, battery storage, infrastructure for electric fleets, and energy efficiency.

With these initiatives, Vibra reaffirms its commitment to the energy transition, expanding its portfolio and providing customers with solutions that combine innovation, efficiency and sustainability, consolidating us as the largest multi-energy platform in Brazil.

Climate-related risks and opportunities GRI 201-2

Strategic climate risk management is a key pillar of our strategy. In 2024, we conducted a Study of Physical and Transition Risks and Opportunities in partnership with a specialized company. The objective was to deepen the analysis of the impacts of climate change on our business, operations and value chain.

The study evaluated different climate scenarios, considering variables such as changes in the energy matrix (technological), regulatory evolution (political and legal), market transformation, consumer preferences (market), increased stakeholder concern (reputational), and exposure to extreme weather events such as droughts, wind anomalies, storms, among others. The study was based on scenarios SSP3-7.0 (more warming) and SSP1-2.6 (less warming and aligned with the Paris Agreement) and Transition, through the scenarios Stated Policies, Announced Pledges and Net Zero Emissions by 2050, all of them contemplating horizons of 2030 and 2050. The results provide strategic insights to strengthen Vibra's resilience in the face of ongoing global transformations.

Detailed information on risks (physical and transitional) and opportunities, including financial developments, magnitude of impact, timeframes, measures and response costs, can be found in the TCFD Report attachment *(see page 150)*. During the period in question, this report has been significantly improved due to the beginning of our gradual transition to meet IFRS S2 recommendations, strengthening the transparency and robustness of our disclosures on sustainability and climate change.

We have further expanded the analysis of climate change impacts on our business

TRANSITION RISKS

Technology
Replacing existing products and services with lower-emission options can reduce revenues due to declining fossil fuel sales and require investments in infrastructure and technology. And it can result in financial penalties for climate policies. To mitigate these risks, Vibra is evaluating the expansion of its portfolio in biofuels and other alternative energies.

Reputational
The increased concern of stakeholders can raise the cost of capital, require additional investments in climate risk mitigation, and affect the company's competitiveness.

Political and Legal
Carbon pricing and the mandatory acquisition of CBios impact the company's costs and may lead to a loss of competitive potential if smaller fuel distributors fail to purchase CBios, thereby not passing this cost on to the end consumers.

Market
The shift in consumer behavior toward purchasing more sustainable products can reduce demand for fossil fuels and increase operating costs.

PHYSICAL RISKS

Acute

Wind anomalies: represent deviations in the typical movements of wind patterns in a given region, caused by climate change or extreme seasonal factors. These phenomena have significant implications, such as risk, especially in our operations, and may generate problems such as blowing off roofs and blowing down trees, resulting in operational interruptions.

Storms: intensified by climate change, pose a significant risk to companies with large-scale physical operations, such as Vibra. These events can cause damage to facilities, disrupt supply chains, reduce electricity availability, and impact local communities. As a consequence, operational delays, increased maintenance costs, and potential fines and environmental liabilities may arise.

Chronic

Meteorological droughts: characterized by prolonged periods of significant reduction in precipitation in a given region, with the potential to generate substantial impacts on several levels. Among the principal examples are the interruption of supply in the distribution bases due to river droughts in the North of Brazil and the need to implement rationing to serve our customers. In addition, water scarcity can directly compromise certain locations, increasing operational vulnerability.

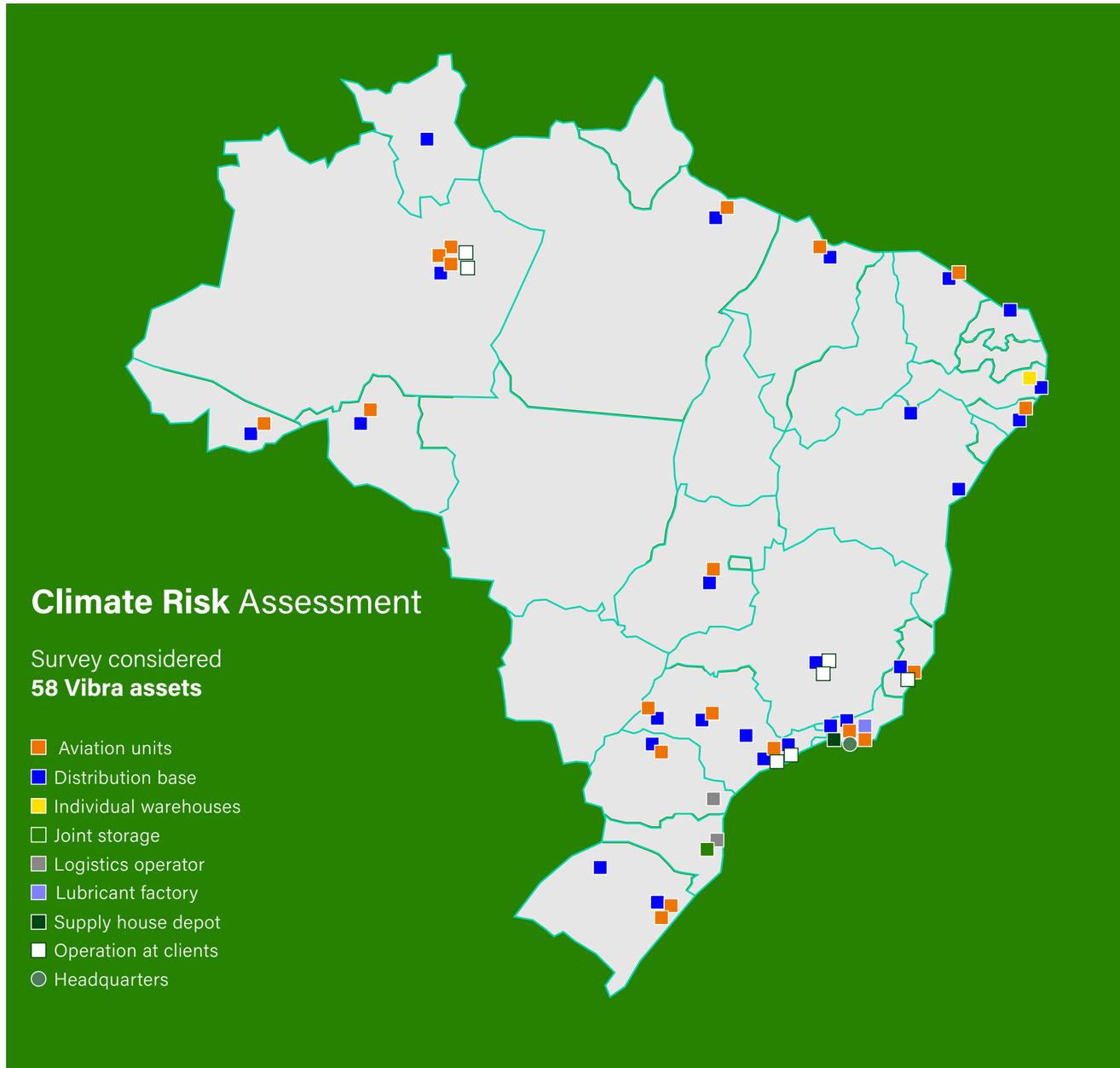
OPPORTUNITIES

Resource efficiency

The adoption of more efficient production and logistics processes can reduce operational and energy costs, as well as enable improvements in transportation planning and more advantageous negotiations, generating significant financial gains on a national scale.

Products and services

The growing demand for low-emission goods and services represents an opportunity to increase revenue. Vibra has already established strategic partnerships to expand its sustainable portfolio, reinforcing its position in the country's energy transition.



Environmental performance



- Environmental management
- Energy efficiency
- Water and effluents
- Waste and materials
- Soil and groundwater

Environmental **management**

Our environmental management follows the Health, Safety and Environment Policy, based on best market practices and strict corporate standards. To strengthen this structure, in 2024 the Contingency Coordination was established to act strategically in the prevention of, and response to environmental incidents, reinforcing impact prevention and mitigation, ensuring greater efficiency in risk management, and enhancing our compliance with environmental regulations.

Our efforts are focused on ensuring legal compliance, increasing eco-efficiency in operations, preserving biodiversity and promoting the continuous improvement of processes. We implement initiatives to optimize the use of natural resources, reduce waste, minimize atmospheric emissions and develop projects that boost the energy efficiency of our assets.

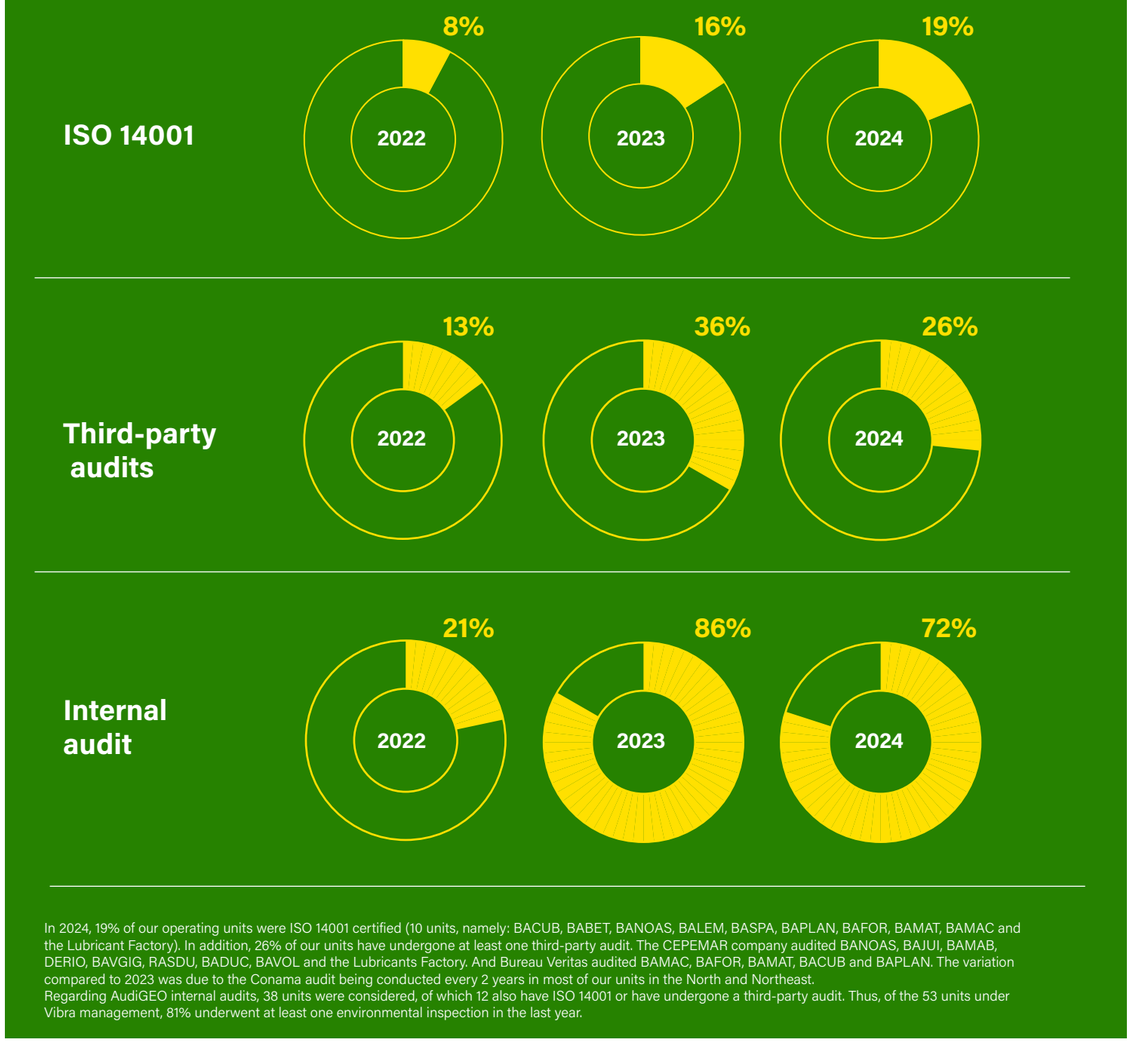
Our goal is to ensure that all Vibra units follow market regulations and best practices, ensuring the protection of employee health, environmental preservation and safe working conditions.

We conduct internal and external audits to ensure high environmental standards and rely on ISO 14001 certification, reaffirming our commitment to sustainability. In 2024, we maintained ISO 14001 certification in ten of our operating units, corresponding to 19% of the total. In addition, 14 units (26%) have been certified, audited or verified by specialized companies, while 43 units (81%) have been audited internally.

ISCC Certifications

In 2024, we achieved the ISCC (International Sustainability & Carbon Certification) EU and CORSIA certifications for our units in Cubatão (SP) and at Galeão Airport (RJ). The certifications reinforce our leadership in the energy transition and ensure our commitment to sustainable practices, in compliance with international standards, especially in the biomass and biofuels chain.

Environmental inspections



In 2024, 19% of our operating units were ISO 14001 certified (10 units, namely: BACUB, BABET, BANOAS, BALEM, BASPA, BAPLAN, BAFOR, BAMAT, BAMAC and the Lubricant Factory). In addition, 26% of our units have undergone at least one third-party audit. The CEPEMAR company audited BANOAS, BAJUI, BAMAB, DERIO, BAVGIG, RASDU, BADUC, BAVOL and the Lubricants Factory. And Bureau Veritas audited BAMAC, BAFOR, BAMAT, BACUB and BAPLAN. The variation compared to 2023 was due to the Conama audit being conducted every 2 years in most of our units in the North and Northeast.
Regarding AudiGEO internal audits, 38 units were considered, of which 12 also have ISO 14001 or have undergone a third-party audit. Thus, of the 53 units under Vibra management, 81% underwent at least one environmental inspection in the last year.

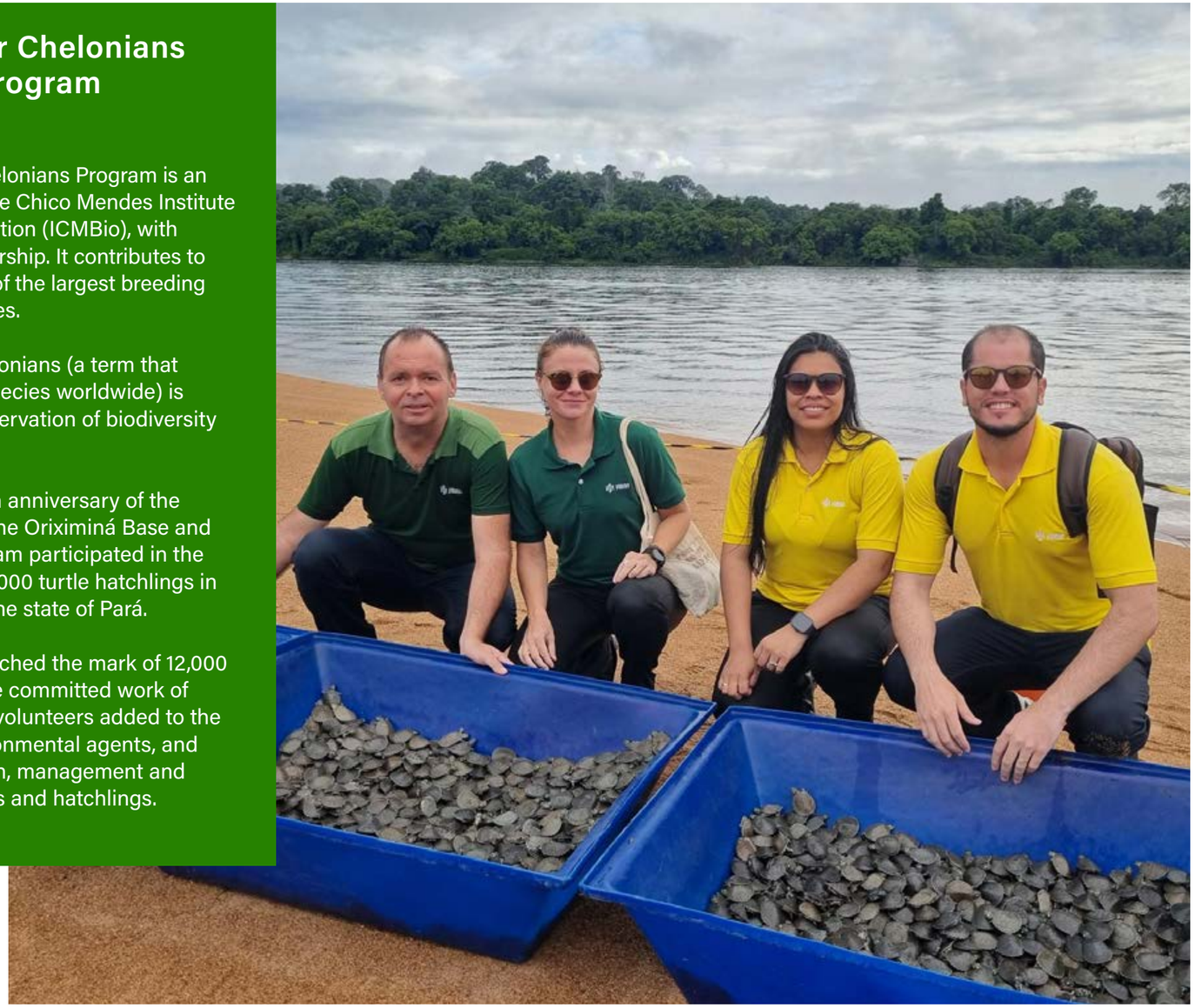
Trombetas River Chelonians Conservation Program

The Trombetas River Chelonians Program is an initiative developed by the Chico Mendes Institute for Biodiversity Conservation (ICMBio), with which Vibra has a partnership. It contributes to the maintenance of one of the largest breeding areas of Amazonian turtles.

The conservation of chelonians (a term that refers to all the turtles species worldwide) is fundamental for the preservation of biodiversity and aquatic ecosystems.

In celebration of the 45th anniversary of the program, employees of the Oriximiná Base and Vibra's environmental team participated in the release event of about 6,000 turtle hatchlings in the Trombetas River, in the state of Pará.

Last year, the project reached the mark of 12,000 hatchlings, a result of the committed work of more than one hundred volunteers added to the dedication of staff, environmental agents, and partners in the protection, management and monitoring of nests, eggs and hatchlings.



Pantanal Support

We joined forces to fight fires in the Pantanal, which, in 2024, faced devastation of 15% of its area due to fires and drought. The Pantanal is the world's largest tropical wetland. As part of our socio-environmental actions, we made a donation to the Instituto da Criança (Children's Institute), in partnership with the União BR Movement, to purchase fuel, essential for the distribution of food to the affected animals and the rescue of those who were injured.

Clean Up Your Beach!

At the beginning of 2025, our team of volunteers from the Manaus base carried out another edition of the annual Clean Up Your Beach project, an initiative that has been held since 2021. This year, about 2.77 tons of waste were collected from the banks of the Negro River in the state of Amazonas. With the collaboration of all involved, we work to preserve natural ecosystems and protect one of the most important rivers, both environmentally and strategically important for the northern region of Brazil.

Energy **efficiency**

Our commitment to the energy transition is directly reflected in our daily operations. We seek to implement improvements in our facilities to increase energy efficiency and develop actions aimed at expanding the use of renewable energy.

In 2024, we achieved a 9.58% reduction in total energy consumption compared to 2023. This was the result of several initiatives implemented to reduce the consumption of electricity and non-renewable fuels.

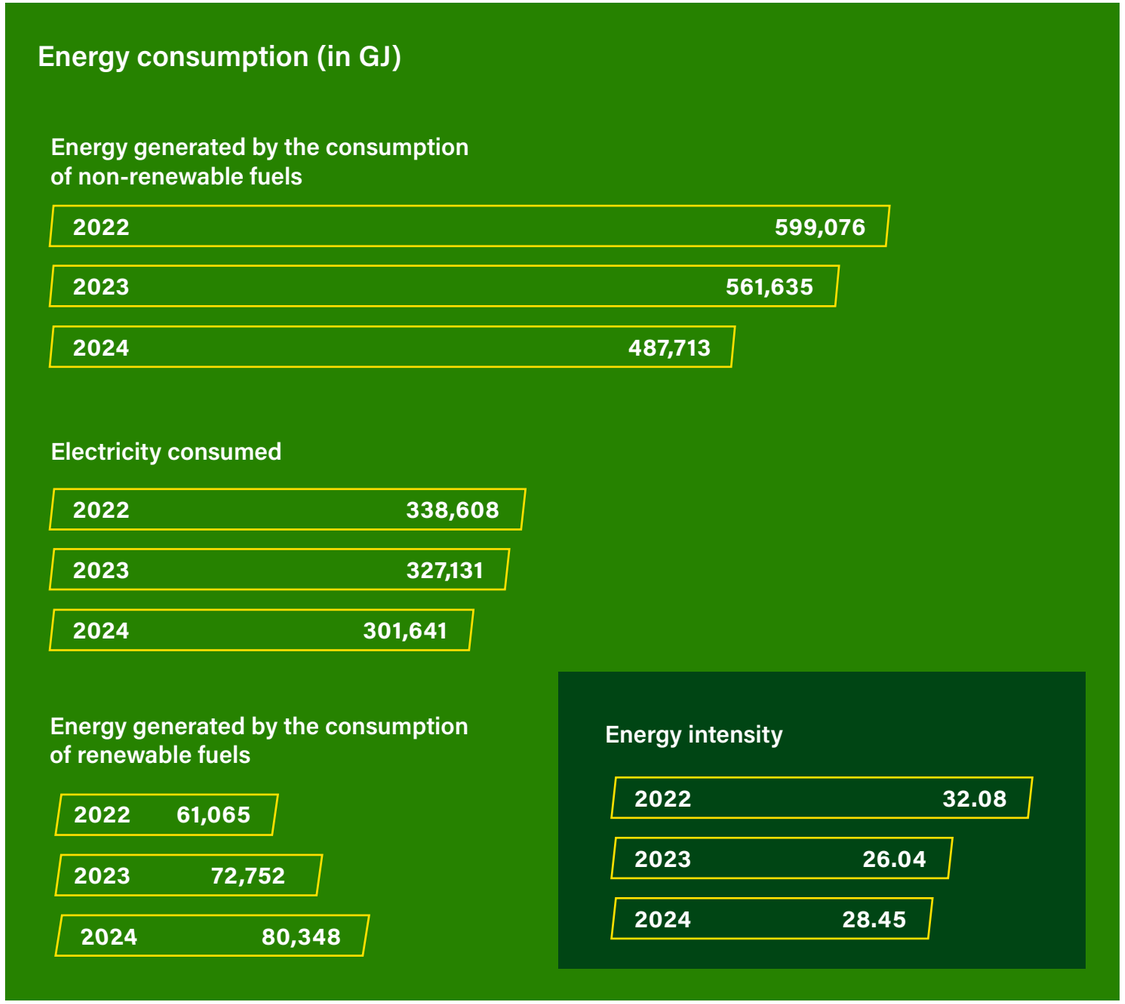
The reduction of non-renewable fuels in 2024 was mainly due to the modernization of Fire Fighting Systems with increased efficiency of the diesel engines, in addition to deactivating boilers at the Goiânia unit and reducing their use at the São Luís unit.

9.58% reduction in total energy consumption compared to 2023

The increase in the consumption of renewable fuels is due to our internal policy, which encourages the supply of ethanol to vehicles in the light fleet. There was also an increase in the mandatory percentage of biodiesel blend in the diesel used in the equipment at our facilities.

Seeking to optimize resources and reduce environmental impacts, we also reduced electricity consumption. Compared to the base year of 2019, there was a 7.91% reduction in 2024, exceeding the 4% target we had established. This decrease was due to energy efficiency studies conducted in several facilities, adjustments in equipment operating hours, ongoing replacement of traditional light bulbs with LED models in our facilities, and the reduction in steam consumption in the lubricant factory with the installation of remote temperature controls for the tanks. Additionally 26 operating units moved to the ACL deregulated energy market (of which one was distributed generation). We also acquired 30,000 I-RECs.

Energy consumption (in GJ)



Water and **effluents**

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

Although our production processes do not involve the intensive use of water, we recognize the importance of using it responsibly and sustainably. Thus, we have adopted measures to minimize consumption and reduce environmental impacts.

We work on several fronts to preserve water resources. Actions include efforts to reduce freshwater collection, increase reuse, and decrease the generation of effluents from our operational activities.

The only Vibra unit that uses water in its production process is the one that produces Arla 32, whose composition includes 67.5% water, which characterizes consumption directly associated with a specific product. In 2024, approximately 4% of the total water volume collected by Vibra was used in this process.

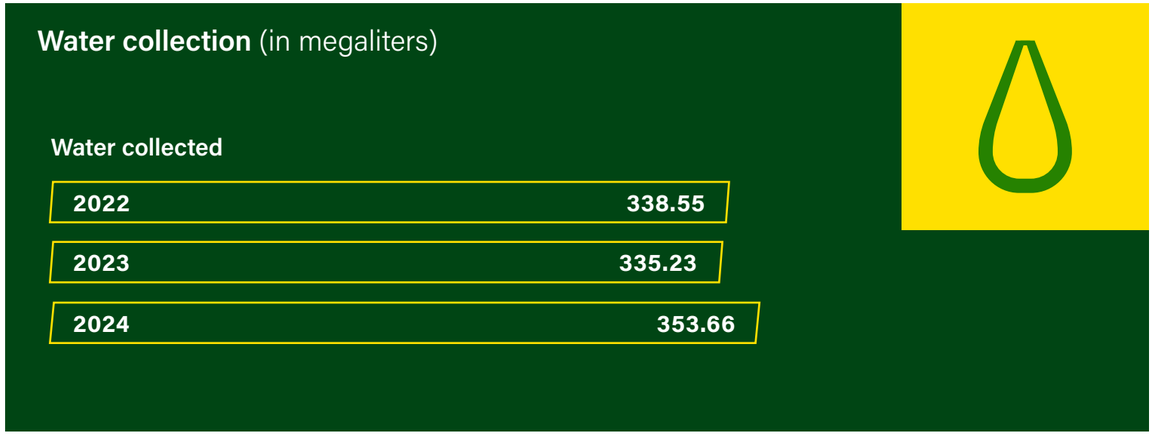
Water is collected from different sources, such as public utilities, wells, rivers and lakes, rainwater recovery, as well as treated wastewater and water collected by other companies in complexes where we operate. Water is consumed in bathrooms, in irrigation of landscapes and gardens, in cleaning and maintenance of facilities and equipment, in firefighting systems, and in cafeterias and kitchens, in addition to being used in product processing and for supplying drinking water. Currently, we have six units that have rainwater collection and reuse systems. In 2024, we recorded only one unit located in an area of high water stress, located in Crato/CE, responsible for only 1.05% of Vibra's total water consumption.

Reaffirming our commitment to sustainability and efficiency in the use of natural resources, we set the goal of reducing water consumption by 10% by 2024, compared to the base year 2019. Over the period, we implemented several initiatives to control consumption, resulting in a 7.71% reduction. Although we have not yet fully achieved the proposed objective, this positive step reflects our continued efforts and our focus on improving our environmental practices. We remain committed to continuous improvement and the search for new opportunities to achieve reductions in the coming years.

Effluent disposal is conducted through public sewage treatment plants and released into lakes and rivers after proper treatment and reuse, according to legal requirements. At the national level, we follow the CONAMA Resolution No. 430/2011, as well as applicable local laws. The minimum parameters for monitoring effluents in our operations are established based on applicable environmental legislation and are defined by considering the chemical substances present in our products that may cause adverse environmental impacts on the receiving water bodies, in addition to physicochemical parameters that affect the concentration of these substances in the environment.

These indicators are used to evaluate the efficiency of the effluent treatment system. The results are analyzed regionally by Vibra's Environment department, which prepares action plans to modify any non-conformities. In 2024, no effluent loads were identified that would cause irreversible damage of significant magnitude in the bodies of water where the effluents were emptied. However, during the year, a water quality non-compliance incident was recorded, resulting in a fine due to monitoring parameters at one operational unit which exceeded the authorized limits. EM-RM-140a.2

Water collection (in megaliters)



Waste and materials

GRI 306-1, 306-2, 306-3, 306-4, 306-5, CG-MR-410a.3

Responsible waste management is a priority in our operations, ensuring the reduction, reuse and proper disposal of all discarded materials.

We adopt measures to reduce the production of waste in our activities and in the value chain. All our facilities have a solid waste management plan in accordance with the National Solid Waste Policy, covering the mapping of processes and necessary actions from generation to proper disposal. We work with licensed partners for proper disposal, prioritizing processes such as recycling, co-processing and energy recovery, reducing the environmental impact of disposal.

The transport and disposal, especially of hazardous wastes, are managed by contracted and licensed companies, with monitoring via an online waste transport manifest (MTR), ensuring the verification of the receipt, treatment and issuance of the destination certificate. This data is made available in the National Solid Waste Management Information System (SINIR) or in other state systems.

Recycling and reuse are prioritized, especially of hazardous wastes. We are founding members of the Jogue Limpo (Play Clean) Institute, which aims to carry out the reverse logistics of two relevant types of waste in our segment: used plastic packaging for lubricating oil and used or contaminated lubricating oil (OLUC).

In 2024, we reached the goals established for the collection and delivery for re-refining of used and/or contaminated lubricating oil (OLUC), reaching 40.10% of the total volume sold, equivalent to

40.10%
of the total volume of lubricating oil sold was collected and sent to re-refining

Waste generated within the organization (in tons)

Hazardous waste
Fuel sludge, waste and packaging contaminated with hydrocarbons and chemicals, batteries, and personal protective equipment (PPE)

2022	3,564.27
2023	3,008.33
2024	2,315.28

Non-hazardous waste
Organic waste, paper, wood, cardboard, plastic, construction waste and common waste

2022	2,618.09
2023	2,877.13
2024	50,815.59[1]

[1] In 2024, a substantial amount of waste from the operations of the units was generated, an amount beyond what was expected for the normal operation of the company.

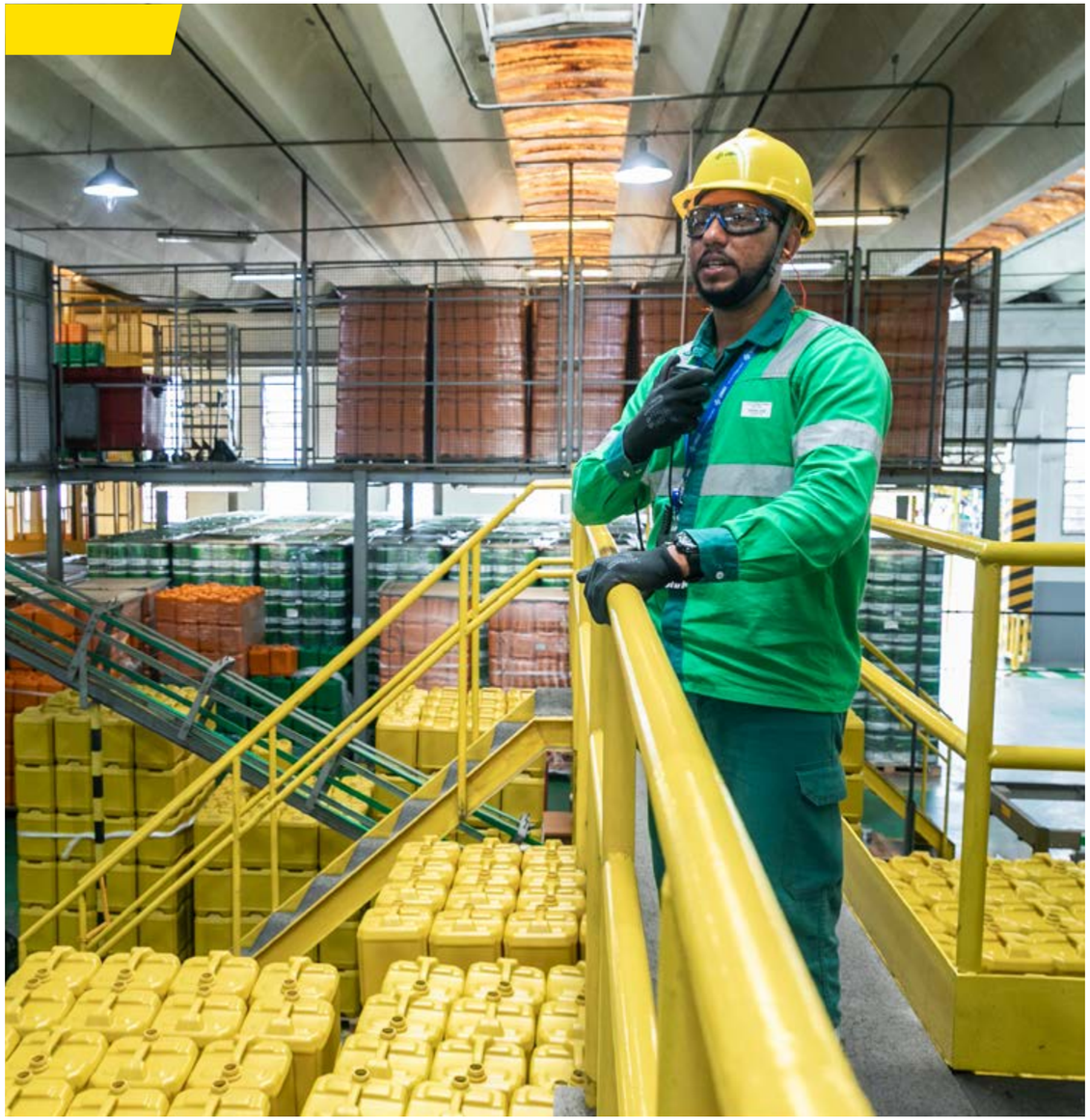
89,125 tons. In addition, we used 15,983 tons of re-refined oil in the production of lubricating oils, representing approximately 8.8% of the total purchased. Regarding plastic packaging of 1L lubricating oil, the target of the Sector Agreement (22%) was exceeded, reaching 27.3%, corresponding to about 1,116 tons destined in an environmentally correct way.

In the non-contaminated waste category, the units account only for the waste sent for recycling. Throughout the year, Vibra certified the collection and recycling of 1,116.05 tons of plastic packaging, representing 27.29% of the total sold. In addition, we maintain partnerships with suppliers of additives for the reuse of 200-liter metal drums, establishing the mandatory collection in the contract and reverse logistics of these empty drums.

Our work in the recovery of hazardous waste confirms our commitment to sustainability and environmental responsibility. In 2024, we exceeded the established goal of 88%, reaching a reuse rate of 90.34%. For the next cycle, we will continue with the objective of expanding this performance, establishing a new goal of 89% for recycling and reuse, reinforcing our commitment to developing more sustainable practices.

Increased consumption of recycled resin

In 2024, we continued the gradual increase in the use of PCR (post-consumer recycled) HDPE (high-density polyethylene) resin in plastic packaging. During the year, 95% of the 20-liter drums processed in our Lubricant Complex used recycled resin, reducing virgin resin consumption by 20% (approximately 550 tons/year). By 2025, the goal is to increase the PCR resin content in 20L drums from 20% to 40% . In addition, the PCR resin will be used in 0.5L, 1L and 3L vials and caps, making up 20% of each container's weight. The expectation is to use, for the labels, a liner (the backing layer of the adhesive, discarded after applying the label) made of PCR PET (post-consumer recycled polyethylene terephthalate), instead of virgin PET (new plastic). The initiative guarantees the same physical resistance as virgin PET, but with a recycled material, reducing environmental impacts and promoting sustainability. We will also begin using qualified scraps and Forest Stewardship Council (FSC) certified wood in shipping boxes, ensuring that the product is made with materials sourced from responsible forest management areas.





Soil and **groundwater**

Vibra is committed to preventing, reducing and mitigating the negative impacts of our activities on the underground environment. We act in a preventive and corrective manner, focusing on the continuous improvement of our management system.

We conduct regular inspections and maintenance on our equipment, investigate and monitor potential and suspected sources of contamination, and implement corrective actions to ensure the environmental protection and safety of people. Risks are managed in accordance with current environmental legislation, internal policies and standards, as well as with best market practices.

The Company also monitors groundwater through the analysis of the water table. If concentrations of substances are identified above the limits of Conama No. 420/2009 or local environmental legislation, we develop risk analyses for human health and implement intervention actions.

To face this area's challenges, we employ a highly qualified team composed of engineers and analysts experienced in the management and prevention of environmental problems. We work with specialized, certified and experienced partners in the development of environmental studies and projects.

In November 2024, Vibra joined the NICOLE Network – the Latin American Network for the Management of Contaminated Areas and Prevention of Contamination. Membership offers us access to best practices and technologies for the management and remediation of contaminated areas, contributing to more efficient environmental management and reduction of environmental risks, which improves performance in our operations. In addition, it enables permanent updating of local and international environmental standards, minimizing legal risks and costs associated with non-compliance with regulations.

In 2024, the Compliance and Contingency Coordination Force was established, with the goal of supporting the regularization of our operational units with the appropriate regulatory

authorities, including the Fire Department and agencies related to our activities (ANP, ANTAQ, municipal governments, among others). It is also the responsibility of this Coordination force to structure the prevention, preparation and response to emergencies. It also is responsible for the management of the company's Priority Risk Program.

We have an Emergency Response Center (CAE) that operates 24 hours a day, seven days a week, to receive, record and assign occurrences to contingency teams and individuals responsible for accident communication and management. All incidents, with or without leakage of potential environmental impact, are reported, recorded and addressed, with due investigation of the causes and implementation of corrective measures to prevent new events. The most significant occurrences are reported to the Executive Board, to the vice presidents and to the president and are handled in the HSE Executive Committee.

Contracts are maintained with specialized emergency response companies across the country, including remote and hard-to-reach areas. In addition, we conduct continuous training and emergency drills for our employees. We participate in discussion forums on good practices in HSE management and share pertinent information with suppliers, partners and customers through internal and external events. We also offer training and support to our customers and partners to prevent environmental and contingency liabilities, working collaboratively to mitigate environmental impacts.

Our partners play a key role in environmental protection throughout our value chain. We train our attendants and station managers on topics such as legal compliance, liability prevention, emergency response, and effluent and waste management. Furthermore, forums are held with drivers and managers of partner carriers to promote good HSE practices, conduct prior travel risk analyses, monitor trips with on-board cameras, and audit HSE practices.

To further improve our HSE risk management, we worked throughout 2024 with the Risk Committee and a program focused on the identification and management of conditions that have the potential to cause significant environmental impacts or accidents that might result in fatalities or changes in quality of life.

This program's objective is to eliminate, reduce, and monitor the greatest risks of our operations, in compliance with the international risk management best practices.

As a result of these and other actions taken in recent years, in 2024, excellent results were generated. In our facilities and in our cargo transportation, we only experienced a single leakage event with a residual volume (unrecovered) of 159 liters or more. During 2024, our annual alert limit for this indicator was 12 m^3; for 2025, this limit is expected to be 1 m^3.



Leaked volume with environmental impact

	2022	2023	2024
Number of leaks	1	0	1
Leaked Volume (m^3)	0.24	0.00	0.69
Alert limit (m^3)	13.6	13.2	12

Note: An unrecovered volume of petroleum products equal to or greater than 159 liters per event occurred in accidents at facilities operated by Vibra or during road transportation on behalf of the company.

Indicators Report

The report complements the information presented in the previous edition by detailing specific aspects and quantitative data organized into chapters.



Our people

Total number of employees by region and gender - VIBRA GRI 2-7

	2022			2023			2024		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
North	182	47	229	176	45	221	169	49	218
Northeast	425	94	519	414	94	508	408	102	510
Center-West	177	38	215	188	40	228	251	46	297
Southeast	1,427	771	2,198	1,543	822	2,365	1,610	973	2,583
South	167	36	203	164	40	204	165	41	206
Total	**2,378**	**986**	**3,364**	**2,485**	**1,041**	**3,526**	**2,603**	**1,211**	**3,814**

Note 1: In addition to the employees shown in the table above, Vibra Trading has 4 employees, 3 of whom are located in the Netherlands office and 1 in the U.S. office.
Note 2: In 2024, Vibra had only three part-time employees: one man and two women, all located in the South region. In previous years, there were no records of part-time employees; all worked full-time.
Note 3: All employees are guaranteed a full workload.
Note 4: The organization determines the total number of employees by direct count, based on data from the end of the reporting period.

Total number of employees by contract types and gender – VIBRA GRI 2-7

	2022			2023			2024		
	Fulltime	**Temporary**	**Total**	**Fulltime**	**Temporary**	**Total**	**Fulltime**	**Temporary**	**Total**
Men	2,372	6	3,378	2,474	11	2,485	2,569	34	2,603
Women	971	15	986	1,032	9	1,041	1,190	21	1,211
Total	**3,343**	**21**	**3,364**	**3,506**	**20**	**3,526**	**3,759**	**55**	**3,814**

Total number of employees by types of contracts and region – VIBRA GRI 2-7

	2022			2023			2024		
	Fulltime	**Temporary**	**Total**	**Fulltime**	**Temporary**	**Total**	**Fulltime**	**Temporary**	**Total**
North	227	2	229	218	3	221	217	1	218
Northeast	513	6	519	506	2	508	503	7	510
Center-West	214	1	215	227	1	228	295	2	297
Southeast	2,186	12	2,198	2,351	14	2,365	2,541	42	2,583
South	203	0	203	204	0	204	203	3	206
Total	**3,343**	**21**	**3,364**	**3,506**	**20**	**3,526**	**3,759**	**55**	**3,814**

Total number of employees by region and gender – BR MANIA GRI 2-7

	2023			2024		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
North	2	0	2	2	0	2
Northeast	8	3	11	9	2	11
Center-West	3	1	4	5	0	5
Southeast	50	74	124	49	81	130
South	8	4	12	7	5	12
Total	**72**	**82**	**153**	**72**	**88**	**160**

Note 1: With the discontinuation of the joint venture called VEM between Vibra and Lojas Americanas at the end of 2023, BR Mania convenience stores became 100% Vibra.
Note 2: There are no records of employees hired for a fixed period and on a part-time basis; all have an indefinite contract and worked full-time. In addition, all employees have a workload guarantee.
Note 3: The organization accounts for the total number of employees by direct counting, considering data at the end of the reporting period.

Workers who are not regular employees GRI 2-8

	VIBRA			BR MANIA	
	2022	**2023**	**2024**	**2023**	**2024**
Trainee	113	117	141	11	9
Apprentice	49	47	62	0	3

Note 1: With the discontinuation of the *joint venture* called VEM between Vibra and Lojas Americanas at the end of 2023, BR Mania became 100% Vibra.
Note 2: The organization accounts for the total number of employees by direct counting, considering data at the end of the reporting period.

Compensation policies GRI 2-19

Vibra adopts a compensation model for senior management and the Board of Directors, conconsisting of fixed and variable components. Fixed compensation takes into account the role, the time dedicated, and the executives' competencies.

Senior leadership is eligible for variable short- and long-term incentives. The short-term incentive (ICP) is linked to the company's performance, with goals such as EBITDA, ROCE, *market share* and NPS. The payment is calculated based on the fixed remuneration and the achievement of the goals defined by the Board of Directors. The long-term incentive (ILP) aims to ensure the business sustainability, foster talent retention and align the interests of executives and shareholders. It includes different models, such as Stock Options, Restricted Shares and *Performance Shares*, each with specific granting and vesting rules. Members of the Board of Directors are eligible only for long-term incentives through the Stock Option Plan, which is not linked to performance goals.

In addition, the compensation of directors and senior executives is linked to the management of the organization's impacts on the economy, the environment and people. The criteria are established transparently in the Remuneration Policy for Senior Management and Vice Presidents

The company also offers benefits such as health insurance, private pensions, life insurance, travel insurance, and vehicle and airline tickets. Retirement benefits include a pension plan for Executive Board members and, for non-statutory officers hired under CLT rules, a meal allowance and FGTS (Length-of-Service Guarantee Fund).

With regard specifically to the CEO's compensation, for the short-term incentive, Vibra uses indicators of achievement of the Company's results, defined annually. These include factors such as diversity (blacks and women) in leadership and senior leadership; revenue from new energies; decarbonization of customers; and reduction of carbon emissions in Scopes 1 and 2. Financial metrics include Return on Invested Capital (ROIC) and EBITDA Margin. In the case of long-term compensation, Vibra offers plans through options or shares, such as the Stock Option and Performance Shares programs. To be entitled, the executive must remain at the company for 3 or 5 years (*vesting* period). In the case of Performance Shares, in addition to the length of time with the company, the number of shares received depends on the company's performance.

The longest performance period applied to assess variable compensation, based on predefined targets, is five years and the maximum term for acquisition of rights by the CEO is also five years. Since 2024, the company has implemented a clawback clause in its long-term incentive programs. If, within three years of exercising the options, an error, omission, fraud or misconduct by the participant is identified, Vibra may require the return of the shares and compensation for any losses, in accordance with the program rules.

Process for determining remuneration GRI 2-20

To define our compensation strategies, we consider market practices and analyze structured compensation policies and best practices in human capital management adopted by large companies in our industry that have a balanced compensation structure. We also monitor the inflation of the period in order to identify the need for adjustment in the remuneration components. We conduct salary surveys both internally and through independent specialized consultancies. The Governance, People and Compensation Committee supervises this process. Shareholder input is also considered through the General Shareholders' Meeting.

Ratio between the annual total compensation of the highest paid individual in the organization and the average annual total compensation of all employees (excluding the highest paid) GRI 2-21

2022	2023	2024
53.22	73.62	102.72

Note 1: he average was calculated based on the total annual compensation of all employees with an activity frequency above 95% during the year, and of the highest-paid individual. The calculation includes base salary, bonus, short-term incentive, long-term incentive, and benefits.
Note 2: Correction of the proportion of the years 2022 and 2023 GRI 2-4.

Ratio between the percentage increase in the annual total compensation of the highest paid individual in the organization and the average percentage increase in the annual total compensation of all employees (excluding the highest paid) GRI 2-21

2022	2023	2024
7.77	6.00	14.67

Note 1: Adjusted ratios for the years 2022 and 2023. GRI 2-4

Shareholding

The shares held by Vibra's executive directors on December 28, 2024, were 52,200 shares. At the time, the share price was BRL 21.32. The average multiple of the directors' base salary was 3.22.

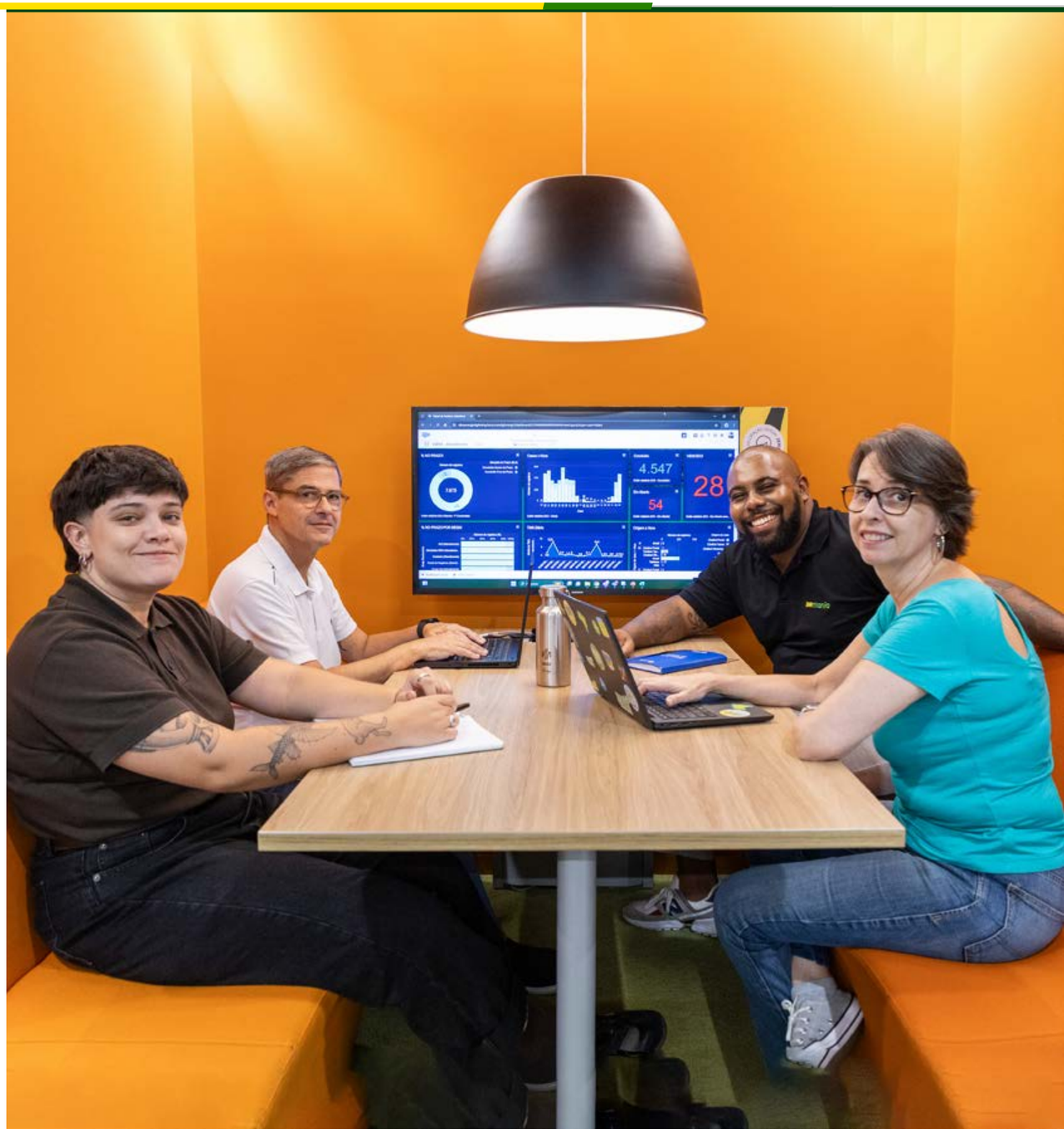
Collective bargaining agreements GRI 2-30

All employees (100%) are covered by collective bargaining agreements, except for statutory officers.

Ratio of the lowest wage to the local minimum wage, by gender GRI 202-1

	VIBRA			BR MANIA
	2022[1]	2023[2]	2024[3]	2024[4]
Men	1	1	1	1
Women	1	1	1	1

[1] In 2022, the lowest salary paid to men and women by the company was BRL 2,445.00 - the same level set by the Union.
[2] In 2023, the lowest salary paid was BRL 2,590.00, the same level set by the Union.
[3] The amount of BRL 2,687 was proposed and negotiated under Clause 3 of the Sindicom Collective Agreement (base salary/entry-level salary), plus a hazardous duty premium, when applicable. The entry-level salary offered by Vibra Energia in 2024 was 90% above the national minimum wage (BRL 1,412). The calculation of the local minimum wage did not apply, as there is no regional variation; it is defined based on the position, salary range, and compensation framework.
[4] An agreement was reached with the Collective Bargaining Agreement of the Retail Employees Union of Rio de Janeiro under Clause 3 (base salary/entry-level salary), setting the amount at BRL 1,600.00, based on a 220-hour monthly work schedule. There is no wage disparity between men and women in this group. The entry-level salary practiced at BR Mania in 2024 was 13% above the national minimum wage (BRL 1,412). The calculation of the local minimum wage did not apply, as there is no regional variation, since it is defined based on the position, salary range, and compensation framework.



Proportion of Board members hired in the local community GRI 202-2

In 2024, the company had 56 employees in director positions, four of whom were part of operational units. All (100%) were hired in Brazil; the adopted geographical definition of "location" refers to the country.

Total number and rate of new hires by age group GRI 401-1

	VIBRA						BR MANIA			
	2022		2023		2024		2023		2024	
Age group	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**
Under 30	106	-	119	35.52	155	42.01	8	19.51	35	74.47
Between 30 and 50	265	-	386	14.37	453	15.66	3	2.83	50	46.73
Over 50	12	-	28	5.54	37	6.69	0	0.00	3	50.00
Total	**383**	**11.39**	**533**	**15.12**	**645**	**16.91**	**11**	**7.19**	**88**	**55.00**

Total number and rate of new hires by gender GRI 401-1

	VIBRA						BR MANIA			
	2022		2023		2024		2023		2024	
Gender	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**
Men	236	9.92	379	15.25	386	14.83	5	7.04	35	48.61
Women	147	14.91	154	14.79	259	21.39	6	7.32	53	60.23
Total	**383**	**11.39**	**533**	**15.12**	**645**	**16.91**	**11**	**7.19**	**88**	**55.00**

Total number and rate of new hires by age group GRI 401-1

	VIBRA						BR MANIA			
	2022		2023		2024		2023		2024	
Region	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**	**Hirings**	**New hiring rate**
North	23	10.04	22	9.95	26	11.93	0	0.00	0	0.00
Northeast	41	7.90	54	10.63	39	7.65	0	0.00	0	0.00
Center-West	19	8.84	24	10.53	95	31.99	0	0.00	0	0.00
Southeast	285	12.97	414	17.51	468	18.12	11	8.87	81	62.31
South	15	7.39	19	9.31	17	8.25	0	0.00	7	58.33
Total	**383**	**11.39**	**533**	**15.12**	**645**	**16.91**	**11**	**8.87**	**88**	**55.00**

Total number of employee terminations and turnover rate by age group GRI 401-1

	VIBRA						BR MANIA			
	2022		2023		2024		2023		2024	
Age group	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**
Under 30	43	2.2	27	8.0	53	28.18	0	0.0	24	62.77
Between 30 and 50	239	7.5	284	10.6	52	8.73	3	2.8	56	49.53
Over 50	49	0.9	66	13.1	274	28.12	1	8.3	3	50.00
Total	**331**	**10.6**	**377**	**10.7**	**379**	**13.42**	**4**	**4.9**	**83**	**53.44**

Total number of employee terminations and employee turnover rate by gender GRI 401-1

	VIBRA						BR MANIA			
	2022		2023		2024		2023		2024	
Gender	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**
Men	240	10.01	278	11.22	279	12.77	2	4.9	32	46.53
Women	91	12.07	99	9.5	100	14.82	2	4.9	51	59.09
Total	**331**	**10.61**	**377**	**10.7**	**379**	**13.42**	**4**	**4.9**	**83**	**53.44**

Total number of employee terminations and turnover rate by age group GRI 401-1

	VIBRA						BR MANIA			
	2022		2023		2024		2023		2024	
Region	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**	**Terminations**	**Turnover rate**
North	14	8.08	32	14.5	23	11.24	0	0.00	0	0.00
Northeast	26	6.45	60	11.8	39	7.65	0	0.00	0	0.00
Center-West	15	7.91	9	4.0	27	20.54	0	0.00	0	0.00
Southeast	269	12.6	256	10.8	276	14.4	4	4.9	78	61.15
South	7	5.42	20	9.8	14	7.52	0	0.00	5	50.00
Total	**331**	**10.61**	**377**	**10.7**	**379**	**13.42**	**4**	**4.9**	**83**	**53.44**

Benefits offered to full-time employees that are not offered to temporary or part-time employees GRI 401-2

For full-time, part-time and temporary employees of all our operations, we offer a robust set of benefits, including life insurance and a functional health assistance plan; dental plan; emotional guidance platform; unlimited primary health care, with nurses and family doctors; exemption from co-pays in preventive examinations for breast, cervical and prostate cancer; annual flu vaccination campaign; Wellhub; financial assistance for dependent children and/or stepchildren with intellectual disabilities; 180-day maternity and 20 consecutive days of paternity leave, private pension, education benefit (daycare and school assistance), transportation vouchers and mobility assistance (in selected operational units), meal vouchers and sick leave.

Maternity/paternity leave GRI 401-3

	2022	2023	2024
Total number of employees entitled to take maternity/paternity leave			
Men	2,379	2,485	2,603
Women	985	1,041	1,211
Total employees who took parental leave in the current year			
Men	69	97	95
Women	50	35	32
Total number of employees who returned to work, in the reporting period, after the end of parental leave			
Men	68	93	96
Women	54	32	30
Total number of employees who returned to work after parental leave and who were still employed 12 months after returning to work			
Men	66	60	85
Women	48	49	32
Return rate			
Men	100%	100%	100%
Women	100%	100%	100%
Retention rate			
Men	97%	96%	92%
Women	96%	91%	94%

Minimum notice period for operational changes GRI 402-1

The minimum notice period for significant operational changes is two weeks, depending on the type of action to be taken. Communication is carried out through emails, newsletters and digital channels.

Workers covered by an occupational health and safety management system GRI 403-8

	2022		2023		2024	
	Employees	Workers who are not employees (outsourced)	Employees	Workers who are not employees (contractors)	Employees[1]	Workers who are not employees (contractors)
Number of individuals who are covered by this system	3,420	3,390	3,526	3,583	3,886	4,447
Percentage of individuals who are covered by this system	100	100	100	100	100	100
Number of individuals covered by the system that has been audited internally	3,420	3,390	3,526	3,583	1,732	1,361
Percentage of individuals covered by the system, that has been audited internally	100	100	100	100	44.6	30.6
Number of individuals covered by the system that has been certified by an independent third party[2]	3,420	3,390	291	36	439	543
Percentage of individuals covered by this system that has been audited internally or certified by an external party[2]	100	100	7.9	1	11.3	12.2

[1] In the safety indicators, we consider: employees (including our own staff, trainees, and interns) and outsourced workers (all contractors).
[2] We consider the total number of employees located in units audited by a third party (ISO 45001).

Occupational accidents GRI 403-9

Class	2022		2023		2024	
	Employees	Workers who are not employees (outsourced)	Employees	Workers who are not employees (outsourced)	Employees	Workers who are not employees (outsourced)
Number of hours worked	6,782,500	17,297,058	7,069,833	7,240,833	7,724,083	9,063,250
Number of fatalities resulting from workplace accidents	0	0	0	0	0	0
Occupational accident death rate	0	0	0	0	0	0
Number of workplace accidents with serious consequences (excluding fatalities)	4	6	3	2	5	5
Rate of serious work-related accidents (excluding fatalities)	0.59	0.35	0.42	0.28	0.65	0.55
Number of reportable work-related accidents (including fatalities)	7	13	5	19	10	23
Rate of reportable work-related accidents (including fatalities)	1.03	0.75	0.71	2.62	1.29	2.54

Note 1: The base for the number of hours worked is 1,000,000. The survey considers only our own employees, interns, trainees, and workers providing in-house contracted services. The recorded work-related accidents include fires, traffic accidents, impacts and crush injuries to lower limbs, falls, projections, cuts, and others. These events were identified and classified as risks to workers' safety. To eliminate hazards and reduce risks, safeguarding measures have been adopted based on risk analyses, action plans, safety dialogues, behavioral observations and risk management (PSIF). The compilation of data followed the Vibra Procedure for Accident Analysis and Investigation, the Identity of Vibra Indicators, and the ABNT NBR 14280:2001 Standard.

Average hours of training per year GRI 404-1

Average hours of training given to employees, by gender GRI 404-1

	VIBRA			BR MANIA
	2022	2023	2024	2024
Men	20.6	21.0	23.3	12.4
Women	13.3	12.8	15.5	5.6
Total	**18.6**	**18.8**	**20.7**	**8.9**

Note: In 2024, Vibra offered 83,561.82 hours of training, and BR Mania offered 1,562.08 hours.

Average hours of training given to employees, by functional category GRI 404-1

	VIBRA			BR MANIA
	2022	2023	2024	2024
President	0.0	0.0	0.0	0.0
Vice President	17.9	3.5	2.9	0.0
Director	24.2	17.3	42.2	1.7
Executive manager	22.2	8.0	43.9	3
Manager	21.2	20.4	49.7	2.5
Coordinator	22.6	9.4	45.91	2.7
Superintendent[1]	38.3	24.1	-	-
Employee not in a position of leadership	18.0	19.0	18.2	10.6
Total	**18.6**	**18.8**	**20.7**	**8.9**

[1] As of 2024, the positions of "superintendents" were designated to be called "coordinators."

Average amount spent on training per employee (BRL)

2022	2023	2024
873.10	**910.18**	**BRL 1,746.50**

Programs for the improvement of employee skills and assistance for career transition GRI 404-2

Vibra does not offer specific assistance to employees in career transition, but we support our professionals' development through several initiatives, such as Activamente, a business school with four sections.The company also does not offer a support program for professionals nearing retirement.

Percentage of employees who regularly receive performance and career development reviews GRI 404-3

	VIBRA						BR MANIA		
	2023			2024			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
President	100	0	100	100	0	100	0	0	0
Vice President	62	50	75	83	100	88	0	0	0
Director	100	82	95	83	56	73	100	100	100
Executive manager	86	50	73	90	100	94	100	100	100
Manager	100	85	96	79	71	76	100	92	96
Coordinator	86	87	86	91	82	89	100	100	100
Superintendent[1]	100	100	100	-	-	-	-	-	-
Employee not in a position of leadership	90	89	90	78	74	72	85	59	72
Total	**90**	**89**	**90**	**76**	**67**	**73**	**88**	**69**	**78**

[1] As of 2024, the positions of "superintendents" were designated to be called "coordinators."

Percentage of employees, by job category and gender GRI 405-1

	VIBRA						BR MANIA			
	2022		2023		2024		2023		2024	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
President	100	0.00	100	0.00	100	0.00	0.00	0.00	0.00	0.00
Vice President	87.50	12.50	75.00	25.00	75.00	25.00	0.00	0.00	0.00	0.00
Director	80.00	20.00	75.76	24.24	63.83	36.17	25.00	75.00	33.33	66.67
Executive Manager	72.22	27.78	63.64	36.36	60.87	39.13	0.00	0.00	100	0.00
Manager	72.81	27.19	68.85	31.15	63.51	36.49	62.50	37.50	44.44	55.56
Coordinator	75.44	24.56	74.19	25.81	75.89	24.11	30.00	70.00	12.50	87.50
Superintendent[1]	75.44	24.56	93.18	6.82	-	-	-	-	-	-
Employee not in a position of leadership	70.11	29.89	70.13	29.87	68.22	31.78	45.22	54.78	46.92	53.08
Total	**70.69**	**29.31**	**70.48**	**29.52**	**68.25**	**31.75**	**46.41**	**53.59**	**45.00**	**55.00**

[1] As of 2024, the positions of "superintendents" were designated to be called "coordinators."

Percentage of employees, by functional category and age group GRI 405-1

	VIBRA									BR MANIA		
	2022			2023			2024			2024		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
President	0.00	0.00	100	0.00	0.00	100	0.00	0.00	100	0.00	0.00	0.00
Vice President	0.00	50.00	50.00	0.00	62.50	37.50	0.00	62.50	37.50	0.00	0.00	0.00
Director	0.00	83.33	16.67	0.00	78.79	21.21	0.00	76.60	23.40	0.00	100	0.00
Executive manager	0.00	55.56	44.44	0.00	68.18	31.82	0.00	69.57	30.43	0.00	100	0.00
Manager	0.00	76.32	23.68	0.00	76.23	23.77	0.00	79.05	20.95	0.00	100	0.00
Coordinator	0.00	80.70	19.30	1.61	77.42	20.97	2.84	75.18	21.99	22.22	77.78	0.00
Superintendent[1]	0.00	60.87	39.13	0.00	63.64	36.36	-	-	-	-	-	-
Employee not in a position of leadership	10.32	76.71	12.97	10.32	76.41	13.27	10.59	75.80	13.61	34.88	60.47	4.65
Total	**9.48**	**76.43**	**14.09**	**9.50**	**76.18**	**14.32**	**9.67**	**75.83**	**14.50**	**29.37**	**66.87**	**3.75**

[1] As of 2024, the positions of "superintendents" were designated to be called "coordinators."

Percentage of employees from minority and/or vulnerable groups by functional category GRI 405-1

	Black (black and brown)				PwDs	
	VIBRA			BR MANIA	VIBRA	BR MANIA
	2022	2023	2024	2024	2024	2024
President	0.00	0.00	0.00	-	0.00	-
Vice President	12.50	12.50	12.50	-	0.00	-
Director	6.67	6.06	14.89	0.00	2.13	0.00
Executive manager	11.11	13.64	13.04	100	0.00	0.00
Manager	16.67	19.67	17.57	55.56	2.03	0.00
Coordinator	21.05	19.35	30.50	55.56	0.00	0.00
Superintendent[1]	41.30	43.18	-	-	-	-
Employee not in a position of leadership	43.25	43.57	45.33	50.39	1.57	1.55
Total	**41.38**	**41.69**	**43.05**	**50.62**	**1.52**	**1.55**

[1] As of 2024, the positions of "superintendents" were designated to be called "coordinators."

Percentage of gender and racial/ethnic group representation for managers and all other employees CG-MR-330a.1

Percentage	2022		2023		2024	
	Management	All other employees	Management	All other employees	Management	All other employees
Women	22.71%	29.89%	25.68%	29.87%	36.12%	31.47%
Men	77.29%	70.11%	74.32%	70.13%	63.88%	68.53%
Black (black and brown)	20.15%	43.25%	20.89%	43.57%	16.30%	43.05%
White	78.39%	53.67%	77.05%	53.74%	82.38%	55.77%
Indigenous	0.00%	0.26%	0.34%	0.25%	0.00%	0.21%
Yellow	0.73%	1.16%	1.03%	1.02%	1.32%	0.97%
No information	0.73%	1.65%	0.68%	1.42%	0.00%	0.00%
PwDs	0.00%	1.07%	0.00%	1.02%	1.79%	1.53%

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

	2022[2]		2023[1]		2024	
	Men	Women	Men	Women	Men	Women
Vice President	3.03	3.08	4.05	-	3.97	3.08
Director	2.07	1.97	2.02	2.06	2.19	2.15
Executive manager	1.86	1.66	1.77	1.83	1.92	1.91
Manager	1.73	1.65	1.64	1.68	1.70	1.62
Coordinator	1.45	1.43	1.45	1.40	1.35	1.34
Superintendent[2]	1.61	1.57	1.38	1.37	-	-
Employee not in a position of leadership	1.35	1.32	1.20	1.20	1.25	1.23

[1] Correction of values for the years 2022 and 2023. GRI 2-4
In 2024, the title of the position of "superintendent" was changed to "coordinator." The mathematical ratio of the base salary between women and men considered the average amount received in 2024 by job group. The mathematical ratio of compensation between women and men considered the base salary + bonus + short-term incentive + long-term incentive, based on the average received in 2024 by job group. Benefits were not factored into the remuneration calculation since they are equal between genders. The table does not include the president category since there is only 1 member. For the average calculations, we only considered employees with >95% participation during the year.
[2] Starting in 2024, superintendent positions began to have compensation equivalence with coordinator roles and are now grouped together.

Security personnel trained in human rights policies and procedures GRI 410-1

In 2024, all (100%) of the security personnel working for Vibra received training in the organization's specific human rights policies and procedures. The total number of contracted security personnel was 336, and all of them participated in the Human Rights and Diversity training.



Climate change

Direct greenhouse gas emissions (Scope 1) GRI 305-1
Indirect greenhouse gas emissions from energy procurement (Scope 2) GRI 305-2
Other indirect greenhouse gas emissions (Scope 3) GRI 305-3
Mineral Extraction and Processing Sector – Oil and Gas – Refining and Marketing | Greenhouse gas emissions EM-RM-110a.1

	2022	2023	2024
Scope 1			
Stationary combustion	38,424	36,410	35,006
Mobile combustion	5,750	5,144	5,130
Fugitive emissions	107	52	45
Total	**44,281**	**41,606**	**40,181**
Biogenic emissions (Scope 1)	4,700	5,312	6,524
Scope 2			
Location approach	13,639	12,512	12,099
Market-based approach	12,871	11,668	10,463
Scope 3			
Goods and services acquired	15,338,069	16,794,833	17,019,120
Upstream transportation and distribution	317,574	292,386	232,096
Business trips	1,139	1,325	2,560
Downstream transportation and distribution	102,935	98,242	106,774
Use of products sold	80,238,436	75,267,366	70,531,493
Total	**95,998,153**	**92,454,153**	**87,892,044**
Biogenic Emissions (Scope 3)	12,903,260	13,314,668	14,727,091

Note: The following gases were included in the calculation: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O) and hydrofluorocarbons (HFCs).
Note 2: Base year before the pandemic (2019) with greater representation of the company's business and operations. Total emissions: 79,620,434 [t CO_2 eq].
Note 3: Internationally recognized emission factors and methodologies were used, according to the guidelines of the GHG Protocol, the IPCC 2006, the National Emissions Inventory of the Ministry of the Environment, Renovabio and the Ecoinvent v3.11 database. The Global Warming Potential (GWP) factors adopted were those of the 5th IPCC Assessment Report (AR5, 2014).

Greenhouse gas emissions intensity (GHG) Scopes 1 and 2 GRI 305-4

	2022	2023	2024
Specific metric			
Total volume of products sold in thousands of m^3	31,826	30,453	30,566
Emissions intensity			
Total GHG emissions (tCO_2e) – Location approach	57,920	54,118	52,280
Total GHG emissions (tCO_2e) – Market-based approach	57,152	53,274	50,644
GHG emissions intensity (tCO_2e/thousand m^3) – Location approach	1.82	1.78	1.71
GHG emissions intensity (tCO_2e/thousand m^3) – Market-based approach	1.80	1.75	1.66

Note:Gases included in the calculation: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O) and hydrofluorocarbons (HFCs).

Reduction of greenhouse gas (GHG) emissions GRI 305-5

	2022	2023	2024
Reductions from direct emissions (Scope 1)	185	823	2,025[1]
Reductions from indirect emissions from energy acquisition (Scope 2)	2,671	4,562	5,606[2]
Reductions from other indirect emissions (Scope 3)	9,860	20,528	24,920[3]
Total GHG emission reductions	**12,716**	**25,913**	**32,551**

Note 1: The reduction of Scope 1 emissions was mainly related to the use of ethanol in the fleet of light vehicles, representing about 41% of the total volume of fuel consumed. The emission reduction from this initiative was calculated based on that volume. Additionally, the decommissioning of a boiler at the Goiânia Base in December 2023 and reduced use of another at the São Luís Base also contributed to the overall reduction.
Note 2: In Scope 2, the reduction in emissions resulted from the use of renewable energy acquired in the free market, the purchase of 30,000 I-RECs, the reduction in the emission factor of the National Electric System Grid, and the reduction in steam losses at the Lubricant Factory and the Betim Base.
Note 3: In Scope 3, the reduction of emissions was associated with the adoption of more efficient modes of transport to replace road transport, with emphasis on cabotage operations for the transport of biofuels. The gases included in the calculation were carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). 2019 was adopted as the base year because it reflected, in a more representative way, the profile of the company's business and operations before the impacts of the pandemic.

NOx, SOx and other significant air emissions GRI 305-7

	2022	2023	2024
NOx	1,113	1,078	1,093
SOx	8	7	1
Particulate matter (PM)	78	76	77

Note 1: Sources of the emission factors used were EPA AP 42 and the 1st National Inventory of Atmospheric Emissions by Road Motor Vehicles, January 2011.

Environmental performance

Materials used (tons) GRI 301-1

Lubricants	2022	2023	2024
Non-renewable materials			
Additives	29,517.64	27,062.46	29,261.83
Basic oil	181,584.57	166,673.88	182,229.96
Set of labels	148.90	105.29	160.45
Metallic buckets	1,318.12	1,253.98	1,048.90
Plastic containers	212.94	257.72	322.14
Stretch *film*	90.30	78.10	137.25
Plastic drums	2,441.05	2,807.5	3,401.95
Plastic bottles	6,921.69	4,469.04	4,933.96
Metallic drums	4,751.81	3,702.93	3,566.54
Plastic covers	278.17	308.49	345.71
Total	**220,343.50**	**206,736.50**	**225,408.69**
Renewable materials			
Wooden pallets	1,441.77	1,481.13	1,597.06
Cardboard boxes	2,630.70	882.90	1,685.25
Total	**4,072.47**	**2,364.03**	**3,282.31**

Note: Data extracted from SAP (Product Acquisition Invoices).

Materials used (tons) GRI 301-1

Chemicals	2022	2023	2024
Non-renewable materials			
Steel drums (200L)	1.99	40.49	26.88
HDPE drums (20L) with lids[1]	2.02	1.58	0.00
Agricultural mineral oil (raw material)	51.21	21.77	0.00
Emulsifiers (raw material)	2.41	1.03	0.00
Total	**57.63**	**64.87**	**26.88**
Renewable materials			
Pallets[2]	1.64	1.26	0.00
Total	**1.64**	**1.26**	**0.00**

[1] In 2024, we did not sell OPPA AD, an industrial product packaged in drums and manufactured by a third party, due to the termination of the contract with the manufacturer with no possibility for renewal.
[2] The*pallets* are only used in the delivery of OPPA AD, so in 2024 we also did not use pallets.

Percentage of raw materials or recycled materials used GRI 301-2

Lubricants	2022	2023	2024
Re-refined oil	8.99%	14.930%	8.77%
PCR Drums	-	0.21%	2.15%
Metal buckets	-	12.00%	12.00%
Total raw materials or recycled materials used	8.99%	14.67%	8.67%

Note 1: Data from direct measurements.
Note 2: Raw materials or recycled materials are not used for the production of chemicals.

Re-refined consumption (m^3) GRI 301-2

2022	2023	2024
19,000	29,075	18,150

Percentage of products and packaging reused GRI 301-3

	2022	2023	2024
Lubricants			
Collection of used and/or contaminated oil	39%	42%	40%
Collection of used and/or contaminated 1-liter packaging	26%	28%	25%
HDPE drums (20L) with lids	9%	15%	0%
Chemicals			
Steel drums (200L) – agricultural oils	80%	80%	90%
HDPE drums (20L) with lids	94%	93%	-

Note 1: Data collected through partnerships with waste management service providers and from the production and consumption registry.
Note 2: Inpev reported the 90% total via *email*. We are part of the Campo Limpo System, which is the Brazilian reverse logistics system for empty packaging or post-consumer leftovers of pesticides. It was created by the InpEV (National Institute for Processing Empty Packages), a non-profit organization created by crop protection manufacturers for the purpose of promoting the correct disposal of empty packaging of their products. For the reuse calculation, only agricultural oil packaging was taken into account.

Energy consumption within the organization (gigajoules) GRI 302-1

	2022	2023	2024
Non-renewables			
Diesel oil	551,470	523,513	463,990
Automotive gasoline	17,224	9,861	9,787
Fuel oil	19,847	16,150	2,455
LPG	7,898	10,560	10,744
VNG	2,637	1,551	737
Total	**599,076**	**561,635**	**487,713**
Renewable Energy			
Biodiesel	56,790	63,209	68,217
Hydrous ethanol	4,275	9,543	12,121
Total	**61,065**	**72,752**	**80,338**
Energy consumption by source – purchased			
Electricity	141,415	145,372	140,596
Steam	197,193	181,759	160,714
Total	**338,608**	**327,131**	**301,310**

Total energy consumed within the organization (gigajoules) GRI 302-1

	2022	2023	2024
Non-renewable fuels consumed	599,076	561,635	487,713
Renewable fuels consumed	61,065	72,752	80,338
Electricity, heating, cooling and steam purchased for consumption	338,608	327,131[1]	301,310
Total	**998,749**	**961,518[1]**	**869,361**

Note: Vibra does not sell surplus electricity and self-generated steam.
[1] Correction of GRI 2-4values

Energy consumption outside the organization (gigajoules) GRI 302-2

2022	2023	2024
5,280,502	5,580,077	7,133,967

Total energy consumed, percentage of grid electricity and renewable percentage CG-MR-130a.1

	2022	2023	2024
Total energy consumed (GJ)	141,062	145,657	140,595
Percentage of grid electricity	73	62	62
Renewable percentage	**27**	**38**	**38**

Energy intensity GRI 302-3

	2022	2023	2024
Energy intensity rate			
Within the organization	32.08	26.04	28.50
Outside the organization	169.68	151.09	233.75
Total	**201.76**	**177.13**	**262.24**
Metric set used for calculation			
Total volume of products sold	31,826	30,453	30,520
Energy consumed within the organization			
Total energy consumption within the organization (GJ)	32.08	26.04	28.50

Reduction of energy consumption (gigajoules) GRI 302-4

2022	2023	2024
51,187.00	36,703	26,299

Note: Reductions calculated in relation to the base year (2019). Reductions in energy consumption result from the conversion and adaptation of equipment, changes in behavior, operational changes and efficiency programs. To reduce energy consumption, energy efficiency studies were conducted at several facilities. Additionally, consumption was optimized by adjusting equipment operating hours. Improvements were also implemented in the processes, and actions were taken to reduce steam losses in the units. Additionally, investments were made in more efficient technologies, such as replacing traditional light bulbs with LED models. Steam was the type of energy accounted for in the reductions. For the calculations, steam flow rate measurements used for heating were utilized. The reduction was determined by direct measurements.

Decrease in GJ compared to the previous year

2022	2023	2024
46,204	36,703	92,098

Freshwater collection by source (megaliters) GRI 303-3

	2022		2023		2024	
	Areas without water stress	**Areas with water stress**	**Areas without water stress**	**Areas with water stress**	**Areas without water stress**	**Areas with water stress**
Surface water	9.33	0.00	10.67	0.00	11.41	0.00
Underground water	45.4	0.00	43.31	0.00	19.37	3.32
Water produced	2.88	0.00	277.2	0.00	3.42	0.00
Water from third parties[1]	280.93	10.58	277.19	18.45	312.81	0.00
Total	**338.54**	**10.58**	**608.37**	**18.45**	**350.34**	**3.32**

[1] Includes water resources provided by various partners, such as industrial complexes, utility companies and, when necessary, water trucks.

Percentage of recycled water and percentage in regions with a high or extremely high level of stress and limited water resources EM-RM-140a.1

	2022	2023	2024
Percentage of water recycled	0.85%	1.20%	0.98%
Percentage in regions with high or extremely high levels of stress and competition for water	0.004%	5.50%	1.05%

Water discharge (megaliters) GRI 303-4
Water consumption (megaliters) GRI 303-5

	2022		2023		2024	
	Areas without water stress	**Areas with water stress**	**Areas without water stress**	**Areas with water stress**	**Areas without water stress**	**Areas with water stress**
Water discharge	262.37	8.47	253.42	14.76	277.61	2.66
Water consumption	65.59	2.11	63.36	3.69	69.16	0.66

Note: Vibra does not measure the discarded volume, but beginning in 2024, we considered 80% disposal and 20% consumption, according to NBR 7.229.

Waste generated (tons) GRI 306-3

	2022	2023	2024
Hazardous waste			
Fuel sludge, waste and packaging contaminated with hydrocarbons and chemicals, batteries and PPE	3,564.27	3,008.33	2,315.28
Non-hazardous waste			
Organic waste, paper, wood, cardboard, plastic, construction waste and common waste	2,618.09	2,877.13	50,815.59[1]

[1] In the year 2024, a substantial amount of waste from the operations of the units was generated, an amount beyond what was expected for the normal operation of the company.

Waste not destined for final disposal, by type of waste and recovery (tons) GRI 306-4

	2022	2023	2024
Hazardous waste (within the organization)			
Preparation for reuse	0.00	0.00	0.00
Recycling	680.85	920.77	524.40
Total	**680.85**	**920.77**	**524.40**
Hazardous waste (within the organization)			
Recycling	1,869.06	0.00	1,377.69
Composting	33.15	0.00	12.34
Total	**1,902.21**	**0.00**	**1,390.03**
TOTAL	**2,583.06**	**2,043.50**	**1,914.43**

Note: For the compilation of the data, the sum of the waste that was recovered and recycled was considered.



Waste destined for final disposal, by composition (tons) GRI 306-5

	2022	2023	2024
Hazardous waste			
Fuel sludge, waste and packaging contaminated with hydrocarbons and chemicals, batteries, and personal protective equipment (PPE)	2,332.86	2,087.55	1,790.88
Non-hazardous waste			
Organic waste, paper, wood, cardboard, plastic, construction waste and common waste	1,395.87	1,754.40	49,425.56[1]
TOTAL	**3,728.67**	**3,841.95**	**51,216.44**

[1] In the year 2024, a substantial amount of waste from the operations of the units was generated, an amount beyond what was expected for the normal operation of the company.

Amount of hazardous waste generated, percentage recycled EM-RM-150a.1

	2022	2023	2024
Amount of hazardous waste generated	3,564.27	3,008.33	2,315.28
Percent recycled	19.1	31	22.64
Legal and regulatory frameworks	NBR 10004: 2004 - Solid waste – Classification and GRI Standards		

Waste destined for final disposal, by type of final disposal (tons) GRI 306-5

	2022	2023	2024
Hazardous waste			
Incineration (with energy recovery)	2,332.86	1,898.14	1,567.11
Incineration (without energy recovery)	126.25	80.85	31.60
Landfill confinement	424.30	108.56	192.17
Total	**2,883.41**	**2,087.55**	**1,790.88**
Non-hazardous waste			
Incineration (with energy recovery)	47.90	103.90	178.45
Incineration (without energy recovery)	102.31	53.65	15.14
Landfill confinement	1,245.66	1,596.85	49,231.97
Total	**1,395.87**	**1,754.40**	**49,425.56**
TOTAL	**3,728.67**	**3,841.95**	**51,216.44**

Note: Data compiled through a computerized system.

Corporate governance

Policy commitments GRI 2-23

Vibra has policies and documents that establish commitments to responsible business conduct, including, as examples, the Social Responsibility Policy, the Health, Safety and Environment Policy, and the Ethical Conduct Code. These commitments are aligned with internationally recognized intergovernmental instruments such as ISO 26000 and the Guiding Principles on Business and Human Rights.

The Board of Directors approves the policies, and they apply to all the organization's activities and its business relationships. They are communicated to employees, business partners and other relevant stakeholders through links on the website, as contract attachments, and via email or other communication channels.

The documents are available for public consultation on the *company website*.

Incorporation of policy commitments GRI 2-24

The Vice Presidency of People, Technology and ESG oversees the incorporation of the organization's commitments, especially the Social Responsibility Policy. To ensure the effectiveness of the implementation, Vibra adopts measures such as clear goals, definition of responsibilities, efficient communication, continuous monitoring, collaboration among teams and periodic evaluations.

The integration of these commitments into strategies, policies and operations takes place through aligned goals, training, internal communication, operational procedures, impact assessment and transparent reporting. In business relationships, implementation includes contractual clauses, training, disclosure of sustainability reports, audits, monitoring and continuous improvements.

Vibra also offers specific training, addressing topics such as diversity for leaders and combating the sexual exploitation of children and adolescents (with the training of multipliers who support this cause, and an EAD course on sustainability.

Compliance with laws and regulations GRI 2-27

In 2024, there were no significant cases of environmental non-compliance (situations in which fines exceed BRL 5 million), with three infraction notices being registered, totaling BRL 444,201.36 in fines: SEMADUR (BRL 12,366.00), CETESB (BRL 176,835.36), and SEMARH-PI (BRL 255,000.00). In the labor sphere, no significant fines (penalties above BRL 200,000.00) were recorded. However, 13 fines were applied, totaling BRL 185,461.11.

Financial support received from the government GRI 201-4

The organization received government financial support during the period covered by this report; this support came exclusively from Brazil. The total amount received was BRL 8,158,542.71 (from tax benefits and credits). There was no receipt of government subsidies, grants for investment, research and development, awards, financial incentives or any other type of government benefit. In addition, no government entity is a shareholder of the organization.

Operations assessed for risks related to corruption GRI 205-1

In 2024, 100% of Vibra's operations (217 operating units) were subjected to corruption risk assessments. The performance model of the Integrity area is segmented by the line of business, ensuring a targeted and effective approach.

These risks are analyzed internally according to the degree of exposure to corruption, being distributed among the responsible areas, with specific controls and well-defined anti-corruption regulations.

A total of 16 controls are directly linked to Vibra's anti-corruption regulations, covering integrity assessments of counterparties, general suppliers and high-risk suppliers; interaction with public officials; and training within the Integrity Program.

This commitment reinforces Vibra's corporate governance, ensuring transparency, ethics and compliance in all its operations.

Total number and percentage of governance members who were briefed and trained on anti-corruption policies and procedures, by region GRI 205-2

	2022		2023		2024	
	Reported	Trained	Reported	Trained	Reported	Trained
Southeast						
Total number of members in the year	18		17		15	
Total number of members reported/trained	18	11	17	5	15	15
Percentage of members reported/trained (%)	100	61.0	100	29.4	100	100

Note: All governance members are located in the Southeast region.

Number and percentage of employees who were briefed and trained on anti-corruption policies and procedures, by region GRI 205-2

	2022		2023		2024	
	Reported	Trained	Reported	Trained	Reported	Trained
Brazil						
Total number of members in the year	3,364		3,526		3,815	
Total number of members reported/trained	3,364	3,226	3,526	3,310	3,781	3,781
Percentage of members reported/trained (%)	100	96.0	100	93.9	99.1	99.1

Number and percentage of employees who were briefed and trained on anti-corruption policies and procedures, by region GRI 205-2

	2022		2023		2024	
	Reported	Trained	Reported	Trained	Reported	Trained
President						
Total number of employees	1		1		1	
Total number of employees reported/trained	1	1	1	1	1	1
Percentage of employees reported/trained (%)	100	100	100	100	100	100
Vice President						
Total number of employees	8		8		8	
Total number of employees reported/trained	8	8	9	5	8	8
Percentage of employees reported/trained (%)	100	100	100	63	100	100
Director						
Total number of employees	30		33		45	
Total number of employees reported/trained	30	22	33	27	43	43
Percentage of employees reported/trained (%)	100	73	100	82	96	96
Executive manager						
Total number of employees	18		22		18	
Total number of employees reported/trained	18	16	22	18	18	18
Percentage of employees reported/trained (%)	100	89	100	82	100	100
Manager						
Total number of employees	114		122		155	
Total number of employees reported/trained	114	109	122	113	153	153
Percentage of employees reported/trained (%)	100	96	100	93	99	99
Coordinator						
Total number of employees	57		62		89	
Total number of employees reported/trained	57	54	62	58	89	89
Percentage of employees reported/trained (%)	100	95	100	93	100	100

	2022		2023		2024	
	Reported	Trained	Reported	Trained	Reported	Trained
Superintendent						
Total number of employees	46		44		52	
Total number of employees reported/trained	46	46	44	44	52	52
Percentage of employees reported/trained (%)	100	100	100	100	100	100
Employee not in a position of leadership						
Total number of employees	3,091		3,234		3,447	
Total number of employees reported/trained	3,091	2,971	3,234	3,045	3,417	3,417
Percentage of employees reported/trained (%)	100	96	100	94	99	99

Confirmed cases of corruption and actions taken GRI 205-3

	2022	2023	2024
Total number of confirmed corruption cases	4	13	7
Total number of employees who were punished or dismissed for corruption	1	6	7
Total number of confirmed cases in which contracts with business partners were terminated or not renewed due to corruption-related violations	0	0	0

Note: In 2024, the organization recorded confirmed cases of corruption involving its employees, including conflict of interest, fraud, and misuse of company resources. However, there was no termination or non-renewal of contracts with business partners due to these cases. Nor were there any lawsuits filed against the company or its employees as a result of the occurrences.

Unfair competition GRI 206-1

The organization has five pending cases related to compliance with competition law. Per our Reference Form (2024), the company is involved in two lawsuits (Cases No. 1027062-51.2019.4.01.3400 and No. 1004024-68.2023.4.01.3400) related to competitive issues, as well as two administrative sanctioning cases at CADE (Cases No. 08012.008859/2009-86 and No. 08012.005799/2003-54) and an Administrative Inquiry (Cases No. 08700.004860/2018-74, 08700.000444/2021-01 and others attached cases).

For more information on the cases, access the Reference Form, Item 4.4, page 183.

Operations and suppliers where the right to freedom of association and collective bargaining may be at risk GRI 407-1

Vibra has no operations and is unaware of cases of suppliers with risks of violating the rights of workers to exercise freedom of association or collective bargaining.

In our Ethical Conduct Code, we recognize the right to free association with union activities, respecting and safeguarding the rights of all. Also, in the Code of Conduct for Third Parties, we advise our partners to recognize the freedom of association of employees and respect the laws and collective normative instruments that protect these rights.

Operations and suppliers with significant risk of child labor cases GRI 408-1

The company identified risks of child labor at biofuel suppliers due to the nature of agricultural activities with crops such as sugarcane, soybeans and corn. This risk is higher in Brazil's rural areas where poverty and lack of access to education, coupled with limited supervision, increase the vulnerability of children and adolescents, especially during planting and harvesting periods, when there is a high demand for labor.

To mitigate these risks, Vibra adopts a policy of zero-tolerance of child labor, reflected in official documents such as the Social Responsibility Policy, the Code of Conduct for Third Parties, and the Ethical Conduct Code. It also includes contractual clauses requiring respect for human rights, offers reporting channels, supervises contracts, conducts visits to suppliers, and requires self-assessment forms on social responsibility. In 2024, no actual cases of young workers being exposed to hazardous work in the company's operations were identified.

Operations and suppliers at significant risk of incidents of forced or compulsory labor GRI 409-1

In 2024, Vibra did not identify forced labor in its operations but recognizes this risk in the supply chain, especially in the biofuels and civil construction sectors. In the biofuels sector, the high demand for labor in agricultural fields can lead to exhausting working hours and precarious conditions. In civil construction, there is a risk of exploitation with excessive working hours and inadequate accommodations.

To mitigate these risks, Vibra adopts a policy of zero-tolerance of forced labor, reflected in official documents such as the Code of Conduct for Third Parties, the Code of Ethics, and the Social Responsibility Policy. It also includes contractual clauses requiring respect for human rights, offers reporting channels, supervises contracts and encourages adherence to the National Pact for the Eradication of Forced Labor Institute (INPACTO), an organization that brings together companies, government and civil society and promotes actions to combat forced or compulsory labor in Brazil.

Cases of violations of Indigenous peoples' rights GRI 411-1

As in the previous two years, in 2024 there were no cases of violation of Indigenous peoples' rights related to Vibra's operations.

Political contributions GRI 415-1

As determined in the Ethical Conduct Code, Vibra does not make financial contributions or donations of any kind to politicians in office or not, nor to candidates in electoral campaigns, nor to political parties.

Assessment of health and safety impacts caused by categories of products and services GRI 416-1

Vibra evaluates 100% of the significant categories of products and services for health and safety impacts, seeking continuous improvement.

Cases of non-compliance in relation to health and safety impacts caused by products and services GRI 416-2

As in the previous two years, in 2024 we did not have any record of cases of non-compliance with laws and voluntary codes related to health and safety issues caused by our products and services.

Proven complaints regarding breach of privacy and loss of customer data GRI 418-1

As in 2022 and 2023, in 2024 Vibra did not register any complaint or confirmed incident involving privacy violations, or data leakage, theft, or loss of customer data via the channels made available for this purpose, that is, the Personal Data Subject Request Form, the Ethics Channel and external channels. The company has also not received any notification from the National Personal Data Protection Authority (ANPD) regarding incidents involving personal data breaches or any other violation of the regulations of the LGPD (General Personal Data Protection Law).

Monetary losses resulting from lawsuits associated with violations of labor rights (BRL) CG-MR-310a.3

2022	2023	2024
24,433,268.58	35,206,201.72	22,588,930

Note: Of the total BRL 22,588,930.00 amount, BRL 4,440,682.05 corresponded to actions involving contract employees and BRL 18,148,247.95 to direct employees. The company is committed to conducting its business in compliance with labor and occupational health and safety legislation, adopting measures to continuously improve its policies and procedures, with the objective of reducing convictions, preventing conflicts and promoting a safe and respectful work environment.

Revenue from products certified by third parties to environmental sustainability and/or social standards (BRL) CG-MR-410a.1

2022	2023	2024
3,390,931,477.27	3,547,986,326.19	4,086,323,787.96

Note: Expenses (amount x cost) related to plants that have Bonsucro Certificates (global sustainability platform for sugarcane) or equivalent.

Mineral Extraction and Processing Sector – Oil and Gas – Refining and Marketing |Price integrity and transparency EM-RM-520a.1

In 2024, there were no monetary losses resulting from lawsuits associated with price fixing or manipulation.

Goods and Consumer Sector – Multiline and Specialty Retailers and Distributors | Product supply, packaging and marketing CG-MR-410a.2

Vibra products have Safety Data Sheets, which are reviewed periodically and contain information on the associated risks and hazards, as well as handling guidelines.

Our Safety and Emergency sheets can be accessed here.

Product recalls

Vibra did not *recall* any products in 2022, 2023 and 2024.

Summary of the GRI and SASB content



Summary of the GRI and SASB **content**

Statement of use	Vibra Energia reported it was in compliance with the GRI Standards for the period from January 1 to December 31, 2024.
GRI 1 Standards 2021 used	GRI 1: 2021 Standards
SASB used	Oil and Gas – Refining and Marketing (EM-RM) Retailers and distributors (CG-MR)

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			REF No. GRI SECTORAL STANDARD	SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION		
GENERAL CONTENTS							
GRI 2: General contents 2021	2-1 Organization details	8, 19					
	2-2 Entities included in the organization's sustainability report	8					
	2-3 Reporting period, frequency and contact point	8					
	2-4 Restatements of information	8, 123, 131, 134					
	2-5 External verification	160					
	2-6 Activities, value chain and other business relationships	19					
	2-7 Employees	121, 122					8, 10
	2-8 Workers who are not employees	122					8
	2-9 Governance structure and composition	66					5, 16
	2-10 Nomination and selection of the highest governance body	66					5, 16
	2-11 Chair of the highest governance body	68					16
	2-12 Role of the highest governance body in overseeing the management of impacts	67					16
	2-13 Delegation of responsibility for managing impacts	34, 92					
	2-14 Role of the highest governance body in sustainability reporting	8					
	2-15 Conflicts of interest	74					16
	2-16 Communication of critical concerns	73					

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			REF No. GRI SECTORAL STANDARD	SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION		
GRI 2: General contents 2021	2-17 Collective knowledge of highest governance body	67					
	2-18 Performance evaluation of the highest governance body	67					
	2-19 Remuneration policies	73, 122					
	2-20 Process to determine remuneration	122					
	2-21 Annual total compensation ratio	123					
	2-22 Statement on sustainable development strategy	4, 6					
	2-23 Policy commitments	137					16
	2-24 Embedding policy commitments	137					
	2-25 Processes to remediate negative impacts	73, 74					
	2-26 Mechanisms for seeking advice and raising concerns	73					16
	2-27 Compliance with laws and regulations	137					
	2-28 Association memberships	27, 79					
	2-29 Approach to stakeholder engagement	44, 45, 48, 54, 58, 101					
	2-30 Collective bargaining agreements	123					8
MATERIAL TOPICS							
GRI 3: Material topics 2021	3-1 Process to determine material topics	9					
	3-2 List of material topics	9					
Climate change							
GRI 3: Material topics 2021	3-3 Management of material topics	103					
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	109					13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	132					3, 12, 13, 14, 15
	305-2 Indirect (Scope 2) GHG emissions originating from energy procurement	132					3, 12, 13, 14, 15
	305-3: Other indirect (Scope 3) GHG emissions	132					3, 12, 13, 14, 15
	305-4 GHG emissions intensity	132					13, 14, 15
	305-5 Reduction of GHG emissions	132					13, 14, 15

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			REF No. GRI SECTORAL STANDARD	SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION		
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	-	All	Not applicable	We don't have any emission of substances that destroy the ozone layer (SDOs) in our production processes.		3, 12
	305-7 Emissions of Nitrogen oxides (NOx), sulfur oxides SOx and other significant atmospheric emissions	132					3, 12, 14, 15
SASB EM-RM-110a.1	Greenhouse gas emissions	132					
SASB EM-RM-110a.2	Greenhouse gas emissions	105					
Safety of people and operations							
GRI 3: Material topics 2021	3-3 Management of material topics	92					
GRI 402: Labor relations 2016	402-1 Minimum notice periods regarding operational changes	127					8
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	90, 92					8
	403-2 Hazard identification, risk assessment and incident investigation	92					8
	403-3 Occupational health services	90					8
	403-4 Worker participation, consultation, and communication on occupational health and safety	92					8, 16
	403-5 Worker training on occupational health and safety	92					9
	403-6 Promotion of worker health	90					3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	92					8
	403-8 Employees covered by an occupational health and safety management system	127					8
	403-9 Work-related injuries	127					3, 8, 16
	403-10 Work-related illnesses	90, 91					3, 8, 16
GRI 404: Training and education 2016	404-1 Average hours of training per year, per employee	128					4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	128					8
	404-3 Percentage of employees receiving regular performance and career development reviews	128					5, 8, 10
GRI 410: Safety Practices 2016	410-1 Security personnel trained in human rights policies and procedures	131					16
SASB CG-MR-310a.3	Work Practices	140					

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			REF No. GRI SECTORAL STANDARD	SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION		
SASB CG-MR-410a.2	Product: supply, packaging and *marketing*	140					
SASB CG-MR-410a.3	Product: supply, packaging and *marketing*	116					
SASB EM-RM-320a.1	Workforce, health and safety	93					
SASB EM-RM-320a.2	Workforce, health and safety	92					
Value chain management							
GRI 3: Material topics 2021	3-3 Management of material topics	45					
GRI 204: Purchasing practices 2016	204-1 Proportion of spending on local suppliers	45					8
GRI 308: Environmental assessments of suppliers 2016	308-1 New suppliers that were screened using environmental criteria	45					
	308-2 Negative environmental impacts in the supply chain and remedial actions taken	45					
GRI 414: Social assessments of suppliers 2016	414-1 New suppliers that were screened using social criteria	45, 58					5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	45					5, 8, 16
Ethics, integrity and compliance							
GRI 3: Material topics 2021	3-3 Management of material topics	71					
GRI 205: Anti-corruption practices 2016	205-1 Operations assessed for risks related to corruption	137					16
	205-2 Communication and training about anti-corruption policies and procedures	138					16
	205-3 Confirmed incidents of corruption and actions taken	139					16
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, and antitrust and monopoly practices	139					16
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	139					8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	87					5, 8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	139					5, 8, 16
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers with significant risk of forced or compulsory labor	140					5, 8
GRI 411: Rights of Indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	140					2
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	77, 140					16
SASB CG-MR-230a.2	Number of data breaches, percentage involving personally identifiable information (PII), number of customers affected	77					

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			REF No. GRI SECTORAL STANDARD	SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION		
SASB EM-RM-520a.1	Price, integrity and transparency	140					
Energy transition							
GRI 3: Material topics 2021	3-3 Management of material topics	62					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	134					7, 8, 12, 13
	302-2 Energy consumption outside the organization	134					7, 8, 12, 13
	302-3 Energy intensity	134					7, 8, 12, 13
	302-4 Reduction of energy consumption	134					7, 8, 12, 13
	302-5: Reductions in energy requirements of products and services	-	All	Not applicable	Vibra's products do not have energy requirements.		7, 8, 12, 13
SASB CG-MR-130a.1	Energy: retail management and distribution	134					
Institutional relations and *advocacy*							
GRI 3: Material topics 2021	3-3 Management of material topics	79					
GRI 201: Economic performance 2016	201-4 Financial support received from the government	137					
GRI 415: Public policies 2016	415-1 Political contributions	140					16
Innovation and technology							
GRI 3: Material topics 2021	3-3 Management of material topics	39					
Health and well-being							
GRI 3: Material topics 2021	3-3 Management of material topics	90					
GRI 416: Consumer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	140					
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	140					16
Indicators not related to material topics							
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	80					8, 9

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			REF No. GRI SECTORAL STANDARD	SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION		
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	123					5, 8
	202-2 Proportion of senior management hired from the local community	124					8
GRI 301 - Materials 2016	301-1 Materials used, categorized by weight or volume	133					8, 12
	301-2 Recycled input materials used	133					8, 12
	301-3 Reclaimed products and their packaging	133					8, 12
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource.	115					6, 12
	303-2 Managing impacts related to water discharge	115					6
	303-3 Water withdrawal	135					6
	303-4 Water discharge	115, 135					6
	303-5 Water consumption	115, 135					6
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	116					3, 6, 11, 12
	306-2 Management of significant waste-related impacts	116					3, 6, 8, 11, 12
	306-3 Waste generated	116, 135					3, 6, 11, 12
	306-4 Waste diverted from disposal	116, 136					3, 11, 12
	306-5 Waste directed to disposal	116, 136					3, 6, 11, 12, 15
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	124–125					4, 5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	126					3, 5, 8
	401-3 Parental leave	126					5, 8
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	69, 129, 130					5, 8
	405-2 Ratio of basic salary and remuneration of women to men	131					5, 8, 10
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	101					
	413-2 Operations with significant actual and potential negative impacts on local communities	101					1, 2
SASB CG-MR-330a.1	Diversity and inclusion	130					
SASB CG-MR-330a.2	Diversity and inclusion	87					
SASB EM-RM-140a.1	Water management	135					

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			REF No. GRI SECTORAL STANDARD	SDG
			OMITTED REQUIREMENTS	MOTIVE	EXPLANATION		
SASB EM-RM-140a.2	Water management	115					
SASB EM-RM-150a.1	Hazardous Materials Management	136					

Appendices

> TCFD Report
> Statement of assurance



TCFD Report

Governance

Governance bodies and individuals responsible for oversight of sustainability and climate-related risks and opportunities

Vibra's core business, fuel distribution, is directly linked to energy security and climate change challenges. Therefore, we recognize the importance of considering climate issues and the energy transition, adopting an approach that seeks to balance economic performance with socio-environmental responsibility in our long-term strategy.

Through the Statutory Audit Committee (CAE) and the Governance, People and Compensation Committee (CGPR), the Board of Directors (CA) monitors climate-related risks and opportunities that directly influence Vibra's performance, monitoring the risk management process and defining the company's "appetite" for each identified business risk, including those associated with climate change and other environmental, social and corporate governance (ESG) aspects. Vibra's risk matrix is reviewed every two years or whenever there is a significant change in the company's structure or a revision of the strategic plan, and the results are reported to the Board of Directors.

The Board of Directors is responsible for approving significant investments (above BRL 50 million) and certain divestment projects; overseeing the evolution of the business plan, which includes initiatives related to climate change and energy transition; and monitoring the progress of goals, including those related to decarbonization. The Board is also responsible for approving corporate policies, some involving the topic of climate change, such as the Health, Safety and Environment Policy and Guidelines and the Social Responsibility Policy.

To ensure the effective supervision of climate risks, Vibra seeks to maintain a Board of Directors composed of members with diverse competencies, involving knowledge in finance, energy, compliance and governance.

Management's role in overseeing risks and opportunities related to sustainability and climate

Vibra's vice president of People, Technology and ESG is responsible for the company's climate governance. Among the attributions is responsibility for proposing strategic energy transition initiatives and associated policies and goals to the Board of Directors and the Executive Board. It should also monitor key indicators (KPIs) to assess the progress of actions.

Vibra's climate and sustainability agenda is coordinated by the Internal Communication and ESG Management and the Change and ESG Management Board. They are supported by structures such as the Governance, People and Compensation Committee, the Innovation Committee, the Health, Safety and Environment Committee and ESG Ambassadors (composed of leaders from key areas). These entities report their decisions to the Board of Directors, the Executive Board and the Vice Presidency of People, Technology and ESG.

As one of the tools to integrate climate challenges and opportunities into the company's strategic and operational management, the Governance, People and Compensation Committee evaluates the performance and succession of managers, linking variable compensation to financial, market, efficiency and ESG indicators.

In our long-term strategy, we seek to balance economic performance with socio-environmental responsibility.

Risk management

Vibra adopts controls and procedures to identify, assess and mitigate risks and take advantage of opportunities related to sustainability. Vibra's management of climate opportunities and risks follows the guidelines of the Corporate Risk Management Policy and involves the risk management methodology and the risk matrix, which includes the main types of risks to which the company is exposed.

The management process classifies risks into five categories (compliance, digital, ESG, financial and business) and evaluates their probability (very rare, rare, occasional, frequent and very frequent) and impact levels (very low, low, medium, high and very high), in the financial, image, legal and environmental dimensions. The Company's risk management is aligned with its Business Plan. After being identified, the risks are classified according to their frequency and criticality. The company establishes action plans with the objective of reducing the probability or modifying the impact of risks by improving the control environment.

It is important to mention the development of key risk indicators (KRIs), in which the Company measures the exposure of its respective risks and assesses the need for treatment for those outside the tolerance level.

Vibra focused on environmental issues to carry out the identification, analysis and monitoring of climate risks, systematizing historical records of extreme weather events that generated impacts for the company. To deepen these analyses, it developed, with the support of a specialized consultancy, a Study of Physical and Transition Risks and Opportunities to strengthen its climate resilience.

Vibra has made progress in assessing risks and opportunities and, through a joint effort by the ESG, Risk Management and Internal Controls, and Financial Planning departments, is conducting an evaluation of the financial impacts of climate change on its balance sheet, income statement, and cash flow, across different timeframes—short-, medium- and long-term.

We developed a Physical and Transition Risks and Opportunities Study to strengthen our climate resilience

Learn more about the risk management carried out by Vibra on page 75 of the Integrated Report





Strategy

Vibra initiatives that respond directly to climate risks and opportunities

Vibra has a robust strategy, aligned with the company's strategic and financial planning, aiming to consolidate it as the largest multi-energy platform in Brazil. Since 2021, the company has invested around BRL 7.5 billion to expand its renewable energy portfolio – with solutions such as the free energy market and renewable energy generation, biofuels, HVO (hydrotreated vegetable oil), SAF (sustainable aviation fuel), electromobility and biomethane.

In 2025, we acquired full ownership of Comerc, one of the largest renewable energy producers in the country and the leading distributed generation platform in Brazil, as well as a market leader in free energy market management.

In addition, we are strongly committed to decarbonizing logistics and optimizing logistical operations, adopting ambitious goals to reduce GHG emissions. In this way, we reaffirm our purpose to move Brazil with its best energy. With the commitment of our employees, customers, and partners, we drive people and businesses forward with the energy they need—whether fossil or renewable—so that the country can continue to move ahead.

We have expanded our portfolio to support our clients' energy transition by developing strategic partnerships – such as with the startup Deep ESG, which offers qualified diagnostics and solutions for decarbonization. Through Comerc, we also operate a carbon desk, trading carbon credits and I-RECs, assisting clients in neutralizing their emissions.

These actions reaffirm our commitment to the transition to a low-carbon economy.

BRL 7.5 billion invested since 2021 to expand our renewable energy portfolio

Climate-related risks and opportunities identified by the organization in the short-, medium- and long-term

Short-term (0 to 2 years)

Risk: Carbon pricing mechanisms
Type: **Transitional**
Category: **Political and legal**

Vibra, operating in the commercialization and distribution of fossil fuels, is heavily exposed to carbon pricing mechanisms, such as the National Biofuels Policy (RenovaBio), which sets decarbonization credit (CBios) purchase targets for fuel distributors to offset the commercialization of fossil derivatives and to encourage domestic biofuel production, as well as future regulated emissions markets.

These mechanisms introduce financial challenges – with high costs and price volatility for the acquisition of CBios (because they are traded on the stock exchange) and significant fines for non-compliance with decarbonization goals – in addition to increasing competitive pressure and the need for continuous regulatory adaptation. Legally, the tightening of targets and constant changes in regulations require rigorous compliance efforts to avoid penalties that can reach up to 5% of annual revenue. In terms of image, non-compliance or lack of transparency in

mitigation strategies can damage reputation and relationships with stakeholders.

This is a risk that impacts Vibra's entire operation in Brazil – from operational bases to terminals and resellers – due to the possibility of future regulations including specific mandatory targets, resulting in extra costs. This risk also affects the company's financial assets, compromising planning and cash flow due to costs of CBios and penalties for non-compliance with targets. In addition, logistics infrastructure for fossil fuels faces challenges in the face of regulatory pressure to transition to lower-carbon fuels.

To meet these challenges, Vibra created a regulatory monitoring structure, the State and Federal Institutional Relations area, and a specialized team for the monitoring and acquisition of CBios, improving the purchasing process to ensure compliance with targets in proportion to its market share.

The resources for these activities come from the operational budget (Opex) itself, and most of the total costs are related to the remuneration of the teams involved in these processes. Thus, the estimated cost to respond to this risk is based on the number of team members dedicated to these issues and the average market salary.

Financial impact

The financial impact of this risk arises mainly from the possibility of loss of competitiveness in the fuel distribution market if other distributors fail to partially or fully comply with their obligations to acquire CBios. This irregularity can generate competitive distortions, since these companies would not need to pass on the CBio costs to the final price of the fuel, unlike distributors that fully meet their targets. Added to this is the fluctuation in the value of credits in the market, which can generate material adjustments in the book values of assets and liabilities recorded in the company's financial statements.

To measure this impact, CBio's minimum (BRL 62.00) and maximum (BRL 118.00) historical values were considered, as well as Vibra's acquisition target for 2025, which is 8,797,294 CBios. Thus, the financial impact may vary between BRL 545,432,228.00 (BRL 62.00 x 8,797,294) and BRL 1,038,080,692.00 (BRL 118.00 x 8,797,294).

The financial impact of this risk is classified as very high (amounts greater than BRL 500 million).

Metrics

The metric used to measure and monitor this risk was developed by Vibra and is based on the maximum and minimum acquisition values of CBios in the RenovaBio program, as well as on Vibra's annual acquisition target. This is a quantitative metric of absolute measure that is directly related to Vibra's business model and activities, as the acquisition of CBios meets a regulation of the fuel distribution sector in Brazil. The metric also reflects characteristics of the sector's performance, since the commercialization and consumption of fuels are directly linked to the policies of decarbonization and reduction of greenhouse gas emissions associated with the National Biofuels Policy (RenovaBio), instituted by the Mines and Energy Ministry (MME).

Opportunity: Adoption of more effective production and distribution processes
Type: **Transitional**
Category: **Resource efficiency**

The adoption of more effective production and logistics processes represents a strategic opportunity for Vibra, allowing not only the reduction of operational costs but also the alignment with growing expectations for more energy efficiency and sustainability. This initiative aims to implement improvements that optimize energy consumption, promote the use of renewable sources, and improve transport logistics, strengthening the company's position in a market increasingly oriented towards energy transition and sustainable practices.

The financial impact of this opportunity is considered very high, with the potential for significant cost reduction through energy efficiency (via distributed generation and the free energy market) and logistical improvements, such as the use of control towers, intelligent route planning and return freight, efficient use of cargo space (cubage), and more use of large-scale modes, especially waterway cabotage. Geographically, taking advantage of this opportunity can occur nationally due to the distribution reach of Vibra's assets.

To capitalize on this opportunity, the company intends to optimize its energy supply contracts, migrating the consumption of high-voltage units to the free market — in which prices are more advantageous — and expanding the use of distributed generation in low-voltage units. This will require the adaptation of facilities through engineering projects, as well as negotiations with energy traders to maximize competitive terms. It is worth noting that part of the company's energy consumption is already supplied by renewable sources in the free market.

With regard to logistics, Vibra plans to strengthen operational intelligence tools, promoting more efficiency in routes and integration of modes, focusing on environmental conservation and cost savings.

Financial impact

This opportunity is being materialized in the short term through the savings associated with the use of coastal shipping for the transportation of biofuels and has a possible very high financial impact (values in excess of BRL 500 million) considering the 2050 horizon.

Metrics

The metric used to measure and monitor how we take advantage of this opportunity is an absolute quantitative measure and covers different fronts. Concerning the energy axis, we consider the cost of physically adapting the facilities necessary for migration to the free market and distributed generation, the cost reduction resulting from the increase in energy efficiency, and the percentage of electricity consumed by Vibra from the free energy market. Concerning the logistics axis, we consider metrics such as the savings generated by the use of cabotage in the transport of biofuels, the rate of use of return freight, and the efficiency in maximizing cubage in truckloads. We also monitor route optimization and the subsequent reduction of kilometers traveled per ton transported.

These metrics are closely linked to Vibra's business model and the sector in which it operates. They contribute to operational and energy efficiency, the reduction of the carbon footprint, the improvement of operating margins through the negotiation of more advantageous tariffs, and better cost predictability. In addition, they reinforce the company's competitiveness, strengthen its institutional image, and meet the expectations of stakeholders who are increasingly attentive to sustainable and efficient practices.

Medium-term (2 to 5 years)

Risk: Storms

Type: **Physical**
Category: **Acute**

Storms intensified by climate change impact Vibra's business model and value chain. In the business model, they can cause physical damage to critical assets such as distribution bases and storage units, generate operational shutdowns, and cause high maintenance and repair costs. They also can disrupt distribution logistics and increase insurance costs and investments in adaptations. In the value chain, severe storms can compromise logistics infrastructure (highways, railways, and waterways) due to flooding and landslides; cause physical damage to retail fuel stations; impact port operations, increasing demurrage costs; delay the delivery of inputs and products; affect customers in the aviation and ground transportation sectors, requiring greater flexibility in demand and service; and pose risks to biofuel suppliers, who may suffer damage to their facilities and production, affecting the company's supply and operations. The aggravation caused by these events can lead to the tightening of environmental regulations and affect the company's reputation and stakeholder relationships.

This is a risk that impacts Vibra's entire business in Brazil because of its dispersed operations. Bases and terminals near the sea can be directly impacted; the company has important logistics and operational centers in the Southeast and South regions, which historically have intense storms; the North and Center-West, when affected by intense rains, face challenges in road infrastructure and supply logistics.

To mitigate these risks, Vibra has invested in improving infrastructure, mapping physical risks and developing strategies to ensure business continuity in the face of extreme weather events. In a sample evaluation of 58 assets (distribution bases, aviation stations, customer and dockside bases, and storage units), eight risks with high or very high financial impact were identified (three in the Northeast, three in the Southeast, and two in the South). For each asset analyzed, a specific action plan was developed to adapt to and/or mitigate the possible risks of this category identified.

The financial resources for these actions come from the operating budget (Opex) and capital expenditures (Capex).

Financial impact

Vibra considers as sensitive data for the company the current effects (in 2024), expected effects (2025) and predicted effects (future scenarios) on its balance sheet, income statement and cash flow.

Metrics

Vibra developed quantitative metrics to measure the impacts of these risks. They include financial data (current and projected); climatic aspects; damage to infrastructure and equipment; application of insurance coverage for damage to infrastructure and equipment; and downtime events.

Risk: Wind anomaly

Type: **Physical**
Category: **Acute**

Wind anomalies, caused by climate change or extreme seasonal factors, pose a significant risk to Vibra, impacting its business model and value chain. These events may compromise the structural integrity of distribution bases, storage areas, aviation resales and gas stations, requiring investments in structural reinforcement. They also increase the risk of accidents, requiring the reinforcement of safety measures and emergency protocols. In addition, the increasing frequency of these events can raise insurance premiums, putting pressure on operating costs.

To mitigate these risks, Vibra has invested in improving infrastructure, mapping physical risks and developing strategies to ensure business continuity in the face of extreme weather events. In a sample evaluation of 58 assets (distribution bases, aviation stations, customer and dockside bases, and storage units), eight risks with high or very high financial impact were identified (three in the Northeast, three in the Southeast,

and two in the South). For each asset analyzed, a specific action plan was developed to adapt to and/or mitigate the possible risks of this category identified.

The financial resources for these actions come from the operating budget (Opex) and capital expenditures (Capex).

Financial impact

Vibra considers as sensitive data for the company the current effects (in 2024), expected effects (2025) and predicted effects (future scenarios) on its balance sheet, income statement and cash flow.

Metrics

Vibra developed quantitative metrics to measure the impacts of these risks. They include financial data (current and projected); climatic aspects; damage to infrastructure and equipment; application of insurance coverage for damage to infrastructure and equipment; and downtime events.

Risk: Meteorological droughts
Type: **Physical**
Category: **Chronic**

Meteorological droughts, characterized by precipitation below the historical average, represent a growing risk for Vibra, impacting both the business model and the value chain. Water scarcity compromises hydroelectric generation, increasing dependence on thermoelectric plants and higher energy costs, which puts pressure on operating expenses and business margins. In periods of severe drought, the demand for diesel for power generation can grow, creating both logistical challenges and commercial opportunities, in addition to intensifying regulatory pressure and generating reputational risks. In the value chain, the reduction in river water levels affects the waterway transport of fuels and inputs, raising logistics costs and requiring the use of alternative modes to maintain efficient distribution.

Geographically, this risk especially affects regions and strategic assets where water availability and logistics depend on favorable weather conditions. An example is in the Northern region, where the decrease in river levels compromises river navigation, essential for the distribution of fuels and supplies. Of 58 assets analyzed in the sample, six were classified as having high or very high financial risk regarding exposure to meteorological droughts (five in the Northern region and one in the Center-West), and requiring priority attention and mitigating measures.

The financial resources for the necessary adaptations come from (or will be financed in the future) the operating budget (Opex) and capital expenditures (Capex).

Financial impact

Vibra considers as sensitive data for the company the current effects (in 2024), expected effects (2025) and predicted effects (future scenarios) on its balance sheet, income statement and cash flow.

Metrics

The metrics related to this risk are absolute quantitative measures, developed by Vibra, and involve current financial data and projections; climate-related aspects; and operational disruption events.

Risk: Increased stakeholder concern
Type: **Transitional**
Category: **Reputational**

Vibra, whose main activity is the commercialization and distribution of fossil fuels, faces increasing scrutiny from investors, financial institutions, insurers, regulators and society regarding sustainability. In this context, the adoption of sustainable practices and robust climate risk mitigation strategies is essential to maintain our competitiveness, access to capital and ourCompany's reputation.

The financial impact associated with this risk is high, with the possibility of an increase in the cost of capital, the need for additional investments, and potential effects on the company's market value, which may influence investors' perception of attractiveness. In addition, the legal risk is high, given the possibility of more regulatory rigor related to climate concerns. The company's image and reputation can also be negatively impacted, especially if it is perceived as not responsive to new environmental requirements.

This risk affects virtually the entire extent of Vibra's business model and value chain, given that its main activity is still associated with fossil fuels. In this analysis, we highlight the possibility of restrictions on access to thematic debt instruments — such as *sustainability-linked bonds*, *green bonds* and *climate bonds* — in addition to the potential increase in insurance premiums resulting from the intensification of the effects of climate change, which can generate additional costs for companies that have coverage for physical and operational assets.

In response, Vibra, with the support of a specialized consultancy, developed a Study of Climate Risks and Opportunities (physical and transitional), with the objective of strengthening the company's resilience in the face of climate challenges. The company has also been gradually expanding its operations in renewable energy businesses, in line with its ambition to consolidate itself as the largest multi-energy platform in Brazil *(learn more in the box on page 152)*.

The costs associated with mitigating this risk broadly include the development of a detailed technical diagnosis through the Study of Climate Risks and Opportunities (physical and transitional), conducted with the support of a specialized consultancy, as well as initiatives aimed at adapting the Company's

infrastructure — with a focus on reducing exposure to extreme weather events and increasing the operational resilience of the units. Also part of Vibra's effort is the search for financing structures more aligned with the climate agenda, including alternatives linked to sustainability commitments.

Financial impacts

This risk materializes in the medium term and has a medium financial impact (between BRL 100 and 250 million) in the 2050 timeframe.

Metrics

The metrics related to this risk are quantitative and based on absolute measures. They include the current and historical costs of contracting insurance for each unit with coverage for climate events; additional investments in mitigation and adaptation practices to reduce exposure to this risk; the comparison between the amount, projection and rate of "normal" debt and the thematic debt (sustainable or energy transition). They are metrics directly linked to Vibra's business model since insurance costs contribute to ensuring operational resilience, while investments in mitigation and adaptation reduce vulnerability to extreme events and transition risks. And the comparison between debts reflects investors' interest in ESG financing.

Risk: Replacement of existing products and services with lower emission options
Type: **Transitional**
Category: **Technological**

Vibra's main activity is the commercialization of fossil fuels, carbon-intensive products, and most GHG emissions occur in Scope 3 (indirect emissions in the value chain) during the final use of these products. This reality represents a major challenge for the transition to a low-carbon economy, even considering commercial alternatives such as ethanol and biodiesel for highway transport. The financial impact is classified as very high due to the reduction in revenues; the need for significant investments in infrastructure and technology for the transition; the possible financial penalties arising from new climate policies in case of non-compliance; and the risk of devaluation of assets, aggravated by the drop in demand and the increase in inactive assets.

This risk impacts practically the entire extent of Vibra's business model and value chain, largely due to price fluctuations and the progressive insertion of new energy sources in the market. In the long term, the partial replacement of fossil fuels with renewable alternatives — which, in general, provide lower margins — represents a challenge for maintaining profitability, requiring strategic and operational adjustments on the Company's part. Geographically, this risk extends throughout Brazil due to the company's dispersed distribution network.

In response, Vibra has been gradually expanding its operations in renewable energy solutions, with the objective of consolidating itself as the largest multi-energy platform in Brazil *(learn more in the box on page 152)*. In line with its strategic and financial planning, the Company has already invested approximately BRL 7.5 billion since 2021 in the diversification of its portfolio, focusing on alternatives such as biomethane, electromobility, biofuels, and HVO(hydotreated vegetable oil), SAF (sustainable aviation fuel), the free energy market, and renewable energy generation, with different sources of financing to enable these initiatives.

Financial impacts

The financial impact of this risk is classified as very high (values above BRL 500 million), and materializes with the fluctuation in prices and the progressive insertion of new sources of energy in the market (in the long term), guided by market projections and the company's market share. This represents a challenge for maintaining profitability, requiring strategic, operational and technological adjustments on the part of the Company.

Metrics

The metrics related to this risk are quantitative, consisting of absolute measures as well as intensity metrics expressed in relation to other indicators. They include the projection of revenue from lower emission products (ethanol/biodiesel); the forecast of investments to replace products/services with lower emission options; the projection of revenue from products derived from fossil fuels; the current GHG emissions and projection until 2050; and the market share study for lower emission products (ethanol/biodiesel). The metrics are directly linked to our business model and the fuel sector, with the projection of revenue from lower-emission products, allowing the portfolio to be diversified. The investments that enable lower carbon-intensive products reinforce the strategy of reducing the environmental footprint and stimulating sustainable innovations.

On the other hand, the projection of revenue from fossil fuels is related to Vibra's contribution to energy security and the guarantee of resources to finance the transition to lower emission alternatives. The search for emission reductions demonstrates the commitment to climate goals and the transformation to a more sustainable energy matrix.

Long-term (more than 5 years)

Risk: Change in consumer behavior
Type: **Transitional**
Category: **Market**

Vibra's core business, based on the commercialization and distribution of fossil fuels, faces an increasing long-term risk due to changing consumer behavior, which is prioritizing more sustainable products and services. This trend can profoundly impact the business model, requiring strategic adaptations and investments in new technologies. The financial impact is high since decreased sales of fossil fuels, which have higher margins, can affect revenue, while investments in sustainable solutions increase operating costs. In legal terms, the risk is medium, with the possibility of fines and litigation if the company does not comply with the new environmental regulations. In addition, Vibra's image and reputation can be harmed if the response to sustainability demands is not sufficient, and the environmental impact is medium, given that the continued use of high-impact products can aggravate the challenges of climate change.

This risk impacts virtually the entire extent of Vibra's business model and value chain and stems from the discrepancy between fossil fuel margins compared to margins from renewable energy sources. This difference imposes an additional challenge to maintain profitability, requiring strategic and operational adjustments by the Company.

The gradual reduction in demand for these products can significantly affect the operation and profitability of the company throughout the country. In addition, the extensive network of operational bases, terminals and retail outlets will need to be adapted to facilitate the transition to cleaner energy sources. This will require investments in new infrastructure and technologies. Finally, reallocating financial assets and planning investments to develop and market lower-carbon products will be crucial to mitigate the impacts on revenues, reputation and competitiveness in the emerging low-carbon economy scenario.

In line with its strategic and financial planning, the Company has been directing efforts to expand its operations in low-carbon solutions. Since 2021, approximately BRL 7.5 billion has been invested in portfolio diversification, focusing on alternatives such as biomethane, electromobility, biofuels, HVO (hydrotreated vegetable oil), SAF (sustainable aviation fuel), the free energy market, and renewable energy generation. These investments seek to consolidate Vibra as the largest multi-energy platform in the country *(learn more in the box on page 152)*, offering the energy our customers need.

Financial impact

The financial impact of this risk is classified as very high (amounts greater than BRL 500 million).

Metrics

The metrics used to measure and monitor this risk are quantitative and based on absolute values. They involve the discrepancy between the margins of fossil fuels and renewable energy and the investments required to consolidate a multi-energy platform with renewable energy solutions. The metrics are directly related to the company's business model, activities, and the characteristics of its sectoral operations.

Opportunity: Development and/or expansion of low-emission goods and services

Type: **Transitional**
Category: **Market**

The transition to a low-carbon economy is a strategic opportunity to develop and expand product lines and services that meet new market demands. Companies that invest in sustainable solutions will be able to align themselves with changes in consumer preferences, gain a competitive advantage, and strengthen their positioning amid economic and environmental transformations.

In this context, the expansion of Vibra's portfolio, through acquisitions and strategic partnerships, reinforces the company's commitment to meet the demand for products that promote the reduction of emissions, contributing to the environmental and economic sustainability of customers, with a high financial impact resulting from the increase in revenue. Examples of this are the full acquisition of Comerc Energia and investments in initiatives such as EZVolt and Deep ESG *(learn more on page 62 of the Integrated Report)*.

Geographically, this opportunity has national scope, enhanced by Vibra's broad and well-distributed operational network and the strategic presence of assets throughout Brazil. In addition, the positioning of the target companies, with complementary operations in different regions and segments of the energy sector, contributes to accelerating the energy transition in multiple local and regional markets.

In order to capture this opportunity, Vibra has been gradually expanding its operations in renewable energy solutions, with the objective of consolidating itself as the largest multi-energy platform in Brazil *(learn more in box on page 152)*. Aligned with its strategic and financial planning, the Company has already invested approximately BRL 7.5 billion since 2021 in portfolio diversification, focusing on alternatives such as biomethane, electromobility, biofuels, HVO, SAF, the free energy market, and renewable energy generation, relying on various sources of financing to make these initiatives possible.

Financial impact

The financial impact of this opportunity is classified as very high (values above BRL 500 million), especially due to the acquisition of Comerc Energy, which expands Vibra's ability to offer sustainable energy solutions to our customers.

Metrics

The metric used to measure and monitor how we seize this opportunity is a quantitative absolute measure, developed by Vibra, and reflects the total investment in renewable energy operations. It is related to our business model, activities and characteristics of Comerc's sectoral operations, as it contextualizes the company's strategic progress toward becoming the largest multi-energy platform in the country, leading the delivery of sustainable energy solutions to the market.

Resilience strategy

Vibra conducted a scenario analysis, identifying opportunities for growth in the energy market until 2030, which we used to help define our strategy. The company bets on three pillars: offering a multi-energy portfolio to customers, maximizing the potential of our fuel distribution *core business*, and fostering innovative energy transition solutions.

Faced with uncertainty about the pace of the transition, Vibra allocates capital strategically, with governance that requires approval from the Board of Directors for significant investments. Portfolio diversification strengthens climate resilience and enables the construction of a multi-energy platform. Biofuels are gaining relevance in the Brazilian context, as liquid fuels will continue to predominate, requiring only limited logistical adaptations.

Investments in climate mitigation and adaptation increase competitiveness, facilitate access to finance, and ensure operational security. In 2024, Vibra developed the Physical Climate Risks Study based on scenarios SSP3-7.0 (more warming) and (SSP1-2.6 (less warming and aligned with the Paris Agreement) and Transition, through the scenarios *Stated Policies*, *Announced Pledges* and *Net Zero Emissions by 2050*, all of them contemplating 2030 and 2050 horizons.



Climate-related targets

Vibra has set ambitious targets for reducing GHG emissions, aiming to reduce Scopes 1 and 2 by 67% by 2026 (based on 2019) and achieve zero net emissions for these scopes beginning in 2025. With regard to this second objective, the company anticipated the achievement by two years, with the total compensation of emissions related to 2023 through participation in the City of Rio de Janeiro's ISS Neutro Program. (*Learn more on page 106 of the Integrated Report*). For Scope 3, the ambition is to achieve net-zero emissions by 2050.

These targets are measured in absolute terms (tCO_2e), carbon credits and offsets, with intermediate targets, such as an 8% reduction in emissions by 2024, a target that has already been exceeded - reaching 22%.

In addition, Vibra has defined other strategic climate goals, such as reducing electricity consumption at our facilities by 4% by 2024 (a goal exceeded in 2024) and reducing water collection by 10% by 2024 (a goal not met -- we only reduced it 7.71% in 2024). All these initiatives aim to mitigate regulatory, reputational and operational risks based on certifications and prioritization of emissions reduction before resorting to compensation.

Greenhouse gas emissions (tCO_2eq)		
Scope 1	**40,181**	
Scope 2	**Based on the location-based approach**	**Based on the purchase choice approach**
Northern Region	149	25
Northeastern Region	326	53
Center-West Region	174	5
Southeastern Region	7,865	6,828
Southern Region	3,586	3,552
Scope 3 (*upstream*)		
Goods and services acquired	17,019,120	
Upstream transportation and distribution	232,096	
Business travel	2,560	
Scope 3 (*downstream*)		
Transportation and distribution	106,774	
Use of products sold	70,531,493	

Learn more about emissions and energy consumption on pages 105 and 114 of the Integrated Report

Internal carbon price

In early 2025, Vibra began a study with a specialized company to define its internal carbon price and is committed to disclosing this information in its next reporting cycles.

The study covers the definition of the reference value for each metric ton of CO_2 equivalent, the delimitation of the scope and comprehensiveness of the application of the internal carbon price, as well as its use in the decision-making process, including investments and divestments, transfer pricing, analysis of climate scenarios and other applications.

We initiated a study to define our internal carbon price



Statement of Assurance

To members of Senior Management and other stakeholders, this Statement of Assurance documents that ABNT has performed independent assurance activities in accordance with the standards and principles of the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and PE-493 – Procedure for Verification of GRI Sustainability Reports of: Vibra ENERGIA S.A. CNPJ: 34.274.233/0001-02

Subject of the Statement:

The Integrated Report regarding the rendering of accounts for the period from January 1 to December 31, 2024.

Verification Team:

Mariana Fellows Garcia – Lead Verifier

Trust Level Adopted:

Limited

Introduction:

Vibra Energia was responsible for gathering data and information on its performance, for preparing its Integrated Report, and for furnishing the evidence collected in the assurance process.

ABNT was responsible for analyzing the evidence and the structure of the Report in relation to the applicable requirements established by the reference standards. The information published in the report is the sole responsibility of Vibra Energia's management.

Methodology:

The assurance was carried out with the analysis of the latest versions of the Integrated Report, the materiality study report. Meetings were held with those responsible for preparing the report on these processes. Thus, it was possible to plan the interviews with those responsible for the data and information used in the preparation of the report.

Using the Microsoft Teams application, which enables the sharing of data and information, remote interviews were conducted on the organization's processes as well as on data and information related to indicators.

Such evidence was analyzed in the light of the criteria established by the reference standards, taking into account the data and information itself and the data control and analysis systems used in the preparation of the Integrated Report.

The report's authors were informed of the resulting findings, and they made the necessary corrections to produce the final version.

A basic sampling was performed with limited information collection and traceability, sufficient to verify that the Reporting Principles (GRI 1: 2021 Fundamentals) were observed. Compliance with the general contents (GRI Standard 2) was thoroughly analyzed, and the data and information of the other contents were sample-verified, in light of the examination of the Report's material topics.

Declaration of Independence and Impartiality:

ABNT is an independent conformity assessment company that adheres to international principles and procedures that ensure the technical rigor, dependability, independence and objectivity of the services offered.

We certify that we have evaluated any potential conflicts of interest between ABNT, its team and Vibra Energia that could impede the proper performance of the service.

The team that conducted this verification for Vibra Energia has extensive knowledge in verification information and systems that involve environmental, social, health, safety and ethical

issues, which, combined with the experience in these areas, allows us a clear understanding of the presentation and verification of good corporate responsibility practices.

Opinion on the Integrated Report:

1. Vibra Energia's 2024 report adopted the Integrated Reporting model. It should be noted that the information related to the financial and accounting aspects made available in the Report was not the subject of this assurance process.

2. The process of identifying material topics was initially conducted in 2020 and, since then, has been reviewed every 2 years, considering the changes in the internal and external contexts of the organization. The last review was conducted in 2024. The model adopted was double materiality, and the scope of the impact identification process considered the company's upstream and downstream activities. The process involved consultation and analysis of stakeholder perceptions, among other methods of identifying and prioritizing material topics. Of the fourteen material topics defined in 2022, eight were considered material in 2024. Of these, four were grouped two by two, resulting in the following material topics: Climate change, Ethics, Integrity and compliance in operations and in the sector, Energy transition, Innovation and technology, Safety, Health and well-being, and Value chain management. In addition, 3 topics considered strategic were included: Relationship with priority audiences; Diversity and inclusion; Eco-efficient operations.

3. Throughout the Assurance process, compliance with the requirements of the GRI standards and principles was evaluated, and opportunities for improvement related to the clarity and accuracy of data and information were pointed out. The organization swiftly addressed such opportunities for improvement.

4. The Board of Directors and the Chairman, in their statements at the beginning of the Report, reinforce the company's commitments and analyze the progress made in meeting such commitments in the year 2024.

5. To ensure transparency with stakeholders, particularly investors, the company maintains an Investor Relations website, which contains general information about the company, corporate governance, disclosure of results, financial information and services to investors.

6. The evaluation conducted concerning the environmental, social and governance indicators showed, in general, a process of continuous improvement of the company's overall performance. The evidence validates the commitment expressed in the statements of the Board of Directors and the President of the company.

Conclusion:

After performing all the assurance procedures, nothing was identified that could indicate that the information contained in the Integrated Report is not consistent and reliable. Similarly, nothing was found that points to the fact that Vibra Energia has not established adequate systems for the collection, compilation and analysis of quantitative and qualitative data used in the preparation of the environmental, social and governance content of the Integrated Report. Or that the report does not meet the Principles for defining content and quality in reference to the GRI Standards for sustainability reporting.

Rio de Janeiro, April 16, 2025.

Guy Ladvocat
Systems Certification Manager



This verification statement is supported by a contract to comply with the ABNT standard and procedures and is valid only with the signature of the Systems Certification Manager. Its validity may be confirmed at the following link: www.abnt.org.br. (CNPJ: 33.402.892/0001-06 – Tel.: (21) 3974-2300)

Credits

Vibra Energia

Coordination
Vice President of People, Technology and ESG
ESG and Change Management Department
Internal Communication and ESG Management

Support
ESG Ambassadors
ESG focal points
Other Vibra employees involved in the various stages of this report's preparation

Integrated editorial design, materiality, GRI consulting, graphic design and layout
grupo report - rpt.sustentabilidade

Translation
Steve Yolen

Photos
Camila Picolo, Vibra archives and Shutterstock