

moove

Sustainability
Report 2024

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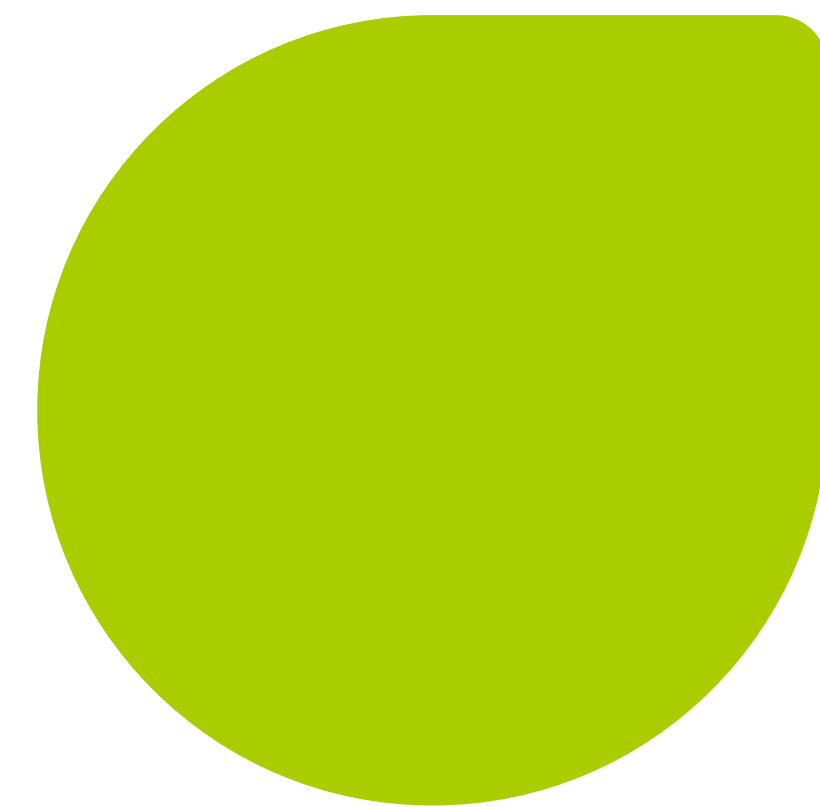
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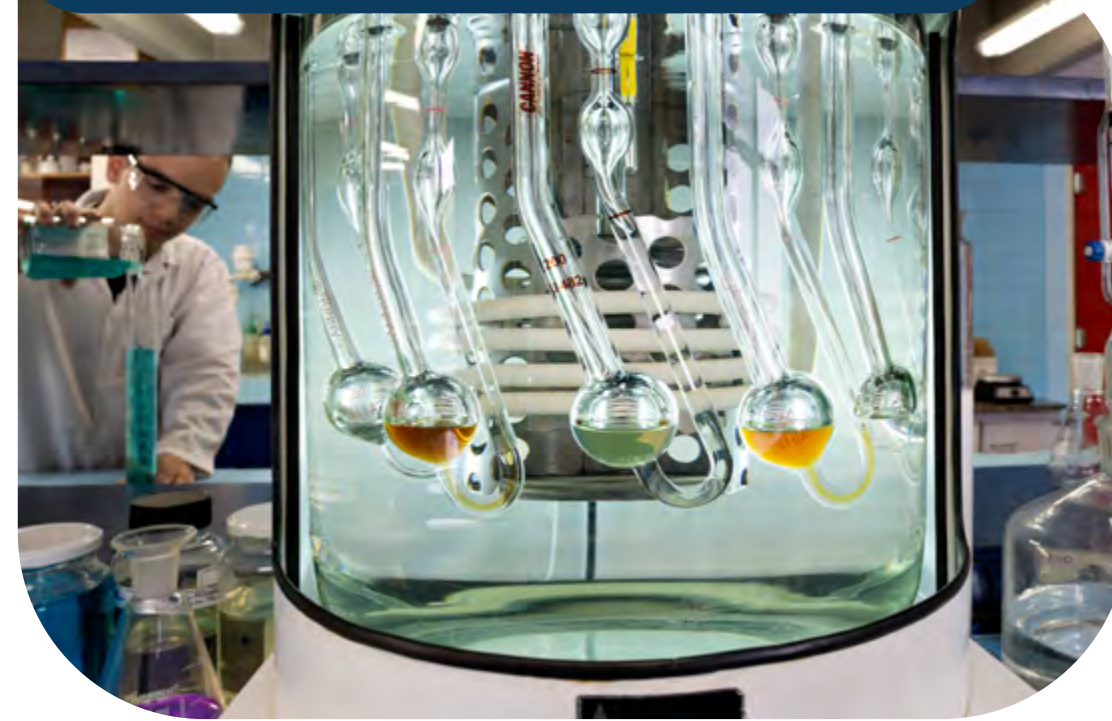
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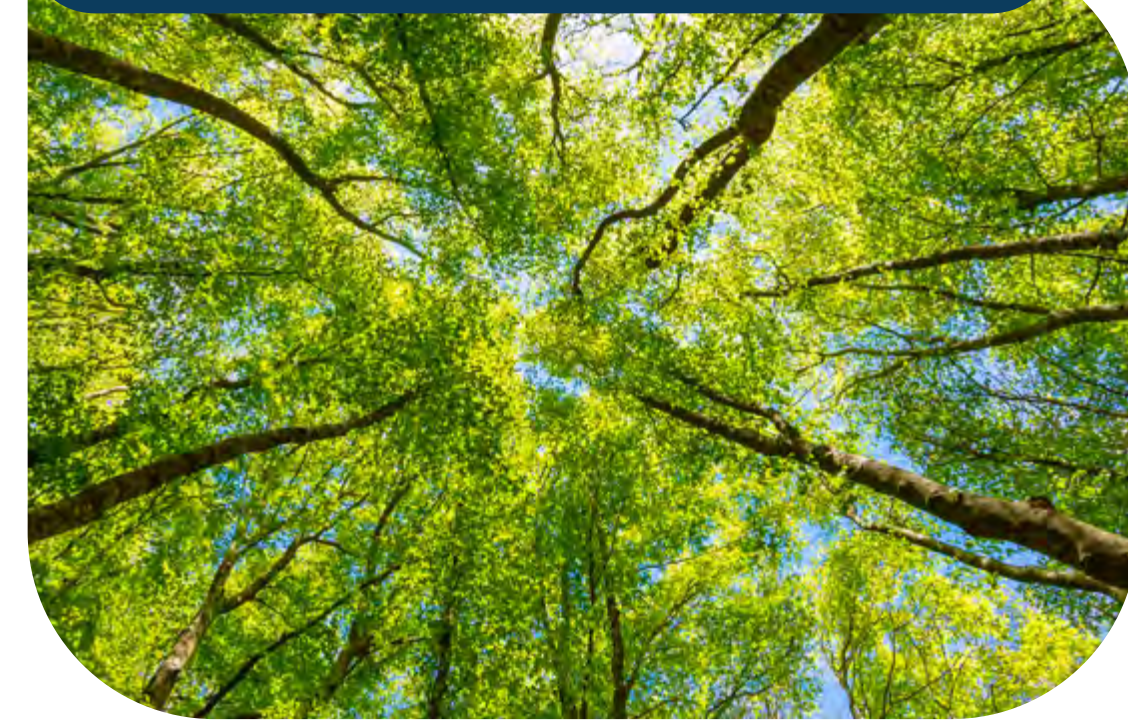
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GRI 2-22

In 2024, **Moove once more outperformed itself**, thus cementing a consistent growth path that was built over the last 8 years, during which we continuously multiplied our EBITDA. These exponential results come from **our main asset: the people**. We are over 2,000 Moovers moved by a clear, very well-executed strategy and a **strong culture** that fosters the creation of **high-performance teams** and seeks **efficiency and the continuous evolution** of our business.

As a global lubricant solutions company operating in more than 10 countries, in 2024 we further integrated acquired businesses, which ensured **sustainable growth** across our three main regions of operation: **South America, North America, and Europe**.

We achieved greater efficiency across all operations through the Moove Performance System (MPS) value-generation levers: Supply Intelligence, Lean and S&OP, Revenue Management, and Sales and Marketing Execution. The MPS is a proprietary model developed by Moove to continuously evolve its business and can be replicated across all our regions of operation. These competitive advantages, coupled with our focus and deep expertise across the entire lubricants value chain, solidify Moove as a robust, unique platform in the market.

In 2024, Moove reported an EBITDA of **BRL 1.4 billion, a 15% increase over the previous year**. We also reported **BRL 10.2 billion** in net revenue and **BRL 394 million** in net income for the period. Additionally, we **increased profitability** through a revenue management strategy that improved our product mix and supply chain intelligence that enabled cost efficiency..

We sold approximately 644 million liters through a strategy that includes a **diversified premium product portfolio, extensive market penetration, and an exclusive distribution network**. We created value for our industrial, commercial, and automotive clients by offering complete, customized solutions that enable people and businesses to move efficiently and sustainably. We also strengthened our global presence,

Filipe Affonso Ferreira
CEO



and with our business growth we modernized the Moove brand to keep up with our international progress and consolidation.

Through our sustainability agenda, also known as EESG Journey, we have been a signatory to the UN's Global Compact for 4 years, thus aligning the way we do business to the 10 universal principles on work, human rights, the environment, and anti-corruption, giving transparency to our governance and connecting our public commitments to the Sustainable Development Goals (SDGs). In this regard, we met our public goals ahead of schedule: at least 30% of women in leadership positions and 15% of recycled resin content in our packaging by 2025.

Additionally, we continue enhancing our climate agenda and disclosing our management practices regarding this issue through the Carbon Insight Action (CDP), which assigned us a B Score; we also continue to monitor our sustainability performance across ESG pillars through the EcoVadis platform. These global benchmarks, combined with the engagement of our Moovers with value creation initiatives – both for our teams and for society, suppliers, clients, and other stakeholders – are essential for the continuous improvement of our journey.

Lastly, we concluded the year of 2024 with the acquisition of Grupo Pax Lubrificantes and kicked off 2025 with the integration of PAX and Elvin; both businesses complement our portfolio and bring an

increased synergy to it, as well as expanding our assets in South America.

As a company, focus and continuous improvement are the keys to our growth, and our priorities are continuing to enhance our processes, redesigning our new Industrial Complex in Ilha do Governador (CIG), and accelerating a new Operations and Logistics Ecosystem that is safer, more diversified, and integrated.

I invite you to learn more about Moove on the following pages.

Enjoy your reading!
Filipe Affonso Ferreira
CEO



About this Report

moove



This document reflects Moove's journey toward a more sustainable, transparent, and responsible future.



Introduction

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

Moove's purpose is to **move people and businesses the right way for all**, and through this Annual Sustainability Report the company underscores the commitment to inform stakeholders regarding its performance across the strategic pillars that are essential to its operations, providing full transparency regarding the management of its environmental, social, and economic impacts.

These pillars of sustainability make up Moove's **EESG** (economic, environmental, social, governance) **Journey**, a path that leads to the **sustainable development** of its businesses in line with the 2030 Agenda by the United Nations (UN). In this eighth edition, released in December 2025, we present the key results, challenges, risks, and opportunities associated with our activities from January 1 to December 31, 2024, in strict accordance with our financial results.

To create this report, we adopted the most recent version of the **GRI Standards** for Sustainability

Reporting, by the Global Reporting Initiative, which includes **universal and topic standards**, as well as the **GRI 11 sector standard** for oil and gas companies. In addition to providing transparency to our activities throughout 2024, this framework is an important mechanism through which we can continuously improve our EESG Journey.

The information gathered in the 2024 Sustainability Report – with limited assurance provided by KPMG – relating to Moove's businesses was carefully analyzed and validated by several areas within the company. Senior management then gave the document a final review and approval, thus ensuring that the data presented reflected Moove's performance and its sustainability strategy with transparency.

For any inquiries or suggestions, please contact us at falecomamoove@moovelub.com.



Materiality

GRI 2-4, 2-14, 2-29, 3-1

Sustainable business management is Moove's priority and it is deeply ingrained in the company's corporate culture. The company's permanent goal is to maximize the **positive impact** of its operations; for that purpose, we periodically review our materiality to align the expectations of stakeholders and our strategies for the environmental, social, and economic pillars.

We last performed this review in 2022, when we defined the **most significant topics** for our operations in the following years. Throughout this process, the company sought input from various key stakeholders, such as executive leadership and clients; employees and contractors; vendors; distributors; shareholders; and community members.



1

Mapping topics and their impacts

We first verified results from the 2021 materiality, as well as additional documents, which supported a critical assessment of our local and global contexts. Then, we defined a list of topics to be evaluated by our stakeholders regarding their relevance.

2

Engaging with stakeholders

Moove consulted stakeholders through active listening, nine interviews and 66 responses to an online survey. The stakeholders then prioritized topics that were identified during the previous phase considering both qualitative and quantitative aspects..

3

Consolidating results

The information and data collected during the engagement phase were combined, analyzed, and then submitted to senior management for their approval. Subsequently, we defined the material topics that guide the EESG Journey toward sustainable business development during the current cycle.



Our Material Topics

GRI 3-1, 3-2, 3-3

The materiality review pointed to great alignment between the perceptions of Moove and its stakeholders regarding **sustainability management**. Thus, the five previously defined material topics were kept without the need to add or remove relevant topics. These topics guide our business strategy and our EESG **Journey**, and they are also in line with the five UN Sustainable Development Goals (SDGs) we prioritize.

Click on the topics on the right to view their descriptions



EESG Highlights



The key advancements in our EESG strategy point to how we integrate sustainability into the business.



EESG

HIGHLIGHTS

ECONOMIC

BRL 1.4 billion

EBITDA a 15% increase over the previous year

BRL 10.2 billion

net revenue, a 2% increase over 2023

BRL 394 million

net income

644 million

liters of lubricant sold

ENVIRONMENTAL

21.8% recycled plastic

used in packaging in Brazil, thus surpassing the 15% target for 2025

B Score by the Carbon Insight Action (CDP)

attesting to environmental management that is committed to overcoming climate challenges

Gold Seal from the Brazilian GHG Protocol Program

for the 3rd consecutive year, thus validating Moove's excellence in emissions management

4,390 tCO₂

offset by including recycled resin content into our packaging

SOCIAL

BRL 3.3 million

invested in social-environmental projects for local communities

34.2% women

in leadership positions in Brazil, surpassing the 30% target for 2025

Accelerating the MOVER Program (Movement for Racial Equity),

created by Moove and other organizations that are committed to training and accelerating the careers of Black and Brown talent

2,157 Moovers

working across Moove's operations around the world

GOVERNANCE

9 operational plants

in Brazil, the United States, and Europe

Acquisition of Grupo Pax Lubrificantes

one of the most established companies in the lubricants and grease industry

Mobil™ receives the AutoVision Awards,

a world-renowned accolade given to the automotive industry's campaigns

Integrating European business IT systems

to ensure more accurate data processing and analysis



About Moove



We are a global lubricant solutions company.



About this Report

EESG Highlights

About Moove

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GRI summary

Global Lubricant Solutions Company

GRI 2-1, 2-6

Moove is a **global lubricant solutions company** that operates in 10 countries across South America, North America, and Europe. We are a privately-held Brazilian multinational with headquarters in São Paulo (SP), and we are part of the Cosan Group – which we refer to in our legal entity name, Cosan Lubrificantes e Especialidades SA. We specialize in the development, production, distribution, marketing, and commercialization of lubricants, greases, fluids, specialty chemicals, and base oils.

Our global presence includes **9 operational plants** and approximately **100 distribution centers** that help us scale production and provide an optimized distribution network to reach and serve our clients. Our plants are located in the states of Rio de Janeiro and São Paulo, in Brazil, as well as in the United Kingdom and the United States (Kansas, South Carolina, and Indiana).

We develop lubricant solutions for thousands of clients from several sectors, including industrial, commercial, and automotive clients. Lubricants are especially essential to industries for **operational efficiency, safety, and performance**, reducing the environmental

impact of machinery and allowing the adoption of best sustainability practices, such as energy efficiency, waste reduction, lower emissions, and reduced depletion of natural resources.

With this operational profile we advance the **EESG Journey**, which centers around generating value for our stakeholders while giving a positive contribution to a **more sustainable future** for all. Innovation is key for this process, ensuring that the organization can increase efficiency, performance, and safety of industrial operations across different market sectors through a solutions portfolio that adapts to the needs of each stakeholder.



Moove's purpose is to move people and businesses the right way for all.

Moove specializes in lubricants and develops customized lubricant solutions that deliver efficiency, performance, and sustainability to several sectors.



Passenger vehicles



Commercial vehicles



Industrial machinery



Durable goods



Non-durable goods



Culture and Strategy

GRI 2-6

Moove consolidated a **culture that values people as a key asset**. Together with management, in 2017 we established a vision, strategy and culture focused on high performance teams, efficiency, and business growth. Since then, our results have increased exponentially and in line with the new positioning we adopted. Our strategic priorities are designed to be replicated across all our markets, thus allowing our business to expand both organically and inorganically. In line with our purpose, we believe that acting responsibly allows us to create a committed production chain that ensures the longevity of our businesses and enduring relations.

The company's efforts are focused on **supplying lubricant solutions that generate value and positive impact for clients**, while they increase efficiency, performance, and the sustainability of passenger and commercial vehicles as well as industrial machinery across several sectors. Our teams are moved by a mentality of continuous improvement and possess strong execution capabilities. Our way of working is driven by **"Moove Attitudes"**, which promote an environment of trust and strong alignment across business units, solidifying a work model that is adaptable, flexible, and agile.

Moove Attitudes



"Tamo Junto" – Together We Stand

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



"Mente Aberta" – Open Mind

We are open to new things and different ideas and opinions. We act respectfully, with dignity and equity, and we only make space for fair, inclusive behaviors.



"Papo Reto" – Straight Talk

Talking openly, listening actively, and addressing conflicts constructively brings new perspectives and creates even better solutions for our business; that is why we get straight to the point.



"Seguro Sempre" – Always Safe

We demand ethical, unimpeachable conduct, and we take care of the integrity of people, business, and the environment. We believe safe actions are more important than urgency.



"Pensar Grande, Realizar Simples" – Think Big, Keep It Simple

We have great ambition, see the big picture, think simple, and value straightforward solutions that ensure consistent results.





The Benchmark in Lubricants

GRI 2-6

Moove specializes in **lubricants**, and we are **experts** in the field, which allows us to adapt our operations to the demands of a growing market of increasing product complexity and more requirements for the final use of lubricants, which raises barriers to entry for new players. Demands regarding the products on offer and a high degree of technical knowledge have led lubricant producers to supply an increasingly wider range of quality products, supported by the working capital needed to consistently and efficiently meet customer demand while maintaining attractive margins.

Our **strategic focus on lubricants** has led us to invest in a way that better meets the specific needs of our clients – we have developed a complete supply chain as well as specialist and marketing teams with strong technical knowledge to generate high-value-added solutions. We have also amassed **significant competitive intelligence** as well as industry relationships through our operational track record in key markets, supporting our ability to determine the best way to allocate capital within our portfolio.

We possess deep expertise and are fully integrated across the value chain, which is an essential competitive advantage that provides us with scale, flexibility, and efficiency. We focus on value creation from sourcing to the end market, with capabilities in raw material procurement, formulation, manufacturing, distribution, sales, marketing, and after-sales services. Moove sees the development of products and solutions and the relationship with suppliers as key facilitators of the company's ability to **meet the specific, custom needs of clients**. In this regard, the wide range of lubricant use requires the ability to source a large array of basic oils and additives to meet and supply market demands.

By combining formulation resources and strategically curated relationships with global and local suppliers, we can develop custom formulations while observing technical criteria and requirements, which is key to optimizing production costs. Our company has a dedicated team of engineers who focus on developing and implementing **customized solutions for each client and industry** we serve, keeping our competitive advantage through reliability and commitment to service excellence.



At Rio Oil & Gas, Moove solidifies its leadership in the lubricants market

In September 2024, and for the first time in its history, **Rio Oil & Gas** – one of the world's leading energy events – had a dedicated Downstream space, and Moove was there. At our very own stand at the **Lubricants Arena** we promoted both our company and the Mobil™ brand with presentations and debates surrounding **ESG & Circularity in the Lubricants Market**. In her panel, Moove's Sustainability Manager Lorena Nascimento highlighted the company's pioneering role in nurturing the Brazilian lubricants supply chain, especially with its use of recycled resin in packaging.



Mobil™ – a traditional lubricants brand with a history of more than 150 years – is produced and distributed by Moove, whose portfolio also includes **Tirreno** and **Comma Oil products**, as well as own brands. They are all developed following stringent standards of **excellence** and **sustainability**, using advanced technology that connects with our commitment to the best economic, environmental, social, and governance practices.

Investing in research and development is crucial for this process, ensuring that products and solutions follow the progress and specificities of an ever-changing market. For that reason, the company considers the local context of its operations and assesses **every region's needs** to exceed the expectations of stakeholders and remain strictly aligned to its vision: **to be the global leader in lubricants**.

We currently have **nine operational plants**: five in **Brazil**, three in the **United States**, and one in **Europe**. The operational plant in Rio de Janeiro (RJ) has the largest tank farm in Latin America as well as a private pier. It is also worth noting the importance of acquiring Tirreno in 2022, which allowed us to incorporate high-quality chemicals into our business model that were key for our operations, thus expanding our business portfolio. The products made in Brazil are distributed to four other countries in South America: Bolivia, Uruguay, Paraguay, and Argentina (BUPA).

In Europe, our operations include the distribution of Mobil™ lubricants to the United Kingdom, Spain, Portugal, and France, as well as the production of Comma Oil lubricants at an operational plant in England and their commercialization to dozens of European and Asian countries. Thanks to a network of more than 50 distribution centers in the United States we are able to serve around two-thirds of the country, which is the world's second largest lubricant market.

Moove also works with **over 80 local and global partners** in the base oils, additives, and packaging industries with the support of integrated logistics that serves clients according to an inventory level policy. Additionally, Moove is an authorized distributor of imported base oils from key market players such as ExxonMobil (Groups I and II), ERGON, S-OIL, and SK.



Por que why are **high-performance lubricants essential?**

- ◆ They reduce friction between components, mitigating the effort required for equipment operation and thus saving energy;
- ◆ They prevent component wear and corrosion, extending the lifespan of engines and machinery while reducing waste disposal;
- ◆ They optimize fuel combustion in equipment, reducing the emission of gases that pollute and harm the environment;
- ◆ They reduce downtime and maintenance requirements for engines and machinery, minimizing workers' exposure to high-risk situations.

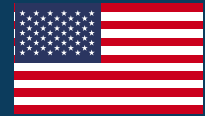


A trajectory of continuous, consistent growth

With selective acquisitions fueled by a robust operational execution of culture and strategy



Global Reach



United States

- Headquarters in Pennsylvania
- Three operational plants and 50 distribution centers



UNITED STATES



United Kingdom, France, Spain and Portugal

- Headquarters and operational plant in England
- Operations in France, Spain, and Portugal
- Commercialization of products to over 40 countries across Europe and Asia

UNITED KINGDOM

FRANCE

PORTUGAL

SPAIN



Bolivia, Uruguay, Paraguay and Argentina (BUPA)

- Headquarters and operational plant in Buenos Aires, Argentina
- Three operational plants and 50 distribution centers



BRAZIL

BOLIVIA

PARAGUAY

ARGENTINA

URUGUAY



Brazil

- Headquarters in São Paulo
- Operational plant in Ilha do Governador, Rio de Janeiro
- Four operational plants in São Paulo
- Network of exclusive distributors



Jornada EESG

GRI 2-23, 2-24

Moove launched its **EESG Journey** in 2021 by consolidating new strategies, goals, and public pledges related to sustainability management. This topic is highly regarded in Moove's operations, and opportunities are assessed together with business decisions. Through a continuous improvement path, we manage our impact across four pillars – **economic, environmental, social, and governance** – and drive positive actions that are aligned with our material topics and the UN's SDGs.

This topic is informed by rigorous criteria that involve **integrity, safety, ethics, and compliance** to support the sustainable growth of our operations and the generation of shared value for stakeholders. Sustainability is a key topic for Moove, and it shows in the commercial and corporate relationships we maintain

in the regions where we operate, in accordance with local and global legislation and standards.

In this sense, the **engagement of senior management** is crucial to address opportunities and challenges with the necessary corporate responsibility. With the support of the **Sustainability Committee**, which oversees our performance in terms of EESG indicators and frameworks, as well as the integration across several business areas we drive this agenda and strengthen our position regarding our material topics. These topics are then implemented with the help of **Development Groups**, which consist of multidisciplinary teams that support studies, projects, and other initiatives in the context of the sustainability agenda.



Pacto Global

A signatory to the UN Global Compact since 2021 – the world’s largest corporate sustainability initiative – Moove works to drive positive impact in areas such as human rights, labor relations, the environment, and anti-corruption.



We are the founders of MOVER – Movimento pela Equidade Racial, or Movement for Racial Equity – and we are committed to driving the professional development of more than 1 million Black and Brown people so they can be prepared for new job opportunities.



We received the Gold Seal from the Brazilian GHG Protocol Program, a top distinction given to organizations that manage their emissions with excellence. This accolade shows our commitment to developing a complete and independently audited emissions inventory.



The transparent management of the topic of climate change, while creating a growth trajectory, led us to receive a B Score by the Carbon Insight Action (CDP), an accolade given to companies with good environmental practices.



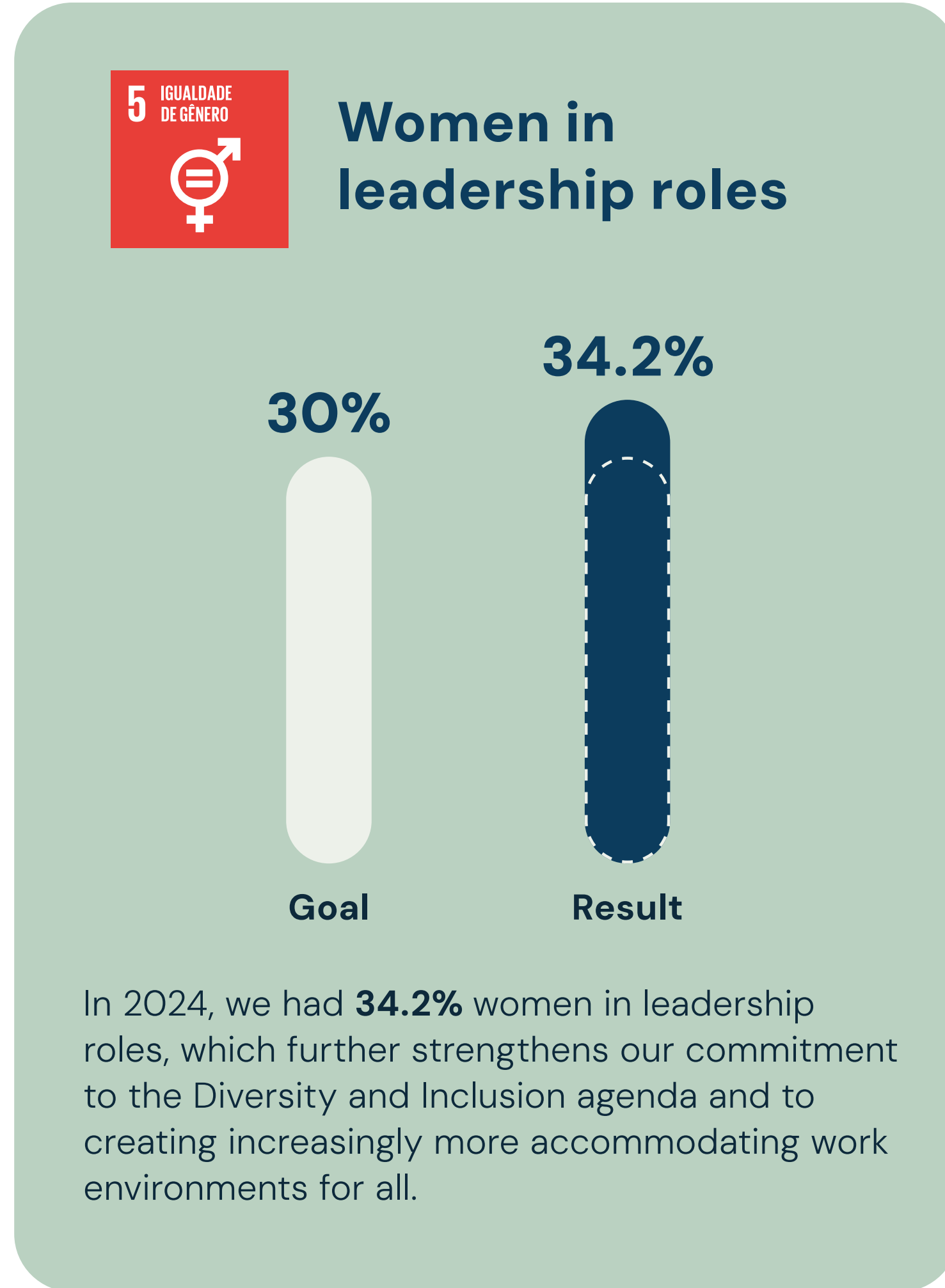
While reflecting the quality of Moove’s sustainability system, receiving the Gold Seal by EcoVadis attests to our commitment to nurturing responsible action.

[Learn more about Moove’s EESG Journey](#)



Public goals to be achieved by 2025

Moove has already achieved the two targets established in 2023 for completion by year-end 2025 across its Brazilian operations, and we remain fully committed to these goals..



2030 ESG Vision

Moove is part of the Cosan Group and directly contributes to establishing a shared **sustainability strategy** that incorporates the specificities of each company into its business portfolio: the **2023 ESG Vision**.

Through our activities within the holding’s **Sustainability Committee** – a corporate governance body consisting of leaders and other members from various companies under our parent company – we support the identification of cross-cutting material topics for the Cosan Group that are based on three pillars:



1. Following the **evolution of business** according to the guidelines set by 2023 ESG Vision;
2. Engaging and promoting **collaborative exchanges and synergies within the portfolio**, especially in the context of environmental, climate, and social topics;
3. Consolidating information about the **portfolio’s ESG performance**, informing stakeholders with transparency.

[Click here to learn more!](#)



Governance Pillar



Our management is defined by principles of stability, ethics, transparency, and commitment to the future.



Corporate Governance

GRI 2-23, 3-3

Sustainable growth drives Moove’s operations, and our purpose is to move people and businesses the right way for all. The company’s history is defined by robustness, transparency, ethics, and respect for the best social, environmental, and governance practices, which has contributed to ensure consistent economic performance. By maintaining relationships that foster a balance between results and the generation of positive impact for people, businesses, the environment, and the whole supply chain we can offer high-quality products and solutions.

Through clear strategy and a solid corporate culture, Moove developed a scalable business model, **Moove**

Performance System (MPS), with levers for transformation that generate value for our clients and businesses, while driving operational efficiency and continuous improvement and growth. We invest in strategies that create value for all stakeholders, whether by supplying, developing, or marketing products through a robust portfolio or by improving our corporate governance and empowering **our assets: people, operations, and intelligence**. MPS supports entry into new markets and product and service offerings, adapting past experiences to the specific needs of each business and region, while respecting specificities and the social and cultural diversity of each area.





The MPS is supported by four main pillars of value generation:

Supply Intelligence

We strive for predictability within an integrated supply chain by using data to increase efficiency. Our strategy includes differentiation tools that connect global and local networks and integrate all business areas to access strategic market information, product availability, client diversification, and geographical reach..

Lean and S&OP

We value our assets and drive operational agility, synchronicity, and alignment through S&OP, and we believe we are able to analyze, respond, and decide quickly. Our Lean program works as a model that guides us toward efficiency, and it is supported by six key tools: 5S, Kaizen, Value Stream Mapping (VSM), PDCA A3, Standard Operating Procedures (SOPs), and SMED

Revenue Management

We manage revenue by improving our clients' perception of value through appropriate marketing propositions and smart re-entry pricing by product, channel, and region

Sales and Marketing Execution

We focus on long-term relationships with our clients through strong branding and adequately allocated sales and marketing teams. Thus, we can supply high-quality services, which include ensuring product availability and performance as well as providing the necessary technical and/or marketing support so they can have their needs met and satisfied.





Organizational Structure

GRI 2-1,2-9, 2-10, 2-11, 2-12, 2-13, 2-17

We have a **global governance** system in place and can rely on an active collaboration with Cosan – our main shareholder and the owner of a diversified business portfolio – to develop our expansion plan for new market entries. We also collaborate with CVC Capital Partners, a British private equity and investment firm and Moove shareholder that also contributes with its expertise to ensure that our process is conducted in a sustainable way. Despite not being a publicly traded company at this stage, Moove adopts the most **stringent management standards** associated with the capital market.

The **Board of Directors** is the highest governance body and is responsible for developing the

company’s operational strategies and monitoring their implementation. It consists of six sitting members – four of which are appointed by Cosan and two by CVC – with open-ended terms, who are chosen according to excellence-based criteria that facilitate decision-making in line with leading sustainability practices. These executives share among them several relevant skills related to corporate management, finance, corporate strategy, governance, and sustainability.

The **Executive Board** consists of a CEO and seven* general executive officers appointed for 2-year terms with eligibility for re-election. Their responsibilities include consolidating internal structures and monitoring company operations, as well as enforcing the general policies and guidelines established by the Board of Directors, which maintains an open channel with the Executive Board to disclose environmental, social, and economic results. The CEO, who does not serve as the Chairman of the Board, is tasked with leading the **management of the**

organization’s environmental, social, and economic impacts. However, this duty is shared among all members of the Executive Board, who possess solid experience to carry out their respective roles and responsibilities. For instance, the CFO is responsible for managing financial strategies, while environmental matters are dealt with according to current regulations and prevailing trends, as well as specific characteristics of each region where we operate.

Four committees are also an important part of Moove’s corporate governance structure, both globally and locally. The global committees comprise three members – two of whom are appointed by Cosan and one by CVC for open-ended terms – who support the sharing of collective knowledge and the skills of the highest governance body regarding sustainable development.

**One of the general executive officers was not elected as a statutory officer during the reporting period.*



GLOBAL COMMITTEES

Risk and Audit

This committee oversees internal controls, controllership and internal audit, as well as the appointment and dismissal of independent auditors and other duties as per its bylaws.

Compensation

This committee governs fixed and variable compensation strategies, aiming to attract and retain talent in alignment with the organization's sustainable principles and practices while respecting shareholder interests.

COMITÊS LOCAIS

Sustainability

Consisting of key strategic executives and led by the VP for South America, this committee's objective is to strengthen Moove's EESG Journey, supported by multidisciplinary Development Groups. The sustainability team manages information for annual reports and disclosures.

Diversity

This committee is managed by the People and Culture Vice Presidency. It integrates diversity, equity, and inclusion (DEI) actions and programs into the company's operations and comprises voluntary teams divided into the following affinity groups: Colors (ethnic-racial equity), Gender (gender equity), Pride (LGBTQIAPN+ inclusion), and PwD (inclusion of persons with disabilities).



Global governance structure in 2024

Board of Directors

Fernando de Oliveira Pinto Filipe Affonso Ferreira Jean-Marc Robert Nogueira Baptista Marcelo Eduardo Martins Rodrigo Araújo Alves Rubens Ometto Silveira Mello

Risk and Audit Committee

Felipe Bertoncello Carvalhedo Fernando de Oliveira Pinto Rodrigo Araújo Alves

Compensation Committee

Filipe Affonso Ferreira Jean-Marc Robert Nogueira Baptista Marcelo Eduardo Martins

Executive Board

Filipe Affonso Ferreira
(CEO)

Alexandra Sabiá (VP People and Culture)	Alexandre de Souza Barreto (VP Logistics, Processes, and Technology)	Gerson Francisco (VP South America)	José Carlos Rapacci (VP North America)
José Alexandre Magalhães Baptista (VP Procurement Planning and Strategy)	Lineu Paulo Moran Filho (VP Finances)	Mara Pezzotti (VP Europe and Marketing Solutions)	



Ethics and Compliance

GRI 2-15, 2-23, 2-24, 2-25, 2-26

Integrity and transparency are non-negotiables for Moove, and the **best ethics and compliance market practices** guide our relationships and operations. We strictly adhere to the laws and regulatory requirements of the regions where we operate, in compliance with ESG best practices and with respect for our stakeholders.

For us, business success can only be achieved through a solid corporate positioning based on sustainability.

The goal of upholding a positive image and reputation among stakeholders is bolstered by various training programs and regular communications promoted by Moove. Through the **Compliance Program**, the company shares with Moovers its principles and values and underscores the importance of corporate responsibility and regulatory compliance. Policies on topics such as anti-corruption, anti-

money laundering, donations and sponsorships, and talent acquisition are also essential to ensure transparency within the work environment.

The Cosan Group's **Código de Conduta** sets the guidelines that drive the ethics and integrity standards of our businesses. The Code of Conduct comprises values and behaviors that should be adopted by Moove's stakeholders; as such, the company's teams are required to have full understanding of it. Every two years this document is renewed according to the updated needs and challenges of the company's business areas, reinforcing Moove's commitment to continuously improving its processes.

Any policy or procedural violations, including improper situations and misconduct, must be reported through the **Ethics Channel**. This channel ensures the safety and confidentiality of all reported information; it is available 24/7 to receive reports and inquiries. An independent company is tasked with receiving these reports, thus ensuring the anonymity of all communications. Once consolidated, complaints are forwarded to the appropriate channels and evaluated based on the principles of the presumption of innocence and the right to a defense.

We have also concentrated our efforts on the prevention of potential conflicts of interest and actions that are in disagreement with transparency standards.

The Policy on Related Parties and Conflicts of Interest, which sets the guidelines and procedures to prevent transactions or situations that go against company rules, as well as guiding actions to be taken or avoided during board and leadership meetings, is an important control mechanism.

Moovers are not allowed to engage in relationships where their personal interests may cause financial or reputational damage to Moove. Upon encountering such situations, employees should immediately report them, either to Legal Compliance through an online form or to their direct leader, remove themselves from those situations and recuse themselves from any decisions until the case is properly resolved by the appointed area.



Ethics Channel

☎ 0800 7250039

🌐 www.canaldeetica.com.br/cosan



Certifications

In addition to observing and complying with legal and regulatory requirements in its operations, Moove also holds certifications that represent international recognition from various entities and institutions, thus ensuring best management practices in our operational processes. This differentiates us in the market and reflects employee engagement that extends beyond leadership.

ISO 9001

This certification attests the high quality of Moove's Quality Management System (QMS). The QMS ensures client satisfaction through efficient, rigorous processes.

Generation 3 Dexos Seal

This seal attests compliance with specific standards in order to meet the requirements of General Motors (GM) engines and lubricants. It further affirms the quality of our products.

ISO 17025

It attests the excellence of our laboratory and its capability to run precise, trustworthy tests – 16 of which are certified by the National Institute of Metrology, Quality and Technology (INMETRO) – and results reporting.

ISO 14001

This certification confirms the company's commitment to managing environmental matters in Brazil and the United Kingdom, demonstrating Moove's efforts to continuously improve its sustainable practices.

IATF 16949

This certification complements ISO 9001, focusing on product supply to automakers and ensuring that Moove's services and solutions comply with the automotive industry requirements



Value Chain

GRI 2-29, 414-1, 414-2

Moove's value chain is complex and supports relationships with several stakeholders through multiple phases of the company's development of products and solutions. Managing **good economic, social, and environmental practices** with stakeholders in an industry known for its agility is key to maintaining operations that commit to sustainability and EESG pillars.

Our global, active presence across several regions brings challenges as well as great opportunities to handle this matter. There is a **strategic approach** to managing commercial and corporate relationships with clients, suppliers, distributors, investors, industry associations, regulators, local communities, and Moovers themselves..

Moove promotes partnerships based on professional ethics and encourages its stakeholders to continuously improve their ESG positioning.

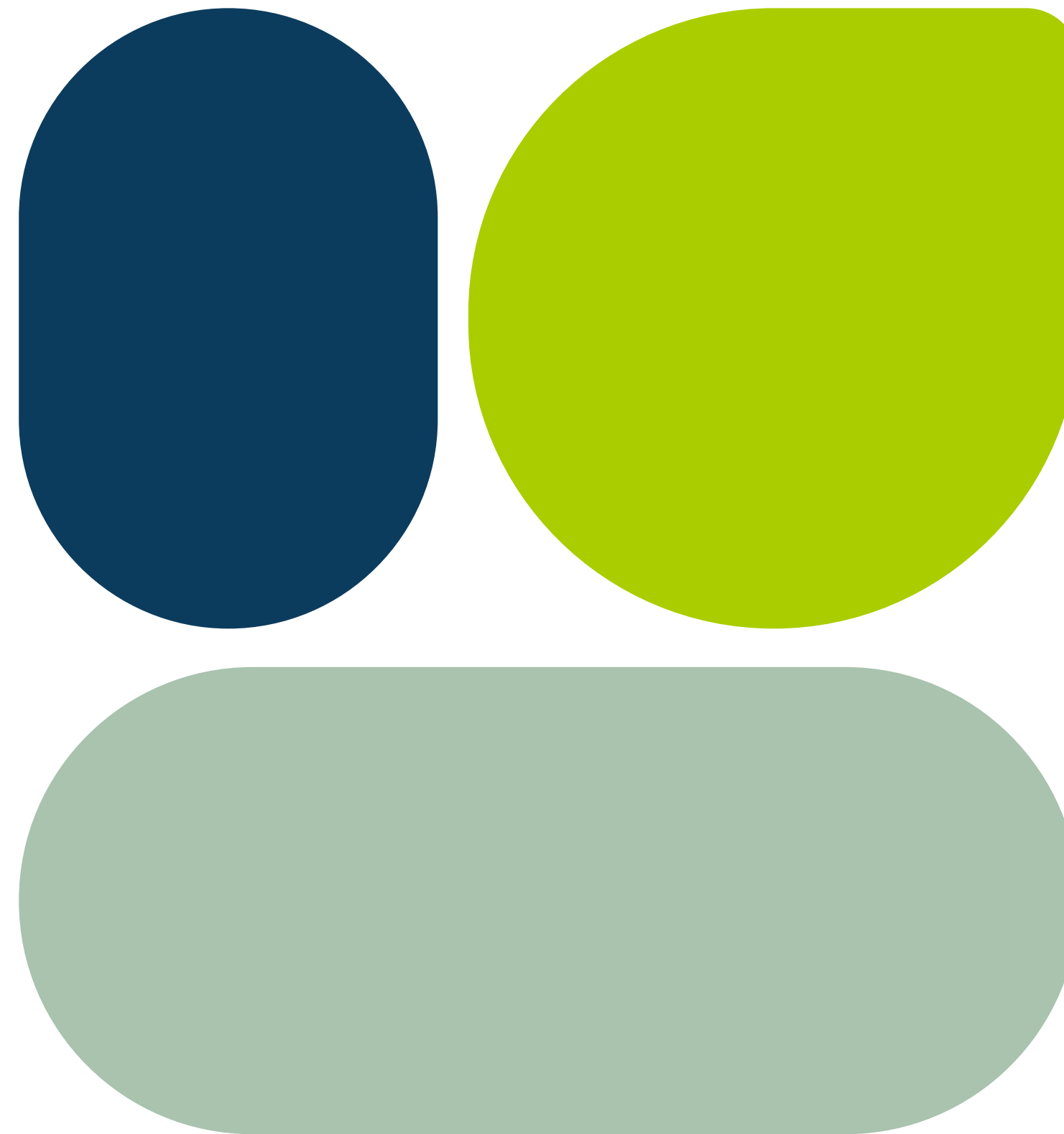


The company relies on a robust network of distributors, who are key business partners. In Brazil, the **DAP (High-Performance Distribution)** program — an excellence initiative tailored to this audience — was improved in 2024. Sustainability criteria encompassing social and environmental risks and opportunities were added to the program, alongside existing governance and economic topics used to monitor the performance of these operations.

As a vital link in the value chain, suppliers play a fundamental role in business operations and must not be susceptible to risks that negatively impact people or the planet. All company contracts and purchase orders include clauses regarding **safety, health, and environmental criteria**, as well as **anti-corruption and antitrust policies**. Additionally, we rely on a continuous evaluation system to ensure that any adverse situations associated with suppliers are identified immediately so that corrective actions can be taken.

Moove’s automotive and industrial product lines comprise more than a thousand items, which demonstrates the importance of lubricant supplies to its business. With support from the Operations, Sales, and Marketing teams, we invest in an integrated approach that enables us to offer **advantageous, cost-effective products and solutions** with attributes that drive sustainable business models. Supplier

relationships also encompass the procurement of base oils, additives, and packaging, as well as logistics to efficiently meet market demands and the company’s inventory management guidelines.



Client recognition for Moove’s social and environmental contribution

During **Vendor Day 2024** – an event hosted by **SBM Offshore** for its strategic suppliers – **Moove was awarded** for its positive social and environmental contribution regarding the adoption of recycled resin in the packaging of Mobil™ lubricants.

Some of the results of this sustainable initiative include:

- Recycling of more than **1 million kilograms** of plastic
- Collection of **5,591 tons of plastic** by Instituto Jogue Limpo (Fair Play Institute)
- Neutralization of **4,390 tons of carbon dioxide** associated with the production of new plastics



In 2024, **470 suppliers** were evaluated and their backgrounds verified; **no actual or potential social impacts were observed** related to child labor, forced labor, labor law compliance, or other sensitive topics that violate current legislation and Moove's internal guidelines.

Of the 365 new partners added to this group during the reported period, 30%, or 110 partners were selected based on the **prioritization of social and environmental criteria**, thus reinforcing our commitment to encouraging more responsible practices throughout the value chain.

The company utilizes a **Sales and Operations Planning (S&OP)** model that is directly connected to this process. This model enhances operational planning on a global scale and enables effective customer service, which is essential to support strategic decisions in a sustainable manner.



Raw materials
More than 80 local and global partners provide base oils, additives, and packaging

Product technology
The R&D department monitors industry trends and innovations

Manufacturing
Based on a culture of efficiency and continuous improvement

Distribution
Continuous enhancement of logistics solutions

B2B clients
Offer of exclusive engineering solutions and services

Information Technology

GRI 418-1

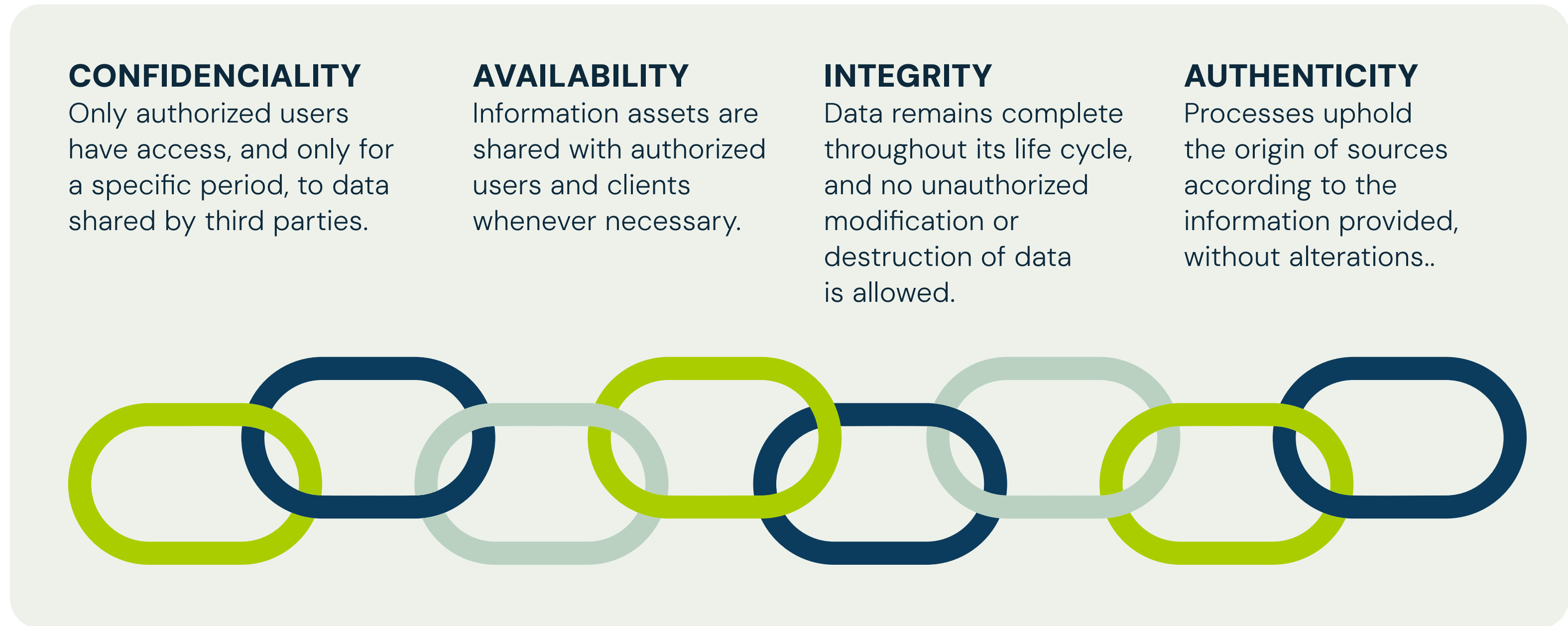
Nurturing a cybersecurity environment that is favorable to business is an indispensable goal for Moove. **We prioritize the protection of our assets** and invest persistently to enhance our information technology infrastructure, thus ensuring data confidentiality, availability, integrity, and authenticity. We also follow stringent processes in compliance with the Brazilian General Personal Data Protection Law (LGPD) and other regulations governing this matter.

The **Threat Intelligence Center** is crucial to anticipating potential hacker attacks or issues affecting our systems, allowing for rapid and proactive responses to any issues. A threat intelligence project, **Cyber OT (Operation Technology)**, also addresses vulnerability management, monitoring, and incident response within the operational environment, strengthening defenses against cyber issues.

In recent years, there have been no substantiated complaints regarding breaches of client privacy or loss of client data.

We also note the importance of **integrating different business units into the company's system**, as we have done with Tirreno and Moove North America. This process has been key to increasingly connect these companies not only to operational and strategic flows but also to Moove's sustainability culture.

By driving this integration, we facilitate communication and the exchange of information between different areas and departments, optimizing workflows and aligning needs while connecting geographically dispersed teams.



Risk Management

GRI 2-25, 2-27, 205-1, 205-2, 206-1, 401-2

Analyzing challenging scenarios and establishing response mechanisms by anticipating future problems is crucial to reducing negative impacts and identifying paths for improvement in vulnerable topics. We are aware of the importance of risk management for corporate governance, and we rely on **well-structured policies and teams** focused on consolidating strategic objectives connected with the EESG Journey and international best practices.

In an increasingly agile environment, prioritizing operational resilience and sustainability in the short, medium, and long term is a competitive advantage that sets Moove apart as a benchmark in the industry. To this end, the company's approach to the topic relies on **three main pillars of defense**: the first relates to the

business areas, which are responsible for **monitoring risks associated with operations**. The others consist of **control structures** and **internal auditing**, which respectively support operational managers and validate the effectiveness of internal models and processes.

This process, which is led by vice presidents, directors, and managers, is approved by the CEO and includes the management of financial, operational, regulatory, environmental, social, and reputational matters, among others. Strategies are reviewed annually, considering different stages that attest Moove's maturity in promoting a **culture of sustainability**, transparency, and risk management throughout its value chain. Topics related to climate change and human rights have been incorporated during this process



Context analysis

First, internal and external scenarios are evaluated to understand the context in which Moove operates.



Risk identification

The primary risks associated with business development are strategically defined.



Risk analysis

The causes and impacts of potential occurrences are assessed to determine the scale of issues.



Risk assessment

Risks are gauged based on levels that determine how critical they are considering potential consequences.

Risk prioritization

At this point, the risk priority scale is defined as well as which responses should be prioritized to mitigate negative impacts.



Communication and monitoring

At this point, all previous stages are integrated, which fosters transparency and the evolution of risk management dynamics.

Risk response definition

Control measures are selected according to internal processes, along with the methods for their adoption.



#AlwaysSafe

For another consecutive year, in 2024 **there were no instances of non-compliance with laws and regulations that resulted in fines.** As is standard practice, throughout the reported period all 87 of our operational facilities were assessed for corruption-related incidents, and **no significant risks were identified.** Additionally, there were no pending or concluded legal actions involving unfair competition or violations of antitrust and anti-monopoly laws.



Industry Participation

GRI 2-28

Being in contact with other organizations and industry groups is part of Moove’s corporate governance, which views this as a valuable opportunity to follow discussions and innovations associated with its sector. Monitoring market trends and **solidifying relationships with stakeholders** is important for strategic business management and drives the enhancement of our internal guidelines and policies, as well as the EESG Journey.

Nationally and internationally, the company is committed to strengthening its engagement with other relevant players and consolidating its leading position on important matters, contributing to advancements that yield positive results not only for its own activities but also for society at large.



Brasil

- Brazilian Downstream Association (ABD), via the Brazilian Petroleum, Gas, and Biofuels Institute (IBP);
- Community Security Council (CCS) of Ilha do Governador (voluntary participation and support);
- Guanabara Bay Area Plan (PABG) – Committee for mutual accident response and preservation of Guanabara Bay;
- Instituto Jogue Limpo (Fair Play Institute);
- National Association of Fuel and Lubricant Distribution Companies (Sindicom).

Exterior

- Technical Association of the European Lubricants Industry (ATIEL);
- United Kingdom Lubricants Association (UKLA);
- Independent Automotive Aftermarket Federation (IAAF);
- The Royal Society for the Prevention of Accidents (RoSPA);
- Argentine Chamber of Lubricants (CAL).



Economic Pillar



The economic performance supports the generation of shared value for all our stakeholders



Performance

GRI 203-2

Moove is strategically positioned to support the **economic development** of the regions where we operate, serving as a vital link between the base industry and other highly relevant segments. Through the production, commercialization, and distribution of lubricants, greases, fluids, insulating oils, and base oils, we strengthen logistics chains, energy efficiency initiatives, and client productivity, among other factors that positively influence the pursuit of **sustainability-based performance**.

Our robust distribution network enhances the performance of a vast number of companies — not only in Brazil but also in other countries across South America and Europe, and in the United States — ranging from large corporations to small businesses.

The company acts as a driver of innovation for the market, offering customized solutions and cutting-edge technology to meet stakeholder expectations and advance the ESG agenda within the scope of commercial and corporate relations.

This focus has been strengthened by the expansion process that Moove has undertaken over the last few years. By expanding our operations into other territories, we have embraced new opportunities in line with a **sustainable business management model**. Strategic investments that generate greater employability in the targeted locations help enhance the company’s logistics infrastructure, assist in consolidating our growth trajectory, and contribute to achieving our primary goal: **to be a global benchmark in lubricants**.

In 2024, we initiated evaluations for an initial public offering (IPO) on the New York Stock Exchange (NYSE). At the end of that year, Moove decided to postpone the IPO attempt due to unfavorable conditions in the U.S. market at the time. This action demonstrates our commitment to cautious decision-making that prioritizes business longevity and consistent growth.



Financial Results

BRL 1.4 billion EBITDA
BRL 10.2 billion net revenue
BRL 394 million net income
BRL 410 million for the acquisition of Grupo Pax Lubrificantes



Efficiency and Performance

GRI 3-3

Focusing on the needs of different strategic economic sectors makes Moove an organization that prioritizes a **culture of efficiency and performance** at the core of its operations. In 2024, we launched a comprehensive development program focused on new innovation and technology initiatives, involving various professionals from internal departments. Attuned to the transformations of a constantly evolving landscape that values the adoption of new ESG practices, these teams worked based on the customer journey to map opportunities that add value to the company's business portfolio.

This movement is aligned with the **Moove Engineering Solutions** service platform, which was designed to increase engagement with the industry. Led by the engineering team and backed by the multidisciplinary support of several other company areas as well as the corporate innovation consultancy Innoscience, the platform ran a robust assessment of market requirements. The initiative incorporates key **Industry 4.0** principles, such as Data Mining, Analytics, Machine Learning, and IoT (Internet of Things), allowing Moove to create customized solutions to meet client expectations.

Some standout efforts from the program include ensuring the **optimization of lubricant use**, thus

reducing energy consumption and CO2 emissions and contributing to a balanced environment that benefits future generations. Additionally, the program aims for less human interaction with machinery, which directly contributes to operational safety and the reduction of workplace accidents. Process automation is another relevant focus for Moove, while considering policies that protect our teams from job displacement. Providing ever greater **operational efficiency** to stakeholders, without negative impacts on the consumption of natural resources or people's lives, is one of Moove's most valued business strategies, both in Brazil and in the other countries where we operate.

Corporate goals also include reducing water consumption and the generation of non-recyclable waste, increasing the effluent reuse rate, and the continuous improvement of productivity and logistics rates. Key indicators are reviewed annually in line with the Cosan Group's ESG commitments and monitored through corporate management systems with **regular assessments** performed by the **Health, Safety, and Environment (HSE)** and **Sustainability** teams. This format has been providing better operational performance and a reduction in environmental impacts, with significant advances in productivity; best practices are shared among our business units and incorporated

into new projects and technical standards to guide the continuous improvement of our operations.

Engagement with stakeholders is also important for the definition of priorities and to validate efficiency measures. Moove maintains communication channels, audits, and technical partnerships that allow the identification of innovation opportunities and the evaluation of the effectiveness of implemented actions. These results and advancements are disclosed through annual reports, corporate forums, and public indicators, reinforcing transparency and the commitment to sustainable development.



LEAN CULTURE

Our operations are increasingly driven by Lean Culture, underscoring a business model centered on efficiency and performance. This management strategy leverages proven tools that enhance our capacity for innovation, resource optimization, and continuous improvement



Kaizen:

Derived from the Japanese for “continuous improvement,” its goal is to engage all Moovers in identifying improvement opportunities and implementing new solutions on an ongoing basis.

Value Stream Mapping (VSM):

It establishes a visual flow of the materials and information required to deliver a product or service to clients. It also supports the adoption of further enhancement solutions and aims to eliminate waste throughout the value chain.

Plan-Do-Check-Act (PDCA) A3:

This continuous improvement cycle involves planning, executing, verifying, and acting, with the entire process documented on an A3 size sheet.

Standard Operating Procedures (SOPs):

It establishes clear, detailed standards for professional activities, ensuring consistency and quality across all workflows.

Single Minute Exchange of Die (SMED):

A methodology that reduces tooling changeover and equipment setup times, enabling smaller and more frequent production batches. This results in lower inventory levels and increased operational flexibility.



We create value for our customers

Mobil Super™ 5W-30 Euro Diesel

The main launch of 2024, the Mobil Super™ 5W-30 Euro Diesel lubricant provided the market with a new alternative for the sustainable extension of gasoline and diesel engine life. It was designed to improve the efficiency of exhaust emission reduction systems in passenger vehicles, reinforcing Moove’s commitment to creating solutions that meet the climate agenda and contribute to mitigating environmental impacts..

Mobil Gargoyle Arctic™ 68 NH

Specifically developed for ammonia refrigeration systems (NH3, R-717), this high-performance compressor oil was tested onsite throughout 2024 in machinery at major food and beverage companies, yielding significant results:

3.8% reduction in energy consumption while on operation compared to conventional oils in onsite and laboratory tests;

Annual electricity savings of BRL 37,600 per compressor;*

Improvement in operational parameters, such as reductions in discharge temperature, oil temperature, and oil pressure.

**A 450hp engine operating at 76% capacity. Considering the hours worked and power consumption, a 3.8% reduction in energy use was observed, resulting in an average of BRL 37,000 in savings per year, per compressor.*



Awards and Recognition

Mobil™ ranked first in the lubricant oil category at the [Folha Top Mind 2024](#), a survey that identifies the most recognized brands among Brazilians. Additionally, for the 12th consecutive year, it won the [Sindirepa-SP Award](#), given by the Vehicle Repair and Accessories Industry Association of the State of São Paulo to standout brands in the sector. In the lubricants category of the [Marcas Mais 2024](#), study, conducted by the newspaper Estadão, Mobil ranked second among the most remembered brands by consumers in the country.

Additionally, Mobil™ was recognized at the AutoVision Awards, one of the leading international awards for automotive industry campaigns, held every two years during the International Motor Show (IAA) in Frankfurt, Germany. Together with TV1 agency, we were awarded [Prata na categoria 20 – Corporate Social Responsibility \(Diversity, Inclusion, etc.\)](#) – and [Bronze na categoria 22 – Road Safety, Accident Prevention](#). These accolades were given to the O Som da Vida (The Sound of Life) project, which promoted road safety by encouraging respect and acknowledgement toward motorcyclists in São Paulo.

Click [here](#) to learn more about this initiative!



B2B e B2C Business

GRI 3-3

Moove's **commercial relationships** are built on two complementary pillars – **B2B** (business-to-business) and **B2C** (business-to-consumer) – ensuring that the demands of a diverse group of stakeholders are met across the territories where we operate. As a manufacturer and distributor of lubricants and specialty chemicals for industries, automakers, fleet owners, and other players, the organization operates with an integrated chain model, prioritizing not only technical and logistical excellence but also the maintenance of long-term partnerships.

As the company's primary focus, the B2B system offers the possibility of **bulk sales** to solidify the strategy of **reducing environmental impacts** and encouraging circularity. In this case, products are transported in tanker trucks or industrial containers to factories, thus allowing on-demand procurement in the exact quantity needed for consumption. This is important to prevent waste and reduce the requirement for plastic packaging, in line with best waste management practices.

For B2C, the **Troca Inteligente (Smart Exchange)** program also offers lubricants in bulk, in 400-liter tanks, each preventing the use of up to 50 kg of plastic containers. This more sustainable alternative allows oil to be changed directly in the vehicle's oil pan and ensures that the client pays only for the required quantity, providing a cost reduction of up to 20% while contributing positively to the reduction of packaging disposal. Cars, trucks, fleets, mining and construction machinery, as well as agricultural machinery, benefitted from this service in 2024.



Pede Direto

To facilitate commercial relationships with our clients, we created an online sales channel that ensures greater accessibility and closer contact with those interested in purchasing Mobil products. Pede Direto (Direct Order) provides detailed information regarding product features and offers 24-hour service to respond to any inquiries.

In 2024, the PIX (Brazilian instant payment system) option was incorporated into the platform, enabling faster and more secure transactions. This new feature was instrumental in driving the system's revenue during the year.



Social Pillar



For Moove, people are our greatest assets.



About this Report

EESG Highlights

About Moove

Governance Pillar

Economic Pillar

Social Pillar

Environmental Pillar

Appendices

GRI summary

Humanized Management

GRI 3-3

Moving people and businesses the right way for all is only possible by driving a **culture of respect and active listening**. At Moove, we follow a humanized management approach that views each employee as an agent of social transformation and a disseminator of our sustainability strategies. This ensures we meet not only business goals and challenges but also the commitments we make and nurture internally through the EESG Journey. Employees are the protagonists of the company's performance across the different territories where it operates; together with them, we strive to act responsibly and generate positive impacts in the communities that engage with us.

The organizational environment values **well-being, teamwork, and trust**, encouraging spaces for honest and transparent dialogue with accountability and respect for differences. For Moove, people are the primary asset, and by promoting a healthy environment through the practice of Moove Attitudes we empower

people to perform at their best. The company's leadership is prepared to strengthen this culture, fostering among internal stakeholders the essential engagement for their full development.

Moove recognizes that developing people and driving an **ethical, collaborative organizational culture** has a direct impact on business sustainability. Among the positive impacts, we note the investments in technical and behavioral training, the promotion of diversity and equity, incentives to responsible leadership, and the strengthening of engagement and psychological safety in the workplace. Potential negative impacts include issues related to inequality of opportunity, work overload, moral harassment, and discrimination, which can affect human rights. We work to mitigate these risks through training, active listening channels, and whistleblowing hotlines that ensure integrity and respect for all people.



Created in 2020, the **Your Moove** platform centralizes the organization’s human resources management cycle in Brazil and Argentina, including recruitment and selection, performance, training, and other matters. This tool is of paramount importance, allowing all our teams to operate in an environment conducive to **high performance**. Through the platform, internal stakeholders can monitor their performance, access pending evaluations and feedback, and record and track the progress of corporate goals and individual action plans. Your Moove is currently being integrated into other units, which demonstrates our efforts to **enhance people management policies**.

The organization’s employees receive all the necessary support for their professional and personal development, in line with the best market practices. As we value communication and dialogue, we periodically measure our teams’ satisfaction rates using a methodology based on qualitative and quantitative criteria. Furthermore, we promote constant conversations with our teams and



advocacy groups, using tools such as internal surveys, focus groups, and alignment meetings. This engagement informs the formulation of **development programs and cultural policies**; results are communicated in annual reports, internal events, and corporate digital channels, ensuring transparency regarding the progress of these actions.

The effectiveness of these actions is monitored through engagement surveys, turnover indicators, training participation rates, performance evaluation results,

and organizational climate feedback. These processes aim to maintain **high engagement rates, increase the participation of women in leadership positions, reduce turnover, and increase the average hours of training per employee**. Demands are then incorporated into development plans, management practices, and leadership programs, reinforcing the commitment to continuously improve the work environment. In terms of results, we have observed greater engagement and adherence to the corporate culture, as well as stronger leadership and greater talent retention.



Employee Profile

GRI 2-7, 2-8, 2-30, 405-1

In 2024, we had **2,157 Moovers** across our operations worldwide – a **high-performance, diverse team** with a wide range of expertise. Moove’s teams come from various academic backgrounds, and this wealth of knowledge is one of the key elements driving more sustainable solutions in our business within both local and global contexts. During the reported period, the profile of our internal workforce remained stable while it **grew 1.41%** compared to the previous year. All employees are covered by collective bargaining agreements, in compliance with the requirements of current legislation.

Currently, **more than 50% of our workforce operates outside of Brazil**, reinforcing our **strategic business expansion pillar** and aligning with our vision of becoming a global leader in lubricants.

In the United States, there are 691 people working for Moove, a figure second only to Brazil, which has 1,050 employees. In the United Kingdom, there were 393 Moovers by the end of 2024, while in the BUPA region (Bolivia, Uruguay, Paraguay, and Argentina) the workforce stood at 23 employees. Moove communicates with its teams through internal communication tools such as Workplace, as well as engagement campaigns and initiatives. People development and culture are also reinforced through **Moove Attitudes**, our leadership, and by encouraging career ownership so that employees can consolidate their professional journeys with us.

Taking all company units into account, women represent 26% of our teams. We are actively working to increasingly expand **female representation** across our activities, particularly within leadership positions.



The company upholds recruitment and selection processes that value **diversity** and contribute to strengthening our teams with professionals who prove to be a good fit with **Moove Attitudes**. Our workforce also includes young apprentices (22) and interns (36), in addition to 400 contractors at the Ilha do Governador Complex who work in general services (214), specialized services (181), and administrative support services (5).

GRI 2-7, 2-8

Employees by gender and region			
	Men	Women	Total
Moove Brazil	614	257	871
Tirreno	130	49	179
BUPA	17	6	23
Europe	270	123	393
United States	559	132	691
Total	1,590	567	2,157

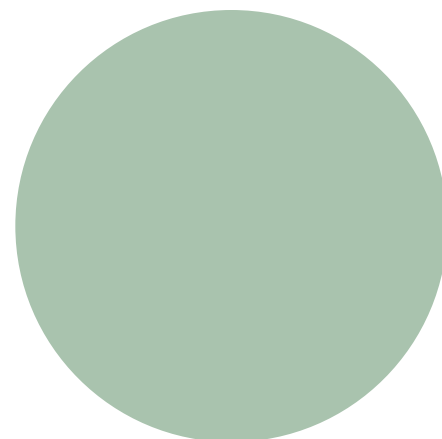
Employees by type of contract, gender, and region					
	Full-time		Part-time		Total
	Men	Women	Men	Women	
Moove Brazil	614	257	0	0	871
Tirreno	130	49	0	0	179
BUPA	17	6	0	0	23
Europe	270	117	0	6	393
United States	558	131	1	1	691
Total	1,589	560	1	7	2,157

Employees by type of contract, gender, and region					
	Permanent		Temporary		Total
	Men	Women	Men	Women	
Moove Brazil	614	257	0	0	871
Tirreno	125	45	5	4	179
BUPA	17	6	0	0	23
Europe	269	122	1	1	393
United States	542	127	17	5	691
Total	1,568	558	22	9	2,157

Young apprentices and interns by gender			
	Men	Women	Total
Apprentices	8	14	22
Interns	9	27	36

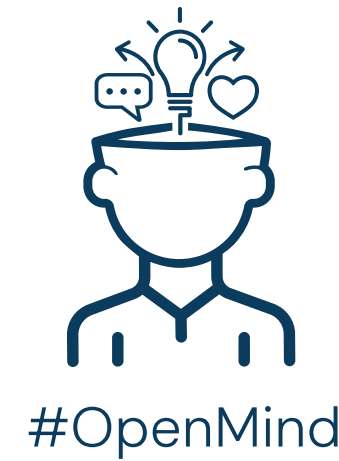
Contractors by role	
	Total
Contractors - General Services	214
Contractors - Specialized Services	181
Contractors - Administrative Support Services	5

¹ Contractor data was mapped from 2024 onward. The company has been working to improve data traceability and stratification for this type of information.





Diversity and Inclusion



GRI 3-3

More than a corporate commitment, **diversity** is a cornerstone of Moove’s culture that guides how we build relationships with our stakeholders. At the company, we recognize that different life experiences, backgrounds, identities, and perspectives drive the **growth of our Moovers** and the business. Regardless of gender, race, sexual orientation, disability, generation, or class, our Moovers enjoy a safe and welcoming environment to perform their roles.

This context reflects the Moove Attitude of being **Open Minded** to new things and to different ideas, opinions, characteristics, and realities, always prioritizing respect, dignity, and equity in decision-making at all levels of the organization. Accordingly, we monitor diversity indicators with transparency and accountability to guide **strategic decisions that** strengthen inclusion in the workplace. We are aware that this agenda is, in fact, a journey of continuous development and we keep ourselves open to dialogue to identify areas for improvement.

The Diversity Committee, managed by the Vice Presidency of People and Culture, is responsible for coordinating our diversity initiatives and consists of

volunteer employees organized into affinity groups: ethnic-racial equity; gender; LGBTQIAPN+ inclusion; and persons with disabilities. These groups meet periodically to debate related issues and provide guidance and consulting, when necessary, to Moove’s.



Communication campaigns and training – including awareness and diversity literacy workshops – were some of the activities carried out throughout 2024 to encourage discussions on diversity. In this regard, acknowledging commemorative dates and awareness months was instrumental in keeping discussions on diversity and inclusion at the forefront, giving visibility to our Moovers and reinforcing Moove’s EESG Journey. **We seek engagement at all hierarchical levels** of the company, encouraging self-awareness, the breaking of stereotypes, and a rupture from limiting beliefs.



34.2% of Moove's leadership positions in Brazil are held by women

In 2024, the Empodera Program was once again a highlight in our efforts regarding this agenda. This initiative, which fosters female empowerment, provided training for female employees across various segments of the organization, aiming to prepare them for prominent professional roles. In Brazil, we have already achieved one of our gender-related goals: we exceeded 30% of leadership positions held by women by 2025. Increasing this rate across all our global operations is the next step to further strengthen this position.



As one of the founders of MOVER, a racial equity platform comprising 50 companies committed to driving new opportunities in the corporate environment, Moove also stands out in the fight against structural

racism. Our active commitment to this movement shows through numerous initiatives focused on raising awareness on the topic as well as training and promoting employability and career development among Black people. The MOVER coalition's goal is to **establish more than 10,000 leadership positions and create 3 million opportunities** for training, employment, and entrepreneurship by 2030.



Compensation and Benefits

GRI 2-19, 2-20, 401-2

Talent retention is viewed as an essential element for the longevity of Moove’s business, as it ensures the permanence of high-caliber professionals who are prepared to handle the complexities of our operations. We value our Moovers and offer an environment that is conducive to high performance through an **agile and inclusive organizational culture**, ensuring that they feel motivated to enhance their skills and develop successful careers with us.

Following best local and global market practices, our compensation strategy is adaptable to the different

regions where we operate. The company considers parameters that are periodically evaluated via salary surveys conducted by specialized consultancies and through specific forums, ensuring a sustainable approach to the topic. It is the responsibility of **Moove’s Compensation Committee** to approve the internal guidelines governing this subject, always in strict alignment with the rulings of the **Cosan Compensation Council**.

The complexities of each role, in addition to compliance with current legislation, are the primary factors used to establish the **fixed annual compensation** of 13.33 monthly salaries (12 months, plus the 13th-month salary and one-third vacation bonus). Every year, compensation is adjusted according to salary increases established in collective bargaining agreements or through promotion and merit policies based on seniority, responsibilities,

and individual performance evaluations. Moove also provides a **variable compensation** component based on salary multiples and adapted according to employee performance and business results, including requirements linked to EESG pillars.

The approval of senior executive salaries also falls under the jurisdiction of our **Compensation Committee**, together with the **Board of Directors**, which uses analysis and reports from a specialized consultancy to guide decision-making. The Cosan Compensation Council then validates strategies related to the organization’s CEO, while Moove’s Compensation Committee does the same for vice presidents and other positions that report directly to senior governance.



All Moovers in Brazil, along with their dependents and spouses, have access to the +Energy Program, which offers free wellness initiatives such as financial, legal, psychological, nutritional, and social counseling.

Our benefits list includes disability benefit; maternity/paternity leave; health insurance; life insurance; pension fund or benefit plan; vision care assistance; dental assistance; prescription drug assistance; meal and grocery stipends; childcare assistance; tenure-based bonuses; savings and credit lines; assistance for children with disabilities; transportation stipends/parking; Christmas kits; and a dedicated physical exercise app. In the United Kingdom, there is an Employee **Assistance Program (EAP)** that provides free access to non-work-related medical and health services.

+Gestantes! Program

This initiative for pregnant employees is part of the +Energy Program and assigns a specialized nurse to provide monthly monitoring for Moove professionals throughout their pregnancy and for 30 days postpartum. They receive instructions for each stage of their pregnancy and can address any inquiries remotely via the Nurseline Nurse Center of the Rede D'Or health network. During this period, we also help with scheduling exams and appointments, as well as courses on responsible parenthood to guide families regarding childbirth, the postpartum period, and newborn care.



Professional Development

GRI 2-18, 3-3, 403-5, 404-1, 404-2, 404-3

In order to make our activities increasingly safe, innovative, and sustainable, we invest in the **development of our Moovers** to consolidate their expertise in technical competencies, leadership skills, and behaviors aligned with Moove's policies and guidelines. **Continuous learning** is at the heart of the company's operations, aiming to strengthen the individual and collective performance of our internal workforce as a commitment to valuing people and as a fundamental pillar of our EESG Journey.

Throughout 2024, we provided a series of relevant initiatives for our workforce, such as actions connected to people management, innovation, health, safety, and other sustainability-aligned themes. Training programs are developed based on the **real needs of our teams** and are in line with the company's strategic objectives.

By stimulating this process, Moove contributes to increasing the autonomy, knowledge exchange, and **operational excellence** of its teams.

In this sense, **corporate training** plays a fundamental role in disseminating our corporate culture and reinforcing, among employees, Moove's role in contributing to an **environmentally, socially, and economically better future** for all. These initiatives also deepen the workforce's knowledge in themes that matter to the business across all of Moove's units. The Your **Moove** platform, which centralizes the people management cycle, was essential to the success of these actions, as were the continuous development programs and technical training to strengthen soft skills. These initiatives were implemented together with other institutions such as Fundação Dom Cabral, Leader Educa, Crescimentum, Honda e Gentil, Kings, Ckz, Eadskill, and Sentidos.





Leadership Development Program (PDL)

This program aims to train leaders by addressing critical themes such as transversal skills, emotional intelligence, adaptability to change, and engagement, in synergy with the Moove Attitudes. This enriches our corporate culture and develops humanized managers who are prepared to handle market challenges.

Moovers Development Program (PDM)

The PDM is directed toward training all our employees in key areas of the company's operations, including topics such as productivity, conflict mediation, project management, high-impact presentations, negotiation, and persuasion.

Talent Program

Interns and apprentices are the target audience of this training track, which establishes personalized development paths to share knowledge on the business and Moove's identity. It also encourages the refinement of soft skills and facilitates meetings between leadership and young professionals through mentoring activities.

Mooveplicadores

The focus of this pillar is to expand technical skills among Moove's workforce. Its main objective is the dissemination of new experiences and information among the workforce to foster a culture of continuous learning and collaboration between teams.



The launch of the “Development Month” project was one of 2024’s highlights in South America. The themed initiative focused on promoting experimentation, insights generation, and continuous learning. During a month of activities, topics such as sustainability and ESG, formulations and products, artificial intelligence and creativity, the Silicon Valley mindset, and service creation were addressed. It is also worth noting the implementation of an innovative initiative during this period to reduce cultural barriers between operations in Brazil and Argentina: the **cross-cultural intelligence training**.

In Europe, the main highlight was the **Project Elbrus** training, which involved the implementation of the **SAP management system**, covering everything from the procurement journey to final payment. Internal teams operating in the region were trained in new processes and practices involving the tool. The broadly offered **corporate training sessions** for all teams in the region were essential to ensure our Moovers enhanced their work routines.

Moove’s robust employee development and training is guided by improvement plans created for 100% of our Moovers, based on their annual performance and potential assessments.

In addition to self-assessments, Moovers are evaluated by leadership and some of their peers, ensuring clear and directed progress throughout their journey within the organization. This system is also employed to evaluate the **completion of goals** that were established by the High-Performance Teams (TAP) Cycle – Moove’s people management cycle – which represents 70% of the diagnostic, with the remaining 30% focuses on alignment with the **Moove Attitudes**. Corporate goals are set by the vice presidency, while individual goals are established in line with corporate targets to achieve annual results.



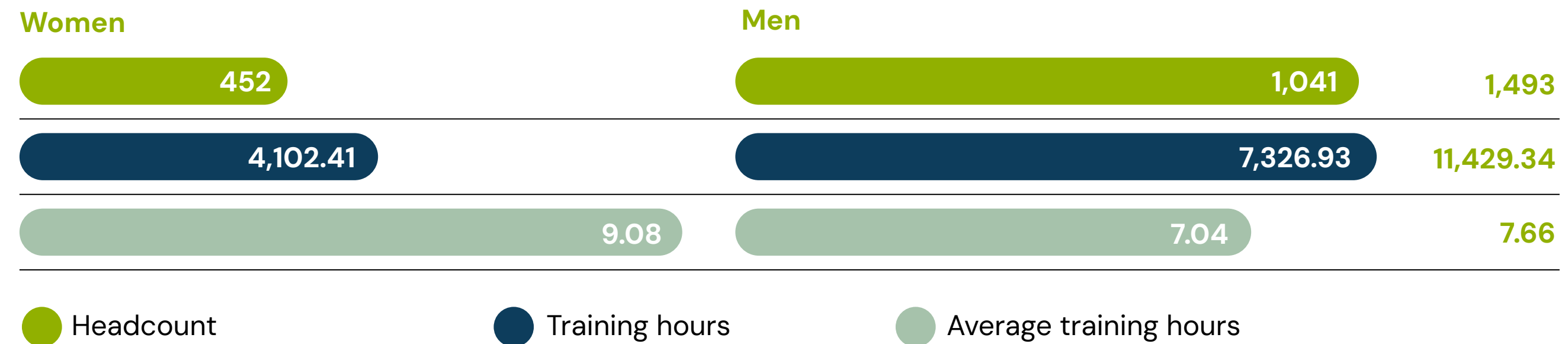
Leaders are assessed by their teams – a positive move that ensures they remain aware of the need to maintain an attitude of constant **professional and interpersonal improvement**. Self-awareness helps those in high-ranking positions to respect differences, prioritize humanized and empathetic relationships, and motivate teams to adopt a high-performance, collaborative mindset.

EESG goals are also tied to the performance of the company’s leadership; these goals are assessed annually from management to presidency levels, who voluntarily take the **B3 Corporate Sustainability Index (ISE)** questionnaire. Tasked with appointing senior governance representatives, Cosan and CVC are responsible for adopting necessary changes to their composition and organizational practices, without a predetermined frequency, in response to the management of environmental, social, and economic impacts.

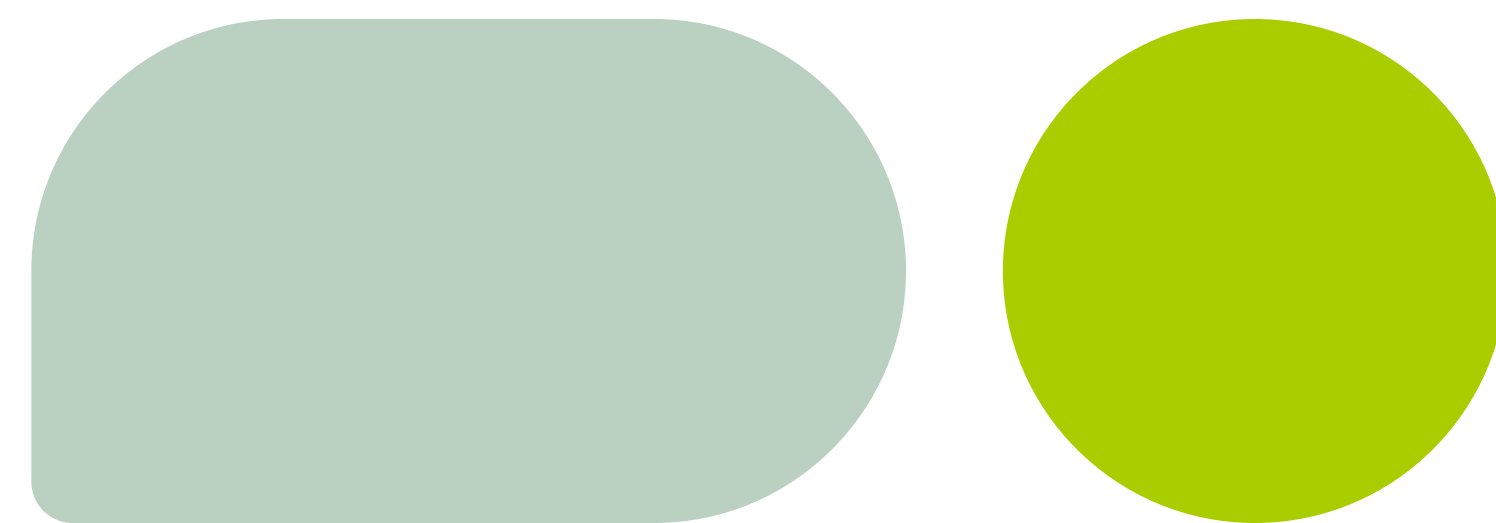
To promote continuous employability and support the responsible conclusion of professional cycles, we offer a **career transition program geared toward strategic positions**. It provides personalized support during retirement or termination processes, lasting between six and 12 months, including steps such as professional self-assessment, CV updates, support for post-career life adaptation, job market placement guidance, and the adjustment of severance packages based on age and length of service. Currently, the initiative is in effect in South America, but it will be expanded to other regions where Moove operates over the coming years.



Workforce training by gender GRI 404-1



● Headcount ● Training hours ● Average training hours



Workforce training by hierarchical level

Interns



Leaders and Supervisors



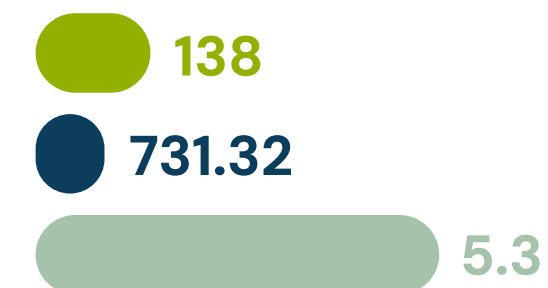
Coordinators



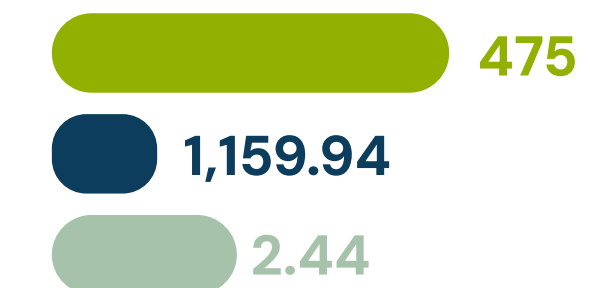
Management (managers, vice-presidents, and president)



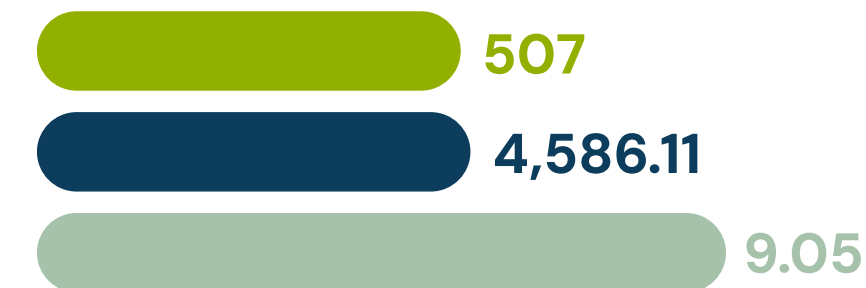
Administrative personnel



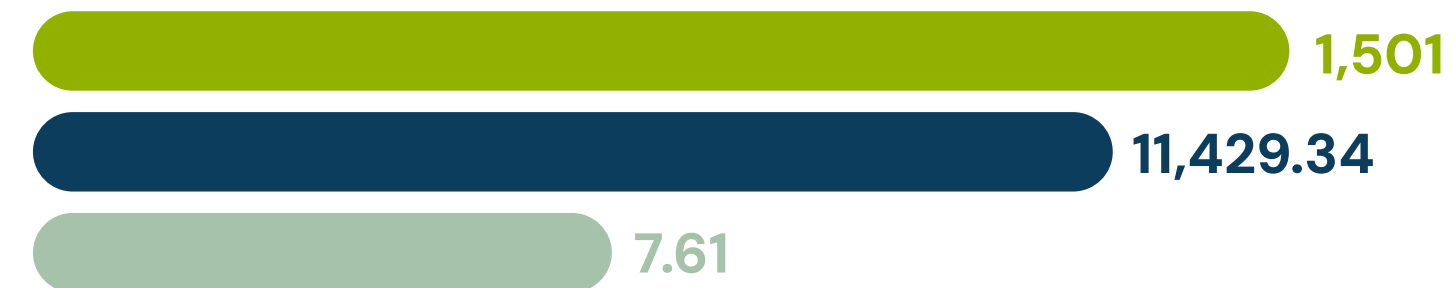
Operational personnel



Trainees, analysts, and specialists



Total



● Headcount ● Training hours ● Average training hours



Data encompasses interns. Numbers from the USA were not tracked during the reported period and thus are not included. The company has been working internally to improve management for this type of information in the following years.



Health and Safety

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

Maintaining a healthy work environment is part of Moove's **sustainability culture**. The company provides employees and service providers with the best possible conditions to develop their work routines. One of the Moove Attitudes – **Always Safe** – relates specifically to this theme, thus affirming our focus on issues involving the **physical and mental well-being of our teams** and enabling full compliance with current standards and legislation.

As a result, the company has seen a **reduction in accident rates and an increase in employee engagement with safe practices**, implementing the necessary corrective actions to strengthen the culture of prevention. Key indicators include the number of reported incidents, the completion percentage of action plans, and safety training hours. The operations team is responsible for establishing annual goals and reviewing them according to corporate priorities.

In our operations in Brazil and the United Kingdom, the company employs the **Integrated Operations Management System (SIGO)**, consisting of ten elements covering health and safety care across processes. This system serves all Moovers, including contractors and those performing manufacturing, storage, and packaging activities for lubricant oils and industrial greases at our plants. The system thus allows the efficient control of responsibilities



and regular monitoring of indicators – going beyond legal compliance – and includes periodic risk assessments for complex activities, such as working at heights, inside confined spaces, or around live electrical circuits.

In Brazil, the system was established in accordance with the **ABNT NBR ISO 14001** environmental management standard, without specific internal or external health and safety audits. Meanwhile, in the United Kingdom, implementation complies with the legal requirements of the **Health and Safety at Work etc. Act (HASAWA) 1974**; internal audits are conducted twice a year alongside regular external audits covering all Moovers, including permanent employees

Loss prevention tools

These tools are continuously disseminated and improved, with employee leadership trained in their correct application to prevent losses of any nature. SIGO features clear procedures and plans to respond to potential incidents and analyze their causes, and it also suggests review actions to improve processes and controls when applicable.

Risk assessment conducted by teams;

Survey of environmental aspects and occupational hazards;

Job Safety Analysis (JSA);

Safety Self-Assessment (SSA) before each operational activity.





All Moovers receive training through the tools of the **Alerta! System**, which gathers guidelines on appropriate workplace behavior and establishes control mechanisms for individual and collective safety, mitigating occupational risks associated with work routines or hazardous situations. We regularly hold the **Internal Week for the Prevention of Workplace Accidents (SIPAT)** so the workforce can engage on health and safety matters through lectures, collaborative activities, and preemptive awareness campaigns.

Additionally, we invest in **workforce qualification and training** to ensure the necessary level of knowledge to fulfill the tasks related to their roles. The schedule is defined based on specific needs and in collaboration with the People & Culture, Occupational Safety, Sustainability, Quality, and Continuous Improvement departments, as well as operational managers.

The Internal Accident Prevention Commission (CIPA) also plays a significant role in managing this topic; it is responsible for preventing accidents and work-related illnesses. All Moove segments are represented

in the commission, which encourages workforce participation in discussions that benefit the well-being of our stakeholders. Monthly meetings promoted by the commission, along with other tools – such as Daily Safety Conversations (DDS), the Weekly Integrated Chat (PIS), incident analyses, and HSE committees – allow all interested parties to take part in discussions on health, safety, and environmental management and performance.

Through Occupational Risk Management (GRO), based on the NRO1 standard, we identify risks to the physical and mental well-being of our teams regarding their level, degree of probability, severity, and other specificities. With the support of an external consultancy that provides quantitative measurements and other analyses following technical visits, we consolidate our risk inventory and structure the Risk Management Program (PGR). This program guides control and mitigation measures, training programs, and awareness campaigns, while also providing the necessary data to create hazardous conditions reports in accordance with the NR16 standard.



Valuing the lives of our employees is our priority. In 2024, no work-related illnesses were reported among our teams.

Unsafe working conditions must be flagged through the **Hazard Report**, a digital tool that allows users to share reports of adverse situations via QR Code. Employees are encouraged to report any type of hazardous situation and have the right to refuse to execute activities that pose risks to their integrity. We conduct periodic awareness campaigns on this subject using the **Always Safe Moove Attitude** as a reference, aiming to protect against any type of retaliation.

Care for health and safety is also expressed through our **Occupational Health Medical Control Program (PCMSO)**, which monitors the conditions of all Moove teams. The organization's facilities include medical clinics with specialized staff available to the internal workforce to reduce occupational risks and tend to Moovers who require care. Mental health, grief, stress, and other sensitive topics are handled ethically and responsibly, ensuring the internal workforce feels comfortable seeking assistance whenever necessary. Exclusive software developed by Moove ensures the confidentiality of information shared by employees, who also benefit from a health insurance plan (without a fixed monthly payroll deduction) that provides access to a network of accredited hospitals and clinics. We also carry out regular campaigns and initiatives to promote physical and mental health and well-being among the workforce.

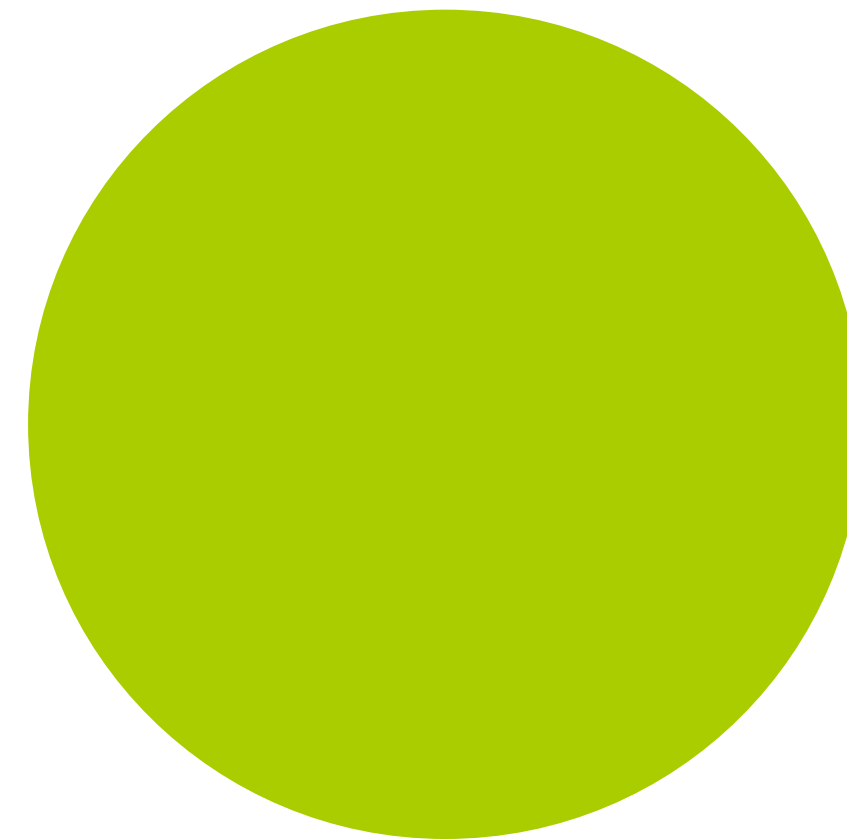


Community Relations

GRI 2-25, 3-3, 2-29, 11.15.1, 11.15.4, 413-1, 413-2

Moove's commitment to **move people and businesses the right way for all** also takes form through a strategic relationship with the communities surrounding our operations. We understand that constant dialogue, mutual respect, empathy, and active listening are fundamental to meeting the demands of these stakeholders, as well as the specific characteristics of each territory. With transparency and responsibility, and by grounding our actions in ethics, the company contributes to the **generation of positive social and environmental impacts and well-being** in these regions

Organizations must be at the forefront when it comes to transforming the reality in which they operate, and Moove has embraced this commitment throughout its entire history.



An important part of this process is **valuing the workforce from neighboring communities** to drive job and income generation, strengthen the local economy, and add shared value. Many of the company's job positions are held by residents of areas near our operations, which facilitates engagement with those who live in or visit the spaces around us.

All our activities are assessed for social and environmental impacts – positive and negative, actual and potential – through rigorous analysis (including gender analysis) and participatory processes. Additionally, Moove is constantly updating its **Integrated Operations Management System**, which is a tool that maps all risks and opportunities related to local communities and incorporates ISO 14001 standards. When incidents or instances of non-compliance that may affect surrounding communities are identified the company conducts internal investigations and corrective action plans, ensuring transparent communication and cooperation with local authorities. These mechanisms help us proactively develop projects, programs, and initiatives that promote positive impacts on people's lives and the planet, continuously improving our social and environmental investment guidelines.

The company recognizes that maintaining its **social license** to operate is crucial to ensuring credibility and business excellence both locally and globally.

Therefore, our teams prioritize **preventing incidents related to the supply chain and processes** that could affect neighboring communities. We adopt a series of restrictions regarding vehicle traffic at our units, with rules, schedules, routes, and exclusive training for partner company drivers, thereby ensuring that potential noise from truck traffic does not disturb local populations. Between 10 PM and 6 AM, movement is restricted to specific internal points. We also perform periodic air quality monitoring of stationary emission sources to ensure parameter control, including the detection of Volatile Organic Compounds (VOCs).

We understand that our industrial and logistics activities can also generate other potential negative impacts on surrounding communities, such as increased commercial vehicle traffic, noise, environmental risks, or safety-related situations. These stem both from direct operational activities and business relationships with carriers and service providers. The company **acts preemptively to minimize these risks and avoid social and environmental damage**, maintaining rigorous control and continuous conversations with stakeholders.

We have a continuous **communication channel** to receive all **complaints or suggestions** from local communities, thus maintaining an assertive flow to handle such inquiries with due responsibility. The effectiveness of these measures is disclosed through sustainability reports,

internal campaigns, and local meetings. In 2024, 100% (9) of these inquiries were addressed to the responsible areas and treated as immediate corrective actions, and 57% (5) of them were considered timely. The ethics channel can also be used to report any misconduct stemming from our operations, helping to prevent problems that impact those residing near Moove's operation units.

Senior leadership receives constant updates on these inquiries and ensures that solutions are presented with the necessary agility and transparency. The performance of this system is monitored through legal and environmental compliance indicators, records of complaints or incidents, and the number of relationship actions with the local population.

Our goals include maintaining a track record of zero incidents with community impact and expanding the reach of dialogue and social engagement initiatives



Social and Environmental Projects

GRI 3-3, 11.15.1, 203-1, 203-2, 413-1

To drive the social and environmental agenda and the **development of local communities**, we promoted a series of free projects last year. These were carried out through investments via tax incentive laws and direct funding, and their results were disclosed publicly. In Brazil, we prioritize São Paulo and Rio de Janeiro, specifically the surroundings of the **Ilha do Governador (RJ) plant**. This plant is located on the margins of Guanabara Bay, a key coastal ecosystem and home to **Colônia Z10**, the oldest fishing community in the country. The area is also home to a mangrove forest, which is an integral part of the Rio Jequiá Urban Recovery Environmental Protection Area (APARU), a region facing vulnerabilities due to water pollution.

Although we do not provide specific investments for the region's infrastructure, we manage the conservation of Iaiá Garcia Square in the Ribeira neighborhood. This is done through the Adoption of Public Spaces initiative, a program by the Parks and Gardens Foundation, linked to the Rio de Janeiro City Hall. We invest consistently

in this project, addressing the requests of the local population to ensure a communal space that promotes culture, leisure, and inclusion. Every quarter, we publish a photographic report detailing the actions taken during the period.

2024 Results

+BRL 3.3 million invested
in **15 projects**

10 initiatives implemented

+15,000 people directly
reached



Learn about other projects!



Plant to Offset

Since 2020, the Terrazul Institute, in partnership with the Rio de Janeiro Environmental Education Center and supported by Moove, has been developing the **Plant To Offset (Plante Para Neutralizar)** project in the region to revitalize the local biome. Through activities focused on land rehabilitation, waste collection, and the planting of native species seedlings, we contribute positively to carbon sequestration and the offsetting of pollutant gas emissions, in strict alignment with **SDGs 13, 14, 15, and 17**. Additionally, the initiative carries out socio-educational actions for children and adolescents, aiming to raise awareness among youth about relevant topics such as climate change.

- **+ BRL 387,000** invested
- **550 kg** of waste collected
- **1,000 seedlings** planted
- **+ 5,000 people** from Colônia Z10 indirectly reached*

*Número estimado de moradores da comunidade.





Ilha Carioca Circuit

The largest street race and walk event in Rio de Janeiro's North Zone, the Ilha **Carioca Circuit (Circuito Ilha Carioca)** was sponsored by Moove in 2024. The 5-kilometer route through the Ilha do Governador neighborhood included various locations, such as Ribeira and Praia da Bica. Children as young as two and adults of all ages participated in the event, which aims to engage the local community and promote physical activity as a tool for self-care and both physical and mental health..

- **BRL 120,000** invested
- **4,100** participants



SDG Truck

The main goal of this initiative is to disseminate the **2030 Agenda** in public spaces across Rio de Janeiro using an inclusive and educational approach that facilitates access for people of all ages. With an infrastructure involving themed tents and an interactive vehicle, the **SDG Truck (Caminhão ODS)**, sponsored by Moove, transformed squares and streets into centers for learning and socio-environmental mobilization. Among the numerous activities developed by the project are composting workshops, talks with local agents, artistic performances, health services, and mentoring for local entrepreneurs, as well as robotics and sustainable cooking experiences.

- **1 day** of talks
- **3 schools** served
- **3,500 active** participants
- **5,586 people** directly reached
- **16,770 people** indirectly reached

Knowing the SDGs

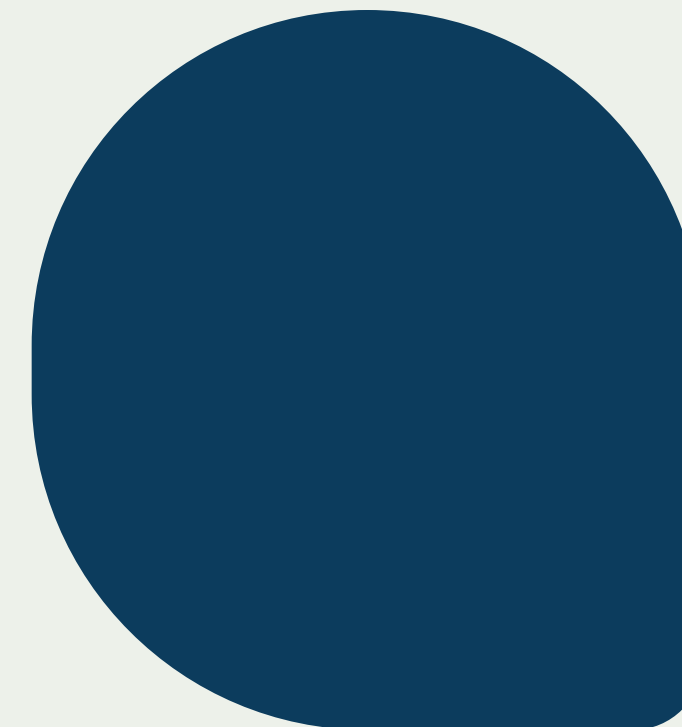
This Moove-sponsored project promotes a circuit of practical and playful activities in Rio de Janeiro's public schools, encouraging elementary and middle school students to reflect on themes related to the **17 Sustainable Development Goals**. Through **Knowing the SDGs (Conhecendo os ODS)**, young people have the opportunity to participate in a series of initiatives, such as games, interactive experiences, physical activities, and theater workshops. Teachers are also integrated into the program to serve as multipliers of social transformation, fostering a better future for coming generations.

- **BRL 500,000** invested
- **15 days** of activities
- **13 schools** served
- **5,819 students** involved
- **213 teachers** participating
- **6,032 people** directly reached
- **18,096 people** indirectly reached

Move Your Career

This initiative, developed together with the online education platform Descomplica, offered **free scholarships** to people across Brazil in the fields of industrial technology and soft skills. Through **Move Your Career (Movimento sua Carreira)**, participants received 11 weeks of training on topics such as technical knowledge exchange regarding lubricant oils and grease (taught by Moove specialists), time management, life planning, and diversity. All content was provided via live sessions and recorded for future access.

- **200 scholarships** offered
- **3 groups** of students
- Participants **aged 18 to 55**



The Learn Project

Moove supports the Women's Association for Social Studies (Afesu), and in 2024 we contributed to **The Learn Project (Projeto Aprender)**, which offered playful after-school workshops for children and adolescents aged 10 to 15 in São Paulo. The target audience consisted of students from the Jardim Taboão region, who had the opportunity to participate in pedagogical support, culture, leisure, sports, and recreation activities to improve learning in core subjects. Based on building a life plan through personal empowerment and human and civic formation, the initiative's primary goal was **social advancement driven by thematic workshops**.

- **115 children and adolescents** reached
- **460 family members** indirectly reached



Environmental Pillar



We are committed to reducing impacts and boosting practices that respect the environment and people.



Environmental Management

GRI 3-3

The **EESG Journey** effectively contributes to the consolidation of Moove's environmental best practices across all levels of its operations, reflecting the company's commitment to the **conservation of the environment and natural resources**. Greenhouse gas emissions, energy efficiency, water and effluent management, packaging and material circularity, waste management, climate change, and other areas that are susceptible to direct and indirect negative impacts within our value chain (especially carriers and service providers) are handled with the appropriate priority at all our units. The UN 2030 Agenda is fundamental to this process, guiding efforts toward a sustainable and strategic business model committed to sustainable development.

The **Sustainability Committee** and **Development Groups** actively participate in this process by evaluating alternatives and possibilities for increasingly efficient management of the positive and negative impacts related to the environment as well as the

material topics. In Brazil and the United Kingdom, the company utilizes an **Environmental Management System (EMS)** that holds the ISO 14001 certification and is designed to assess and control all stages associated with the life cycle of our products through a matrix approach. This allows for the identification of risks and opportunities associated with our activities, enabling the prevention of air, soil, and water pollution, for example, based on internationally recognized standards that are periodically updated and systematically audited according to the organization's context.

Moove also implements control guidelines and clear directives to maintain operational safety and social and environmental responsibility across the whole chain.



The organization’s **HSE (Health, Safety, and Environment) policy** establishes commitments related to environmental preservation and the promotion of people’s health and safety. It considers the expectations of stakeholders through active conversations with environmental agencies, local communities, employees, suppliers, and carriers. **Sustainability reports, corporate meetings, and ESG** forums support the disclosure of initiative effectiveness, ensuring transparency in the responsible management of environmental impacts.

Furthermore, in our **Individual Emergency Plan (PEI)** we map scenarios that require an immediate response to reverse potential impacts. This includes drills to test workflows, the availability and mobilization of response resources, and communication with stakeholders. These and other reported actions combined support the integration of consistent improvements into our processes – especially the reduction of natural resource consumption and increasing the reuse of materials – demonstrating the organization’s degree of environmental compliance and its culture of prevention. Monitored indicators include the volume of recycled waste, the amount of treated effluent within legal standards, and emissions data.

Moove gives significant attention to the conservation of the marine ecosystem, including procedures for port activities to ensure the maintenance of local fauna and flora. Our maritime operations employ physical barriers for vessel wrapping and secondary containment, and specialized teams are on standby to act in emergency situations. Our high-performance teams are trained for the continuous improvement of operational and environmental processes and controls. In this regard, in addition to regular investments in the maintenance and improvement of port facilities and infrastructure, our state-of-the-art monitoring systems to track weather and ocean conditions are vital to enhance operational efficiency and ensure loss and accident prevention.

The company periodically promotes a series of training and engagement sessions with its internal workforce and the communities surrounding its operational units to continuously improve its sustainability culture.

Moove also participates in client initiatives focused on giving visibility to corporate practices of environmental preservation, social engagement, and commitment to climate change mitigation actions in Brazil, inspiring not only other companies but society as a whole to join a positive agenda for the environment.

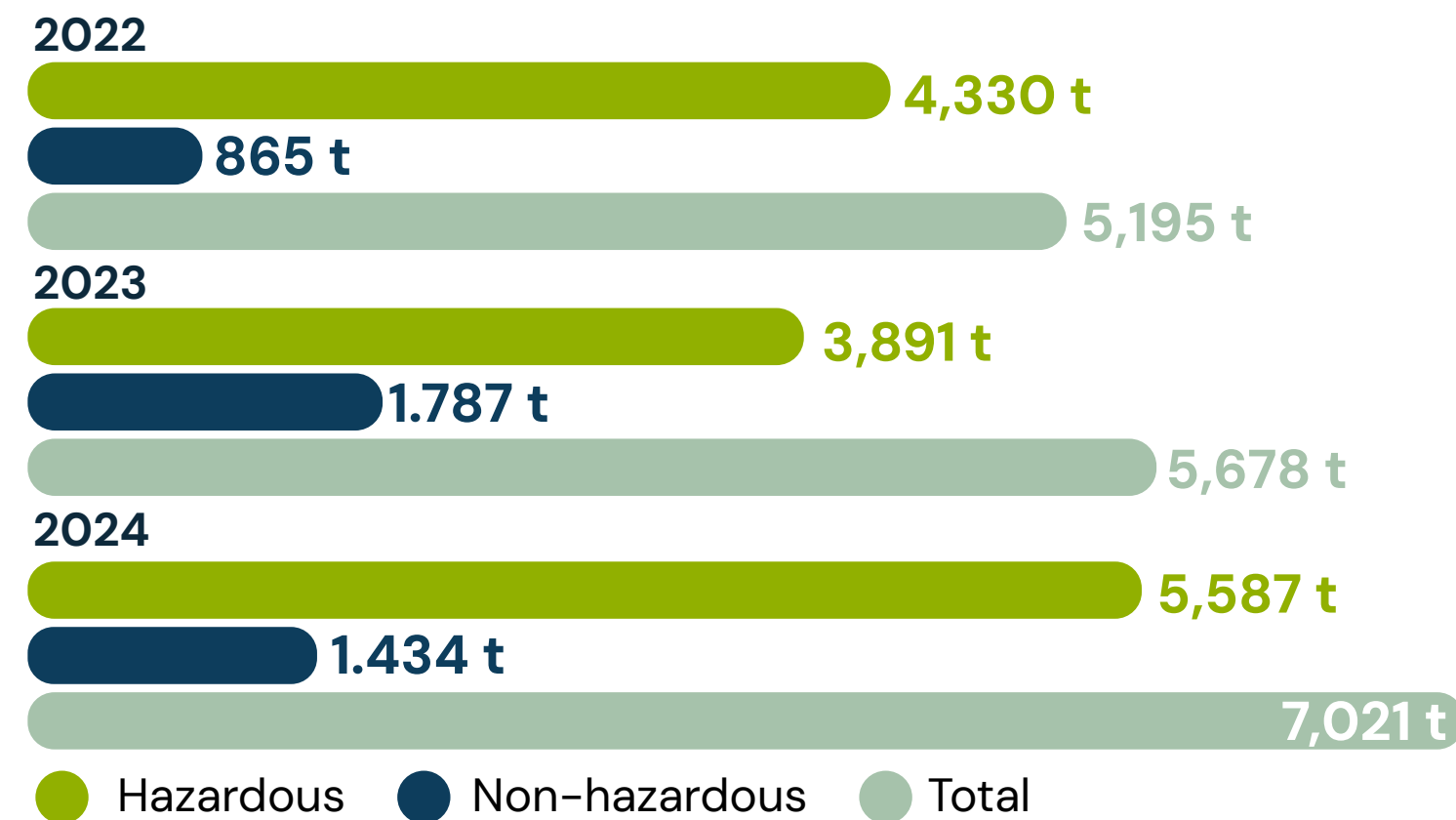


Waste

GRI 306-1, 306-2, 306-3

At Moove, **responsible waste management** is a matter of great importance across all stages of the production cycle, from the moment we receive materials (packaging, base oils, additives, etc.) through manufacturing to post-consumption. Plastic packaging and used or contaminated lubricating oils (OLUC) are categorized as Class I – meaning they can be harmful to human health and the environment if not disposed of correctly. Therefore, we maintain rigorous control together with the companies that assist us in this process to ensure proper collection, transport, and final disposal.

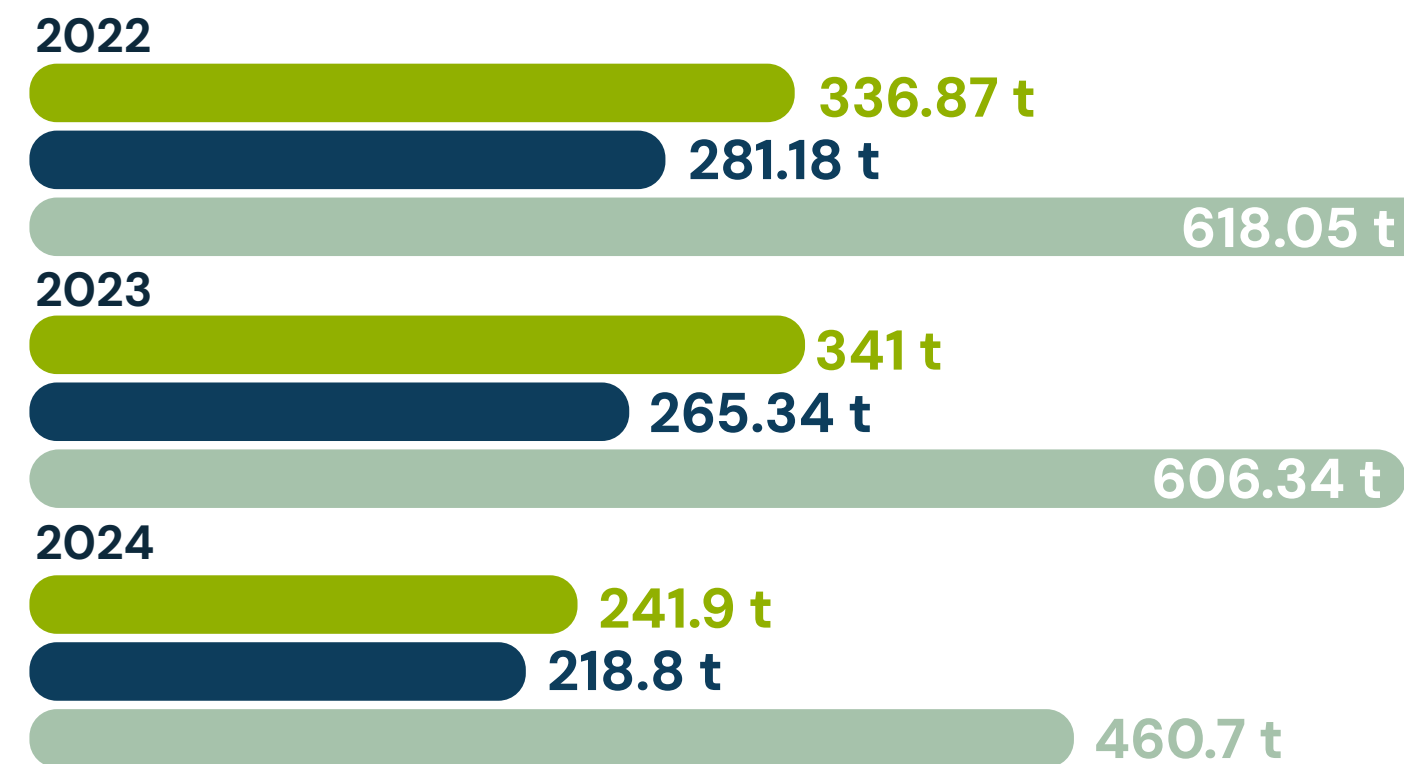
Generated waste (Ilha do Governador Complex) ³⁰⁶⁻³



Data taken from the waste manifesto report from the State Environmental Institute (INEA) and the waste report from CETESB.

Through our certified **Environmental Management System**, we monitor indicators related to waste generation, disposal, and recycling, which help us optimize operational efficiency and structure more sustainable solutions. Selective collection, circularity, material reuse, co-processing, and composting are other key actions in our approach, which is guided by our **Waste Management Plan (PGRS)**, disclosed to the competent environmental agency. We also proactively collect improperly discarded waste from Guanabara Bay, Rio de Janeiro that gets carried by the tide into the edges of our Ilha do Governador facilities.

Generated waste (United Kingdom) ³⁰⁶⁻³



Data taken from waste transfer notes and monthly waste management reports..

Fair Play Institute

We are one of the cofounders of **Instituto Jogue Limpo (Fair Play Institute)**, which does reverse logistics for lubricant packaging across 24 Brazilian states and the Federal District. To this end, we rely on licensed logistics partners to collect and send these materials – as well as Class II non-hazardous waste – for recycling. These measures are in strict alignment with the guidelines of the **National Solid Waste Policy (PNRS)** to reduce and mitigate potential adverse social and environmental effects.

The organization has more than 70 associated manufacturers and importers and provides voluntary drop-off points (PEVs) for the collection of these materials, enabling individuals and businesses to direct their waste to recycling. In 2024, 6,217 tons of plastic were collected across the 4,456 municipalities served by the project.

Learn more [here.](#)



Emissions

GRI 3-3, 201-2, 305-1, 305-2, 305-3

Climate change presents a challenging global scenario, and Moove is committed to contributing solutions to **reduce environmental impacts**. Based on an integrated management model – which, in addition to meeting regulatory requirements and environmental licensing, prioritizes the continuous development of our operations – we work to go further. We have established and continue to refine our climate agenda, through which we manage the issue of harmful gas emissions with the appropriate responsibility. Engagement with specialists and strategic stakeholders is vital to this process, ensuring our monitoring and evaluation mechanisms remain aligned with the highest organizational standards.

Since 2022, we have been part of the **Climate Action platform**, which is linked to the activities and tools that are available for members of the UN Global Compact. Furthermore, we maintain our adherence to the CDP through the **Reporter Services Lead program**, aiming to learn continuously, follow the evolution of the climate agenda, promote the continuous improvement of our processes, and positively influence our value chain.

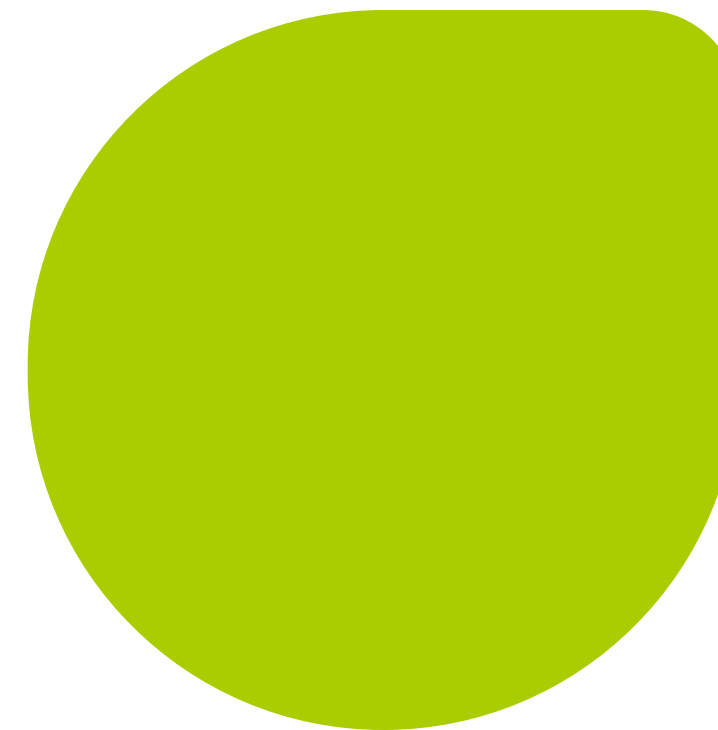
In this context, Moove has been monitoring technological transformations, legislative and market changes, and business-associated risks worldwide to improve its agenda and the development of climate change adaptation and mitigation plans. Senior management and company executives on the **Sustainability Committee** also actively participate in discussions on the subject and keep an eye on the needs and expectations of clients and the market. There are, in fact, specific sustainability goals tied to their variable compensation, which demonstrates strong governance and the transversal nature of this topic within the company, as well as the continuous improvement of our EESG Journey.



2021	2022	2023	2024
C	B	B	B

For the third consecutive year, we achieved our goal of continuous improvement by maintaining the **B Score from Carbon Insight Action**, one of the most renowned platforms evaluating transparency and performance regarding climate change. All our progress in this area is disclosed transparently in the CDP report, in line with the Task Force on Climate-Related Financial Disclosures (TCFD) guidelines.

[Learn more here!](#)



As a result of climate modeling and studies conducted with the support of a specialized consultancy, we have established the primary potentially material risks associated with climate change. In 2024, these were integrated into the business risk matrix, aligning with the evolution of company management:

Extreme heat, which can worsen environmental issues and cause fires at our product storage and distribution sites, in addition to harming the health of our employees;

Extreme winds and storms, which are capable of compromising our operations due to interruptions in raw material intake at terminals, as well as exposing our internal stakeholders to vulnerable situations;

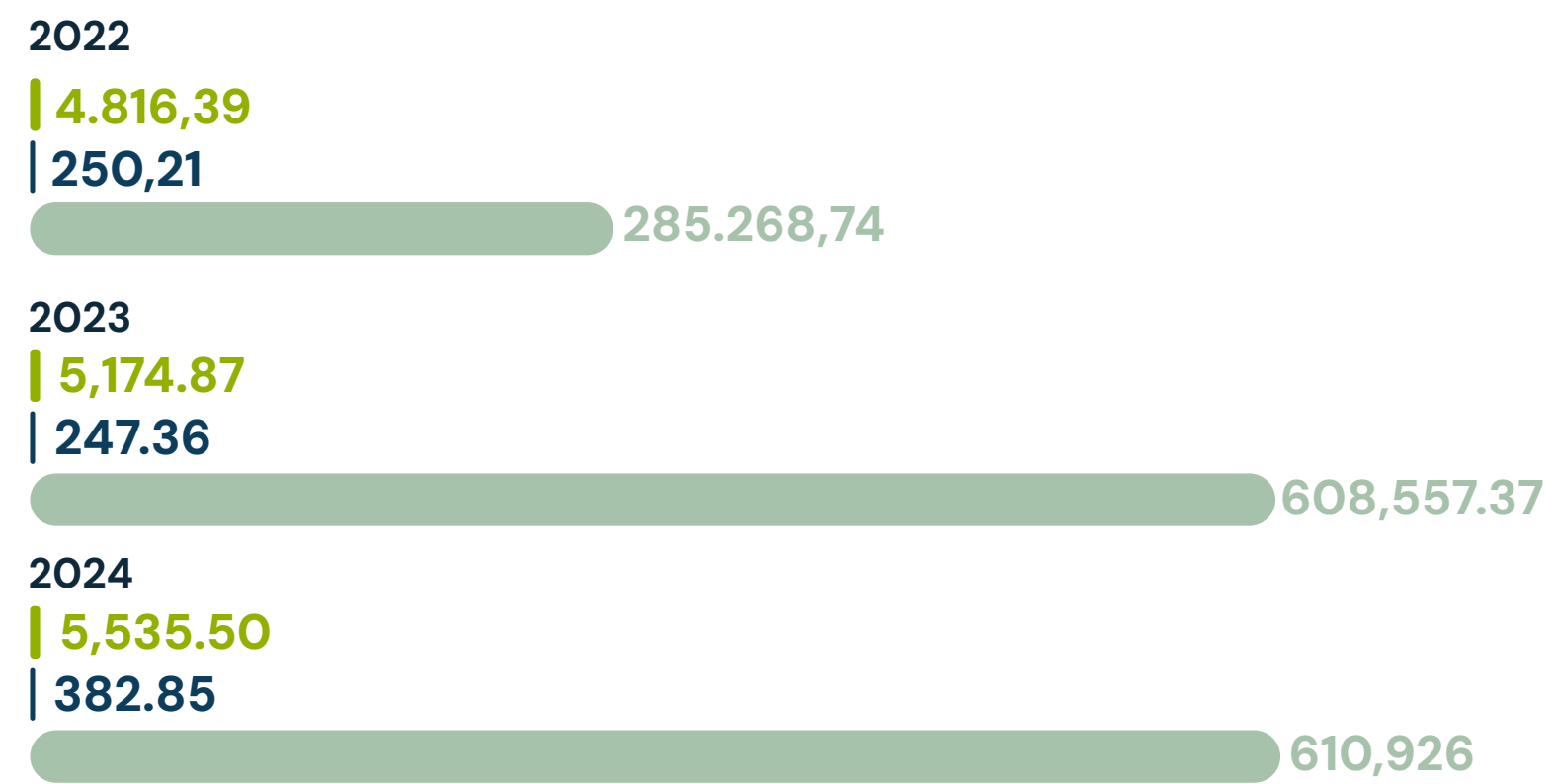
Increased pricing of greenhouse gas (GHG) emissions, which alerts to the possibility of allocating additional capital toward low-carbon technologies, thus impacting client prices;

New mandates and regulations for existing products and services require attention, as they influence the prices of crude oil, natural gas, and chemicals in the short term, thus pressuring the reduction in the demand for fossil-based raw materials.

Moove has published its **Greenhouse Gas Emissions Inventory** since 2014, which shows that our concern regarding this agenda is not a recent movement within the company. Since 2022, when we first submitted the document to the **Brazil GHG Protocol Program**, an initiative that encourages the measurement, management, disclosure, and improvement of GHG-related indicators we have held the highest recognition from the program: the **Gold Seal**. The data is verified by an external audit and pertains to the direct (Scope 1) and indirect emissions (Scopes 2 and 3)

Learn more about climate risk management [here](#).

Greenhouse gas emissions (tCO2 equivalent) (Ilha do Governador Complex) GRI 305-1, 305-2, 305-3 



- Total direct emissions – scope 1
- Total indirect emissions from purchased energy – scope 2
- Total emissions from other sources – scope 3



Gases included in the calculation: CH₄, CO₂, HFCs, and N₂O (Scope 1); CO₂ (Scope 2); CH₄, CO₂, N₂O, and SF₆ (Scope 3). Since 2022, Scope 2 emissions have been offset at the Ilha do Governador Complex through the acquisition of I-REC certificates. The company has been improving data collection from other units for future reports.





Energy

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

Investing in alternative energy resources is part of Moove’s efforts to adopt **more sustainable flows** across its production units. At the Rio de Janeiro plant the entire power supply is sourced from **renewable energy**. In our United Kingdom facilities, priority is given to the use of cleaner sources to not only increase energy efficiency but also provide greater reliability and stability to our activities. At both locations, we use **International Renewable Energy Certificates (I-REC)** to neutralize Scope 2 emissions related to electricity consumption.

To ensure more rational energy use, we have also adopted a series of structural and operational measures. The company uses translucent roof tiles in its plants to maximize natural light and reduce reliance on artificial lighting during the day. Additionally, we constantly promote the modernization of motor-pump sets, focusing on improving performance and reducing the associated electrical consumption. We have also fully replaced all conventional lamps with LED lighting systems, which are recognized for their superior durability and lower energy demand.

Waste Reduction Program

Launched in 2022, this initiative provides a tool for **recording and investigating waste and efficiency losses** in processes associated with water, steam, and energy consumption at the Rio de Janeiro plant. **Positive impacts have already been observed in terms of the reduction of electricity costs** and an improved ratio between consumption and production volume. The program also promotes **awareness campaigns for internal stakeholders**, reinforcing the need for habit changes to foster the **responsible use of natural resources** both inside and outside the workplace.



**Purchased energy consumption (GJ)
(Ilha do Governador Complex)** 

GRI 302-1

	2024	2023	2022
Electricity	25,340.11	24,320.88	21,159.53
Heating	0	6,628	6,255,92
Cooling	0	0	0
Steam	0	84,662	80,858.31
Total	25,340.11	115,610.88	108,273.76

In 2024, there was a change in the calculation premise for purchased energy consumption, resulting in an update to the steam and heating consumption data..

Purchased energy consumption (GJ) (United Kingdom) 

GRI 302-1

	2024	2023	2022
Electricity	4,407.7	4,558	4,731
Heating	6,462.57	6,415	4,762
Cooling	0	0	0
Steam	0	0	0
Total	10,870.27	10,973	9,493

**Total energy consumption (GJ)
(Ilha do Governador Complex)** 

GRI 302-1

	2024	2023	2022
Non-renewable energy sources	92,965.56	91,343	87,154.23
Renewable energy sources	377.35	24,320	21,159.53
Energy consumption	25,340.11	84,974.62	108,273.76
Total	118,683.02	200,637.62	216,587.52

Natural gas is used to generate steam for the boilers, while diesel serves as fuel for fire pumps and generators. In the case of bioenergy, it is utilized for general plant operations.

Total energy consumption (GJ) (United Kingdom) 

GRI 302-1

	2024	2023	2022
Non-renewable energy sources	3,569	4,374	8,152
Renewable energy sources	0	0	0
Energy consumption	10,870.27	10,973	9,493
Total	14,439.27	15,347	17,645

Diesel/petroleum were used to fuel the company's vehicle fleets; the company also uses solar and wind power to ensure full operation in the United Kingdom.

Energy intensity (GJ) (Brazil) 

GRI 302-3

	2024	2023	2022
Energy intensity	485	467	477

Amount of energy consumed/millions of liters of manufactured product. The types of energy included in the energy intensity rates are fuel and electricity, derived from the use of natural gas, biogas (electricity), and diesel.

Energy intensity (GJ) (United Kingdom)* 

GRI 302-3

	2024	2023	2022
Energy intensity	371	394	539

Amount of energy consumed/millions of liters of manufactured product. The types of energy included in the aforementioned energy intensity rates are fuel, electricity, heating, and steam



Water Resources

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

Moove continuously improves its **water and effluent management**, thus affirming its commitment to the responsible use of water resources. Through our **Environmental Management System**, we monitor eco-efficiency indicators to evaluate the ratio between total water consumption and the volume of produced oil, water consumption at our plants, the volume of discharged effluents per activity, and the environmental quality of released effluents. The results of these analyses are reported to the competent authorities, ensuring transparency throughout this rigorous process.

Our activities essentially need water for utility equipment to support manufacturing operations and facility functions; it is not indispensable to manufacture products and for services. Industrial effluents resulting from these support processes are duly controlled, separated, and sent for external treatment at facilities that are licensed by the competent environmental agency. Meanwhile, oily effluents originating from rainwater contact with tank farms are directed for internal treatment at our **Oil-Water Separator System (SSAO)**.

All these processes are conducted with strict operational control and efficiency monitoring through

regular quality analysis of the water that is discharged into receiving bodies, and the results are reported monthly to the environmental agency. Any discharge into water bodies is performed in strict alignment with current legislation, ensuring the **preservation of local biodiversity** and the **health and safety of people**. This process of effluent control and management is adopted at all Moove manufacturing units, observing local discharge quality criteria and the specificities of each operation. No non-conformities were recorded regarding the discharge limits of priority substances as defined by the pertinent and applicable environmental laws for each operation. The company adopts rigorous controls to identify and act proactively regarding potential fluctuations in control parameters.

At Moove's Rio de Janeiro plant, the water supply is provided by the utility company Águas do Rio, but we also reuse rainwater and condensation from air conditioning equipment for cleaning and garden irrigation. In the United Kingdom, our production unit uses groundwater and river water provided by Southern Water for various applications, such as chemical mixtures for products that are not manufactured in Brazil. We discharge these effluents within the prescribed limits, which include parameters for Chemical Oxygen Demand (COD), oil, grease, and suspended solids, thus meeting all legal requirements



In addition to identifying and fixing water leaks that constitute waste, the **Waste Reduction Program** raises awareness among our internal workforce on the rational use of this resource.

As established by the **Individual Emergency Plan** – which includes information on marine fauna, guidelines for their correct handling, and procedures for the communication of and response to environmental emergencies – specialized teams are also on standby should intervention be required. As an active member of the Guanabara Bay Area Committee, the organization participates in the Guanabara Bay Area Plan (PABG) alongside other local institutions and companies.

Total water discharge in megaliters (ML), separated by destination (Brazil) 

GRI 303-4

	2024	2023	2022
Water body	2.8	0.21	4.5
Sewage treatment plant (local utility company)	31.53	30.38	25.06
Total	34.33	30.59	29.56

Water body data is obtained through the outflow meter of the Oil-Water Separator System and disclosed monthly to the competent environmental agency. Regarding the local utility company, Moove considers sewage effluent and the volume of river water used as water discharge. This falls exclusively under the freshwater category (total dissolved solids ≤ 1,000 mg/L).

Total water discharge in megaliters (ML), separated by destination (United Kingdom) 

GRI 303-4

	2024	2023	2022
Septic tank effluent	2.48	2.24	2.08

Sourced from restrooms, collected by the waste contractor, and from the physical pre-treatment area (oily water discharged into the drain). The oily water is filtered prior to off-site discharge to separate the oil.

Volume of discharged water in megaliters (ML) by treatment type (Brazil) 

GRI 303-4

	2024	2023	2022
Physical treatment	0.14	0.21	4.5
Chemical treatment	34.19	30.38	25.06
Total	34.33	30.59	29.56

Disposal via biological treatment was zero.

Volume of discharged water in megaliters (ML) by treatment type (United Kingdom) 

GRI 303-4

	2024	2023	2022
Physical treatment	2.48	2.22	1.74

Disposal via chemical or biological treatment was zero.



Appendices



Appendices

GRI 2-8, 201-2, 302-1, 302-3, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5, 306-4, 306-5, 401-1, 401-3, 403-9, 405-1, 405-2

Physical climate risks GRI 201-2

Category	Driver	Risk level 2030	Risk level 2050	Impact on business	Risk management
Cronic	Extreme heat	Medium	High	<ul style="list-style-type: none"> Compromise the functionality of infrastructure and measurement and control equipment; Increase potential environmental damage due to the heightened risk of fires in product storage and/or distribution sites; and Worsen health and safety risks for Moovers. 	<ul style="list-style-type: none"> Operational health and safety plans and procedures to deal with extreme temperatures; Facilities that provide greater thermal comfort; and Increased localized temperature control and monitoring.
Acute	Flooding due to extreme rainfall	High	High	<ul style="list-style-type: none"> Hinder access to facilities and interrupt the flow of raw material intake and product shipping; Interrupt operations due to severe weather conditions; and Impact the environment through the overflow of effluents. 	<ul style="list-style-type: none"> Weather monitoring and predictability systems to forecast extreme weather events and ensure early action, mitigating potential impacts. Operational procedures and infrastructure maintained according to established plans; and Additional systems and resources for control and contingencies.
Acute	Extreme winds and storms	High	Critical	<ul style="list-style-type: none"> Endanger the health and safety of Moovers and suppliers; and Interrupt the intake of supplies at our terminals, compromising production. 	<ul style="list-style-type: none"> Increased infrastructure resilience; and Greater monitoring and control of climate forecasts and projections related to precipitation rates and tide and wind behavior.



Transition climate risks GRI 201-2

Category	Driver	Risk level 2030	Risk level 2050	Impact on business	Risk management
Political and Legal	Increased pricing of GHG emissions	High	Medium	Impacts arising from policies related to carbon pricing in the markets where we operate. Recent developments in the regulated carbon market in Brazil represent a material risk for the coming years. Although our business is dedicated to reducing carbon emissions, the implementation of a carbon pricing mechanism could imply additional costs, including taxes and compliance-related expenses. Furthermore, it may require additional capital allocation for low-carbon technologies. These adjustments may also impact product prices for consumers.	<ul style="list-style-type: none"> • Participation in forums and events to capture expectations regarding the implementation of regulations and anticipate movements by industry players; • Conducting studies to assess future scenarios and adopt mitigation actions; • Actions and projects aimed at reducing carbon emissions in operations; • Comprehensive due diligence on the subject for markets where we intend to expand operations into.
Political and Legal	Mandates and regulations for existing products and services	Medium	High	Stricter regulations if the countries where we operate pursue more ambitious Nationally Determined Contributions (NDCs) and the development of sectoral plans for specific areas. Such advances may: influence the prices of crude oil, natural gas, and chemical products in the short term, putting pressure on the reduction of demand for fossil-based products and their prices; require higher production standards; and increase operational costs related to the purchase of fossil raw materials.	<ul style="list-style-type: none"> • Monitoring the regulatory environment in the markets where we operate and, during the due diligence process, in markets of interest; • Analysis of existing/emerging standards and legislation to establish the parameters within which we will set our operations and corporate governance; • Participation in forums and events regarding expectations for the implementation of this type of regulation and anticipation of movements by industry players.
Markets	Shift in customer behavior	Medium	High	The potential shift in consumer behavior could result in a reduction in the purchase of petroleum-derived products, just as industry climate strategies may lead to a search for raw materials from other sources, reducing the market for our products and projects.	<ul style="list-style-type: none"> • Evaluation of customer behavior regarding technological advances and changes in the technical specifications of their products; and • Continuous study of other possibilities for product application with a view toward finding new markets.



Occupational Accidents (Ilha do Governador Complex) GRI 403-9 

	Employees	Contractors whose work and/or workplace are controlled by the organization
Worked hours	1,800,620	941,949
Basic worked hours	1,000,000	1,000,000
Number of fatalities resulting from work-related injury	0	0
Rate of fatalities resulting from work-related injury	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0
Number of reportable work-related injuries (including fatalities)	0	4
Rate of reportable work-related injuries (including fatalities)	0	4.25

Main types of work-related injuries Same-level fall and laceration from a utility knife. Same-level fall or fall from height, and mechanical hazards.

Occupational Accidents (Tirreno) GRI 403-9 

	Employees	Contractors whose work and/or workplace are controlled by the organization
Worked hours	381,216	25,344
Basic worked hours	1,000,000	1,000,000
Number of fatalities resulting from work-related injury	0	0
Rate of fatalities resulting from work-related injury	0	0
Number of high-consequence work-related injuries (excluding fatalities)	1	0
Rate of high-consequence work-related injuries (excluding fatalities)	2.46	0
Number of reportable work-related injuries (including fatalities)	1	0
Rate of reportable work-related injuries (including fatalities)	2.46	0

Main types of work-related injuries Work-related injury involving blunt-force trauma and laceration to lower limbs. Same-level fall or fall from height, and mechanical hazards.

All Moove employees were taken into account while managing this data, and no additional information is required for understanding. In February 2025, Moove's plant in Ilha do Governador, Rio de Janeiro, was affected by a fire in the production area, which did not reach the storage tanks. The factory was not in operation at the time and no casualties were recorded; all necessary safety protocols were immediately applied to minimize any environmental and social impacts. No active sources of pollution were observed following the incident, and the risks to Guanabara Bay and the communities around our manufacturing unit were nonexistent.



Occupational Accidents (United States) GRI 403-9 

	Employees	Contractors whose work and/or workplace are controlled by the organization
Worked hours	1,606,553	0
Basic worked hours	200,000	0
Number of fatalities resulting from work-related injury	0	0
Rate of fatalities resulting from work-related injury	0	0
Number of high-consequence work-related injuries (excluding fatalities)	5	0
Rate of high-consequence work-related injuries (excluding fatalities)	0.62	0
Number of reportable work-related injuries (including fatalities)	5	0
Rate of reportable work-related injuries (including fatalities)	0.62	0
Main types of work-related injuries	Falls and slips.	-

Occupational Accidents (United Kingdom) GRI 403-9 

	Employees	Contractors whose work and/or workplace are controlled by the organization
Worked hours	410,080	0
Basic worked hours	1,000,000	0
Number of fatalities resulting from work-related injury	0	0
Rate of fatalities resulting from work-related injury	0	0
Number of high-consequence work-related injuries (excluding fatalities)	5	0
Rate of high-consequence work-related injuries (excluding fatalities)	0.24	0
Number of reportable work-related injuries (including fatalities)	1	0
Rate of reportable work-related injuries (including fatalities)	0.24	0
Main types of work-related injuries	Relacionado a comportamentos de não aplicar os processos treinados e aprovados.	-



Contractors (Brazil) GRI 2-8 

	2024 ¹	2023	2022
Apprentices	16	24	14
Interns	26	38	26
Contractors – General Services	214	-	-
Contractors – Specialized Services	181	-	-
Contractors – Administrative Support Services	5	-	-
Total	458	62	40

¹ Contractor data was mapped from 2024 onward. The company has been working to improve data traceability and stratification for this type of information..

Turnover GRI 401-1

	Employees	Hires	Terminations	Turnover rate
Brazil	1,050	237	138	17.86%
BUPA	23	5	6	23.91%
Europe	393	62	116	22.53%
Total	1,466	304	260	19.21%

	Employees	Hires	Terminations	Turnover rate
Men	1,030	206	174	18.43%
Women	436	98	86	21.05%
Total	1,466	304	260	19.21%

	Employees	Hires	Terminations	Turnover rate
Under 30 y.o.	233	97	48	31.12%
Between 30 and 50 y.o.	973	182	159	17.49%
Over 50 y.o.	260	25	53	15%
Total	1,466	304	260	19.21%

Interns, apprentices, and contractors are not included in the total employee headcount, only in the hires and terminations figures. Numbers from USA operations are not included, but Moove has been working toward disclosing this information in future years.

Maternity/paternity leave GRI 401-3

	Men	Women
Employees entitled to leave (2,157)	1.590	567
Employees who took leave	21	14
Employees who returned to work after leave ended	16	14
Employees who returned to work after leave ended and remained employed 12 months later	16	13
Return to work rate	80	71.43
Retention rate	0	325

Base salary vs. total compensation (Brazil) GRI 405-2 

	Base salary (%)	Total compensation (%)
Leaders and supervisors		
Men-to-women ratio	1.04	0.83
Coordinators		
Men-to-women ratio	0.94	1
Management (managers, vice-presidents, and president)		
Men-to-women ratio	0.85	0.92
Administrative personnel		
Men-to-women ratio	0.99	1.06
Operational personnel		
Men-to-women ratio	1	0.91
Trainees, analysts, and specialists		
Men-to-women ratio	0.89	0.85

Tirreno's operations in Brazil were not considered, but Moove is working internally to control and trace this data for future reports.



Diversity in governance bodies and employees by age group (Brazil)¹ GRI 405-1 

	Number	Percentage
Management (managers, vice-presidents, and president)		
Under 30 y.o.	-	-
Between 30 and 50 y.o.	55	0.73
Over 50 y.o.	20	0.27
Total	75	1
Coordinators		
Under 30 y.o.	2	0.04
Between 30 and 50 y.o.	43	0.91
Over 50 y.o.	2	0.04
Total	47	1
Leaders and supervisors		
Under 30 y.o.	2	0.04
Between 30 and 50 y.o.	50	0.91
Over 50 y.o.	3	0.05
Total	55	1
Trainees, analysts, and specialists		
Under 30 y.o.	79	0.23
Between 30 and 50 y.o.	250	0.72
Over 50 y.o.	20	0.06
Total	349	1
Operational personnel		
Under 30 y.o.	52	0.18
Between 30 and 50 y.o.	188	0.66
Over 50 y.o.	45	0.16
Total	285	1

Administrative personnel		
Under 30 y.o.	29	0.48
Between 30 and 50 y.o.	30	0.50
Over 50 y.o.	1	0.02
Total	60	1

¹ Tirreno's operations in Brazil were not considered for the reported period, but Moove is working internally to control and trace this data for future reports.

Diversity in governance bodies and employees by gender (Brazil)¹ GRI 405-1 

	Men	Women	Total
Management (managers, vice-presidents, and president)			
Number	52	23	75
Percentage	0.69	0.31	1
Coordinators			
Number	29	18	47
Percentage	0.62	0.38	1
Leaders and supervisors			
Number	46	9	55
Percentage	0.84	0.16	1
Trainees, analysts, and specialists			
Number	206	143	349
Percentage	0.59	0.41	1
Operational personnel			
Number	254	31	285
Percentage	0.89	0.11	1
Administrative personnel			
Number	27	33	60
Percentage	0.45	0.55	1

¹ Tirreno's operations in Brazil were not considered for the reported period, but Moove is working internally to control and trace this data for future reports.



Diversity in governance bodies and employees by minority and/or vulnerable groups (Brazil)¹

GRI 405-1 

	Persons with Disabilities	People of Color
Management (managers, vice-presidents, and president)		
Number	1	4
Percentage	0.01	0.05
Coordinators		
Number	0	9
Percentage	0	0.19
Leaders and supervisors		
Number	0	20
Percentage	0	0.36
Trainees, analysts, and specialists		
Number	9	88
Percentage	0.03	0.25
Operational personnel		
Number	7	170
Percentage	0.02	0.60
Administrative personnel		
Number	13	19
Percentage	0.22	0.32

¹ Tirreno's operations in Brazil were not considered for the reported period, but Moove is working internally to control and trace this data for future reports.

Diversity in governance bodies by age group (Brazil) ^{GRI 405-1} 

	Number	Percentage
Governance body		
Under 30 y.o.	-	-
Between 30 and 50 y.o.	2	0.33
Between 30 and 50 y.o.	4	0.67
Total	6	1

Diversity in governance bodies by gender (Brazil) ^{GRI 405-1} 

	Men	Women	Total
Governance body			
Number	6	-	6
Percentage	1	-	1

Diversity in governance bodies and the Executive Board by minority and/or vulnerable groups (Brazil) 

	2022	2023	2024
Women at the Executive Board¹	2	2	2
Minority group representatives at the Board² (GRI 405-1)	1	1	1

¹ Women are highlighted due to the men-to-women ratio in the oil and gas sector as well as the company's public goal;

² Minorities: LGBTQIAPN+ people and persons with disabilities.

Generated waste (Ilha do Governador Complex) ^{GRI 306-3} 

Class I	2024
IBCs	129.20
Contaminated Solids	115.82
Drums ²	721.59
SLOP G ³	491.14
Contaminated Water	1,594.19
Oily Water	2,454.21
Other ⁴	80.49
Total	5,586.64

¹ Contaminated Solids, Contaminated Charcoal, and Contaminated Glassware;

² Damaged Metal Drums and Reusable Drums;

³ SLOP G - Laboratory and SLOP G - Oil;

⁴ Asbestos Tiles, Expired Chemical Products, Unserviceable Lamps, TBN, and Oil-contaminated Plastic Packaging.



Class II	2024
Wood	698.36
Paper and Cardboard	245.86
Construction and Demolition Waste	152.06
Plastic	76.52
Scrap Metal	32.82
General Waste	90.37
Organic Waste	64.97
Effluents ¹	73.50
Total	1,434.46

¹ Multiphase Extraction (MPE) System Effluent and Sanitary Effluent.

Total hazardous waste diverted from disposal, by recovery operation, in metric tons (Ilha do Governador Complex) GRI 306-4 

	Hazardous	Nonhazardous	Total
2024	1,534	1,270	2,804
2023	1,382	1,444	2,825
2022	1,374	690	2,067

Total hazardous waste diverted from disposal, by recovery operation, in metric tons (Ilha do Governador Complex) GRI 306-4 

	2024	2023	2022
Offsite			
Preparation for reuse	207.54	65	99
Recycling	1,122.39	1,053	1,104
Other recovery operations	203.77	265	172
Total	1,533.71	1,382	1,374

No waste was recovered for use onsite in 2022, 2023, and 2024.

Total nonhazardous waste diverted from disposal, by recovery operation, in metric tons (Ilha do Governador Complex) GRI 306-4 

	2024	2023	2022
Offsite			
Preparation for reuse	0	0	0
Recycling	1,205.63	1,225	625
Other recovery operations	64.97	219	65
Total	1,270.60	1,444	690

No waste was recovered for use onsite in 2022, 2023, and 2024.

Total hazardous and nonhazardous waste diverted from disposal, by recovery operation, in metric tons (Ilha do Governador Complex) GRI 306-4 

	2024	2023	2022
Offsite			
2,804.13	2,825	2,064	

No waste was recovered for use onsite in 2022, 2023, and 2024.

Total waste diverted from disposal, by recovery operation, in metric tons (Ilha do Governador Complex) GRI 306-4 

Class I	2024
Preparation for reuse	
SLOP G – Oil	207.54
Total reuse	207.54
Recycling	
Drums	721.59
IBCs	129.20
Oil-contaminated plastic packaging	39.99
SLOP G – Oil	231.61
Total recycling	1,122.39



Other recovery operations	
Contaminated Solids	115.82
Expired chemical products	35.79
Unserviceable lamps	0.18
SLOP G - laboratory	51.99
Total other recovery operations	203.77

No waste was recovered onsite; only offsite.

Class II	2024
Recycling	
Wood	698.36
Paper and cardboard	245.86
Plastic	76.52
Construction and demolition waste	152.06
Scrap Metal	32.82
Total recycling	1,205.63
Outher	
Organic Waste	64.97
Total other	64.97

No waste was recovered onsite; only offsite. Regarding the "preparation for reuse" item, there is no reused waste.

Total waste directed to disposal, by composition in metric tons

(Ilha do Governador Complex) GRI 306-5 

	Hazardous	Nonhazardous	Total
2024	4,052.94	163.87	4,216.80
2023	2,507	343	2,852
2022	2,955	175	3,128

Total waste directed to disposal, by composition in metric tons

(Ilha do Governador Complex) GRI 306-5 

Class I	2024
Landfill	
Asbestos tiles	2.26
Total landfill	2.26
Incineration	
TBN	2.28
Total incineration	2.28
Other (Effluent Treatment)	
Contaminated water	1,594.19
Oily water	2,454.21
Total effluent treatment	4,048.40

Class II	2024
Landfill	
General waste	90.37
Total landfill	90.37
Other (Effluent Treatment)	
Sanitary Effluent	12.73
Multiphase Extraction (MPE) System Effluent	60.77
Total effluent treatment	73.50



Total waste directed to disposal, by composition in metric tons (United Kingdom) GRI 306-5 

	Hazardous	Nonhazardous	Total
2024	241.90	218.80	460.70
2023	340	265	606

Total hazardous waste directed to disposal, by recovery operation, in metric tons (Ilha do Governador Complex) GRI 306-5 

	2024	2023	2022
Offsite			
Incineration with energy recovery	2.28	2	3
Incineration without energy recovery	0	0	0
Landfill	2.26	5	2
Effluent treatment, autoclaving, and recycling	4,048.40	2,500	2,950
Total	4,052.94	2,507	2,955

No waste was recovered for use onsite in 2022, 2023, and 2024.

Total hazardous waste directed to disposal, by recovery operation, in metric tons (United Kingdom) GRI 306-5 

	2024
Incineration with energy recovery	35
Incineration without energy recovery	207
Landfill	0
Other disposal operations	0
Total	242

No waste was recovered for use onsite in 2022, 2023, and 2024.

Total nonhazardous waste directed to disposal, by recovery operation, in metric tons (Ilha do Governador Complex) GRI 306-5 

	2024	2023
Offsite		
Incineration with energy recovery	0	0
Incineration without energy recovery	0	0
Landfill	90.37	71
Effluent treatment and recycling	73.50	271
Total	163.87	343

No waste was recovered for use onsite in 2022, 2023, and 2024.

Total nonhazardous waste directed to disposal, by recovery operation, in metric tons (United Kingdom) GRI 306-5 

	Offsite
2024	
Incineration with energy recovery	45.60
Incineration without energy recovery	173.20
Landfill	0
Other disposal operations	0
Total	218.80

No waste was recovered for use onsite in 2022, 2023, and 2024.

Total waste (hazardous and nonhazardous) directed to disposal, by recovery operation, in metric tons (United Kingdom) GRI 306-5 

	Offsite
2024	
Total	460.80

No waste was recovered for use onsite in 2022, 2023, and 2024.




Fuel consumption (GJ) from non-renewable sources (Ilha do Governador Complex)

GRI 302-1 

Fuel	2024*	2023	2022
Natural Gas	83,523.98	84,662	80,858
Diesel	602.36	53	40
Diesel/Petroleum	7,681.51	6,628	6,225
Gasoline	1,124.18	-	-
Acetylene	6.82	-	-
Total	92,965.56	91,343	87,123

* Only data regarding the operations at the Ilha do Governador Complex were considered. Moove is working internally on information controls and traceability to include other units in future reports. To perform the calculations, fuel consumption and the Average Equivalence Coefficients for fuels described in the 2025 National Energy Balance (BEN) were used.

Fuel consumption (GJ) from renewable sources (Ilha do Governador Complex)

GRI 302-1 

Fuel	2024
Biodiesel	88.98
Ethanol	288.37
Total	377.35

To perform the calculations, fuel consumption and the Average Equivalence Coefficients for fuels described in the 2025 National Energy Balance (BEN) were used.

2024	
Use - LPG (kg)	GLP (kg)
Liquefied Petroleum Gas (LPG)	165,762
Total	165,762 kg ou 300.294 m³

Conversion factor: acetylene = 0.049 and LPG = 25.58000.
 Consumption (GJ): acetylene = 6.958 and LPG = 7,681.514.
 To perform the calculations, fuel consumption and the Average Equivalence Coefficients for fuels described in the 2025 National Energy Balance (BEN) were used.

Fuel consumption (GJ) from non-renewable sources (United Kingdom) ^{GRI 302-1} 

	2024	2023	2022
Natural Gas	0	84,662	4,762
Diesel	2,939	887	8,152
Diesel/Petroleum	630	0	0
Total	3,569	85,549	12,914

Energy intensity (GJ) (Ilha do Governador Complex) ^{GRI 302-1} 

2024	
Produced (ML)	244.89
Energy consumption (GJ)	118,720.25
Intensity	484.79


Total water consumption from all areas and from areas with water stress (Brazil)

GRI 303-5 

	2024	2023	2022
Total water withdrawal	25.19	30.38	26.74
Total water discharge	5.14	0	29.56
Water consumption	20.05	30.38	1.68

All water supplied by the utility company is consumed. There are no operations in regions characterized as areas with water stress; therefore, there is no consumption from this source. The Aqueduct methodology was used to assess whether the area is under water stress.

Total water consumption from all areas and from areas with water stress (United Kingdom)

GRI 303-5 

	2024	2023	2022
Total water withdrawal	5.73	30.38	7.02
Total water discharge	2.48	2.22	8.76
Water consumption	5.73	4.61	1.74

All withdrawn water is discharged through the local sewer system. Additionally, rainwater is directed to a drainage system and treated to separate oil. There are no operations in areas under water stress. Water consumption is monitored daily via the facility's water meter.



Direct greenhouse gas emissions (tCO₂-equivalent) (Brazil) GRI 305-1 

	2024	2023	2022
Generation of electricity, heat, or steam	5,637	5,831	4,269
Transportation of materials, products, waste, employees, and passengers	754	501	472
Fugitive emissions	217	227	75
Total CO₂-equivalent emissions	6,607	6,560	4,816

Gases included in the calculation: CH₄, CO₂, HFCs and N₂O.

Direct greenhouse gas emissions (tCO₂-equivalent) (United States) GRI 305-1 

	2024	2023
Generation of electricity, heat, or steam	1,988.39	893
Transportation of materials, products, waste, employees, and passengers	91.61	688
Total CO₂-equivalent emissions	2,080	1,582

Gases included in the calculation: CH₄, CO₂, and N₂O. PetroChoice's first reporting cycle was in 2023.

Direct greenhouse gas emissions (tCO₂-equivalent) (Brazil) GRI 305-1 

	2024	2023	2022
Generation of electricity, heat, or steam	5,637	5,831	4,269
Transportation of materials, products, waste, employees, and passengers	754	501	472
Fugitive emissions	217	227	75
Total CO₂-equivalent emissions	6,607	6,560	4,816

Gases included in the calculation: CH₄, CO₂, HFCs and N₂O.

Direct greenhouse gas emissions (tCO₂-equivalent) (Ilha do Governador Complex)

GRI 305-1 

	2024	Percentual
Generation of electricity, heat, or steam	4738.78	8,6
Transportation of materials, products, waste, employees, and passengers	579.78	10,5
Fugitive emissions	216.94	3.9
Total CO₂-equivalent emissions	5535.50	100

Biogenic CO₂ emissions (tCO₂-equivalent) (Brazil) GRI 305-1 

	2024 ¹	2023	2022
	25	24	19

¹We considered data from the operations at the Ilha do Governador Complex for the reporting period. Moove is working internally on information controls and traceability to include other units in future reports..

Biogenic CO₂ emissions (tCO₂-equivalent) (Brazil) GRI 305-3 

	2024 ¹	2023	2022
	5,577	3,349	2,926

¹We considered data from the operations at the Ilha do Governador Complex for the reporting period. Moove is working internally on information controls and traceability to include other units in future reports.

Indirect emissions from purchased energy (tCO₂-equivalent) (United States) GRI 305-2 

	2024	2023
	313.25	330

Gases included in the calculation: CH₄, CO₂, and N₂O. PetroChoice's first reporting cycle was in 2023.



Indirect greenhouse gas emissions (tCO₂-equivalent) (Brazil) GRI 305-3 

	2024 ¹	2023	2022
Upstream transportation and distribution	47,771.49	27,735	27,914
Purchased goods and services	513,427.59	547,740	0
Waste generated in operations	217.61	200	30
Business travel	816.04	580	143
Employee commuting	391.22	402	776
Downstream transportation and distribution	48,302.06	32,018	256,407
Total	610,926.00	608,674	285,269

¹ We considered data from the operations at the Ilha do Governador Complex for the reporting period. Moove is working internally on information controls and traceability to include other units in future reports.

Energy indirect (Scope 2) greenhouse gas (GHG) emissions (Brazil) GRI 305-2 

	2024	2023
Location-based approach		
Ilha do Governador Complex	382.86	247.37
Tirreno	34.41	24.3
Market-based approach		
Ilha do Governador Complex	0	0
Tirreno	34.41	0

Gases included in the calculation: CO₂. Since 2022, Scope 2 emissions have been offset at the Ilha do Governador Complex, due to the acquisition of I-REC certification.

Indirect greenhouse gas emissions (tCO₂-equivalent) (United Kingdom) GRI 305-3 

	2024	2023	2022
Upstream transportation and distribution	77,009	31,139	0
Waste generated in operations	7	10	9.09
Business travel	297	396	157.42
Employee commuting	114	114	0
Other upstream activities	0	0	15.33
Downstream transportation and distribution	12,404	16,041	13,456
Other downstream activities	1	0	1
Total	89,831.99	47,701	13,637.84

Gases included in the calculation: CO₂.

Biogenic CO₂ emissions (tCO₂-equivalent) (Brazil) GRI 305-3 

	2024*	2023	2022
	5,577	3,349	2,826

*We only considered data from the operations at the Ilha do Governador Complex. Moove is working internally on information controls and traceability to include other units in future reports.

Greenhouse gas (GHG) emissions intensity (tCO₂-equivalent) (Ilha do Governador Complex) GRI 305-4 

	2024	2023	2022
Total GHG emissions	5,535.50	5,421.67	5,066.91
Greenhouse gas emissions intensity	0.023	0.023	0.021

The greenhouse gas emission types included in the intensity rate are Scopes 1 and 2, with CH₄, CO₂, and N₂O considered in the calculations. The organization is subject to various standards and methodologies and it adopts the Brazilian GHG Protocol Program and the ISO 14064-1 standard for their selection, as well as the m³ denominator of product produced for the calculation.



Greenhouse gas (GHG) emissions intensity (tCO₂-equivalent) (United Kingdom)

GRI 305-4 

	2024	2023	2022
Total GHG emissions		647	907
Greenhouse gas emissions intensity		0.01	0.02

The greenhouse gas emission types included in the intensity rate are Scopes 1, 2, and 3, with only CO₂ considered in the calculations. We used the m³ denominator of product produced for the calculation..

GHG emissions reductions (tCO₂-equivalent) (Brazil) GRI 305-5 

	2024	2023	2022
Reductions from direct emissions (Scope 1)	0	0	0
Reductions from energy indirect emissions (Scope 2)	382.85	247.37	250.5
Reductions from other indirect emissions (Scope 3)	0	0	0
Total GHG emissions reductions	382.856	247.37	250.5
Reductions from offset	0	0	0

Only CO₂ is considered in the calculations for this table..

GHG emissions reductions (tCO₂-equivalent) (United Kingdom) GRI 305-5 

	2024	2023	2022
Reductions from direct emissions (Scope 1)	0	209.7	0
Reductions from energy indirect emissions (Scope 2)	769	262.1	254.1
Reductions from other indirect emissions (Scope 3)	0	0	0
Total GHG emissions reductions	769	471.8	254.1
Reductions from offset	0	0	0

Only CO₂ is considered in the calculations for this table; however, the unit consumes energy from certified renewable sources (I-REC) and offsets its Scope 2 emissions.



GRI summary



GRI Summary

Statement of use	Reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 11: Oil and Gas Sector 2021

General disclosures

GRI standard	Disclosure	Page	Omission	Notes	Sector standard
GRI 2: General Disclosures 2021	2-1 Organizational details	12 and 26	-	-	-
	2-2 Entities included in the organization's sustainability reporting	6	-	Cosan Lubrificantes e Especialidades S.A., Cosan Cinco S.A., Ilha Terminal Distribuição de Produtos Químicos Ltda., Tirreno Indústria e Comércio de Produtos Químicos Ltda., Moove Lubricants Holdings, Cosan Lubrificantes S.R.L., Cosan Paraguay Sociedad Anónima, Cosan Lubes Investments Limited, Moove Lubricants Limited, Stanbridge Group Limited, Wessex Petroleum Limited, Airport Energy Limited, Airport Energy Services Limited, Cosan Lubrificantes España S.L.U., Lubigrupo II - Comércio e Distribuição de Lubrificantes S.A., Techniques et Technologies Appliquees SAS, Comma Oil & Chemicals Marketing LLC, Comma Oil & Chemicals Marketing BV., Cosan U.S. Inc., Moove USA Corp., Millennium Moove Corp., Petrochoice Holdings Inc., Petrochoice Dynamo LLC, Petrochoice LLC, Petrochoice Transport Inc., The Lubricant Store LLC.	-
				The approach used to consolidate information is equity accounting for any and all of Moove's holdings, as the company does not have minority interests in any entity.	
	2-3 Reporting period, frequency and contact point	6	-	-	-
	2-4 Restatements of information	7	-	As part of our EESG journey, we seek to improve the traceability and quality of information regarding our operational units in Brazil. In this reporting cycle, the reporting scope for the following indicators was reformulated: and 2-7, 302-1, 305-1, 305-2, 305-3, 305-4, 306-3, 306-4, 306-5, 403-9, 401-1, 405-1 e 405-2.	-
				Consequently, the information reported at the Brazil level focused on the operations of the Ilha do Governador Complex. For the next cycle, the breadth of the reporting scope will be re-evaluated with the objective of including other operational units.	
	2-5 External assurance	6 and 105	-	-	-
2-6 Activities, value chain and other business relationships	12, 13 and 14	-	-	-	
2-7 Employees	48 and 49	-	The survey presents consolidated information regarding the workforce of Moove's units across different regions. Locally, active employees at Moove Brazil and Tirreno were considered. At Moove North America, the report includes all workers according to data extracted from the HRIS system. At Moove BUPA, only employees operating in Argentina are included, while at Moove Europe, active employees in various locations such as the United Kingdom, France, Spain, and Portugal are covered.	-	



General disclosures

GRI standard	Disclosure	Page	Omission	Notes	Sector standard
	2-8 Workers who are not employees	48, 49 and 83	-	-	-
	2-9 Governance structure and composition	26	-	The Board of Directors does not include members from underrepresented social groups. In 2024, it was composed entirely of men.	-
	2-10 Nomination and selection of the highest governance body	26	-	-	-
	2-11 Chair of the highest governance body	26	-	-	-
	2-12 Role of the highest governance body in overseeing the	26	-	-	-
	2-13 Delegation of responsibility for managing impacts	26	-	There is no predetermined frequency for reporting information; however, the Board of Directors maintains an open communication channel with the Executive Board to be contacted whenever necessary.	-
	2-14 Role of the highest governance body in sustainability reporting	6 and 7	-	-	-
GRI 2: General Disclosures 2021				<ul style="list-style-type: none"> - Having direct or indirect financial interest in, or a relationship with, any competitor, supplier, client, joint venture partner, or consultant of Cosan; - Having secondary employment where the employer is a direct or indirect competitor, distributor, supplier, or client of Cosan, unless the Employee obtains prior written approval from Cosan; - Having secondary employment or a consulting relationship that affects the Employee's ability to perform their duties at Cosan; - Accepting gifts, entertainment offers, discounts, or other benefits from an entity that does business with, or is seeking to do business with, Cosan. Please refer to Cosan's Policy on Offering and Receiving Gifts and Hospitality; - Investing in an external business opportunity in which Cosan has an interest or a stake; - Participating in any Cosan decision involving a company that employs a friend or family member; - Participating in any Cosan decision involving the supervision of, or the determination of compensation for, a friend or family member; - Having a personal or romantic relationship that may give the impression that the Employee's loyalty and objectivity are compromised in the performance of their duties at Cosan; please refer to the Anti-Harassment and Anti-Discrimination Policy; - Using non-public information about the Cosan Group for personal gain or for the gain of a friend or family member; - Serving on the Boards of Directors of other companies that have a financial interest or business relationship with Cosan, unless the Employee obtains prior written approval from Cosan; - Having a close personal friendship, family relationship, or professional relationship with a government official who has responsibilities related to Cosan. 	
	2-15 Conflicts of interest	29	-		-
	2-16 Communication of critical concerns	-	Information unavailable/incomplete. Critical concerns are presented to the company's senior management and, if necessary, forwarded to the Board of Directors. Currently, Moove does not have formal mechanisms and records to track these issues or their magnitude, which justifies the omission of items 2-16-a and 2-16-b.	-	-



General disclosures

GRI standard	Disclosure	Page	Omission	Notes	Sector standard
	2-17 Collective knowledge of the highest governance body	26	-	-	-
	2-18 Evaluation of the performance of the highest governance body	54	-	<p>The performance of the Board of Directors is periodically evaluated based on formal processes that consider its effectiveness in the company's strategic oversight and the management of key economic, environmental, and social impacts. This evaluation covers aspects such as monitoring corporate goals and financial results; oversight of risk management, including ESG topics; engagement and strategic direction in sustainability; and alignment with the Cosan Group's governance principles.</p> <p>The assessment is conducted without a pre-established frequency and is the responsibility of shareholders Cosan and CVC. Measures taken in response to this process include adjustments to internal policies and to Moove's own business management, as well as changes in the composition of the highest governance body as a last resort.</p>	-
	2-19 Remuneration policies	52	-	-	-
	2-20 Process to determine remuneration	52	-	-	-
	2-21 Annual total compensation ratio	-	Confidentiality restrictions.	In order to ensure confidentiality and information security, the company does not disclose salary data at the micro level – such as in the case of an individual. Consequently, items 2-21-a, 2-21-b, and 2-21-c have not been answered.	-
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	3	-	-	-
	2-23 Policy commitments	19, 24 and 29	-	-	-
	2-24 Embedding policy commitments	19 and 29	-	-	-
	2-25 Processes to remediate negative impacts	29, 35 and 62	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	29	-	-	-
	2-27 Compliance with laws and regulations	35	-	Moove defines significant cases of non-compliance as those that present potential or actual material impact on the organization's financial, operational, socio-environmental, or reputational aspects, according to the parameters established in its internal policies.	-
	2-28 Membership associations	37	-	-	-
	2-29 Abordagem para engajamento de stakeholders	7, 31 and 62	-	-	-
	2-30 Collective bargaining agreements	48	-	-	-



Material topics

GRI Standard	Disclosure	Page	Omission	Notes	Sector standard
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7 and 8	-	-	-
	3-2 List of material topics	8	-	-	-
	3-3 Management of material topics	6, 8 and 24	-	-	-

Occupational health and safety

GRI Standard	Disclosure	Page	Omission	Notes	Sector standard
GRI 3: Material Topics 2021	3-3 Management of material topics	59	-	-	11.9.1
	403-1 Occupational health and safety management system	59	-	-	11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	59	-	-	11.9.3
	403-3 Occupational health services	59	-	-	11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	59	-	-	11.9.5
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	54 and 59	-	The Alerta! System is not a training platform; it is a system designed to prevent or reduce accidental losses (injuries, equipment damage, leaks and contamination, vehicle incidents, etc.) using behavioral tools and market-proven management techniques. These are: 1. Safety Self-Assessment (SSA); 2. Task Safety Assessment (TSA); 3. Observation for Incident Prevention (OIP); 4. Near-Miss Investigation (NMI); 5. Incident Investigation (II)	11.9.6
	403-6 Promotion of worker health	59	-	-	11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	59	-	-	11.9.8
	403-8 Workers covered by an occupational health and safety management system	59	-	-	11.9.9
	403-9 Work-related injuries	59, 81 and 82	-	-	11.9.10
	403-10 Work-related ill health	59	-	-	11.9.11



Training and education

GRI standard	Disclosure	Page	Omission	Notes	Sector standard
GRI 3: Material Topics 2021	3-3 Management of material topics	46, 50 and 54	-	-	11.10.1 and 11.11.1
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	-	Not applicable. Moove does not hire members of the Board based on this criterion, which justifies the omission of items 202-2-a, 202-2-b, 202-2-c, and 202-2-d.	-	11.11.2 and 11.14.3
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	83	-	-	11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	35 and 52	-	Information reported at the Brazil level, where the operational units that are relevant to this case are located. Private pension offerings and stock purchase plans do not apply to Moove.	11.10.3
	401-3 Parental leave	79	-	-	11.10.4 and 11.11.3
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	Information unavailable/incomplete. Moove's practices are aligned with the labor legislation in force in each country where it operates, ensuring communication and dialogue with employees and their union representatives in applicable cases. However, timeframes and procedures may vary according to the location, the type of operation, and the applicable collective bargaining agreement, which currently precludes the standardized consolidation of this data at the corporate level, justifying the omission of items 402-1-a and 402-2-b. We are evaluating alternatives to optimize our people management and labor governance systems with the objective of enabling the standardized global measurement and reporting of these timeframes and consultation mechanisms in the future.	-	11.10.5
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	54 and 57	-	At Moove Brazil, apprentices are not hired directly through the company payroll, but rather through a private corporation specializing in placing young people in the job market, which means they do not have an employment relationship with the company. Training measurements were not conducted at the Tirreno unit or at Moove BUPA.	11.10.6 and 11.11.4
	404-2 Programs for upgrading employee skills and transition assistance programs	54	-	-	11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	54	-	-	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	48, 84 and 85	-	-	11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	83	-	The plants in Brazil and the United Kingdom were considered significant operational units.	11.11.6
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	-	No cases of discrimination were observed in 2024.	11.11.7



Local communities					
GRI standard	Disclosure	Page	Omission	Notes	Sandctor standard
GRI 3: Material Topics 2021	3-3 Management of material topics	62 and 64		-	11.15.1
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	Information unavailable/incomplete. All employees and third parties working at the company's facilities (including security guards) are trained in accordance with the Code of Conduct, but without direct mention of human rights. Consequently, there is no training related to this topic, and the omission of items 410-1-a and 410-1-b is justified.	-	11.18.2
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	62 and 64	Information unavailable/incomplete. There are no work councils, occupational health and safety committees, or other representative bodies for workers to discuss impacts, which justifies the omission of item 413-1-a-vii. This matter is managed through the communication channel intended for receiving reports and suggestions. There is no consolidated data regarding the percentage of operations that conducted social impact assessments, formal stakeholder engagement plans, or development programs focused on the local community during the reference period. Although the company maintains socio-environmental initiatives in the territories where it operates and dialogue actions with local communities and stakeholders, this information is not organized in a way that allows for the full reporting of items 413-1-a-i, 413-1-a-v, and 413-1-a-vi. Moove intends to advance in the structuring of a corporate community relations policy, including stakeholder mapping and monitoring the social impacts of its operations, to enable the disclosure of this information in future reporting cycles.	-	11.15.2 and 11.18.2
	413-2 Operations with significant actual and potential negative impacts on local communities	62		Potential impacts are primarily related to noise, truck traffic, atmospheric emissions, and environmental risks associated with the handling of chemical products. To prevent them, the company adopts environmental and safety management systems based on ISO 14001 and ISO 45001 standards, conducts risk assessments, and maintains channels for dialogue and community support. When opportunities for improvement are identified, corrective and mitigation actions are implemented, such as emissions control, effluent monitoring, and operational safety measures. In this way, Moove seeks to avoid significant negative impacts and strengthen relationships of trust with the communities surrounding its operations.	11.15.3
		62		-	11.15.4
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	31		-	11.10.8
	414-2 Negative social impacts in the supply chain and actions taken	31		-	11.10.9



Environmental management

GRI standard	Disclosure	Page	Omission	Notes	Sector standard
GRI 3: Material Topics 2021	GRI 303: Water and Effluents 2018	69, 72, 74 and 76	-		11.1.1 and 11.5.1
	302-1 Energy consumption within the organization	74, 75 and 90	-	A conversion from M3 to GJ was used, applying a natural gas energy value of 38.6, in line with the National Energy Balance of the Ministry of Mines and Energy. Electricity consumption at the Ilha do Governador Complex in 2024 was 25,340 GJ.	11.1.2
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	-	Information unavailable/incomplete. Moove does not map energy consumption outside of the organization, which justifies the omission of items 302-2-a, 302-2-b, and 302-2-c. We are working to increase transparency regarding indirect energy impacts and are evaluating methodologies and data sources to evolve this reporting in future cycles, in alignment with international best practices and the expansion of the emissions inventory.	-	11.1.3
	302-3 Energy intensity	74 and 75	-	All energy types incorporated into indicator 302-1 were considered for the management of data regarding the Ilha do Governador Complex.	11.1.4
	302-4	-	Information unavailable/incomplete. Moove does not yet centrally consolidate data on the reduction of energy consumption resulting from energy efficiency initiatives across its operations, which justifies the omission of items 302-4-a, 302-4-b, 302-4-c, and 302-4-d. The company has been improving its energy monitoring and management systems with the objective of structuring a comparable and consistent base of consumption and efficiency indicators.	-	-
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	76	-	Moove establishes its water management objectives and targets based on annual assessments of consumption and effluent generation at each unit, conducted by the EHS (Environment, Health, and Safety) department and aligned with the Environmental Policy and the ISO 14001 Management System. The targets prioritize the reduction of consumption, increased reuse, and proper treatment of effluents, considering the water availability context of each region. In locations with greater water stress, preventive and efficiency measures are adopted in line with public water resource policies, ensuring that the company's actions contribute to the sustainable and shared use of water.	11.6.2
	303-2 Management of water discharge-related impacts	76	-		11.6.3
	303-3 Water withdrawal	76	Information unavailable/incomplete. Moove does not have all the requested information, which justifies the omission of items 303-3-a, 303-3-b, and 303-3-c. We are working toward a more assertive management of this data for the next reporting cycle through studies and surveys that consider sustainability best practices.	-	11.6.4
	303-4 Water discharge	76 and 77	Not applicable. Moove does not discharge in areas considered to be under water stress, and there is no necessary contextual information for the data to be reported, which justifies the omission of items 303-4-c and 303-4-e.		11.6.5



Environmental management

GRI standard	Disclosure	Page	Omission	Notes	Sector standard
GRI 303: Water and Effluents 2018	GRI 305: Emissions 2016	91	Not applicable. There were no changes in water storage in megaliters associated with negative impacts, which justifies the omission of item 303-5-c.		11.6.6
	305-1 Direct (Scope 1) GHG emissions	72, 73 and 90	-	The year 2022 represents the emissions inventory with the data coverage and extension that is most aligned with Moove's current size and complexity; therefore, it was used as the base year for Brazil's operations, corresponding to a value of 4,816.3922 tCO ₂ equivalent. The source of emission factors and the global warming potential (GWP) rates are based on the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC). The standards and methodologies adopted for the calculation and reporting of emissions follow the Brazilian GHG Protocol Program and the ISO 14064-1 standard, using an operational control approach to determine emissions.	11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	72, 73 and 91	-	The year 2022 represents the emissions inventory with the data coverage and extension that is most aligned with Moove's current size and complexity; therefore, it was used as the base year for Brazil's operations, corresponding to a value of 0 tCO ₂ equivalent. The source of emission factors and the global warming potential (GWP) rates are based on the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC). The standards and methodologies adopted for the calculation and reporting of emissions follow the Brazilian GHG Protocol Program and the ISO 14064-1 standard, using an operational control approach to determine emissions.	11.1.6
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	72, 73 and 91	-	The year 2022 represents the emissions inventory with the data coverage and extension that is most aligned with Moove's current size and complexity; therefore, it was used as the base year for Brazil's operations, corresponding to a value of 285,267 tCO ₂ equivalent. The source of emission factors and the global warming potential (GWP) rates are based on the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC). The standards and methodologies adopted for the calculation and reporting of emissions follow the Brazilian GHG Protocol Program and the ISO 14064-1 standard, using an operational control approach to determine emissions.	11.1.7
	305-4 GHG emissions intensity	92	-	-	11.1.8
	305-5 Reduction of GHG emissions	93	-	The year 2022 represents the emissions inventory with the data coverage and extension that is most aligned with Moove's current size and complexity; therefore, it was used as the base year for Brazil's operations, corresponding to a value of 250.5 tCO ₂ equivalent. The source of emission factors and the global warming potential (GWP) rates are based on the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC). The standards and methodologies adopted for the calculation and reporting of emissions follow the Brazilian GHG Protocol Program and the ISO 14064-1 standard, using an operational control approach to determine emissions.	



Environmental management

GRI standard	Disclosure	Page	Omission	Notes	Sector standard
	306-3 Significant spills	-	<p>Not applicable.</p> <p>The non-occurrence of significant spills justifies the omission of item 11.8.3. Mining operations are not part of Moove's scope of activity, which explains the non-disclosure of information associated with item 11.8.4.</p>	<p>There were no significant spills to be reported during the period in question, which addresses item 11.8.2.</p> <p>However, as established by the Individual Emergency Plan, specialized teams are available in the event that intervention is required for significant spill scenarios. The plan also includes information regarding marine fauna, guidelines for its correct handling, and procedures for communication of and response to environmental emergencies.</p>	<p>11.8.2</p> <p>11.8.3</p> <p>11.8.4</p>
GRI 306: Effluents and Waste 2016	306-1 Waste generation and significant waste-related impacts	71	-	-	11.5.2
	306-2 Management of significant waste-related impacts	71	-	When treatment, destination, or final disposal is carried out by third parties, Moove undergoes a rigorous supplier qualification and auditing process, verifying current environmental licenses, certifications, and the operational conditions of the service providers. Data on generation, separation, and disposal are collected and monitored by the EHS teams, based on invoices and reports from licensed operators, among other materials. This information is consolidated in a corporate system and periodically reviewed to ensure traceability and legal compliance.	11.5.3
	306-3 Waste generated	71 and 86	-	-	11.5.4
GRI 306: Effluents and Waste 2020	306-4 Waste diverted from disposal	86 and 87	-	-	11.5.5
	306-5 Waste directed to disposal	88, 89 and 90	-	-	11.5.6



Efficiency and performance

GRI standard	Disclosure	Page	Omission	Notes	Sector standard
GRI 3: Material Topics 2021	3-3 Management of material topics	41 and 44	-	-	11.14.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	-	Confidentiality restriction. The restrictions that render the data confidential refer specifically to information disclosed in the Company's Financial Statements in order to comply with relevant legislation, which is not public. As part of our continuous improvement, we will continue to evaluate alternatives for communicating this information. Further data on the subject can be accessed on the Cosan website.	-	11.14.2
	201-2 Financial implications and other risks and opportunities due to climate change	71	Information unavailable/incomplete. Moove does not currently have information regarding financial implications and the costs of managing risks or opportunities linked to climate change but is working to present this data in future reporting cycles. This absence of information justifies the omission of items 201-2-iii and 201-2-v.	In line with our EESG Journey, we recognize the growing relevance and urgency of climate change and understand the potential impact of extreme effects from these changes in the present and the future. We seek to address this in our management in an integrated manner, considering everything from the prevention of air pollution based on the regulatory aspects of environmental licenses, to the implications of technological transformations, regulatory and market shifts, and the mapping and quantification of these climate risks, in order to enable the development of an adaptation and/or mitigation plan best suited to business needs.	
	203-1 Infrastructure investments and services supported	64	-	-	11.14.4
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	40 and 63	Moove recognizes that the expansion of its operations may increase the demand for local infrastructure and put pressure on natural resources and public services. To mitigate these effects, the company adopts environmental and social management plans, promotes dialogue with communities, and prioritizes suppliers who act responsibly, seeking to maximize economic benefits and reduce eventual externalities from its activities. In the footnote of the table for indicator 403-9, located in the Appendices chapter, we provide information regarding an incident at the Ilha do Governador complex.	-	11.14.5
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	Information unavailable/incomplete. Information regarding the proportion of spending on local suppliers is not currently available in a consolidated manner, which justifies the omission of items 204-1-a, 204-1-b, and 204-1-c. Although Moove has structured supplier management and approval processes, data on the geographical origin of purchases is not yet organized by operational unit or region. The company is improving its internal controls and procurement monitoring systems to enable the identification and consolidation of this information in future cycles, strengthening transparency and the monitoring of local economic contributions.	-	11.14.6
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	35	-	-	-
	205-2 Communication and training about anti-corruption policies and procedures	35	-	-	-
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	35	-	-	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	34	-	-	-



Non-applicable GRI Sector Standard topics

GRI standard	Disclosure	Page	Omission	Notes	Sector standard
GRI 11: Oil and Gas Sector 2021	11.2 Climate adaptation, resilience, and transition	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.3 Air emissions	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.4 Biodiversity	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.7 Closure and rehabilitation	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.12 Forced labor and modern slavery	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.13 Freedom of association and collective bargaining	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.16 Land and resource rights	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.17 Rights of Indigenous Peoples	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.19 Anti-competitive behavior	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.20 Anti-corruption	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.21 Payments to governments	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-
	11.22 Public policy	-	Not applicable, as it is not related to Moove's material topics and/or was not reported in the last cycle.	-	-



Carta de Asseguração

GRI 2-5



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Relatório de asseguração limitada dos auditores independentes sobre as informações não financeiras constantes no Relatório de Sustentabilidade 2024

Ao Conselho de Administração e Acionistas da
Cosan Lubrificantes e Especialidades S.A. (Moove)
 Rio de Janeiro - RJ

Conclusão

Realizamos um trabalho de asseguração limitada sobre as informações não financeiras referentes à entidade jurídica **Cosan Lubrificantes e Especialidades S.A. (Moove)**, constantes no “Relatório de Sustentabilidade de 2024” (“Relatório”) da **Cosan Lubrificantes e Especialidades S.A. (Moove)** (“Companhia”) relativas ao exercício findo em 31 de dezembro de 2024 preparadas em conformidade com o *Global Reporting Initiative* (GRI – Standards), definidos como “Critérios”.

Com base nos procedimentos executados e nas evidências obtidas, não temos conhecimento de nenhum fato que nos leve à acreditar que as informações não financeiras constantes no “Relatório de Sustentabilidade de 2024” da Moove relativas ao exercício findo em 31 de dezembro de 2024 não foi preparada, em todos os aspectos relevantes, em conformidade com o *Global Reporting Initiative* (GRI – Standards).

Nossa conclusão sobre as informações não financeiras constantes no Relatório de Sustentabilidade de 2024 da Companhia, relativas ao exercício findo em 31 de dezembro de 2024 e preparadas em conformidade com o *Global Reporting Initiative* (GRI – Standards) que em relação aos indicadores do GRI 2-7, 2-8, 302-1, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5, 306-3, 306-4, 306-5, 403-9, 405-1, 405-2 e 11.1.5, é baseada em procedimentos de asseguração limitada realizados referentes somente ao Complexo da Ilha do

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Governador – RJ e não se estende a nenhuma outra informação que acompanhe o referido Relatório no que se refere a citação de critérios e indicadores pertinentes as demais localidades da Moove.

Base para a conclusão

Conduzimos nosso trabalho de acordo com a NBC TO 3000 (revisada) – Trabalhos de Asseguração Diferente de Auditoria e Revisão e a ISAE 3000 (revised) – *Assurance engagements other than audits or reviews of historical financial information*, emitidas pelo Conselho Federal de Contabilidade (CFC) e *International Auditing and Assurance Standards Board (IAASB)*, respectivamente. Nossas responsabilidades em relação a essas normas estão descritas mais detalhadamente na seção "Nossas responsabilidades" do relatório.

Cumprimos com os requisitos de independência e outros requisitos éticos do Código de Ética Profissional do Contador e das Normas Profissionais (incluindo as Normas de Independência) emitidos pelo Conselho Federal de Contabilidade (CFC) baseados nos princípios fundamentais de integridade, objetividade, competência profissional e devido zelo, confidencialidade e comportamento profissional.

Nossa firma aplica a NBC PA 01 Gestão de Qualidade para Firms (Pessoas Jurídicas e Físicas) de Auditores Independentes e o *International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, ou Other Assurance or Related Services Engagements*, emitidas pelo CFC e IAASB, respectivamente. Essa norma requer que a firma elabore, implemente e opere um sistema de gestão de qualidade, incluindo políticas ou procedimentos relativos ao cumprimento de requisitos éticos, normas profissionais e requisitos legais e regulatórios aplicáveis.

Acreditamos que as evidências obtidas são suficientes e apropriadas para fundamentar a nossa conclusão.

Responsabilidades da administração da Companhia pelo Relatório

A administração da Companhia é responsável pelo:

- desenho, a implementação e a manutenção dos controles internos relevantes para a preparação das informações constantes no Relatório que estão livres de distorção relevante, independente se devido a fraude ou erro;
- a seleção dos critérios adequados para a preparação das informações constantes no Relatório e a referência apropriada aos critérios utilizados ou descrição desses critérios; e
- a preparação e apresentação adequada das informações constantes no Relatório em conformidade com os critérios.

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Nossas Responsabilidades

Somos responsáveis por:

- a. planejar e executar o trabalho para obter uma asseguarção limitada sobre se as informações não financeiras constantes no Relatório da Moove relativas ao exercício findo em 31 de dezembro de 2024 preparadas em conformidade com os critérios estão livres de distorção relevantes, independentemente se devido a fraude ou erro;
- b. formar uma conclusão independente, com base nos procedimentos executados e nas evidências obtidas; e
- c. reportar nossa conclusão ao Conselho de Administração e Acionistas da Cosan Lubrificantes e Especialidades S.A. (Moove)

Resumo do trabalho que executamos como base para nossa conclusão

Exercemos julgamento profissional e mantivemos o ceticismo profissional ao longo do trabalho. Desenhamos e executamos nossos procedimentos para obter evidência sobre as informações não financeiras constantes no Relatório da Moove que é suficiente e apropriada para fornecer uma base para nossa conclusão. Nossos procedimentos selecionados dependem do nosso entendimento das informações não financeiras constantes no Relatório da Moove e de outras circunstâncias do trabalho, além de nossa consideração das áreas em que é provável que surjam distorções materiais. Ao realizar o trabalho, nós:

- a. obtivemos o entendimento da metodologia de cálculos e dos procedimentos para a compilação dos indicadores por meio de indagações e entrevistas com os gestores responsáveis pela elaboração das informações;
- b. realizamos procedimentos analíticos sobre as informações quantitativas e indagações sobre as informações qualitativas e sua correlação com os indicadores divulgados nas informações constantes no Relatório;
- c. para os casos em que os dados não financeiros se correlacionem com indicadores de natureza financeira, realizamos a comparação desses indicadores com as demonstrações financeiras e/ou registros contábeis.
- d. avaliamos o processos para a elaboração do Relatório e da sua estrutura e conteúdo, em conformidade nos Princípios de Conteúdo e Qualidade dos *Standards* para Relato de Sustentabilidade do *Global Reporting Initiative* – GRI; e
- e. avaliamos os indicadores não-financeiros selecionados.

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Os procedimentos realizados em um trabalho de asseguaração limitada variam em termos de natureza e época, e sua extensão é restrita (menos extensa) do que em trabalho de asseguaração razoável. Assim, o nível de segurança obtido em um trabalho de asseguaração limitada é substancialmente menor do que a segurança que teria sido obtida caso um trabalho de asseguaração razoável tivesse sido realizado.

São Paulo, 29 de dezembro de 2025

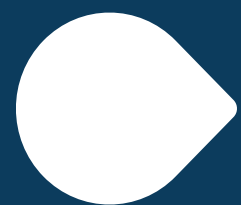
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CRC 2SP-014428/O-6

Bernardo Moreira Peixoto Neto
Contador CRC RJ-064887/O-8

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Moove Coordination

Sustainability, Investor Relations (IR),
and Corporate Communications



**Project management, GRI consultancy,
content, and design**

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