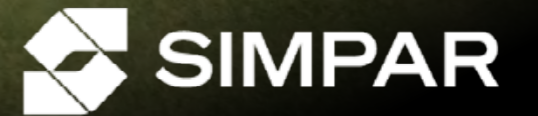


# INTEGRATED ANNUAL REPORT 2021





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# Quick facts and commitments



## See below a summary of our achievements, challenges and projects in 2021 for the ESG matters of most importance to SIMPAR



### Healthy finances, capital allocation and business expansion

#### NET INCOME:

**R\$ 1.3 billion**

155% more than 2020

#### EBITDA:

**R\$ 4.2 billion**

81% more than 2020

#### NET SERVICE REVENUE:

**R\$ 11 billion**

58% more than 2020

#### INVESTMENTS:

**R\$ 8.8 billion**

207% more than 2020

### A sustainable value chain

**71.5%**

local sourcing

**98.6%**

of new suppliers screened using social criteria



### Climate change

- Intensity indicator within the limit expected for the year\*: 120,64\*\* emissions intensity in 2021 (tCO<sub>2</sub>e/Annual net revenue)

\* According to the projection disclosed in SIMPAR's Sustainability-Linked Bond principles

\*\* This figure will change after factoring in the annual emissions of the subsidiaries acquired in 2021 and the publication of updated factors for 2021 by FGV GHG Protocol

#### 3 STRATEGIC PROGRAMS AT SUBSIDIARIES, TARGETING CARBON NEUTRALIZATION AND RECOVERY:

- Carbon Free (Movida)
- Zero Carbon (Vamos)
- Partnership with client: forest restoration (JSL and Toyota Foundation)

#### OUR CORPORATE TARGET:

- To reduce emissions intensity by 15% by 2030, limited to 114.37 tCO<sub>2</sub>e/R\$ MM (scopes 1, 2 and 3)



- SIMPAR earns Gold reporting status in the Brazilian GHG Protocol Program
- B Rating of the holding company in its first year participating in the Carbon Disclosure Project - Disclosure Insight Action (CDP), for its Climate Change performance

#### FLEET RENEWAL

The Company's Assets are younger than the national average:

- 957 electric assets with an average age of 2.91 years (including forklifts, light vehicles and trucks)
- 228,576 assets with an average age of 1.65 years (including trucks, wagons, tractor trucks, machinery and equipment, buses and light vehicles)
- Average truck age: 2.29 years



**100%**  
of operations  
assessed for  
corruption risks

### CORPORATE GOVERNANCE, ETHICS AND TRANSPARENCY

- SIMPAR excels in the Corporate Sustainability Assessment (CSA), with a score of 51, leading the sector in Brazil, alongside Movida
- SIMPAR is now a part of the Corporate Sustainability Index (ISE) of B3
- Two strategic mergers (CS Frotas and CS Infra) were decided by noncontrolling shareholders and monitored by the controlling shareholder. In a clear demonstration of sound governance, both were unanimously approved by the General Meeting.
- 5 meetings held by SIMPAR's Sustainability Committee
- 37 meetings by committees of its subsidiaries
- 100% of operations assessed for corruption risks

### BRAZILIAN FLEET RENEWAL

- 49 drivers participating in the Vamos Independent Trucker Fleet Renewal Program
- More than R\$ 2.3 million invested in the acquisition of the participants' vehicles
- 50 trucks acquired with an average age of 32 years
- 28 drivers opted to purchase a new truck: 8 financed by Banco BBC and 1 acquired through Vamos
- JSL: our fleet's age continues to set the standard in Brazil
- 3.3 years – average age of the JSL fleet of trucks
- 9.9 years – average age of the JSL independent fleet
- 14.81 years - national average for the transport sector (National Land Transportation Agency 2021)

### INNOVATION WITH A POSITIVE IMPACT

- Consolidating the largest fleet of electric cars in Brazil (Movida), with 300 vehicles in stores
- Decarbonization: tests with heavy vehicles (Vamos, JSL) in electrification and alternative fuels

### PERSONNEL AND ASSET SAFETY

- 4,370 interactions under the Connected to You Program, involving 164 independent (148) and outsourced drivers (16) suspected to have Covid-19
- 18% decrease in lost-time injuries
- The Gold-Standard Driver Program reduced the number of accidents in Mogi das Cruzes and Guararema operations by 41% and 19%, respectively

### VALUING PEOPLE, PRESERVING CULTURE AND RESPECTING DIVERSITY

- Unconscious Bias training for JSL managers, under the Women at the Wheel program, and creation of affinity groups by Movida
- 12 trainees hired under JSL's Women at the Wheel program, with 360 hours of training
- Hiring of 24 highly disadvantaged young people, focusing on refugees
- Renewal of the 360 Women's Movement for the economic development of women
- 19.43% women in leadership positions, an increase of 6% on the previous year
- 58.56% black people overall



**19.43%**  
women in  
leadership positions



# Message from Management

GRI 102-14, 102-15



# Our best ever results

We are very happy with the results we achieved in 2021: **the best result in the history of SIMPAR and of our companies!**

This is a special moment that reflects the transformation initiated by the Company some years ago and conducted by **our People - who are our major differential** -, closing the year with **operating and financial records**.

With steely discipline, in recent years we have been defining our development pillars to implement our strategic planning by creating a single business ecosystem which has been forming robustly, as can be seen in the transformation and results of each of our companies and **SIMPAR** in 2021.

In 2021, we further expanded the diversification of our businesses in sectors of the real economy, with resolute revenue and minimal substitution. We consequently bolstered our management model with independent companies and complementary activities, driving

the stable growth of our entire ecosystem, creating value for our clients, employees, suppliers, shareholders and all stakeholders directly and indirectly dealing with us.

SIMPAR is a corporate group that stands out for its quality and commitment to our **People** - people with complementary profiles and experiences aligned around a robust culture and solid values. Our companies rely on a **single management model, robust capital framework and multiple avenues of growth** essentially related to increasing the productivity of various economic sectors in Brazil. With these features, SIMPAR has the **strategic differentials necessary and essential to developing the group and its companies** notwithstanding the economic, social and environmental challenges.

These factors played a major role in enabling us to close 2021 with **substantially improved results**, underpinned by the **pillars developed**

**over the last 65 years** which constitute essential areas of the economy that can facilitate new cycles of development.

As a result of this endeavor and a demonstration of our focus on **creating value through profitable growth**, our net income rose by 155%, our ROIC by 5.7 percentage points and our ROE by 10.7 percentage points.

We closely track the implementation of the strategy by our subsidiaries, whilst contributing to their development and so that they can operate **independently**, with **agility** and **delivery excellence** focusing on the **quality** of services provided to **clients**, which culminate in their role as **leading players** in each of their sectors.

In line with the disciplined delivery of our strategic planning, SIMPAR has helped ensure that its companies **expedite their development and profitable growth plans**. We diversify the companies with operations in the real economy, reducing



Our record-breaking results attest to the transformation ushered in by our People - who are our major differential



We made 11 acquisitions this year which will generate a further R\$ 3.2 billion of Net Revenue for SIMPAR.

the degree of substitution, excellent resilience and major potential for growth. This year there were **11 acquisitions** which **will generate a further R\$ 3.2 billion** of Net Revenue for SIMPAR, **expanding our portfolio of services as well as our scale, footprint and diversification in sectors, customers and contracts.** We emphasize the quality of the acquisitions that are increasingly strategic in financial and operational terms, **bringing in competent people with experience who are aligned with our Culture and Values.**

At JSL (**JSLG3**), the **three acquisitions closed** in 2021 (Rodomeu, TPC and Marvel) expanded our portfolio of services in the segments compressed gas, health, telecommunications and frozen and chilled cargo. We also identified **synergies** with the acquired companies resulting in the **creation of additional value**, especially by cutting finance costs, purchasing inputs and cross-selling.

In addition to growth through acquisitions, JSL is growing organically. **R\$ 4.1 billion**

**of new contracts** were signed in 2021 with an average term of 42 months, paving the way for its future **growth** by generating loyalty through fair and sustainable commercial relations. In the fourth quarter of 2021, the company presented organic growth of 18% (excluding acquisitions) and 23% for the five companies acquired, compared with the same period last year.

In 2021, JSL maintained **healthy operating margins** despite the sharp rise in inflation and pressure on input costs - a factor which adversely impacted multiple economic sectors - which demonstrates our commitment to optimizing processes, cutting costs and strengthening our negotiation capacity.

Movida (**MOVI3**) reached a new level of growth and profitability, supported by a structural transformation and keeping up with the latest consumer trends. The company expanded its fleet by **58% on 2020 - growth above the market average** - to **187 thousand cars**, a portfolio that reflects a new fleet profile, higher average

sales, higher presence of more complete vehicles and SUVs. The company further bolstered its performance in light-vehicle fleet outsourcing and management by **taking over CS Frotas, with the approval process delegated to its noncontrolling shareholders which was approved unanimously**, in line with the highest standards of corporate governance. Movida also **acquired Vox Frotas and Marbor, expanding its portfolio of contracts and clients.**

Focusing on delivery and capacity to rapidly and effectively adapt, Movida is ready for the daunting scenario of rising inflation and supply restrictions in the automobile sector, using smart pricing, more efficient turnover in use of assets and investing in technological innovation, in a completely client-centric focus.

Vamos (**VAMO3**) is undergoing a veritable transformation which is translated into its development potential. The company is committed to its plan of developing the rental market for trucks, machinery,





and equipment in Brazil. In early 2021, it conducted **the IPO for the third subsidiary of SIMPAR, listed on B3**, followed by the **follow-on** in September, **totaling a primary issuance of R\$ 2 billion** for growth, guaranteeing a suitable capital structure for expanding business in a relatively immature market, a unique opportunity and which is embarking upon an expansion in Brazil.

With a robust commercial and technological framework to continue gaining scale whilst maintaining the quality of services provided, **Vamos' rented fleet amounted to 26,481 assets , and contracted future revenue (backlog) grew to R\$ 6.9 billion- an increase of 122%** compared with December 2020 - locking in robust future growth.

In the Dealership segment, Vamos has promoted a **transformation in size**, with net revenue growth of 146% compared to 2020. Vamos is strategically located in Brazil's Midwest, a region with the highest growth where Brazilian agriculture is booming. In 2021, we completed the

**acquisitions of Monarca, BMB and HM Empilhadeiras**, which respectively: (i) reinforce our agricultural implement and machinery dealerships business; (ii) strategically position Vamos in truck customization; and (iii) transform the company into the largest intra-logistic equipment rental platform in Brazil.

SIMPAR continues **developing its unlisted companies**, defining their strategic planning and setting clear targets for each one, which have independent managers, "Owners of the Business", connected to the Group's objectives, prioritizing growth, profitability and sustainability.

SIMPAR strengthened its position in concessions by **acquiring CS Infra**, a holding company that will consolidate all the Group's concessions and enable it to manage and monetize solid waste through its wholly-owned subsidiary, Ciclus. Once again, the acquisition process was approved unanimously by **noncontrolling shareholders**, while the controlling shareholder monitored the voting in a clear demonstration of best governance practices and respect for shareholders.



In 2021, we made a net investment of R\$ 8.8 billion, a record volume and substantial growth of 3.1x on 2020.

**CS Infra is consolidating the plan of concentrating SIMPAR's concessions in infrastructure services**, represented by Ciclus, the port terminals of Aratu (BA), Rodovia Transcerrados (PI) and BRT Sorocaba (SP), thereby strengthening our long-term concessions platform.

At CS Brasil, we remain focused on providing services of excellence to state or mixed-capital organizations, in a model with excellent cash predictability.

Our holding company, Original, acquired **UAB Motors and Sagamar<sup>1</sup>**, which **expand our footprint and range of brands** in the new and pre-owned light vehicles segment, in north-east and Midwest Brazil. By way of the acquisitions, the number of brands sold by Original **has leapt from 2 to 18 sold at 47 points of sale and 16 municipalities**. From the acquisition close date, the Sagamar shareholder and executive, Alessandro Soldi, will be appointed CEO of Original Holding, ramping up our plan **for strong growth in Brazil's concession sector**, which is extremely fragmented.

<sup>1</sup> Figures include UAB Motors and Sagamar; UAB is pending the approval of CADE and car manufacturers, while Sagamar is pending approval by the car manufacturers and has been unreservedly approved by CADE.

In December, BBC was **licensed by the Central Bank to operate as a multiple bank** and is starting out life with excellent opportunities to originate business within SIMPAR's ecosystem. The holding companies, in turn, now have a complete financial institution to provide businesses and services, expanding the range of financial products and solutions and nurturing closer relations with clients, employees and independent service providers.

The investments in our subsidiaries make us confident that **the pace of growth in coming years will be sustainable**. We allocate capital according to **clear assumptions for return on investment and fostering the highest level of excellence in solutions and services**, which has benefited our clients' productivity and results and guaranteed their loyalty in long-term contracts.

In 2021, we made a **net investment of R\$ 8.8 billion** (after asset sales), a record volume and substantial growth of 3.1x on 2020, primarily envisaging business

expansion. This was concentrated on expanding our Rental business fleet, which received 91% of these funds. The investments made in 2021 only boosted profit by some **25% of their potential**, as operating asset acquisitions were concentrated in the second half. We have therefore **contracted a substantial expansion of cash generation for 2022**.

At the end of 2021, we published our guidance **for investments (net Capex) in 2022 of between R\$ 10 billion and R\$ 12 billion**. The proceeds will be primarily used to expand our fleet of light and heavy vehicles and do not include acquisitions, which will be supported by the respective cash generation, respecting the planned capital structures and without the need to make share offerings (*follow on*).

For yet another consecutive year since 2016, we have **reduced our leverage** despite making substantial net investments. The net debt over Ebitda was **3.4 times in 2021** compared with 3.5 times in 2020, in line with our commitment to maintain a balanced capital structure.



We closed 2021 with a **cash position of R\$ 3.0 billion at the holding company** and a gross debt of R\$ 5.6 billion primarily maturing in 2031, enabling **ongoing rapid growth with profitability and controlled leverage**, whilst allowing us to adjust to any situation that arises in 2022.

In 2021, we **raised a further R\$ 21 billion** in the share markets and local and national fixed-income markets, with a view to growth, ushering in a profound shift in our debt amortization profile. **The average amortization term of SIMPAR's net debt rose to 8 years in 2021**, compared with 4.3 years in the 2020, allowing us to maintain rapid growth underpinned by profitability and financial discipline.

Note that **SIMPAR** and **Movida** issued the **first Sustainability-Linked Bonds in their sectors in the world**, worth an equivalent of R\$ 8 billion. Vamos conducted its IPO and follow-on, initially for R\$ 2 billion, thereby preparing both companies to support growth in the coming years.

At the end of 2021, the risk rating agency **S&P Global Ratings upgraded SIMPAR's corporate credit outlook from stable to**

**positive** on the global and national scale, reaffirming the ratings BB- and brAA+. It attributed this to the gain of scale and diversification in the group, with better profitability and a maintained prudent approach to leverage. If the positive outlook and rating upgrade materialize, SIMPAR will join a select group of companies with ratings above the Brazil sovereign rating, which S&P has currently classified as BB- with a stable outlook.

A performance marked by ongoing development and the setting of records encourages us to make further progress in our sustainability agenda. In 2021, we moved our **Emissions Management Program** forward, investing in programs including Carbon Free at Movida and electrification tests for our fleet of light and heavy vehicles. In our diversity pillar, JSL's **Women at the Wheel** program provided total training of 360 hours and began the process of delegating professionals to their new activities.

In People management, we provided **more than 3,500 sessions** under the **Connected to You** program, which provides health and psycho-social care to employees and

their families, **training more than 580 employees in matters such as emissions, waste, climate change and diversity**. In relations with our partners, we highlight the pilot program the **Vamos Independent Trucker Fleet Renewal**, a pioneering study to take old vehicles off the roads and to help professionals modernize their assets.

This project is already yielding positive dividends. SIMPAR was selected to comprise the **Corporate Sustainability Index (B3 ISE)**, excelling in other sustainability indexes including the **Corporate Sustainability Assessment (CSA)**, scoring highest in the sector amongst Brazilian companies, alongside Movida, and the **Carbon Disclosure Project (CDP)**, with a B rating, above the average for the global logistics and transport sector.

For yet another consecutive year since 2016, we have reduced our annualized leverage despite making substantial net investments.

We emphasize that our investments in EESG are apposite not only to society and the environment but also strategic to our business. We believe that the circular economy, climate change and sustainable development will transform economic and social relations in the years ahead.

2022 will be challenging, but thanks to the pillars we have been erecting in recent years and the quality of our planning, we will continue reaping robust rewards from our endeavors and creating value for our shareholders. We believe that nurturing **relationships of trust with our Clients, our People and all our stakeholders** will produce competitive advantages that reflect the 65 years of a **journey conducive with our Culture, Values and our Way of Being and Doing business**. We will continue investing heavily and responsibly to **secure new opportunities and to ramp up the Group's development**.

Founded upon **solid governance, focus and discipline in creating and sharing value responsibly**, we now enter another cycle of development for SIMPAR's companies and business ecosystem with renewed confidence. We are **grateful** for the efforts of **our People** and the trust of our **Shareholders, Suppliers, Financial Institutions, Investors** and above all the partnership with **our Clients**.



**Thank you so much,**

**Adalberto Calil**  
Chairman of the Board of  
Directors of SIMPAR S.A.



**Fernando Antonio Simões**  
CEO of SIMPAR S.A.





# How to understand this report

GRI 102-32, 102-45, 102-46, 102-48, 102-49,  
102-50, 102-51, 102-52, 102-53, 102-54

By way of this Integrated Annual Report, SIMPAR is disclosing to its investors, clients, employees and partners a summary of its results, investments and strategic projects in 2021.

This report embraces the results of the subsidiaries JSL, Movida, Vamos, CS Brasil, Original Concessionárias and Banco BBC. The financial and socio-environmental indicators cover the period January 01 to December 31, 2021. No mandatory information has been omitted. SIMPAR leadership has endorsed the presentation of the Integrated Report and the use of integrated thinking in preparing the report.

In line with SIMPAR's growth strategy, our subsidiaries made 14 acquisitions in 2021. Because of the different stages of integration, not all of these subsidiaries have been included in our quantitative information, but their corporate data has been presented, with changes to the scope and indicators detailed throughout the report.

Subject to validation by the Company's senior management, our Integrated Annual Report was audited by an independent third-party and was conceived on integrated thinking. Multiple standards, methodologies and performance communication guidelines have been followed, including:



Global Reporting Initiative (GRI) standards, Core option, focusing on environmental, social and economic indicators and corporate governance information;



Integrated Reporting Framework (<IR>), published by Value Reporting Foundation;



SASB standards (Sustainability Accounting Standards Board), of the Value Reporting Foundation, focusing on indicators applicable to the businesses and sectors of SIMPAR's subsidiaries;



Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) for disclosure of climate-change-related financial information;



CDP data, Disclosure Insight Action, focusing on environmental information related to the climate and other associated topics;



International Financial Reporting Standards (IFRS), for disclosing financial indicators;



Sustainable Development Goals (SDGs) and the Ten Principles of the United Nations Global Compact, in order to evidence the relationship between the Group's actions and the challenges facing humanity.

Should you have any queries regarding the contents of this report, please contact [sustentabilidade@simpar.com.br](mailto:sustentabilidade@simpar.com.br) and [ri@simpar.com.br](mailto:ri@simpar.com.br).

**Enjoy the report!**

## This report presents our investments and results across all divisions in 2021.



# Materiality

GRI 102-21, 102-40, 102-42, 102-43, 102-44, 102-47, 103-1

Aware of the complexity of value chains and the nature of its subsidiaries' impacts, SIMPAR is committed to periodically studying the sustainability topics of priority importance to its business.

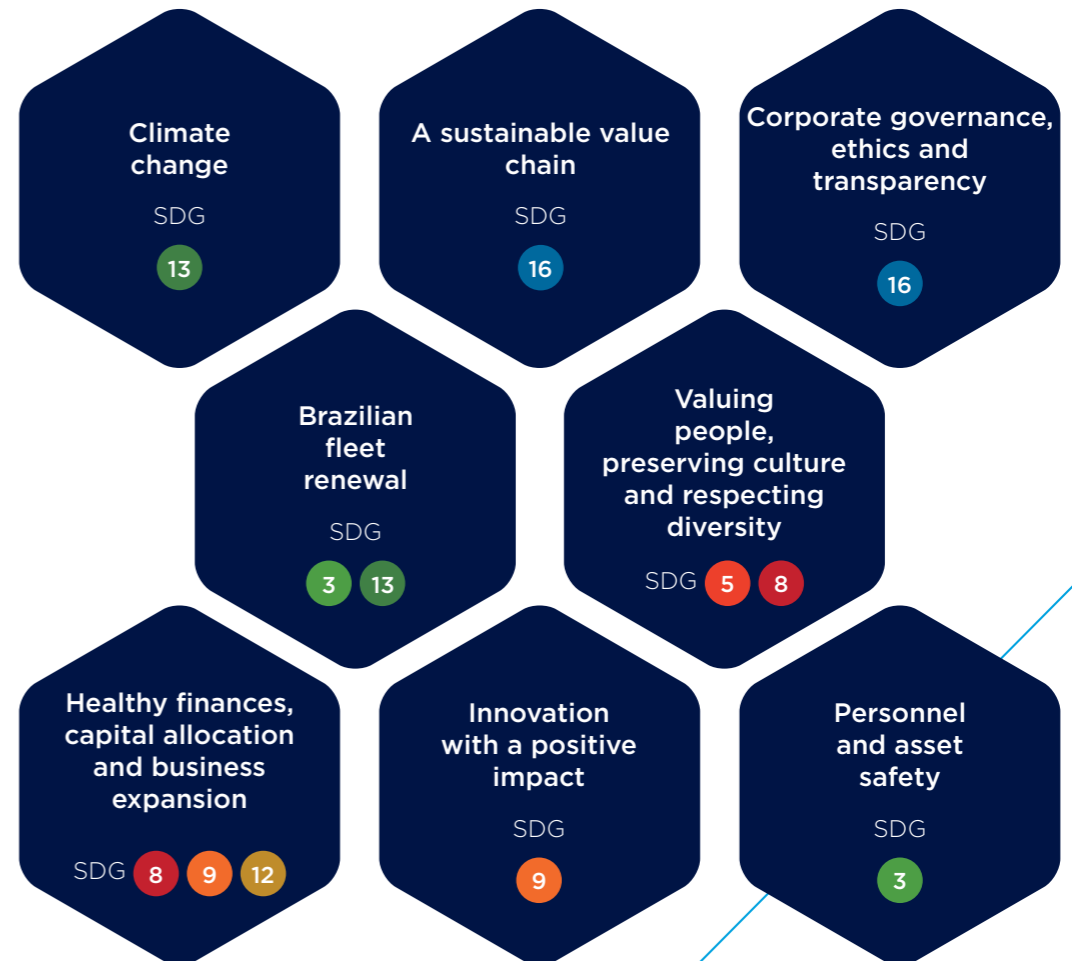
In compliance with GRI standards and integrated reporting guidelines, we conducted a new materiality process in 2020 - prioritizing environmental, social, economic, financial and governance topics - based on the insights of our stakeholders, and validated by senior leadership.

The process was based on the revision of JSL Group's 2019 matrix, informed by a comprehensive survey of stakeholders, and was used to define the content and disclosures in this Integrated Annual Report. It was organized around four stages:

- **Identification** - study of the previous materiality and internal documents (policies, strategic guidelines, communication materials etc.) and external documents (studies, trend surveys, materiality of other companies).
- **Prioritization** - defining the stakeholders to be consulted and interviews with SIMPAR leadership and four members of external stakeholders (two investors and two directors).
- **Analysis** - outlining and ranking priority topics.
- **Validation** - approval by SIMPAR senior management.

We ultimately identified eight material topics directly or indirectly related to challenges in our sectors, the challenges facing humanity stated in the SDGs and the disclosures presented in this report.

Signing up to the 2030 Agenda bolsters the connection between our ESG agenda and topics of key importance to humanity



MATERIAL TOPICS	CHALLENGES AND APPROACH	GRI	LIMIT AND EXTENT OF IMPACTS	SASB	SDG	TCFD	STAKEHOLDERS THAT MENTIONED THIS TOPIC
<b>Climate change</b>	Adapting the business to climate-related risks and opportunities, mitigating impacts and identifying opportunities for efficiency in the operation and value chain.	GRI series 300 (302 - energy; 305- emissions)	Within and outside	TR-RO-110a.1; TR-RO-110a.2; TR-RO-110a.3; TR-RO-120a.1, IF-WM-110a.1, IF-WM-110a.3, IF-WM-110b.1, IF-WM-110b.2, IF-WM, 120a.1		Recommended governance (a; b); strategy (a; b; c); risk management (a; b; c); and metric and target (a; b; c) disclosures	Directors Investors
<b>A sustainable value chain</b>	Enhancing and qualifying relations with the Group's chain of suppliers, including tracking socio-environmental and human rights risks and environmental efficiency gains	GRI series 300 (303- water and effluents; 306- waste; 308- supplier environmental assessment) GRI series 400 (408- child labor; 409 - forced or compulsory labor; 414- supplier social assessment)	Within and outside	- - -		- - -	Directors
<b>Corporate governance, ethics and transparency</b>	Assuring the ethical conduct and integrity of SIMPAR and its subsidiaries in all relations with other public or private organizations, mitigating risks to image, reputation and market position.	GRI series 200 (205 - anti-corruption; 206- anti-competitive behavior; 207 - tax) GRI series 300 (307- environmental compliance) GRI series 400 (415- public policy; 417- marketing and labeling; 419- socio-economic compliance)	Within and outside	- - -		- - -	Directors Investors
<b>Brazilian fleet renewal</b>	Actively contributing through the subsidiaries' operations to renew the fleet of light and heavy vehicles in Brazil	- - -	Within and outside	TR-CR-410a.1, TR-CR-410a.2	 	- - -	Investors
<b>Valuing people, preserving culture and respecting diversity</b>	Perpetuating the Company's organizational culture and legacy in its subsidiaries and acquisitions, in addition to fostering diversity and equal opportunities and qualifying professionals throughout the production chain	GRI series 400 (401- employment; 404- training and education; 405- diversity and equal opportunity; 406- non-discrimination)	Within and outside	- - -	 	- - -	Directors Officers
<b>Healthy finances, capital allocation and business expansion</b>	Shielding and fortifying SIMPAR's capital structure, guaranteeing the delivery of results to shareholders and investors and the financial solidity of the holding company and subsidiaries; expanding the business responsibly and sustainably, with acquisition and investments conducive with concrete benefits for the business	GRI series 200 (201- economic performance)	Within and outside	- - -	  	- - -	Officers Investors
<b>Innovation with a positive impact</b>	Contributing to innovation in the logistics and mobility sectors, studying the incorporation of technologies and new business solutions for clients	- - -	Within and outside	- - -		- - -	Investors
<b>Personnel and asset safety</b>	Preserving the lives and health and safety of all people in the value chain, especially employees and communities; and structuring systems that preserve the integrity of SIMPAR and its subsidiaries' assets	GRI series 400 (403- occupational health and safety; 413- local communities)	Within and outside	TR-RO-320a.1; TR-RO-320a.2; TR-RO-320a.3, TR-RO-540a.1; TR-RO-540a.3		- - -	Directors Officers



# SIMPAN

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

## Material topics

Healthy finances, capital allocation and business expansion





We have more than

**35**  
**thousand**  
employees  
in the Group

SIMPAR is a holding company present in multiple segments of the real economy. The company incorporated its brand in 2020, following JSL's corporate restructuring, to administrate, invest in and work on the governance framework, to develop and control seven independent companies and create new businesses, in a leading or advantageous position: JSL, Movida, Vamos, CS infra, CS Brasil, Original Concessionárias and BBC Digital.

By way of this business portfolio, SIMPAR operates in multiple segments of the logistics, mobility and infrastructure services and sanitation sectors, driving the development of its clients and communities, to renew the national fleet, promote urban mobility and operate infrastructure and sanitation service concessions, with predictable and reliable revenue streams, whilst respecting the discipline of its capital structure and returns.

The Company's DNA contains the history of JSL Group, founded in 1956, in Mogi das Cruzes (SP), renowned for its culture of excellence and client-centricity.

SIMPAR draws on the expertise and human and intellectual capital of its team - 35,634 direct employees, including young apprentices, interns and trainees - to contribute, steer and oversee the implementation of its subsidiaries' business plans, as well as studying alternative strategies for organic growth and growth through acquisitions.

Its management model also focuses heavily on nurturing a culture of processes, indicators and targets that couple financial concerns with environmental, social and governance matters (ESG), preserving its way of being, governance and organizational culture.

Following the restructuring in 2020, SIMPAR has accelerated its development cycle, making multiple acquisitions - 16 in just 24 months - which coupled with the organic expansion of each business, has grown the Group's consolidated results.

In 2021 SIMPAR recorded net services revenue of R\$ 11.0 billion, an increase of 41.4% compared with the previous year. Ebitda was R\$ 4.2 billion (80.6% more than 2020) and consolidated net income was R\$ 1.3 billion (154.5% more than in 2020). It also bolstered its international presence in its markets (Chile, Argentina, Peru, South Africa, Paraguay and Uruguay), with its total fleet surpassing 228 thousand vehicles.



# Our values

GRI 102-16



## DEVOTION TO SERVICE

When serving our clients we strive to understand their requirements, to guarantee they come back always.



## OWNERSHIP MINDSET

Responsibility and commitment whilst focusing on results. Hands-on and with a comprehensive vision, with cost discipline and always willing to improve.



## SIMPLICITY

An uncomplicated way of being and doing.



## SUSTAINABILITY

Ecologically correct, socially fair and economically feasible mindsets.



## PEOPLE

Our major differential, who enable us to achieve our goals.

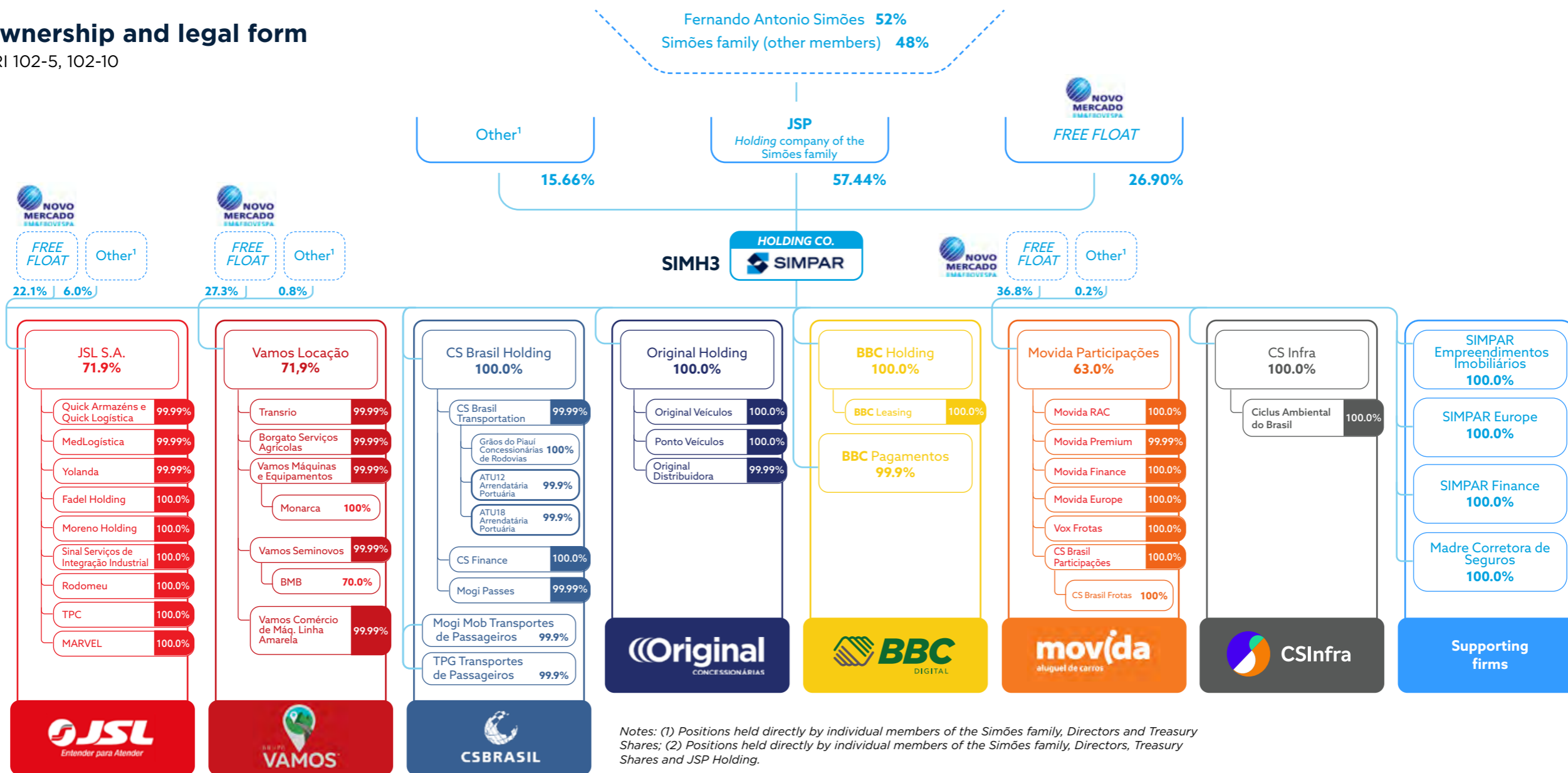


## NET INCOME

Vital to sustainable business development and growth.

## Ownership and legal form

GRI 102-5, 102-10



Notes: (1) Positions held directly by individual members of the Simões family, Directors and Treasury Shares; (2) Positions held directly by individual members of the Simões family, Directors, Treasury Shares and JSP Holding.



## TIMELINE

- 2021** ● Vamos public share offering and follow-on; merging of CS Frotas into Movida and CS Infra (Ciclus) into SIMPAR; acquisition completed of 16 companies in two years
- 2020** ● Corporate restructuring, creation of the SIMPAR holding company and public offering of JSL shares
- 2019** ● Channel of BBC Digital and follow-on of Movida
- 2017** ● Movida public share offering (Novo Mercado)
- 2013** ● Creation of JSL Leasing, which originated BBC Leasing in 2019; Acquisition of Movida (operation completed in 2014)
- 2010** ● JSL Group public share offering (now SIMPAR)
- 2009** ● Incorporation of CS Brasil, focused on providing services to the public sector
- 2006** ● Instituto Julio Simões, social investment division of JSL Group
- 2005** ● Provision commences of municipal electronic ticket and management services; expansion of the network of dealerships to include Leste Veículos (Ford Avante) and Fiat Ponto
- 2002** ● Provision commences of solid waste collection and cleaning services at Santos Port; market leadership secured by the group, where it remains until this day
- 1998** ● First rental contract for trucks and street cleaning equipment, in Rio de Janeiro
- 1995** ● Acquisition of the dealership Original Veículos; initiation of dedicated operations at clients
- 1993** ● Initiation of collective intercity transportation operations
- 1980** ● Decade of diversifying services, clients and sectors
- 1972** ● JSL's fleet surpasses 40 trucks
- 1970** ● Acquisition of Transcofer, three times larger than JSL at the time
- 1956** ● Founding of Julio Simões Ltda.

First-ever fleet in 1956 - Julio Simões



# Business model

## INPUTS



### HUMAN CAPITAL

- Qualified labor (35,634 employees)
- Leadership engaged with and aligned around our Culture and Values
- Respect for diversity and valuing people



### FINANCIAL CAPITAL

- Access to capital markets
- Investing in highly liquid operating assets
- Portfolio of companies with strong growth potential
- Investment in acquisitions
- Investment in subsidiaries listed on B3



### INTELLECTUAL AND ORGANISATIONAL CAPITAL

- Technological platforms and digital services at the client's disposal
- 65 years of expertise, solid brands and portfolio diversification
- Integrated Sustainability Management



### SOCIAL AND RELATIONSHIP CAPITAL

- Serving is in our DNA, with the focus on obtaining customer loyalty through equitable business relationships
- Relations of trust with shareholders, suppliers and creditors
- Proprietary social projects and Investments via Instituto Julio Simões



### NATURAL CAPITAL

- Electricity, water resources and fuels



- **JSL:** portfolio of logistics services
- **Vamos:** rental and sale of heavy vehicles, machinery and equipment
- **Movida:** light vehicle rental
- **Original Dealerships:** light-vehicle authorized dealerships
- **BBC:** multiple bank
- **CS Infra:** infrastructure concessions
- **CS Brasil:** provision of services to the public sector and mixed-capital companies

## RESULTS AND IMPACTS



- **58.5%** of employees are **brown/black**
- Over **230 thousand hours** of training
- 4,370 sessions provided to employees under the Connected to You program
- Increase of **6% of women** in leadership positions on 2020



- Net Income: **R\$ 1.3 billion**
- Ebitda: **R\$ 4.2 billion**
- Net service revenue: **R\$ 11 billion**



- To transform, improve and optimize the routine of employees, drivers and clients
- To actively work alongside clients in developing technologies that emit fewer pollutants and greenhouse gases, especially in the transport sector



- **Optimization and gains of scale** and productivity for clients
- Mobility Solutions
- 204.5 hours of volunteering
- **179,363 people** impacted by IJS projects
- **4,402,224 people** impacted by sponsored projects
- Development of communities in our companies' geographies



- Target to reduce GHG emissions intensity by 15% by 2030 (114.37 tCO<sub>2</sub>e/ R\$ MM - scopes 1, 2 and 3 over total net revenue)
- Joining ISE
- Renewing our Gold GHG Protocol Reporting Status
- **5.26% of energy** consumed from renewable sources
- **69.95%** of waste diverted from disposal (recycled, reused or treated)
- First report submitted to CDP Climate Change (B rating)

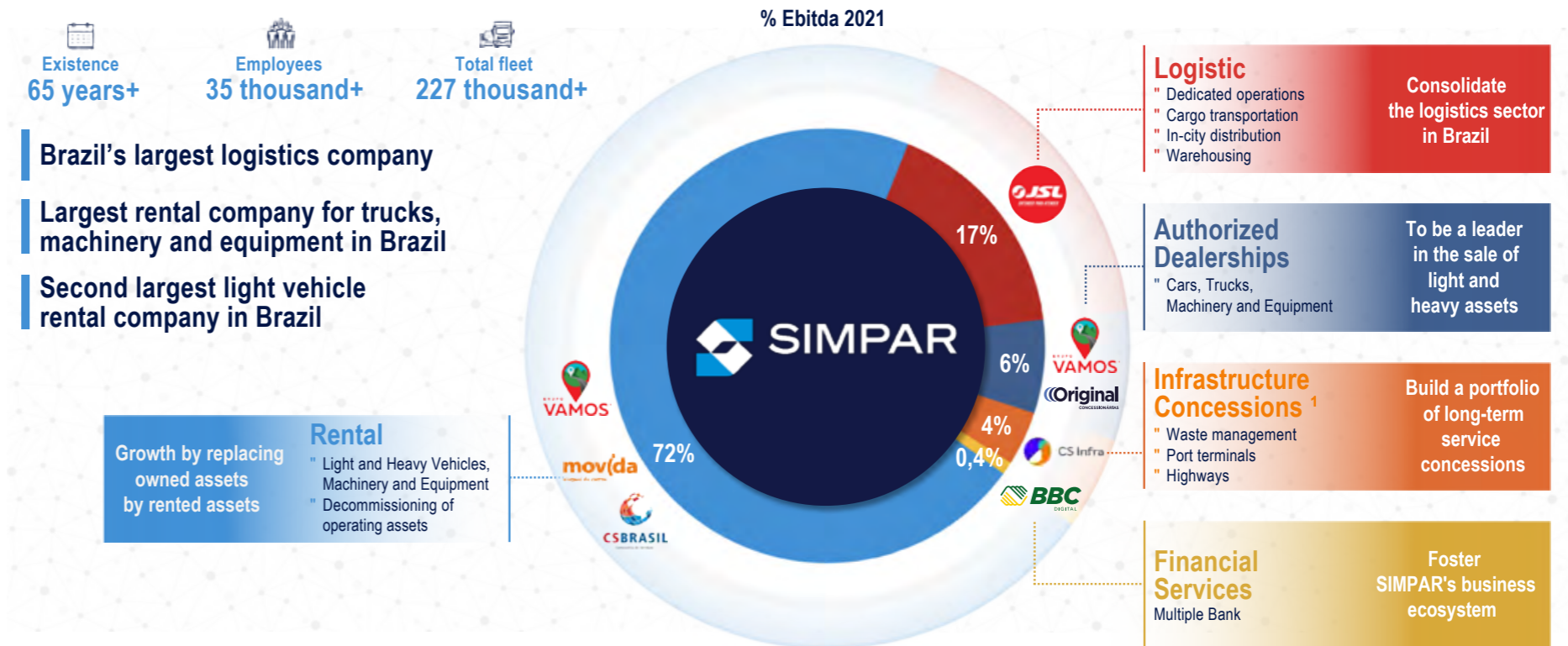
# Portfolio and assets

GRI 102-2, 102-4, 102-6, 102-7

SIMPAR's companies operate independently within the holding company's ecosystem which includes operation in logistics, mobility, concessions and financial services.

By focusing on long-term relations and contracts and services customized to their clients' requirements, SIMPAR's subsidiaries have prepared for a new cycle of growth in recent years.

Listed on the B3 Novo Mercado, the Company currently has three listed subsidiaries: JSL, Movida and Vamos. It respectively holds 71.9%, 63.0% and 71.9% of their share capital. Original and BBC Digital are 100% controlled by SIMPAR, as are CS Brasil and CS Infra.







## JSL: consolidating the logistics market in Brazil

In business for 65 years, JSL is a leader in highway logistics in Brazil, also operating in six other countries: Chile, Uruguay,

Paraguay, Peru, Argentina and South Africa. JSL was the Group's holding company until 2020, from where the slogan "Understand to serve" originated, which underpins the Company's values to this day.

JSL has the largest and most integrated portfolio of services in its sector, including asset-light and asset-heavy models, and dedicated highway transportation logistics, internal logistics, in-city distribution, transportation of vehicles and highly complex cargo (chemicals, waste etc.), storage and shipping services and leases with manpower.

With five strategic acquisitions between 2020 and 2021 (TPC, Rodomeu, Transmoreno, Fadel and Marvel), it expanded its footprint in strategic segments such as chilled and frozen produce, in-city distribution and complex cargo - adding R\$ 1.7 billion to its gross revenue.



### AT A GLANCE

- 25,000+ employees
- 280+ branches in Brazil
- 1.6 thousand+ customers
- 1 million m<sup>2</sup> of storage capacity
- Trucks with an average age of 3.3 years



### 2021 PERFORMANCE:

- R\$ 4.3 billion in net revenue
- R\$ 758 million in EBITDA
- R\$ 273 million in net profit



### ESG PERFORMANCE:

- 38.36% of brown and black people in leadership positions
- 98.12% of suppliers undergo social assessments
- 7 municipalities included in the Social Vulnerability Index (IVS) study, with

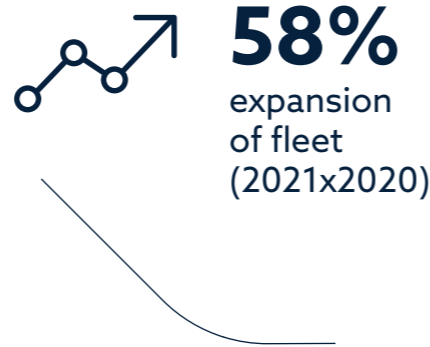
- initiatives scheduled until 2023
- Gold Reporting Status in the Brazilian GHG Protocol Program in 2021
- 8.37% reduction in emissions intensity from 2020 to 2021



## Movida: an eye on the mobility of the future

Acquired in 2013, in an operation concluded the following year, Movida is now one of the main drivers of SIMPAR's results. The company is listed on the B3 Novo Mercado and comprises the Corporate Sustainability Index (ISE), the segmented portfolio of the Brazil stock exchange. It is also the first listed rental company in the world to obtain B Company certification - attesting to the company's commitment to generate a positive impact and benefits for the business and all its stakeholders.

In recent years our focus on innovation, convenience and excellence for clients has led to investments in expanding our car rental and pre-owned stores and



consolidating the Fleet Management and Outsourcing (FMO) segment - which in 2021 grew following the acquisition of CS Frotas (Light FMO segment), and CS Brasil by Movida, in a process approved unanimously by controlling shareholders in attendance at our general meeting.

The company has a diversified and young fleet (average age of 13 months) and in recent years has bolstered its innovation and technology strategy, by incorporating 100% digital processes in store routines, using robots in administrative and customer service processes and launching new forms of rental - such as Zero Km and Movida Cargo.



### AT A GLANCE

- 4,370 employees
- 187 thousand vehicles in the fleet, with 25 thousand at CS Frotas, acquired in 2021
- 176 vehicle rental stores and 78 pre-owned car dealers
- Light vehicles with an average age of 1.14 years



### 2021 PERFORMANCE:

- R\$ 5.3 billion in net revenue
- R\$ 1.7 billion of Ebitda
- R\$ 819 million in net profit



### ESG PERFORMANCE:

- 300+ vehicles in our electric fleet in Brazil
- 90 thousand seedlings planted in our Rio Araguaia (PA) Biodiversity Corridor - Carbon Free
- 90%+ participation in diversity training
- 65% of stores adopting the dry washing method for vehicles





## Vamos: renewing the national fleet

Vamos conducted its IPO on B3 in early 2021 and its follow-on in the second half. The positive performance of its shares, gaining 84% over the year, demonstrates the solidity and confidence in the Company's growth potential. The rental and sale segment for heavy trucks, machinery and equipment of Vamos has just a 1% share in Brazil's potential addressable market, with plenty of room to be exploited by the company.

The businesses cover four main segments: Vamos Rentals, Vamos Dealerships, Vamos Vehicle Customization and Vamos Pre-owned. They include solutions to renovate, modernize and actively manage the fleet and processes of clients from multiple industries, especially in agribusiness and heavy industry, helping



IPO and follow-on in 2021, totaling R\$ 2 billion in primary funds to support its growth

improve the company's results and renew their fleets.

In addition to strengthening long-term contracts with its clients and entering new markets, Vamos' growth strategy includes acquisition opportunities - three companies were acquired in 2021 (Monarca, BMB and HM Empilhadeiras) which bolster the concession operators' structure in the Midwest, paving the way for the company's international expansion (with BMB operations) and significantly expanding our intra-logistical equipment assets.



### AT A GLANCE

- 1,315 employees
- 23,627 assets
- 2.6 thousand+ repair shops across Brazil
- 51 dealerships and pre-owned stores
- 1.3 thousand+ contracts with clients
- 84% of contracts have 5-year or longer terms
- Trucks with an average age of 2.05 years



### 2021 PERFORMANCE:

- R\$ 2.8 billion in net revenue
- R\$ 1 billion of Ebitda
- R\$ 402.4 million in net profit



### ESG PERFORMANCE:

- 50 vehicles that have been on the road for 20 years or more acquired in the Fleet Renewal Program
- 100% of the prior year's scope 1 and 2 emissions offset
- 50%+ of the fleet of forklifts is electric







### AT A GLANCE

#### CS Frotas\*

- 293 employees
- 31 branches
- 671 active procurement contracts

#### CS Transportes

- 2,610 employees
- 33 branches
- 61 active procurement contracts



#### 2021 PERFORMANCE\*:

- R\$ 434.6 million in net revenue
- R\$ 51.5 million in Ebitda
- R\$ 17.4 million in net profit
- Trucks with an average age of 3.17 years

\* CS Frotas' figures were recorded at CS Brasil until July. From August, its performance has been consolidated in Movida's figures.



## CS Brasil: enhancing public services

CS Brasil is the SIMPAR unit dedicated to providing services to the public sector and mixed-capital companies, ranging from fleet quantification to end-to-end process management.

With diversified long-term contracts – average of 45 months at CS Transportes – the company does business in some 20 states and enjoys the differential of having highly predictable operations, cash generation and profitability, restated by market indexes, contributing to the provision of quality public services. It operates in the following sectors:

- **FMO** – with heavy industries and manpower. The Light FMO division was merged into Movida in 2021. Customization, maintenance and operation of the fleet, with or without

drivers, comprise the complete service cycle;

- **Passenger transportation** - operates the concessions in three municipal urban lines and electronic credit management for urban transportation
- **Street cleaning** – collection, manual and mechanized street sweeping, compaction, market washing and deodorizing services, mowing, household and hospital waste transportation and waste segregation.

Committed to ethics and integrity, since 2020 CS Brasil has run the Transparency Portal for the general public, which contains up-to-date information about all contracts in force, in addition to legal requirements. In 2021, CS Brasil participated in 133 procurements and prevailed in 68 of them via CS Frotas; and 15 procurements, prevailing in five via CS Transportes.



**CS Brasil is our platform for providing qualified services in FMO, passengers and street cleaning**



## CS Infra: concessions to develop Brazil

In 2021, SIMPAR announced it had acquired the entire share capital of CS Infra, a company dedicated to infrastructure concessions, in a process unanimously approved by its noncontrolling shareholders at the general meeting.

CS Infra's businesses include Ciclus, which conducts one of the largest waste valorization and management operations in Latin America, treating 10 thousand tonnes of solid and commercial waste every day.

SIMPAR leverages this business to strengthen its position in infrastructure services, including mobility, ports, highways and sanitation. Today, its infrastructure concessions portfolio includes: the provision of shipment, unloading and storage services at port terminals ATU-12 and ATU-18, in Candeias (BA); Rodovia Transcerrados; and BRT Sorocaba.





## Original: growing presence in a fragmented sector

With more than 25 years of experience in the new vehicles market, Original has a diversified portfolio of assets, 47 stores in 16 Brazilian cities and 18 brands.

In 2021, the company fortified its growth strategy by acquiring UAB Motors\*, which owns a robust light vehicle sales platform, and the Sagamar\* network of dealerships, which has 12 stores in São Luís, in Maranhão state. The Sagamar shareholder and executive, Alessandro Soldi, will be

appointed Original Holding CEO as from the transaction's closing date.

These acquisitions provided Original with an additional R\$ 2.4 billion in sales, 16 new brands and 7 municipalities, in addition to establishing the company in the markets of Paraná, Santa Catarina and Maranhão.

The company's potential lies in a market that is currently highly fragmented: Original + UAB + Sagamar account for just 1.7% of the volume of light vehicles sold in Brazil, with important avenues for growth.

\*Figures include UAB Motors and Sagamar; UAB is pending the approval of CADE and car manufacturers, while Sagamar is pending approval by the car manufacturers and has been unreservedly approved by CADE.



### AT A GLANCE

- 507 employees
- 47 stores
- 18 sales brands
- 16 Brazilian municipalities



### 2021 PERFORMANCE:

- 7,837 retail sales
- R\$ 38.1 million in net profit
- R\$ 78.8 thousand average ticket







**AT A GLANCE**

- 60 employees
- 25 thousand clients at BBC Digital



**2021 PERFORMANCE:**

- R\$ 239.1 million loans portfolio (NPV)
- R\$ 6.2 million in net income
- Annualized ROE of 15.6% in the last quarter of the year



**Banco BBC Digital: financial division of SIMPAR group**

In December 2021, the Central Bank licensed BBC Leasing to operate as a multiple bank. This allows BBC Digital to operate commercial, credit financing and investment portfolios, in addition to its current lease portfolio. Its conversion into a Multiple Bank will allow BBC to expand by offering additional financial services that can be used in SIMPAR’s ecosystem, including products such as direct consumer credit (CDC), personal loans, checking accounts, working capital and factoring. This means the company’s will target the clients of Movida Seminovos, Original, Vamos and CS Brasil, in addition to a further 35 thousand employees of the group and 10 thousand drivers of JSL.



License to operate as a **Multiple Bank**





# Corporate governance

GRI 102-18, TCFD – Governance (a) (b)

## Material topics

- Corporate governance, ethics and transparency
- Climate change

Listed on the Brazilian stock exchange's Novo Mercado (B3) since 2010, SIMPAR is focused on assuring its and its subsidiaries' decision-making routines follow the highest standards of transparency, corporate responsibility, integrity and equity.

The Company's model follows the guidelines of the Best-Practice Corporate Governance published by the Brazilian Institute for Corporate Governance (IBGC). Within the Group, the holding company is tasked with setting strategic guidelines for business development and planning, as well assuring professionalism, independence and no conflicts of interest, with special attention to matters like related-party transactions, having independent members on governance boards, integrity and upholding the rights of non-controlling shareholders.

Between 2020 and 2021, SIMPAR reinforced its holding mission. Its

subsidiaries were afforded the independence necessary to conduct their activities, according to corporate strategies and guidelines. Today, JSL, CS Brasil, Vamos and Movida have their own Boards of Directors, executives and supporting committees - including Sustainability committees at the holding company, JSL, CS Brasil, Vamos and Movida.

During the year - the acquisition of CS Frotas, in the light FOM segment, by Movida; and the acquisition of CS Infra by SIMPAR - were carried out in accordance with good corporate governance practices. To carry out these transactions, the controlling shareholders assigned the decision to the noncontrolling shareholders, who approved the takeovers at the General Meeting. This is an example of how the Company seeks to continuously enhance its decision-making processes and protect the interests of shareholders.

In the Group's governance, the corporate targets and strategies are subject to the approval of each organization's Board of Directors, to then be performed and delivered by the CEO and its team of executive leaders. SIMPAR is tasked with collaborating, encouraging and fostering the enhancement of governance, providing expertise, monitoring and providing support to subsidiaries, especially in planning, internal controls, risk management, compliance and culture management and human and intellectual capital.

Pursuant to these guidelines, SIMPAR has a governance framework consisting of the Board of Directors, Executive Board and Oversight Board, as well as five advisory committees to the Board (Finance and Supplies; Sustainability, Audit, Internal Controls and Risk, and Ethics and Compliance).

**Its subsidiaries were afforded the independence necessary to conduct their activities, according to corporate strategies and guidelines.**



# Board

## COMPETENCY



**Adalberto Calil**  
CHAIRMAN



**Fernando Antonio Simões Filho**  
VICE PRESIDENT



**Fernando Antonio Simões**  
DIRECTOR



**Álvaro Pereira Novis**  
INDEPENDENT DIRECTOR



**Augusto Marques da Cruz**  
INDEPENDENT DIRECTOR

Strategy					
M&A   Capital allocation					
Finances   Accounting					
Economics   Geopolitics					
Risk   Compliance   Integrity culture					
People   Culture   Talent					
Social Impact   Diversity   Equity   Inclusion					
Climate emergency   Environmental management					
Retail   Marketing   Customer services					
Logistical Operations   Mobility					
Corporate Governance in listed companies					
Innovation   Entrepreneurism   New business models					




## SIMPAR

### governance

GRI 102-18, 102-19, 102-20, 102-22, 102-23, 102-24, 102-26, 102-27, 102-29, 102-31


#### BOARD OF DIRECTORS

- Members: 5 (2 of whom are independent)
- Appointment: elected and dismissed by the shareholders at the General Meeting
- Term: 2 years (with reelection permitted)
- Requirements: experience, expertise and capabilities in different economic sectors; a watchful eye on management and valuing of human capital.
- Functions: define strategic business lines in accordance with the Bylaws, and update, approve and formalize the proposition, mission, vision and values of the companies; audit the socio-environmental and financial performance of subsidiaries; define policies, authorize operations, evaluate growth strategies, evaluate reports and balance sheets and set performance and compensation targets.
- Meetings in 2021: 14

 **See our directors' biographies:** [click here](#)


#### EXECUTIVE BOARD

- Members: 5
- Appointment: elected and dismissed by the Board of Directors
- Term: 2 years (with reelection permitted)
- Requirements: complementary experience in managing the sectors the portfolio companies operate in.
- Functions: manage and operate the businesses as per the strategic plans and guidelines set by the General Meeting or Board of Directors; outline and manage strategies and targets; resolve the allocation of proceeds; validate the content of the Company's materiality assessment and this Integrated Annual Report.

 **See our officers' biographies:** [click here](#)

#### AUDIT COMMITTEE

- Members: 6 (3 serving and 3 alternates, all independent)
- Appointment: elected at the Shareholders' Meeting
- Term: 1 year
- Expertise required: knowledge of fiscal management and the Group's sectors.
- Functions: acting independently of the Board of Directors and independent audit, it should assess and report to management any errors, fraud or crimes, overseeing the executives' work. The group should also express an opinion on the financial statements, reporting their findings to shareholders.
- Meetings in 2021: 3

 **See our directors' biographies** [click here](#)

## ADVISORY COMMITTEES



**Audit** - supports the Board of Directors in overseeing the quality of financial reporting, compliance of our practices with legal, bylaw and regulatory standards, monitoring the status of the Compliance Program and Compliance Hotline and working to adapt risk management processes and the independent audit.

- Members: 3 independent members, where the coordinator is an independent member of the Board of Directors
- Meetings in 2021: 11



**Financial and Supplies** - provides support for the analysis of and decisions related to purchases and financial matters

- Members: 3 (1 independent member)
- Meetings in 2021: 5



**Ethics and Compliance** - its remit covers all SIMPAR companies. It has an external member and resolves critical issues related to ethics and conduct, reporting resolutions to the Audit Committee of the holding company and subsidiaries. It is the 'keeper' of the Code of Conduct and other internal regulations, evaluating the application of disciplinary measures, recommendations and monitoring preventive actions in cases of noncompliance. It also monitors the performance of our Compliance Program; revisits, evaluates and suggests improvements to the Anti-corruption policies and Code of Conduct; and analyses and validates requests for donations and sponsorship to government authorities.

- Members: 2 internal and 1 external
- Meetings in 2021: 7



**Sustainability** - a central pillar of SIMPAR's ESG governance, this committee has a corporate nature and reports directly to the Board of Directors, providing quarterly reports on actions conducted, key indicators and analysis of apposite scenarios, risks and opportunities. The support provided to senior leadership includes the performance of obligations, investments and socio-environmental projects and analyses of economic, environmental and social topics. It has a director and independent member as leaders and is participated in by multiple SIMPAR executives. In addition to this corporate committee, the subsidiaries run their own committees, which share experiences and projects.

- Members: 6
- Meetings in 2021: 5



**Internal Controls and Risks** - guarantees the qualified discussion of SIMPAR's risk factors, involving and mobilizing senior management. It enjoys the participation of the CFOs of our subsidiaries and representatives of the Internal Controls, Risks and Compliance practices.

- Members: CFO of each Company tower and participation of the Risks and Compliance Control practice
- Meetings in 2021: 4



## Strategic transactions governance

The two transactions involving related parties conducted by SIMPAR in 2021 - merging CS Frotas into Movida and CS Infra into SIMPAR - were carried out with extreme caution by our controlling shareholder and the Boards of Directors of the companies, with the vote being allocated to **noncontrolling shareholders, who approved both transactions unanimously, a vote then confirmed by the controlling shareholder.**

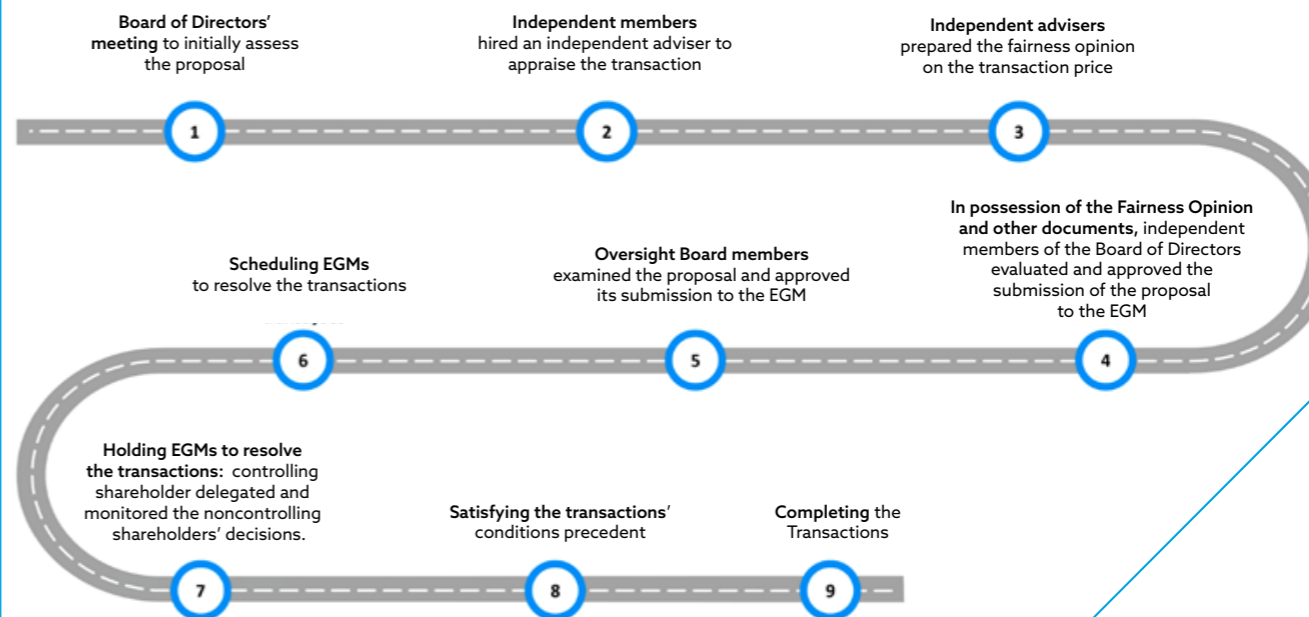
In line with the commitment to the highest standards of governance, the independent Board of Directors' members of Movida (acquiring CS Frotas) and SIMPAR (acquiring CS Infra - Ciclus) were tasked with conducting and analyzing the transactions at the aforesaid companies' boards.

In possession of the **Fairness Opinions**

**issued by Itaú BBA**, which corroborated the price arrangements for the transactions and other transaction documents, including the market cap appraisal prepared by independent auditors, the **independent directors agreed to the terms and conditions of the operations and unanimously approved** their submission to the respective extraordinary general meetings (EGMs), in the belief that the benefits were equitable for all shareholders.

Since going public in 2010, our controlling shareholder has now voted **four times** at General Meetings in line with the **decision of the noncontrolling shareholders**, if we include the other two transactions conducted previously - the acquisition of light vehicle dealerships (2011) and the corporate restructuring involving the creation of the holding company SIMPAR (2020). This clearly demonstrates the Company's commitment to good governance practices.

### Governance process around the merger of CS Frotas into Movida and CS Infra - Ciclus into SIMPAR



# Compliance and transparency

GRI 102-16, 102-17, 102-25, 102-33, 102-34, 103-2, 103-3 | 205, 205-2, 206, 307, 418, 418-1, 419

As a holding company with People and Culture as the pillars that prop up the group's relevance and perpetuity, SIMPAR has assigned itself the role of keeper of the values and organizational identity for all of its businesses.

Ethics is the core element and permeates all management policies, communication channels, public commitments, training and recycling programs and disciplinary measures.

With clear governance analyzing potential nonconformities, the Group discloses best practices to its subsidiaries, mitigates risks and preserves our business reputation and alignment around best market practices.

SIMPAR's ethics and compliance management framework starts with senior leadership, in the Board of Directors' advisory committees embracing activities such as audits, internal controls and the pillars that prop up our Compliance Program. At the corporate level, the remit of the Internal Controls, Risks and Compliance (CRC) Board covers all of SIMPAR's divisions, operating independently and reporting directly to the Audit Committee, also defining tactical plans, projects and apposite investments.

As a signatory of Instituto Ethos' Business Pact for Integrity and against Corruption and the United Nations' Global Compact, SIMPAR monitors specific risks in its sector and mitigates them through ongoing risk

assessments, training, communications, continuous monitoring and implementing its program's policies.

The Group maintains a sturdy set of management policies to inform its actions, conduct and behavior of leaders, employees and business partners. In addition to the Code of Conduct, a document that orients all employees and third parties, our Anti-corruption Policy contains a set of documents embracing:

- Public Procurement Participation Policy;
- Donations and Sponsorship Policy;
- Policy for Gifts, Presents, Entertainment and Hospitality;
- Government Relations Policy.



Public commitments and management policies mobilize actions based on reference ethics principles.

## The Transparency Line, Report the Risk and Whistle-blowing channel allow us to record risks, questions, and potential non-conformities.

The SIMPAR Code of Conduct was updated in 2020 following a corporate reorganization, and aims to disclose the required standards of ethics and compliance that apply to all those who act for, with, or on behalf of the Group.

We address numerous themes such as compliance with laws, standards and regulations, human rights, labor relations, employee conduct, the prohibition of any form of discrimination and of sexual or moral harassment, anti-corruption, conflicts of interest, donations and sponsorships, external relations, disciplinary measures, communication channels, and general information about the Compliance Program.

The Code of Conduct has general guidelines on the prohibition of anti-competition practices and the requirement for transparency in business

Regarding its data protection agenda,

SIMPAR has formal policies for complying with the General Data Protection Law and the Right to Privacy, such as its Privacy Policy, Data Security Program, Personal Data Sharing Policy, Consent Use and Management Policy, Procedures to Respond to Security Incidents, etc.

The Compliance Program has three communication channels: (i) The Transparency Line, a channel answered by the CRC area and responsible for answering questions about the Company's internal standards and the laws that apply to the business, and for the mandatory disclosures for the program; (ii) "Report the Risk Channel" available to report structural problems in the Company's operation; and (iii) the Whistle-blowing channel, available to report non-compliance with internal rules and any illegal activities.

All channels are available to employees and the public in general. the Report the Risk and Whistle-blowing channels are

answered 24x7 by a third party to ensure anonymity. A protocol number is issued that can be used to monitor the case.

The company has a Privacy Program that provides training and issues communications to ensure employees adhere to its rules and that the risk matrix be up-to-date.





## Compliance Program

Based on the Anti-corruption Act and the recommendations and practices put forward by the Federal Audit Court (CGU), SIMPAR structured a Compliance Program that covers all divisions and relations of its companies.

Under the program, the CRC Board is responsible for preventing, detecting, mitigating and remedying nonconformities and contraventions of SIMPAR's policies and standards, regulations and national and international laws. There also initiatives in the internal communication, training and awareness-raising program around ethics and compliance.

This program monitors all compliance indicators, examines risky situations, implements specific initiatives in practices and key processes and provides guidance on the modules, rules and components of our Compliance Program. The monitored data includes data related to the number of calls to the Compliance Hotline for each division and the application of disciplinary measures and responses to investigated

cases, as well as compliance audits on branches and contractual compliance clauses, compliance with anti-corruption policies and conflict-of-interest rules and awareness initiatives.

Since integrating new employees, the Code of Conduct and policies, such as Anti-corruption, are presented when signing the commitment along with a specific questionnaire regarding conflicts of interest. There is also a training calendar for the program, including modules about compliance hotlines, governance and SIMPAR policies.

Training complements a structured communication agenda and in-person compliance huddles at branches and operations - supported by compliance facilitators, employees who disseminate SIMPAR's values and principles.

## Compliance Hotline and Transparency Line GRI 103-2

All potential cases of non-compliance with SIMPAR management policies or standards, laws and regulations can be reported through the Compliance Hotline, which is structured and managed independently, assuring balanced independent investigations of grievances or complaints. The Compliance Hotline can be used to report breaches of the Company's Code of Conduct, internal regulations, the existing legislation and other actions that could harm any company activity and its employees, shareholders and other stakeholders. The topics include physical aggression, moral harassment / threats; sexual harassment, conflicts of interest and others.



Transparency Line

**0800 726 7250**



Compliance Hotline

**0800 726 7111**

[www.contatoseguro.com.br/simpar](http://www.contatoseguro.com.br/simpar)

The channel is available for internal and external stakeholders, both of SIMPAR and its subsidiaries, where whistleblowers can remain anonymous and track the progress of the investigations. The channel operates on a 24/7 basis. The investigations are conducted by CRC and reported to governance and management entities - Audit Committee and Ethics and Compliance Committee - and result in origin analyses, for which applicable conduct, sanctions and disciplinary measures are defined as well as preventive action plans and re-evaluating processes and controls.

Our Transparency Line is another important channel. Any employee of SIMPAR and its subsidiaries can use this channel to ask questions about the Company's management policies, and about any controversial themes, and also understand the implications of certain behaviors, actions, and conducts.



### GRIEVANCE MECHANISMS GRI 103-2

GRIEVANCES*	2019	2020	2021
Number of grievances filed through grievance mechanisms	2765	2025	2014
Number of grievances addressed	2272	1571	1720
Number of grievances resolved	1289	990	709
Number of grievances filed prior to the reporting period that were resolved during the reporting period	729	950	397

\*Consolidated figures including all companies of SIMPAR Group.

# Risk management

GRI 102-11, 102-15, 102-30, 102-31, 103-2, 103-3 | 201, 201-2, TCFD – Risk management (a) (b) (c)

The SIMPAR risk management model is applied at the corporate level to all subsidiaries, and seeks to promote a clear, integrated vision of the financial and non-financial variables - environmental, social, governance, etc. -, that could impact results, our image and reputation, and the continuity of the Group’s business.

The risk management approach is formalized in a specific policy ([click here](#)), which defines governance of this theme, the escalation limits, and the guidelines to be adopted to control corporate risk. We expect this will allow us to dynamically and professionally analyze business-related factors, scenarios, and variables, and make decisions based on the their likelihood, magnitude, and impact.

Integrated Risk Management is based on 2017 Coso Committee of Sponsoring Organizations of the Treadway Commission methodology, and complies

with ISO 9001 and ISO 31000. Governance and Information Technology (IT) management issues are also aligned with Cobit (Control Objectives for Information and Related Technologies).

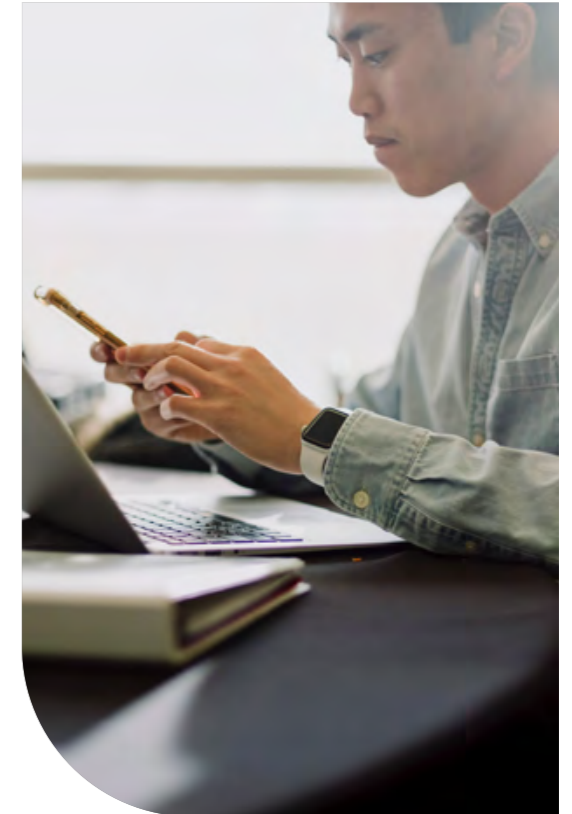
Impact and likelihood are the guiding aspects for analyzing identified risks, and are added to the definition of controls and the assessment of suitable mitigation mechanisms.

All new risks are analyzed by the executive board or business administrators. Internal Auditing reports through the Board of Directors’ Audit Committee. Every two years CRC Management meets with company managers and directors to analyze risks, ensuring they are looked at from an updated operational viewpoint, anchored on the Group’s experiences and looking at new factors and elements. The environmental risk and

impact matrix is monitored by Health, Safety and the Environment (HSE)/ Integrated Management, and the matrix is independently audited. In addition, SIMPAR, JSL, Movida, Vamos and CS Brazil’s Sustainability Committees analyze organizational practices related to sustainability, looking to monitor external aspects and abiding by the principle of precaution.

## STRATEGIC

- **What are they?** Together with decision-making by senior management, these could cause substantial loss of



The next pages present the main risks to which SIMPAR and its subsidiaries are exposed and the control measures adopted





economic value, as poor management often leads to substantial fraud in the financial statements resulting from poor management.

- **How do we mitigate them?** We invest in robust governance and transparent, ethical and balanced processes that ensure financial management and strategy that are in line with the organization's profile.
- **What is our opportunity?** We reaffirm SIMPAR's unique position as the manager and controller of a diversified and solid portfolio of leading or significant companies in their industries.

#### MARKET



- **What are they?** Losses resulting from transactions subject to exchange variance, interest rates, share prices, and commodity prices.
- **How do we mitigate them?** To manage these risks, management has the support of a Financial Committee and the approval of the Board of Directors, responsible for authorizing and realizing transactions involving any type of derivative financial instrument and any agreements that create financial assets

or liabilities, regardless of which market they are traded or registered in, if the amounts are subject to fluctuations.

- **What is our opportunity?** Develop economic-financial management that enables not only continuity, but also growth, diversification, and business expansion.

#### LIQUIDITY



- **What are they?** Reserves and equivalents become insufficient to honor the Company's obligations without affecting its operations and without significant losses.
- **How do we mitigate them?** To manage these risks, management has the support of a Financial Committee and the approval of the Board of Directors, responsible for authorizing and realizing transactions involving any type of derivative financial instrument and any agreements that create financial assets or liabilities, regardless of which market they are traded or registered in, if the amounts are subject to fluctuations.
- **What is our opportunity?** Develop economic-financial management that enables a cash position and leverage

suitable to enable investments.

#### CREDIT



- **What are they?** Connected to losses potentially linked to credit granted to customers and difficulty accessing new credit.
- **How do we mitigate them?** To manage these risks, management has the support of a Financial Committee and the approval of the Board of Directors, responsible for authorizing and realizing transactions involving any type of derivative financial instrument and any agreements that create financial assets or liabilities, regardless of which market they are traded or registered in, if the amounts are subject to fluctuations.
- **What is our opportunity?** Position SIMPAR in the industry in a differentiated manner due to its availability of credit for investments and projects.

#### OPERATIONAL

- **What are they?** Due to inadequacy, failure, inability, shortcoming, or fraud in any internal process (technology, people, operations), including



- damages to the company's assets and infrastructure.
- **How do we mitigate them?** Information, health, safety and environmental management procedures, and operational adjustments for unforeseen events.
  - **What is our opportunity?** Ensure safe, upstanding and stable operations that are free from hacking, accidents, and/or unsafe processes.

#### COMPLIANCE



- **What are they?** Risks associated with corruption, fraud, bribery, and violations of laws, regulations, and SIMPAR policies.
- **How do we mitigate them?** The across-the-board actions of the Compliance Program, management policies dedicated to ethics and conduct, disclosure of the Code of Conduct and anti-corruption policies, training and communication.
- **What is our opportunity?** Position SIMPAR as a reference for ethical and upstanding behavior in logistics, infrastructure and mobility.



#### HEALTH AND SAFETY

- **What are they?** Risks associated with safety issues that could affect the well-being, integrity and the lives of employees, contractors, partners and others.
- **How do we mitigate them?** The Health, Safety, and Environment (SHE) Management policy is applied based on the challenges, risks and specificities of each SIMPAR business.
- **What is our opportunity?** Ensure zero accidents and deaths, and be a standard setter in the integrity of people and assets.



#### ENVIRONMENT

- **What are they?** Risks related to different environmental issues such as access to water and power, contamination, incidents, traffic incidents and accidents that affect the environment, and damages to biodiversity.
- **How do we mitigate them?** The Health, Safety, and Environment (SHE) Management policy is applied based on the challenges, risks and specificities of each SIMPAR business.



#### IMAGE

- **What are they?** Risks related to situations that could impact SIMPAR's image and reputation, such as corruption, accidents, environmental tragedies, and quality and safety failures.
- **How do we mitigate them?** We continuously monitor risk factors and the exposure of the SIMPAR brand and its subsidiaries.
- **What is our opportunity?** Reinforce SIMPAR's good reputation for governance, processes, management policies, conduct and relationships.



#### CLIMATE

- **What are they?** Issues related to the impact of climate change on the business, assets, processes, policies and strategy of SIMPAR and its subsidiaries.

- How do we mitigate them?** The Company uses mitigation, neutralization and adaptation, and has a risk management model for climate risks that could have a negative impact on our operations over the medium and long terms. The group adopts the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) to analyze climate risks and opportunities, and deal with them in the management of each operation and unit.
- What is our opportunity?** Ensure resilience, adaptability, high performance, and a leading position to enable SIMPAR to address the challenges of climate change, projecting the corporate brand and those of its affiliates as leaders in discussions, agendas, and debates. In 2021 the Sustainability team reviewed the map of the main risks and opportunities arising from climate change for the business.

## Tax management

GRI 103-2, 103-3 | 207, 207-1, 207-2, 207-3

SIMPAR is committed to complying with the existing legislation and monitoring tax calculations and payments, for internal initiatives and diagnoses of the group's business lines, seeking tax opportunities to lower expenses, implement tax benefits and incentives and mitigate risks by accompanying the tax legislation on a daily basis. For tax management, SIMPAR uses the book "chart of taxes paid", in which all businesses report their monthly figures by accrual period. It also has a tax committee consisting of internal and external members to debate tax and corporate strategies and topics that relate to tax.

## Reputation management

GRI 103-2, 103-3 | 417

SIMPAR and its subsidiaries' communication aims to build, preserve and strengthen the organization's reputation before its multiple stakeholders, through a professional relationship between the Company, its companies, leaders and employees. This practice is also responsible for guaranteeing equity and transparency in the information presented in its marketing and communication initiatives. SIMPAR has a Communications and Marketing Board responsible for assessing the topic at the holding company with its companies aligned with its policies and guidelines. The Company has evolved in this area continuously through specialist independent agencies.

See all the details about our climate strategy and risk management and associated opportunities on page 76 and the Appendix



# Strategy and capital allocation

## Material topics

Healthy finances, capital allocation and business expansion

Innovation with a positive impact

With structured governance and planning processes which couple management independence of subsidiaries with policies integrated into corporate guidelines for operating in essential, resilient sectors with massive growth potential, SIMPAR has built a position of importance, focusing on creating sustainable value and capturing synergies and opportunities.

SIMPAR's M&A and Strategic Planning Board helps each company make decisions, providing the basis for their development and merger or acquisition opportunities, closely examining these movements.

Aligned around the holding company's strategy, CEOs, CFOs and other - executive officers maintain their exclusive focus on delivering the strategy determined by the Boards of Directors.

The allocation criteria and return on employed capital are aligned around the financial and leverage goals of the companies that maintain their own management teams, and plan of targets and objectives. New avenues of growth

are developed for businesses at the holding company.

A year after the corporate reorganization, in 2021 the company entered a new cycle of growth, underpinned by four core pillars:

- Generation of enduring long-term revenue - working with services with a minimal degree of substitution and focused on long-term contracts;
- Growth potential - development of companies in sectors with service gaps, focusing on customers and dispersed or incipient sectors;
- Active management in business - a keen eye on the critical issues of each company, through the Boards;
- Return on invested capital - target of achieving a double-digit ROIC, primarily by responsibly expanding business.

### Creation of Value also through Complementary Acquisitions and Quality

Higher scale and country-wide reach, expanding the mix of services and diversification of sectors, clients and contracts

**13 acquisitions** in the past 14 months  
**5x more** than in the previous 63 years



The Company provides expertise in strategic analysis and oversees the corporate decisions of its subsidiaries

## LONG-TERM DIVISIONS ACCOUNT FOR 80% OF THE HOLDING COMPANY'S REVENUE

SIMPAR's strategic planning process consists of:

- Assessing, developing and qualifying the human capital of the subsidiaries
- Creating models and processes designed to perpetuate our Culture and Values
- Helping prepare excellent and engaged staff members
- Planning and monitoring the companies' financial performance
- Directing and controlling implementation of the subsidiaries' business plans
- Studying merger and acquisition opportunities and new businesses
- Monitoring the allocation of capital and funds and the return on investment at the subsidiaries
- Monitoring Investor Relations work in our divisions, focusing on transparency and ethics
- Defining key corporate policies applicable to our various operations and activities
- Promoting the creation of sustainable value for shareholders, clients and society.

## OUR COMPETITIVE ADVANTAGES

- Client-centricity and people development and training
- Leadership connected with innovations and dedicated to business
- Investment in staff training and diversity
- Strategic presence in key economic sectors of Brazil and regions with high demand for logistics and infrastructure services
- More than six decades' experience accumulated in logistics, with end-to-end operations and complementary portfolios
- Sturdy risk control and governance, applicable to operations
- Business diversity, reducing exposure to risks, exchange variance and tax and economic changes in Brazil and corporate sectors
- Independent companies with business diversification and flexibility, with a centralized culture, values and management models
- Generating returns compatible with each business, based on fair commercial relations
- Aggressive M&A approach, growing our footprint in core segments
- Proximity with customers, agility and innovation, meeting the growing demand for new products and markets
- Commitment to the values of Devotion to Service, People, Simplicity, Ownership Mindset, Sustainability and Profit.



# Projects and investments

SIMPAR plays a direct role in its subsidiaries' development, through a management model based on each company being independent and allocating funds according to the requirements of expansion, operational excellence and customer service.

SIMPAR and the subsidiaries Movida, JSL and Vamos are listed in the Novo Mercado segment of B3, the highest corporate governance level on the Brazilian Stock Exchange. All investment plans are prepared by each entity's Board of Directors, with the support of advisory committees, and approved, in addition to being formally communicated to financiers.

The leverage control - which, in 2021, was 3.4x - is aligned around the Company's maturity and expectations and the capital requirement of its subsidiaries (read more on page 46), striking a balance between allocating funds for expansion, performing

contracts and meeting customer demands and the business' financial health. SIMPAR is committed to lowering its leverage each year, until it settles at a level of around 3.0x. This leverage reduction process has been taking place continually since 2016.

Including the investments in all its companies, in the twelve months SIMPAR recorded a net Capex of R\$ 8.8 billion - excluding acquisitions - which signifies an increase of 207% on 2020.

At the end of 2021 the Company announced an investment of between R\$ 10 billion and R\$ 12 billion for 2022 (excluding acquisitions). The contributions will be allocated to companies for expanding and enhancing operations, including ramping up their fleets of light and heavy vehicles.

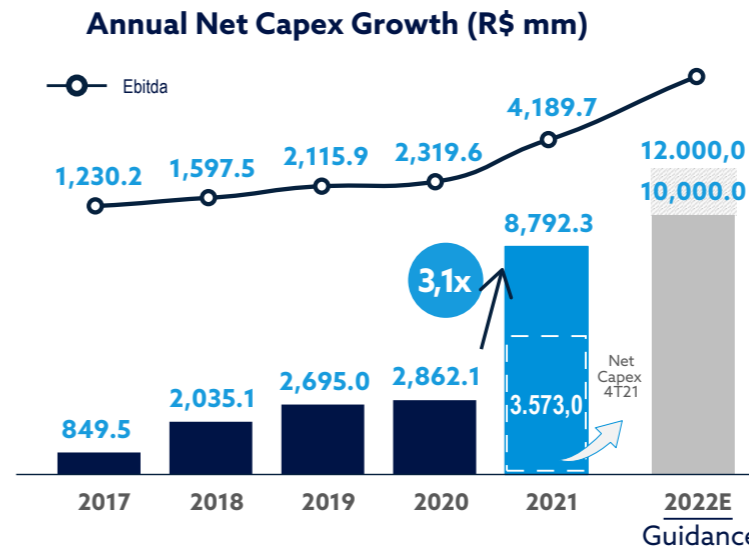
The gain of scale and diversification of the holding company's businesses, with higher profitability whilst maintaining a prudent

leverage approach, led the risk rating agency S&P Global Ratings to change the Company's corporate credit outlook from stable to positive on the global and national scale, reaffirming its ratings of BB- (global scale) and brAA+ (national scale).

2021 Capex was R\$ 8.8 billion - and in 2022 will amount to between R\$ 10 and R\$ 12 billion

## Capital allocation

Essential, resilient sectors with massive growth potential with active business management



New level of investment in 2021 and 2022E

Material expansion of cash generation for 2022 already procured

## Growth and transformation: M&A and changes in subsidiaries

GRI 102-10

In addition to maintaining the strong pace of investment in its segment, in 2021 SIMPAR expanded its portfolio by taking over CS Infra. As a wholly-owned subsidiary of the holding company the new company controls Ciclus, one of the largest waste monetization and management companies in South America with operations in Rio de Janeiro state.

In the other subsidiaries, SIMPAR contributed to organic expansion by monitoring the business plans and facilitating strategic acquisitions to create value for its companies.



**JSL:** after acquiring Transmoreno and Fadel, in 2020, thereby expanding cross-selling opportunities and synergies due to common clients and services, the Company sustained its pace of investments in 2021, acquiring TPC, adding new segments to the business, such as health care and telecommunications, full-commerce and becoming a last mile logistics operator.

In 2021 JSL also acquired the operations of Rodomeu, enabling it to start providing compressed gas logistics and expanding its participation in highly-complex-cargo highway transportation - chemicals, machinery and equipment, inputs and finished products from the mining and paper and pulp sectors.

Another major acquisition involved Marvel, a company engaged in the international transportation of chilled, frozen and dried produce. The acquisitions jointly generated additional revenue for JSL of R\$ 1.7 billion.



**Movida:** in 2021, the company acquired the Light FMO segment of CS Frotas, entailing some 25 thousand cars, engaged in the rental of light driverless automobiles for clients in the public sector or mixed-capital companies. It also acquired VOX, a Fleet Management and Outsourcing (FMO) firm with around 1,800 vehicles, and Marbor Frotas, which will contribute 1.8 thousand vehicles bound to rental contracts.



**Original:** two major acquisitions took place in 2021: the acquisition of the Sagamar network of dealerships, in Maranhão state, with 14 stores in the capital São Luís, marks the entry of the subsidiary in the north-east region of Brazil, pending approval by car manufacturers and unreservedly approved by Cade. The other major transaction, subject to approval of Cade and car manufacturers, was the acquisition of UAB Motors, marking its entry into Paraná and Santa Catarina states, in addition to adding seven new brands to its portfolio. Following this cycle of expansion, Original will have 47 points of sale in 16 municipalities, selling 18 automobile brands.



**Vamos:** the Company's potential growth led to acquisitions that expand its list of assets, footprint in strategic regions and its portfolio of services. Vamos acquired 70% of BMB, a Volkswagen/MAN truck and bus customization company, thereby bolstering the services offered to the owners of these vehicles.

It also completed the acquisition of Monarca Máquinas e Implementos Agrícolas Ltda., the network of dealerships in Mato Grosso state, and in December it announced the acquisition of HM Empilhadeiras, a new intra-logistical equipment sale and rental company.



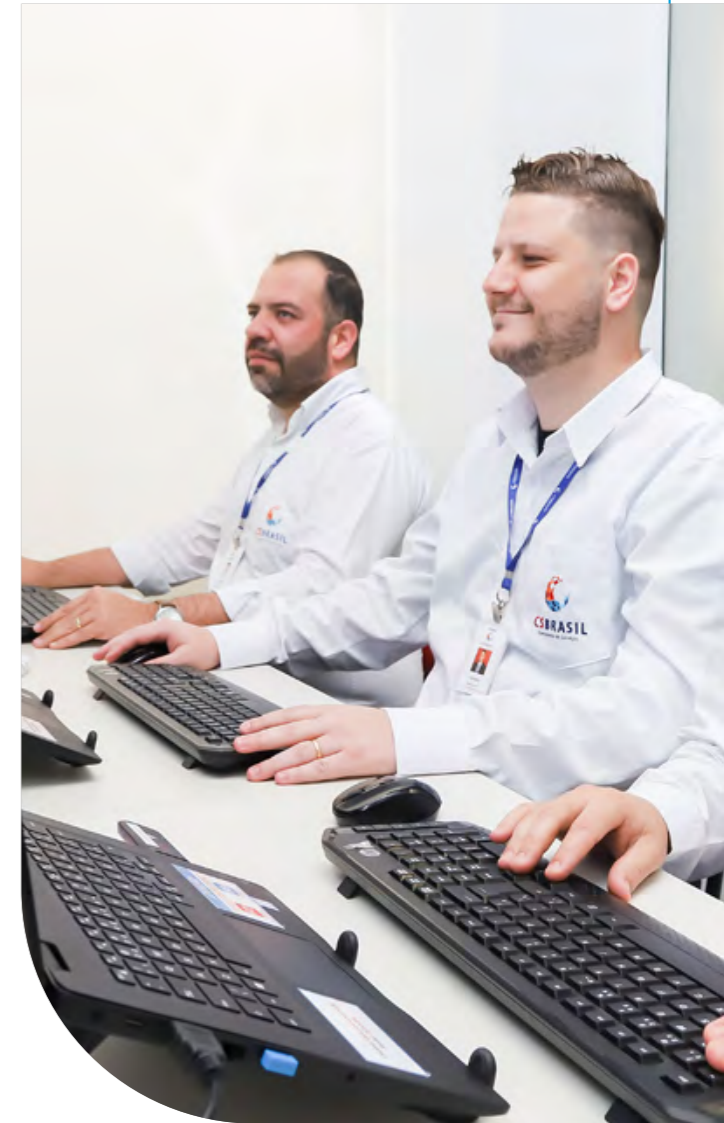
**BBC Digital:** The Brazilian Central Bank licensed our leasing company to operate as a Multiple Bank, which allowed it to expand its services by offering additional financial services that can be used in SIMPAR's ecosystem, including products such as direct consumer credit, personal loans, checking accounts, working capital and factoring. Paulo Caffarelli, an executive with extensive experience in the finances and banking sectors, was appointed as BBC CEO.



**CS Brasil:** in 2021, CS Brasil participated in 148 procurements and prevailed in 73 (data for both CS Transportes and CS Frotas). The company's recent acquisitions of infrastructure concessions are in the preoperational concessions of Port Terminals ATU-12 and ATU-18, at Porto de Aratu (BA), in addition to Rodovia Transcerrados - operations now assigned to CS Infra, a SIMPAR company that will hold most of the Group's long-term concessions. This means the portfolio of concessions includes the transportation of passengers, highway maintenance and movement and storage of bulk minerals and vegetables, thereby cementing SIMPAR's expansion plan to serve the public long-term concession sector.



**CS Infra:** acquired by SIMPAR in 2021, this company runs Ciclus, which conducts one of the leading waste monetization and management operations in Latin America. SIMPAR is set to transfer the infrastructure concessions from CS Brasil to CS Infra.





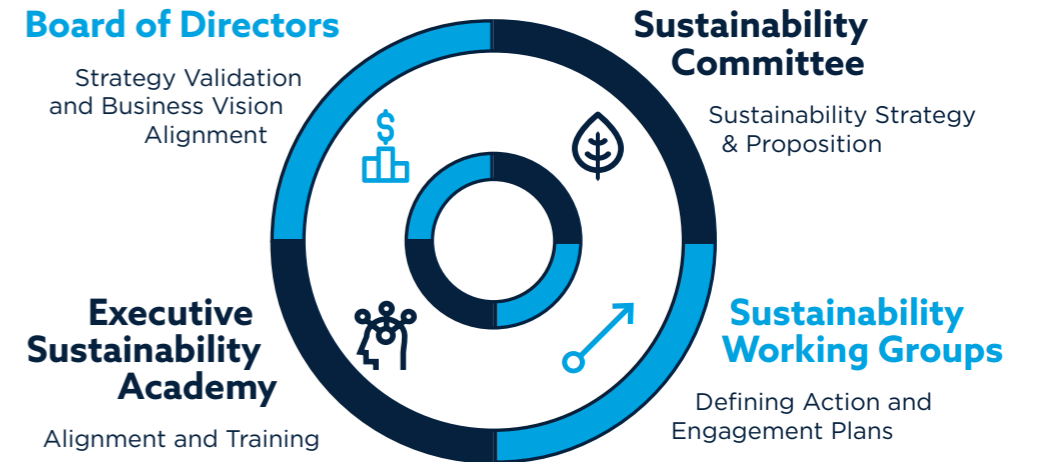
# Sustainability management

Our ESG agenda comprises SIMPAR’s business strategy, and its Sustainability Committee centralizes the management of the environmental, social and governance policies and practices of the Company and its subsidiaries.

Responsible for advising the Board of Directors in relation to short-, medium- and long-term strategies and guidelines, our Sustainability Committee issues recommendations that help us take effective decisions quickly.

The committee consists of a coordinator, representatives from multiple company divisions and an independent member, who helps analyze good market practice initiatives in order to satisfactorily perform commitments and targets. It works alongside the Sustainability Committees of the group’s companies (JSL, Movida, CS Brasil and Vamos).

SIMPAR saw out 2021 with more than 50 projects containing ESG matters and under the governance of its Board of Directors; its Sustainability Committee and those of its subsidiaries (JSL, Movida, CS Brasil and Vamos); the Executive Sustainability Academy; and Sustainability Working Groups.



## Executive Members



Fernando A. Simões (CEO)



Denys Ferrez (CFO)



Antônio Barreto (Strat. Plan. Officer)



Juliana Simões (Culture People Officer)



Ramon Alcaraz (CEO)



João Bosco (CEO)



Renato Franklin (CEO)



Gustavo Couto (CEO)

## Members of the Sustainability Committee



Coordinator  
Fernando A. Simões Filho



Independent Member  
Tarcila Ursini

## Our public ESG commitments

APPLICABLE TO SIMPAR AND ITS SUBSIDIARIES



### THE ENVIRONMENT

Reduction of

**15%**  
**in emissions**

(intensity) by 2030



### GOVERNANCE

Improve our CSA (S&P) score by 10% in 2022



**1,000**

young people from disadvantaged local communities completed our You Want it, You Can Program



**ISE**

Our presence in this index reaffirms our position in the sector

### 2021 AT A GLANCE

In 2021, SIMPAR received plaudits for its sustainability maturity. The holding company was chosen to comprise the Corporate Sustainability Index (B3 ISE), which lists 45 listed companies from 28 sectors analyzed for economic efficiency, environmental balance, social justice and governance.

The same year SIMPAR stood out in other important sustainability initiatives and indexes, such as the Corporate Sustainability Assessment (CSA) and Carbon Disclosure Project (CDP). Compiled annually by S&P Global, SIMPAR led the pack in the CSA with the highest score amongst Brazilian companies, alongside Movida.

SIMPAR received the rating B for the first time in the CDP, outperforming the regional average and the average for the transportation logistics sector (rating C).

Along with JSL, Vamos, CS Brasil, Movida and Original, SIMPAR received Gold Status, the highest recognition in the Brazilian GHG protocol program, which quantifies greenhouse gas emissions (GHG).

## SOCIO-ENVIRONMENTAL EVENTS



B Company Certification: Movida was the 2<sup>nd</sup> company listed in Brazil and the **1<sup>st</sup> in the sector** in the world to be certified



Upgrading SIMPAR's rating from A to AA by MSCI, thanks to its **"Improved ESG performance** in relation to peers"



Issuance of the first **Sustainability-Linked Bond** in the sector in the world. Total raised: USD 625 million



Group's Fleet\*: **11** electric trucks



**417** light electric vehicles



**529** electric stackers



**4 thousand+** sessions provided under the "Connected to You program", to employees, third parties and independent drivers

\*Data for the fourth quarter of 2021

## INSTITUTO JULIO SIMÕES:

**7** one-off donations: requests to meet local demand

**8** institutions received fixed donations



**14 years** of the Julio Cidadão project



**27 tonnes** of food products and 4200 blankets and items of clothing collected (Caring Christmas and Winter Campaign)



**179 thousand+** people benefiting from the projects carried out by Instituto Julio Simões



# People and culture

GRI 102-8, 103-1, 103-2, 103-3 | 401, 404, 406

## Material topics

Valuing people,  
preserving culture and  
respecting diversity  
Personnel and asset

safety



People and Culture Board  
Connection Event in São  
Paulo - SP



## A strong culture and solid values ensure alignment between SIMPAR and its subsidiaries

Our more than 35 thousand employees make a difference, drive and guarantee the success of SIMPAR's operations. They are professionals from different generations, with complementary expertise and experiences, which encourage the emergence of innovation for the Company's continuous improvement.

65 years ago SIMPAR envisaged a Culture based on solid values - Devotion to Service, People, Simplicity, Ownership Mindset, Sustainability and Profit - which is championed and disseminated throughout the employee's journey, guaranteeing the pillars for their development and the Company's longevity.

Focused on enduring relations, SIMPAR invests in the professional development of its employees through training and development initiatives and performance assessments which in 2021 led to more than 3 thousand employees being

promoted. Our development policy commences upon recruitment, when the onboarding process begins, with other courses addressing topics of *Compliance*, LGPD, Manager/Employee Portal, Docnix, Sustainability, Occupational Safety and others. By way of an annual calendar, the training requested by each department manager is provided, tailored to the employee's role. [GRI 404-1](#)

The People Cycle is a central tool for the topic, from positions of analyst to leadership. It evaluates behavioral and performance capabilities, providing feedback and Individual Development Plans (IDPs). 4,635 people participated in the cycle in 2021.

The People Management practice interviews former employees who have left the company to find out why they quit, in addition to evaluating new recruitment. Another important front is nurturing closer ties with teams through initiatives such as the Family Appreciation

Program - which aims to hire family members and therefore closer relations between people and SIMPAR, in addition to expanding employment opportunities and benefits for families. The company is seeking to generate development opportunities for all. At SIMPAR, 80% of the vacancies opened in 2021 were filled internally; with this figure being 37.88% for the group as a whole. R\$ 610.97 is spent per newcomer.

At the end of 2021, SIMPAR had 6,155 employees, essentially working in administrative activities concentrated in south-east Brazil, in São Paulo state. 58% of these are men and 42% women, primarily in the age range 30 to 50 (53%). [GRI 404-2](#)



# Well-being and safety

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

The safety of employees and third parties is given special ongoing attention by SIMPAR and subsidiaries, in order to achieve zero accidents and fully protect lives.

By adopting corporate health and safety management, the Health, Safety & The Environment (HSE) and Integrated Management practices of the holding company support our subsidiaries. The Company maintains an Integrated Management System (IMS) – certified to ISO 9001 and ISO 14001, which maps all processes within the various operations, procedures and guidelines, in addition to preventive and corrective actions.

The Health and Safety Management System monitors legal requisites in all operations in order to continuously monitor indicators, data that also informs the Environmental Risk Prevention Program (PPRA) and the Occupational Health Surveillance Program.

The company has been reducing the number of accidents.

It has an Internal Accident Prevention Committee (CIPA) and working committees assigned around the units. On the health front, it provides screening services and analyses for potential or existing illnesses, using employee health surveillance mechanisms.

The Incident Investigation Management System holds all information about

**4 thousand+**

social welfare,  
professional,  
health and legal  
consultations

**164**

independent and  
third-party drivers  
assisted in the fight  
against covid-19





accidents centrally, investigating risks, causes and prevention measures. As it believes all people are responsible for safety, the Company encourages the use of the Report the Risk (*Aponte o Risco*) channel, an 0800 number that can be used for suggestions and criticisms, on a 24/7 basis.

In a drive to diminish accidents, the Company invests in safe driving training and good practice programs for drivers, alongside its commitment to service and periodically renew its fleet. Occupational health and safety processes are assessed periodically by internal and/or independent audits to validate and assure their qualities and identify any non-conformities and improvement opportunities.

Health and safety results and efficiency indicators are analyzed and tracked monthly by managers, also included in critical analysis meeting agendas with senior management. In addition to the proprietary operations, processes and regulations, the Company complies with guidelines around the topic of its clients,

instructing SIMPAR employees to follow these policies.

In 2020 and 2021, initiatives related to employee well-being and safety were ramped up as a result of the covid-19 pandemic. Efforts to stop the spread (telecommuting, conference call meetings, handing out meal kits to drivers, amongst other measures) were rolled out alongside the sessions provided to employees and independent drivers under the “Connected to You program”. Extended to include family members, this program made the difference by providing more than 4,370 social, professional, health and legal consultations and monitoring 164 independent and outsourced drivers suspected to have covid-19, in 2021.

The company offers extended maternity and paternity leave, a benefit awarded (as Corporate Citizenship) to all employees.

[GRI 401-3](#)



### GOOD PRACTICES IN SAFETY

- Using breathalyzers
- Reporting and investigating incidents and accidents
- Detecting hazards and risk assessment
- Working safely at heights
- Complying with the transportation of hazardous products legislation
- Working safely in confined spaces
- Alcohol abuse prevention program
- Right to refuse unsafe work conditions
- Average truck fleet age: 2.29 years
- Average independent fleet age: 9.9 years
- Field audits using applications

# Valuing people and respecting diversity

GRI 103-1, 103-2, 103-3 | 405

Launched in 2020, our Respect for Diversity Program addresses one of SIMPAR's cultural priorities: valuing people. The practices aim to promote a diverse and inclusive workplace for women, black people, people with disabilities and people aged over 55 in multiple positions and operations.

The initiatives focused on employee and leadership awareness and engagement at first, who attended various debates about diversity and gender - focusing on encouraging women to join the workforce, from recruitment and training to initiatives aimed at developing female leaders. In 2021, women occupied 19.43% of leadership positions at SIMPAR, an increase of 6% on the previous year.

In addition to renewing SIMPAR's

participation in Women 360, a business movement for the economic development of women, in 2021 JSL developed the Women at the Wheel program, consisting of monitored training in the operation and safety rules for driving trucks, which allows for participants to be hired.

Other initiatives are being studied or rolled out in the other subsidiaries. For example, Movida's commitment to achieving 50% female participation in the Company's leadership by 2030 is triggering a series of investments in professional development and talent attraction.



## Leading diversity initiatives

- Leadership, managers and drivers trained in unconscious biases
- Awareness workshop on people with disabilities day.
- Training disadvantaged young people to enter the labor market
- Hiring interns under JSL's Women at the Wheel program

**19.4%**  
of our leadership positions are held by women. 6% compared to 2020.

**28.7%**  
of our management positions held by black people



# Social capital

## Material topics

A sustainable value chain  
Brazilian fleet renewal

Innovation with a positive impact

You want it, You can  
Program (Programa Você Quer? Você Pode!)



## Relationships of trust and promoting positive impacts are our priorities for the chain

First class of trainees in JSL's Women at the Wheel program in Itaquaquetuba (SP)



To carry out its operations, maintain its reputation and build bonds of trust with its multiple stakeholders, SIMPAR has a broad and diverse relations and dialog network, spread around the country, including local communities, business partners, drivers and suppliers of materials, services and equipment.

Subsidiaries are present in regions of economic importance in Brazil and also deal with demands and issues that include our business impacts on communities - positive and negative - and the local requirements they should contribute to.

Informing the way it views these relations, to value social capital as an intangible asset that can decisively determine business results, SIMPAR's Sustainability Policy and Social Investment Policy align around the principles of the United Nations Global Compact and Sustainable Development Goals (SDGs).

Funds are allocated and action plans created in synergy with the subsidiaries' operations, prioritizing meeting the actual sustainable development requirements of each location, focusing

on entrepreneurship, education and social inclusion and the development of suppliers and partners based on ethics, innovation and quality criteria.

The Company's operations could trigger impacts on the local community (in operational sites, stores and roads used by our vehicle), which are monitored and assessed: circulation of trucks (dust, vibrations, road safety/accidents); air (emissions from trucks, cars and equipment); infrastructure (conditions of employee and driver facilities, highway damage). The impacts include the roadside exploitation of children and adolescents. [GRI 413-2](#)

# Suppliers

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

To manage its complex inputs, equipment and services supply chain - from tires and lubricants to acquiring vehicles from car manufacturers, maintaining fleets, equipment and office materials - SIMPAR adopts socio-environmental requisites, such as respect for human rights, labor and tax matters, government relations and compliance with local and federal legislation, to select its suppliers.

Other points observed involve issues

specific to each subsidiary, such as water withdrawal licenses to wash vehicles at Movida's suppliers and the age and maintenance of the independent and outsourced fleet of JSL.

To assess corruption and reputation risks, one of the tools used for screening is the G-Certifica due diligence system for accrediting third parties. Periodical consultations of compliance with the criteria adopted by the holding company and subsidiaries ensure ongoing monitoring. In this tool, third parties can also see the company's Code of Conduct and declare that they will comply with this document when delivering the signed contract.

Supplier management prioritizes local partnerships, with companies based in the states where our subsidiaries have branches. Through this practice, SIMPAR fosters regional socioeconomic development and expedites its customer services.

In 2021, SIMPAR and its subsidiaries used 18,881 suppliers in their procurement base, amassing R\$ 13.4 billion in the year. 88% increase on 2020. 71.5% of our suppliers are local suppliers, i.e., in the same states as the branches making the purchases.

The highest consumption segments are: car manufacturers, fleet maintenance, benefits, fuel, uniforms, PPE, tires, office materials, software, IT equipment, technology services and others.

**18,800+**  
suppliers

**13 thousand+**  
local suppliers

**98.68%**  
of new suppliers screened  
against social and environmental criteria

R\$ **13.4 billion**  
invested in  
procurements

# Community investment

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

The company has a Social Investment Policy, validated by the Sustainability Committee and approved by the Board of Directors, which is underpinned by our sustainability strategy of generating a permanent positive impact on our communities. The aim is to help ameliorate the socio-environmental issues found in each region, drive local development and form social support networks through social inclusion initiatives, with a view to creating shared value.

The Company prioritizes initiatives that seek to mitigate the impacts and risks of our operations, and that cultivate innovative and sustainable solutions and services. The company's social investment guidelines and instructions guarantee stakeholder engagement, gage the positive impact on communities and actively participate in local development.

The investments made by SIMPAR and its subsidiaries in their social plans enjoy a major ally for materializing impacts in communities: the socioeconomic mapping of municipalities in 2020 and updated in 2021, under the coordination of the Sustainability Committee.

Under this endeavor, the Social Vulnerability Index was developed



Visit to the Heritage Center by children and youngsters from shelters in the Alto Tietê region.



for each location, used to plan and restructure initiatives aimed at the communities' sustainable development, with demand identified through surveys and by reaching out to stakeholders. The index analyses public data on education, health care, income and safety and mapped out the most vulnerable municipalities, where the company has operations, to invest in their infrastructure and support services. We defined priority areas based on the data gathered: highway safety, youth training, professional qualification and fighting sexual exploitation. Based on these topics, the company will define the specific project for each municipality and continually monitor the impacts thereof on the local community.

In addition to proprietary projects that meet specific local requirements, the holding company engages communities through **Instituto Julio Simões**, created

in 2006, in Mogi das Cruzes (SP), which directs the social investments made by SIMPAR companies and assures relations with the community. In addition to donations and assistance, the Institute runs its own projects including "If You Want to, You Can! Julio Cidadão (Doutores Palhaços) and Caring Christmas (known as Christmas Emotions until 2020).

SIMPAR also sponsors projects using funds from incentive laws. The total invested in 2021, including contributions from subsidiaries, passed the mark of R\$ 6.5 million. The Company's Corporate Sustainability practice is tasked with monitoring the programs, projects and initiatives.

## SIMPAR's social investment seeks to drive topics of key importance to the logistics and infrastructure sectors

SOCIAL WORK	
CATEGORY	TOTAL PERCENTAGE OF COSTS (%)
Donations	58
Social investment	42
Commercial initiatives	0
Total	100

CHARITABLE CONTRIBUTIONS	
Financial contribution	R\$ 9.8 million
Time: voluntary work by our employees during working hours	R\$ 5.3 thousand
Donations in kind: donations of products/services, projects/partnerships and the like	R\$ 6.6 thousand
Management costs	R\$ 434.4 thousand



# COMMUNITY DEVELOPMENT PROJECT

Analysis of social impacts in order to direct SIMPAR Group's social investments and promote initiatives that directly impact the most vulnerable municipalities based on the Social Vulnerability Index (IVS) that assesses criteria of:



**HEALTH**



**EDUCATION**



**WORK**

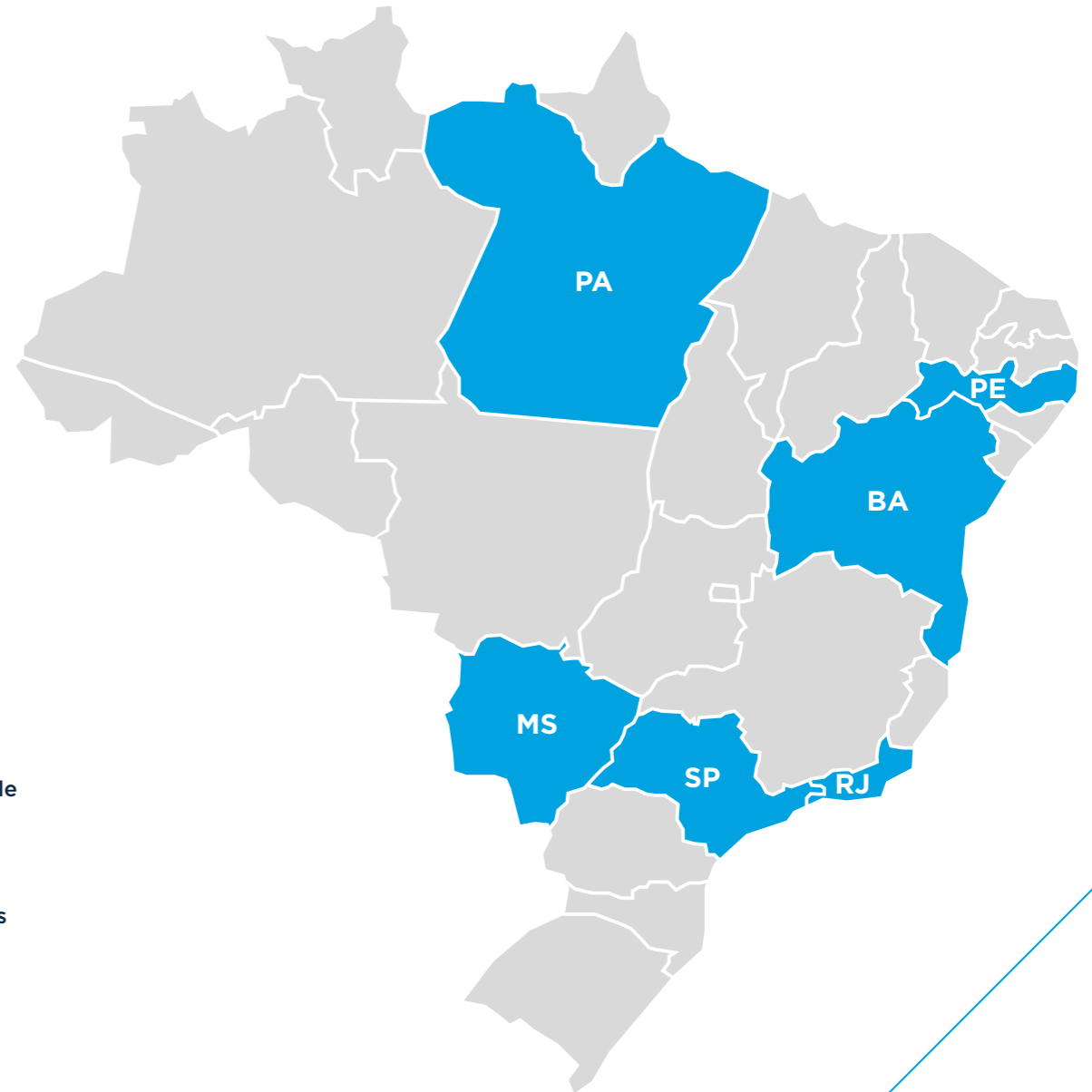


**SAFETY**

## Municipalities mapped

- Cabo de Santo Agostinho/PE (88.55)
- Duque de Caxias/RJ (76.51)
- Eunápolis/BA (74.32)
- Parauapebas/PA (71.58)
- Resende/RJ (62.10)
- Três Lagoas/MS (58.79)
- Mogi das Cruzes/SP (57.71)

### IVS



## Dimensions

- Educating and training young people
- Road safety initiatives
- Raising awareness and fighting the sexual exploitation of children
- Directly supporting local institutions and/or organizations
- Supporting local projects through tax-deducted donations

## Leading social projects

- You want it, You Can Program** restructured in 2021, this professional training and inclusion program caters to youth who live in shelters or in socially precarious situations in the region of Alto Tietê (SP). Together with Instituto Ser+ (Be+), this initiative provides training in professional skills and socio-emotional competencies. In its first year, the holding company and its subsidiaries hired 24 of these youths as young apprentices, contributing to their development and increasing their chances of being able to generate income and earn a living. Based on the positive results of this experimental phase, the program now aims to benefit 1,000 youngsters in 2022.

- Na Mão Certa (In the Right Hands) Program:** the holding company and its subsidiary JSL joined the Childhood Brazil Solutions & Tools project, which aims to mobilize and support the government services that comprise the network that protects the rights of children and adolescents in the cities of Mogi das Cruzes (SP) and Eunápolis (BA). Since 2007, the Company has been involved with the In the Right Hands program, joining forces to combat the sexual exploitation of children and adolescents on Brazilian highways.
- Julio Cidadão (Clown Doctors):** This project trains Hospital Humanizers, and encourages the exercise of citizenship among employees. The volunteers make visits to long-stay hospitals and institutions for the elderly (ILPI). In 2021, over 30 volunteers were involved, benefiting over 300 people among patients, companions and employees.

- Caring Christmas:** a campaign to gather donations of non-perishable foods sent to social institutions and families in a precarious socioeconomic situation. In 2021, the holding company's social program and its employees donated 27 tonnes of food.
- Caminho do Bem:** this campaign offers employees a chance to donate up to 6% of the income tax owed to projects the Company already supports. In 2021, this campaign gathered R\$ 546 thousand, benefiting 47,507 people directly and 181,371 indirectly.
- Donations of IT Equipment:** together with Reurbi we donated 11 computers in a free lease. These computers were sent to shelters in Mogi das Cruzes (SP). These donations included equipment donated by JSL and Movida, and allowed these young people to attend online classes.



**1,000**  
young people will benefit from If You Want to, You Can! in 2022

- United by the Vaccine:** inputs were donated to support covid-19 vaccination in the Paraíba Valley (SP). We donated cold storage chambers and coolers with thermometers to store the vaccines, reusable ice packs, computers and other materials. Between July and October 2021 we invested over R\$ 186 thousand in this endeavor.



There are also impactful actions linked directly to the business, such as BRT Sorocaba (SP).

- **BRT Sorocaba:** a project to implement and operate a 33-km bus-lane concession, specifically: 3 main and dedicated corridors totaling 17 km, 6 structural corridors totaling 25 km, and 3 passenger terminals, among others. CS Transportes owns 49.75% of the shares in the concession.
- **Transcerrado Highway Concession:** a PPP (Public-Private Partnership) in the form of a Sponsored Concession for public services in construction, conservation, recovery, maintenance, improvement, and operation of sections of the Transcerrado and Estrada Palestina highways. CS Transportes owns 64% of the shares in this concession.
- **Women at the Wheel Program:** helps train women to work as drivers. In 2021, 12 women were hired as trainees and trained. This project will be expanded in 2022.
- **Fleet Renewal Program:** In 2021, we removed 49 aging trucks from the highways and sent them for recycling. The owner-drivers were paid for these trucks and were able to use these funds to buy a new or pre-used truck with Company technical support and/or funding, or use these funds for other purposes, depending on the needs and interests of program beneficiaries. In 2022 we will monitor the impact of the program on the lives of these drivers and their families.
- **Inverno do Bem (Winter Campaign):** Sweaters, blankets, and cash were collected (the cash was used to purchase blankets) at dedicated points in Group company branches and offices. Over 3,379 sweaters and 847 blankets were collected, and another 2,720 blankets were purchased with the money donated. These were distributed to social welfare institutions.



# Government and institutions

GRI 102-12, 102-13, 103-2, 103-3 | 415

Compliance and transparency in relations are based on the policies and standards of SIMPAR and its subsidiaries

SIMPAR’s institutional relations are subject to strict compliance, ethics and transparency requirements, based on the policies governing the matter (*see more on page 37*). Relations with public entities such as governments and legislative and judiciary branch agents are subject to rules for holding meetings, accepting or rejecting gifts and hospitality and dealing with State representatives.

CS Brasil, for example has contracts with public or mixed-capital organizations and companies, and a series of good practices, especially the Transparency Portal - which publishes detailed information about all the concessions obtained by the company.

In 2021 the Transparency Portal was cited as an example of good governance practice by the United Nations’ Global Compact: “SDG 16 Business Framework: Inspiring Transformational Governance” (Business Framework of SDG 16 . The aim is to guide the bolstering of the corporate and ethics culture at companies and supporting institutions, laws and public systems.

Another initiative on this front is the procurements room, an area with secure access, controlled and monitored by independent audits in order to ensure CS complies with these processes.

SIMPAR and its subsidiaries’ external relations are also underpinned by an attentive eye on agendas decisive to the

future of humanity. To bolster and expand the creation of socio-environmental value, SIMPAR and its subsidiaries are members of institutions with which they share sustainable development experiences and ideas. With a wide scope, the agency’s movements address environmental, diversity and inclusion, compliance, human rights, waste management and sustainable business topics.



### DIVERSITY

- **Women’s 360 Movement:** Since 2019 SIMPAR has been a member of the institution founded to economically empower women by engaging the business community and society in general, which is also the case for the subsidiaries JSL, Vamos, CS Brasil and Original.
- **Ethnic and Racial Diversity Seal (Salvador municipal government):** TPC (2009).
- **WEPS (UN Women):** Movida.



### COMPLIANCE

- **Business Pact for Integrity and Combating Corruption:** In 2021 SIMPAR formally joined the Business Pact for Integrity and Combating Corruption, of Instituto Ethos. Since 2018, JSL, Movida, Vamos, CS Brasil and Original Concessionárias have been signatories to the commitment that seeks to foster a more honest and ethical market while eradicating bribery and corruption. In addition, SIMPAR participates in the Integrity Working Group of Ethos Institute.



### SOCIAL RESPONSIBILITY

- **Na Mão Certa (In the Right Hands) Program:** Since 2007, JSL has been involved in the In the Right Hands program, to combat the sexual exploitation of children and adolescents on Brazilian highways. In 2021 SIMPAR also began funding the initiative; Movida and Vamos also joined it, and Rodomeu (acquired by JSL) is also involved in the program.
- **Liberta Institute:** SIMPAR partners the institution, whose mission is to combat the sexual exploitation of children and adolescents in Brazil.
- **Ethos Institute:** SIMPAR and its subsidiaries are members of this Institute.
- **Ilumina Foundation:** Transportadora Rodomeu.
- **Espaço Pipa:** Transportadora Rodomeu.



### THE ENVIRONMENT

- **Sector Pact for the Integrity of Street Cleaning, Solid Waste and Effluent:** CS Brasil signed the Sector Pact for the Integrity of Street Cleaning, Solid Waste and Effluent in 2019. A collective initiative by companies in the segment and trade associations (Selurb, Abetre, ABLP, Abrager and Abrelpe), coordinated by the UN’s Global Compact and Ethos Institute.
- **Carbon Disclosure Project (CDP):** SIMPAR – category B (2021), Movida – category B (2021), JSL – category B- (2021) and Vamos – category C (2021).
- **Net Zero 2030** - Movida has signed up to climate-change initiatives – Business Ambition for 1.5°C (linked to the Global Compact), Action4Climate, Science Based Targets (linked to the CDP and Global Compact) and Net Zero 2030 (linked to the B System) – and diversity – WEPS (linked to UN Women) and Equity is a priority (linked to the Global Compact).
- **Fundo CoVIDA:** Movida participated in the creation and maintains the financing funds for businesses with a positive impact.
- **Executives for the Climate:** SIMPAR, Movida, JSL and Vamos (2021).

- **GHG Protocol:** SIMPAR became a member of the GHG Protocol. The program provides tools to understand, quantify and manage GHG emissions. SIMPAR's Inventory is available for consultation by the public in general, bolstering its transparent disclosure of its subsidiaries emissions. [Learn more here](#). In the latest cycle, the Company earned Gold Seal, awarded for maximum transparency in emissions reporting.
- **Global Compact and UN:** The holding company and the subsidiaries JSL, Movida, CS Brasil, Vamos and Original are party to the United Nations' Global Compact. SIMPAR participates in the Integrity Working Group and the Climate Platform of the UN's Global Compact - Brazil Network.



### SUSTAINABLE DEVELOPMENT

- **Reset Capitalism and Imperative 21:** Movida was the first Brazilian listed company to support the initiatives Reset Capitalism and Imperative 21, spearheaded by B Corporation.

- **Recover Better Statement:** Movida comprises the group of more than 150 corporations that have signed the declaration "Uniting Business and Governments to Recover Better", a sustainable recovery letter produced by the UN's Global Compact, inviting companies participating in the initiatives Science Based Targets (SBTi) and Business Ambitions for 1.5°C.
- **Conscientious Capitalism Brazil:** In 2019, Movida joined the movement that develops initiatives to drive conscientious and sustainable economic growth.
- **Corporate Sustainability Index (ISE):** SIMPAR and its subsidiary Movida are listed in the ISE's 2022 portfolio, consisting of companies with good ESG practices whose shares are traded on the Brazilian stock exchange.
- **B Corporation:** In January 2020 Movida became the first Brazilian car rental company to receive the B Company Certification, and the second listed company on the São Paulo B3 and the 12<sup>th</sup> globally. Vamos and TPC also participate in the process, with the latter acquired by JSL in 2021.



### ENTITIES AND ASSOCIATIONS

SIMPAR and its subsidiaries also participate in multiple sector entities, especially:

- **SIMPAR:** Abrasca - Brazilian Association of Listed Companies; Chapter Zero/IBGC.
- **JSL:** Abrasca - Brazilian Association of Listed Companies; ABOL - Brazilian Association of Logistics Operators; SEST/SENAT; AGFE Business Development Agency; Chapter Zero/IBGC.
- **Fadel:** Abralog - Brazilian Logistics Association.
- **TPC:** ABOL.
- **Rodomeu:** ABTLP - Brazilian Association of Hazardous Product Logistics and Transportation.
- **Movida:** ANAV - Brazilian Association of Car Rental and Fleet Management Companies; Abrasca - Brazilian Association of Listed Companies.
- **Vamos:** Abrasca - Brazilian Association of Listed Companies and AGFE.



# SIMPAR from the stakeholders' perspective

"I admire the values, pioneerism and the entrepreneurial spirit of the Group."

"As an independent member, I admire the values, pioneerism and the entrepreneurial spirit of Simpar Group by aligning sustainability in its business strategy with the broad involvement of leadership from all group companies and Boards of Directors, in addition to a series of social programs, especially hiring highly disadvantaged young people, which bolsters awareness of the social role we can play."

**Tarcila Ursini**  
Independent member of the Sustainability Committee



"Despite operating in a segment that poses environmental challenges due to the consumption of fuel, the company excels in environmental management, as testified by its overseas Sustainability-Linked Bonds issuance. It also enjoys excellent governance, empowering noncontrolling shareholders to decide corporate events, with all votes cast being favorable, indicating full buy-in to the controlling shareholder's proposals."

**Werner Mueller Roger**  
Trigono Capital Investor



"We praise its excellent governance, awarding powers to noncontrolling shareholders."

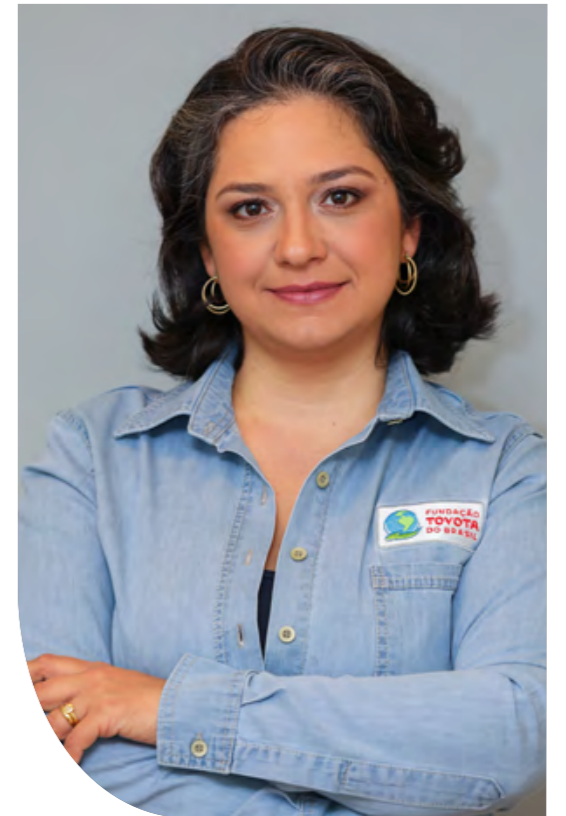


“The relationship between employees is something that stands out at the Group. SIMPAR’s major differential is exactly this, as its employees make every effort to serve well.”

**Leandro Rubio Nogueira Silva**  
Volunteer of the Julio Cidadao Program, 2021 class  
VAMOS Services Agent

“ We seek and define a way of helping regenerate forests.”

“JSL has partnered the Toyota Brazil Foundation since 2021 in initiatives aiming to mitigate the environmental impact of its operations. We present our projects and jointly pursue and define a way of working to regenerate forests. The fact JSL is proactive and open to dialog made a real difference when choosing the best opportunity. The company comprises the Águas da Mantiqueira project (Waters of Mantiqueira), and sponsored the ecological restoration of the Santo Antônio do Pinhal (SP) region, a part of the Serra da Mantiqueira highlands, the eighth most important biome in the world.”



**Viviane Mansi**  
Officer for Communications, Public Relations and Sustainability - Toyota Brazil  
Chairperson - Toyota Brazil Foundation

“I participated in Vamos Group’s Fleet Renewal Program and was thereby able to see SIMPAR’s work. The dedication and honesty of its employees are the Company’s greatest asset.”

**Cristiano Godinho da Silva**  
Participant of the Fleet Renewal Program



“I positively evaluate the company’s development in 2021, as it has made an excellent impression in its sector. SIMPAR attaches huge importance to ESG matters, which is reflected in the training and coaching it provides. All newcomers are informed about the sustainability policy and environmental responsibility both within and outside the company.”

**Valdineide**

Trainee in the Women at the Wheel program



**“ SIMPAR has made a huge impression in its sector.”**

**“ The company’s differential is agile customer service.”**

“I believe the Company’s differential is agile customer service, focusing on user experience. As a company of SIMPAR group, Movidá has a series of sustainable initiatives, including offsetting the CO<sub>2</sub> emitted by the Company’s vehicles. The Movidá Zero km really satisfies my requirements and keeps pace with mobility trends.”

**Brunno Ricardo Borges Soares**  
Movidá Client





# "Reforestation is one of the main nature-based solutions for this global emergency."



The relationship between Ser+ and the group is, above all, a shared-value partnership in which we share the purpose of the education and youth causes, which drove the transformation of the lives of 25 youth through the You want it, You can Program. I congratulate the leadership for organizing and implementing these projects. What called my attention more than anything else was the management of each one of them, as these actions are not occasional initiatives, but well structured, continuous projects that have already impacted many lives."

**Wandreza Bayona**

Partner in the 2021 You want it, You can Program - Executive Officer of Instituto Ser +



"The Black Jaguar Foundation is a proud partner of Movida, and supports its inspiring Net Zero targets for 2030. This partnership started in 2019, when the first 50 thousand native trees were successfully planted in the Araguaia Biodiversity Corridor, part of the Carbon-Free program. Our current goal is to plant and care for 1 million native trees on behalf of Movida by 2022. This record milestone will be the basis to further expand Movida's ambitious sustainability targets and restore the Araguaia Corridor by 2030. The partnership between Movida and Black Jaguar is a powerful tool to fight climate change, as reforestation is a key nature-based solution for this global emergency. This is the UN's Decade for Action, so the time to act is now! This is precisely what Movida is doing."

**Ben Valks**

Founder of the Black Jaguar Foundation





# Natural capital

## Material topics

Climate change  
A sustainable value chain





SIMPAR maintains corporate programs, actions and investments aimed to reduce, mitigate or offset the adverse environmental effects emanating from its subsidiaries' businesses.

The holding company's Environmental Management System sets out the guidelines for the goals to be pursued in all operations. The information is reported every month to SIMPAR and assessed by the Sustainability Committee.

To reinforce the raising of capital to

finance sustainable economic activities, SIMPAR issued a Sustainability-Linked Bond in the amount of USD 625 million, the first SLB in the sector worldwide, in addition to issuing the first SLB in Reais with settlements in US dollars (R\$ 450 million). This decision allows subsidiaries to create initiatives to achieve the set target of reducing the Group's GHG emissions intensity by 15% by 2030, pursuant to the public climate commitment undertaken by the holding company which also includes scope 3, with emissions not controlled by SIMPAR.



**R\$ 8.1 billion**

raised in the SLB mobilizing SIMPAR and Movida's emissions



# Climate change

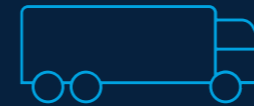
GRI 103-2, 103-3 | 201, 305, 305-3, 305-4

Climate change initiatives and policies management is defined in our Greenhouse Gas (GHG) Emissions Program. In addition to measuring emissions from our subsidiaries' operations, in line with emissions reduction plans debated in various global forums, measures are adopted that can mitigate impacts, such as the rational use of fuel, ongoing renewal of the fleet and monitoring indicators in emissions inventories based on the international GHG Protocol methodology.

Under the Company's governance framework (see more in Sustainability Management), the Sustainability Committee is tasked with checking the performance of objectives, commitments, indicators and targets related to greenhouse-gas emissions every month.

Initiatives, actions and good market practices are suggested and evaluated based on this analysis, to help the Company satisfactorily honor its climate impact commitments in a sustainable way for businesses.

The projects and results are periodically presented to the Board of Directors, tasked with overseeing our social and environmental performance, defining policies, authorizing financial transactions, assessing balance sheets and determining performance targets.



## Fleet renewal

Investing in renewing the subsidiaries' fleets figure among the differentials of SIMPAR's sustainability policy. The Asset Management team is charged with planning and delivering the annual renewal and the average age of the Company's fleet - of 1.65 years - is lower than the national average, as a result of the high vehicle churn. Movida's vehicles travel an average of 30,000 km or 12 months. The vehicles used by CS Brasil's clients are renewed once every 24 months on average or in accordance with the tender notice. Independent drivers are also encouraged to renew their fleets, which have a team responsible

for controlling and monitoring services and the average age of their vehicles. The average age of the independent fleet is 9.9 years, which is expected to drop to 9 years from 2022 onwards. Alongside fleet control, using telemetry enables subsidiaries to manage vehicles in real time, which makes it possible to take decisions to reduce the emission of pollutants gases.

The subsidiaries' leadership are also working to phase out fossil fuels. Movida, for example, intends to run 90% of its fleet on ethanol by 2030.

To neutralize the emissions of rented vehicles, Movida has the Carbon Free Program, in partnership with the Dutch foundation Black Jaguar, which clients can acquire when their rental contract is being prepared. Black Jaguar Foundation has been implementing ecological rehabilitation programs in the *Cerrado* region and Amazon since 2009. By way of this partnership, the saplings produced by the Carbon Free Program are planted in the Biodiversity Corridor in the Araguaia River.

In 2021, Movida became the company with the largest fleet of electric vehicles in Brazil. In partnership with Nissan, the subsidiary announced it had acquired another 150 Leaf vehicles - closing 2021 with 300 electric vehicles of Nissan, Renault, Fiat and BMW. The company unveiled its first concept store based

around electric mobility, on the Marginal Tietê Highway in São Paulo, which offers EV fast and ultra-fast charging stations, providing a complete charge in just 40 minutes.

Through structured management, SIMPAR mapped out the main risks and opportunities related to climate change. The topic is periodically addressed and discussed and the topic's indicators (scope 1, 2 and 3 emissions) are calculated monthly and audited annually, by way of the Emissions Management Program monitored by the Sustainability Committee and Board of Directors. SIMPAR uses the consolidated emissions of all the Group's companies to calculate scope 1. These emissions are produced by burning fuel in stationary combustion (stackers, energy generators, saws and other equipment), mobile combustion (the fleet the Company directly controls the fueling of) and fugitive emissions (CO<sub>2</sub>), fire extinguishers and leaks from air-conditioning and refrigeration equipment (HFC or PFC). [GRI 305-1](#)

The acquisition of companies and the business expansion in 2021 drove up the Group's emissions compared with the previous year. The Group's emissions inventory is compiled by using the GHG Protocol methodology, a tool updated for 2020. The inventory states companies acquired over the course of 2021 should be included as from the month of their integration: TPC (June), Rodomeu (August) and Marvel (September). It does not include Monarca (May), BMB Mode Center and BMB Latin America (July) and HM Empilhadeiras (December), which are still being examined by the regulatory agency (Cade). It does not include CS Infra either. The audited inventory updated for 2022 events will be published in the Public Emissions Register in the 2<sup>nd</sup> half/2022. [GRI 305-5](#)



**90%**  
ethanol is Movida's target for its own fleet by 2030

**TRUCKS FOR CARBON NEUTRALITY**

- Potential to acquire electric and biomethane vehicles.
- Migrating from gasoline to ethanol.
- Implementing mechanisms to incentivize and guarantee the use of ethanol instead of gasoline.
- Implementing telemetry technology in most of the fleet, enhancing driver performance and reducing fuel consumption.
- Expanding the participation of renewable energy sources in our energy matrix, helping diminish emissions.
- Implementing new technologies in order to use less fuel.
- Optimizing operations, making them more efficient, investing in technological upgrades and maintenance.

**CONSOLIDATED EMISSIONS – SIMPAR**

Scope 1:  
**414.866,30**

Scope 2:  
**5,142.16**

Scope 3:  
**1,252,768.62**

Total:  
**1,672,777.07**

**EMISSIONS INTENSITY – SIMPAR**

(tCO<sub>2</sub>e/ANNUAL NET REVENUE IN MILLIONS) GRI 305-4



\* Subject to revision after verification and publication in the public emissions register.

\*\* 15% reduction target by 2030 (114.37 tCO<sub>2</sub>e/ R\$ MM)

**Climate strategy: from risk to resilience**

GRI 201-2, TCFD – Governance (a) (b), Strategy (a) (b) (c), Risk management (a) (b) (c), Metrics and targets (a) (b) (c)

SIMPAR believes that assessing exposure to climate risks over various time horizons helps construct a corporate strategy conducive with the transition to the low-carbon economy. It accordingly assesses risks and opportunities in short-term (zero to 2 years) medium-term (2 to 5 years) and long-term (5 to 30 years) horizons.

Transitory climate risks, for example,

including policies, technologies and markets, will adapt to medium-term developments. The Company considers these factors when preparing and adapting to possible climate change impacts.

The matter is addressed through self assessments of the Sustainability practice and Sustainability committee, listing priorities and threat factors to perform business objectives. Once assessed, risks and opportunities are addressed, monitored and reported to the apposite departments. Management assesses the climate risks and opportunities from a regulatory, operational, reputation, market and value chain (upstream and downstream) perspective in accordance with the policies and limits established by the Company.

**See further details in the appendix.**



## SIMPAR has a climate risk matrix, based on financial consequences and occurrence probability

SIMPAR's plans to transition to a low-carbon economy meet the specific requirements of subsidiaries, including measures such as the greater use of renewable fuels and fleet optimization tools.

SIMPAR is in the process of maturing its rationale to understand its ability to withstand different climate scenarios, in line with SBTi and GHG Protocol. The analyses were based on two paths forward: (1) not implementing low-carbon technologies, continuous growth and proportional increase in GHG emissions; (2) implementing technologies and guaranteeing lower emissions in the years ahead. In scenario two, SIMPAR is assuming technology will be developed for electric vehicles, with adequate infrastructure to use them, in addition to projects to fuel vehicles with biomethane and other fuels.

These analyses help inform decisions

about how to acquire vehicles and fuel, carbon neutralization and carbon credit generation projects, which could create both costs and revenue.

Over the course of 2021 the Sustainability Committee held bimonthly meetings to check performance of objectives, indicators and commitments and to discuss potential actions. The subsidiaries' committees meet every month. The segregation of climate-change targets was overseen and periodically assessed at meetings of the Sustainability Committee and Board of Directors, especially the target undertaken under the issuance of the Sustainability-Linked Bond in 2021 (to reduce by 15% GHG emissions intensity by 2030 which requires keeping intensity below 114.37 tCO<sub>2</sub>e/R\$ MM).



Periodical meetings of the Sustainability Committee enable high-level discussions about climate challenges and their influence on our business

## Looking at products and services

The risk posed by changing demand for products and services is tracked by considering changing consumer habits and society, and greater awareness of climate change. The Company invests in electric or natural-gas vehicles and equipment, telemetry, the regular servicing of assets and by way of Movida runs the Carbon Free program in partnership with the Netherlands' Black Jaguar Foundation which helped build the largest biodiversity corridor in the world (2,600 km long and 40km wide). Vamos Group is maintaining its Carbon Zero Program, aiming to establish partnerships with its clients and neutralize scope 3 emissions. In 2021 JSL entered a partnership with one of its clients for a forest restoration project.

## Value chain

Our initiatives include efforts to engage the supply chain, as they are developing cleaner production technologies. SIMPAR's assets primarily consist of vehicles and equipment with potential emissions, which inspires us to create acquisition policies that prioritize car manufacturers guaranteeing process optimization using technologies conducive with the low-carbon economy.

## Investment and finances

Capital allocation definitions are a part of climate analyses, for example through strategic partnerships with car manufacturers to test electric, hybrid or less-polluting vehicles. Financial policy is also being increasingly determined by climate risks and opportunities, as SIMPAR's sustainability strategy generates positive impacts on its image and reputation, as well as improving access to special investments and financing.



In 2021, the Sustainability-Linked Bond issued illustrates opportunities associated with the Company's climate governance.

The acquisition of Ciclus Ambiental upgrades our portfolio with integrated solid-waste management services, using technology to produce economic assets via groundbreaking treatment processes.

Methane gas and leachate are respectively transformed into biogas and demineralized water. Generating biogas from methane creates carbon credits.

## Our metric

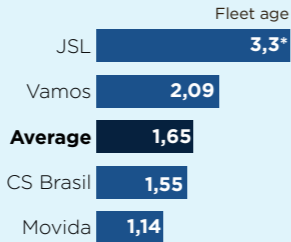
SIMPAR's priority climate evaluation metric is GHG emissions over Total Net Revenue, which include scopes 1, 2 and 3, i.e., it includes value chain emissions as well as direct emissions such as combustion and energy acquisition. There are no prospective metrics for climate, i.e., indexed to future transformations through the adoption of specific calculations quantifying the impact of these changes. For the time being we are not adopting standardized metrics to assess climate change risks and opportunities posed by each product or

investment strategy, or for decisions and monitoring investments in climate issues. However, the company assesses the impact of acquisitions from a sustainability perspective - as in the case of the merger of CS Infra and acquisition of Ciclus in 2021. The company is working to produce a metric based on SBTi guidelines in the next cycle.

# TOWARDS DECARBONIZATION

The Greenhouse Gas (GHG) Emissions Management Program entails the measurement of emissions; reduction plans based on global references; adopting measures to minimize impacts; defining targets; and offsetting emissions

### Fleet renewal



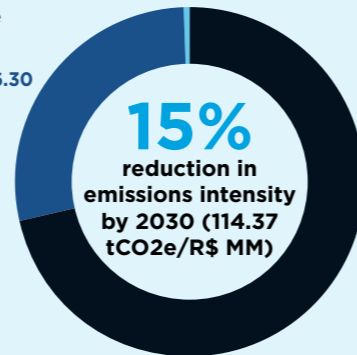
• Reducing the average age of the independent fleet and helping exchange vehicles

\*fleet of trucks and tractor trucks

SIMPAR's emissions data in tCO<sub>2</sub>e

414,866.30  
Scope 1

5,142.16  
Scope 2



1,252,768.62  
Scope 3

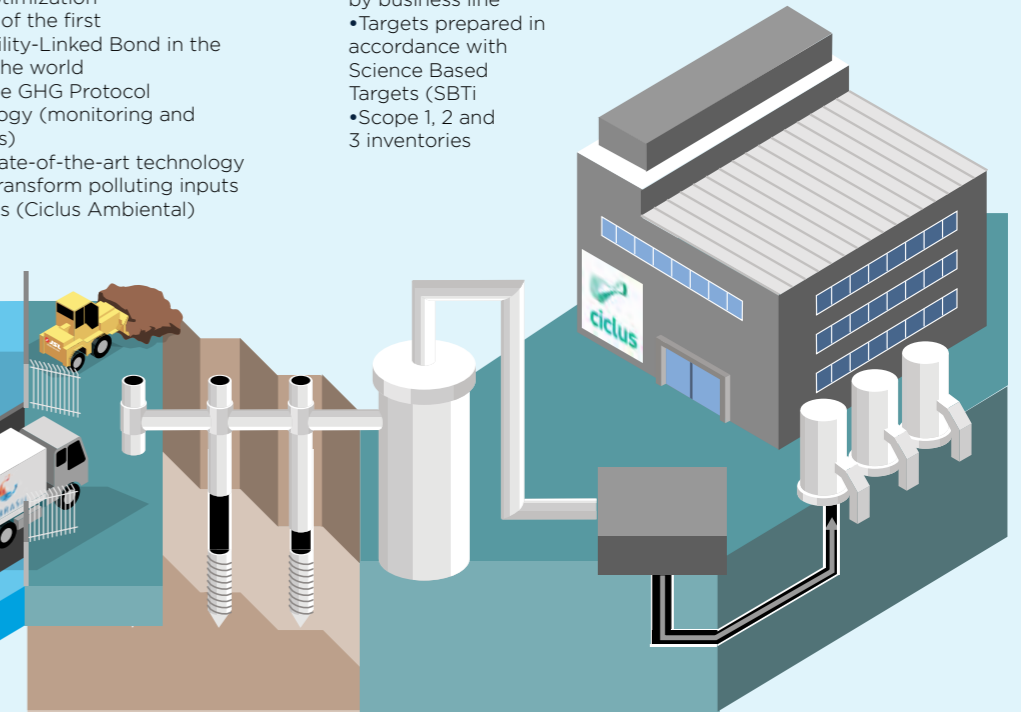
### Management

- Sustainability Committee and Board of Directors: recommended initiatives, evaluating and overseeing targets
- Rational use of fuel
- Route optimization
- Issuance of the first Sustainability-Linked Bond in the sector in the world
- Use of the GHG Protocol methodology (monitoring and inventories)
- Use of state-of-the-art technology that can transform polluting inputs into biogas (Ciclus Ambiental)

### Monitoring and control

- Defining sector, operational and emissions indicators by business line
- Targets prepared in accordance with Science Based Targets (SBTi)
- Scope 1, 2 and 3 inventories

### Monetization of solid waste and generation of biogas



### Inovações em veículos

Electric truck	JSL, Vamos and CS Brasil
Electric buses	JSL
Electric stackers	JSL and Vamos
Biomethane trucks	JSL and Vamos
Hybrid trucks	JSL
Equipment quintruck	JSL
Electric cars	JSL and Movida
Hybrid cars	Movida

### Energy efficiency

**More than 100 stores**

will have implemented photovoltaic energy by 2022

- Diagnosing and mapping branches to implement solar panels
- Purchasing energy in the free market

CH<sub>4</sub> → Biogas → Carbon credits

### Partnerships & technology

- Landfill generates carbon credits (Ciclus)
- Carbon Free program (Movida)
- Zero Carbon Program (Vamos)
- Emissions, scopes 1 and 2, offset by Ciclus Ambiental credits, in 2019 and 2020 (Vamos)
- Neutralization measures in partnership with clients (JSL)
- Generated carbon credits (Ciclus)





## Energy efficiency

GRI 103-2, 103-3 | 302

SIMPAR is focused on diversifying its energy matrix to enable the use of clean renewable energy in its facilities. Since 2019, SIMPAR has been studying opportunities to introduce renewable energy in its operations, with the support of a specialist firm. The Renewable Energy Project had stages for diagnosing and mapping branches and is today in the stage of technical visits to sites approved by senior management, in order to begin installing solar panels.

The target is for all branches mapped in the initial stage of the project to be powered by renewable energy sources, including the stores of Movida and Vamos Group. By the end of 2022, the company will implement photovoltaic energy in more than 100 stores.

SIMPAR's Sustainability Policy covers the topic of energy, based around the working principle of the efficient use of natural resources, avoiding waste and seeking environmentally friendlier alternatives. Topic indicators are periodically monitored at meetings of the Board of Directors and Sustainability Committee.



**3,917 kWp**

contracted  
15,628 tCO<sub>2</sub>e  
avoided annually

# Water consumption

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

The water used by SIMPAR and its subsidiaries generally comes from public mains, and is consumed by employees, in cooking or washing vehicles and equipment. In places where there is no public water mains, water is drawn from artesian wells, in accordance with existing standards and legislation. In the first case, effluent is discharged into the public sewerage network, with the waste being forwarded for treatment. In the second case, the Company has treatment stations, a stage that takes place before discharge into the public sewerage network.

All units of SIMPAR's companies whose buildings are not connected to the public sewerage network should build organic effluent treatment stations (ETEs).

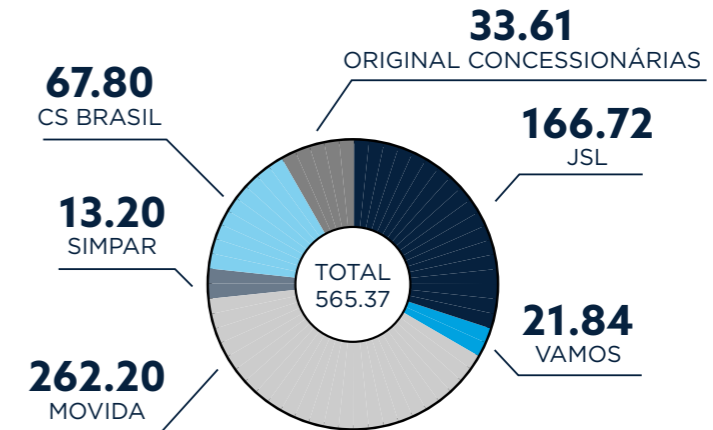
If this is not technically or economically feasible, a septic tank should be built, with both cases requiring approval by the environmental authority. As described

**65%**  
of Movida stores migrated to dry washing

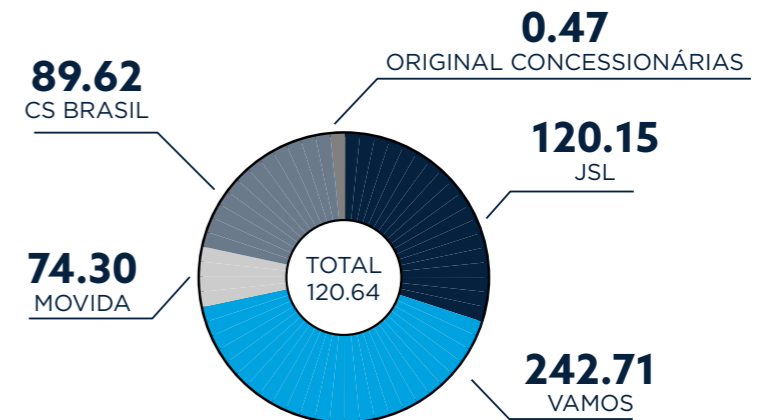
in the Company's Environmental Management System Manual, complying with effluent discharging standards should be monitored quarterly.

Movida committed to start washing cars using the economic model, which reached 70% of stores by 2021, hitting 65% at the end of the year. CS Brasil's Dry Washing project minimizes water consumption. Encouraging water recycling is now a reality at the Mogi das Cruzes branch, with water treated and reused from the car washing facilities.

**Total water consumption (ML - megaliter) by company, in 2021** GRI 303-5



**Greenhouse gas emissions intensity (t CO<sub>2</sub>/Annual net revenue)** GRI 305-4



# Waste management

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

SIMPAR's waste management adheres to the National Solid Waste Policy and the requirements of standard NBR 12.235, which regulates the storage of hazardous waste.

A platform is provided to 157 branches to chart compliance with legislation and generates data that enhances the quality of information and management of the indicators. In 2021, 709.85 tonnes of non-hazardous waste and 724.68 of hazardous waste were prepared for reuse, recycled or in some other way recovered, through various operations:

- **Lubricating oil:** after re-refining, it is reused as synthetic lubricating oil;
- **Batteries:** reconditioned by manufacturers and reintroduced in the market;
- **Parts, packaging, cloths and PPE contaminated with oil, grease, solvents and other hazardous products:** sent for

blending and co-processing in cement kilns;

- **Tires:** undergo retreading for reuse or sent for recycling of the rubber and steel at accredited companies;
- **Scrap metal:** sent to metal alloy producers;
- **Common recyclable materials:** sent to recycling companies and reintroduced into the market as inputs for producing new paper, cardboard and plastic items.

The main significant impacts associated with the generation of waste at the Group's companies primarily occur when entering and leaving the business processes: Maintaining/mobilizing vehicles at the Company's service and that generated in operating units: the lubricant oil used, generated in this process, is sent for re-refining, and then returns to the production chain, avoiding disposal in landfills, as this could contaminate soil and water bodies. Waste contaminated with

grease and oil is sent for co-processing.

In partnership with ReUrbi, SIMPAR has been correctly and certifiably disposing of electronic equipment since 2016 in accordance with ESG practices. By sending 23.2 tonnes of equipment to reverse logistics, we avoided the emission of more than 43 thousand kg of greenhouse gases and 271 kg of toxic metals.

At CS Brasil, the Sustainable Garage project assures waste segregation, the restructuring of storage sites and strict evaluation of the final disposal, which consists of analyzing risks in conjunction with the specialist consultancy firm. Active suppliers underwent an assessment in 2021. Movida introduced the management of recyclable solid waste at 40 stores, by way of the partnership with TrashIn. Recyclable waste is sent to cooperatives. Sending electronic

equipment not in use to ReUrbi institution allows us to support more than 80 social digital inclusion projects.

**40 stores included in the recyclable solid waste management project with TrashIn, at Movida, which sends the items to cooperatives**



**CICLUS: OPERATIONS TOWARDS THE CIRCULAR ECONOMY**

A subsidiary of CS Infra, Ciclus is a business that can revamp the Group’s solutions portfolio. Through it, SIMPAR can directly engage in the management and valorization of solid waste, a segment with huge potential in Brazil and conducive with the group’s sustainability strategy. In accordance with the waste regulatory framework, around 40% of waste generated is disposed of irregularly, and roughly 3 thousand landfills need to be demobilized. Integrated activities

include transshipment, transportation, final disposal, treatment and monetization of solid waste.

Merging CS Infra’s shares into SIMPAR enables it to indirectly control Ciclus in line with the strategic plan of developing a portfolio of concessions that create sustainable value for the holding company, its business ecosystem and shareholders, facilitating organic and inorganic growth.



**PROMISING OUTLOOK:**

Ciclus is engaged in transforming environmental liabilities into economic assets by creating carbon credits, with the potential to create increasing numbers of credits from energy recovery.

Ciclus’ operation prevents pollution and boosts the social uplifting of local communities. Keeping methane out of the atmosphere reduces emissions equivalent

to 500 thousand cars, corresponding to approximately 25% of the fleet of light vehicles in Rio de Janeiro\*.

\*Calculation uses the average mileage of light cars per year in Brazil and the average age of the fleet in Rio de Janeiro, in line with the GHG Protocol methodology.





# Financial performance

GRI 103-2, 103-3 | 201, 201-1

## Material topics

Healthy finances,  
capital allocation  
and business  
expansion



SIMPAR and its subsidiaries' financial results for 2021 set new records. Consolidated net income hit R\$ 1.3 billion, more than 155% more than in 2020 and Ebitda was a record R\$ 4.2 billion.

This performance reflects the meaningful investments made by SIMPAR in developing the subsidiaries and highly liquid assets. Net Capex was an impressive R\$ 8.8 billion (3.1x more than 2020) and a ROIC of 13.2%. Consolidated gross revenue was some BRL 15.5 billion (nearly 50% more than the previous year).



Impressive net Capex of  
**R\$ 8.8 billion**

FINANCIAL INFORMATION (R\$ MILLION)			
	2019	2020	2021
<b>GROSS REVENUE</b>	<b>10,734.4</b>	<b>10,874.9</b>	<b>15,453.4</b>
Deductions	-1,048.1	-1,067.8	-1,587.2
<b>NET REVENUE</b>	<b>9,686.2</b>	<b>9,807.1</b>	<b>13,866.2</b>
Net Service Revenue	7,082.9	6,945.5	11,005.6
Net Revenue from Asset Sales	2,603.3	2,861.5	2,860.6
<b>COSTS</b>	<b>7,626.8</b>	<b>7,787.0</b>	<b>-9,382.3</b>
Cost of Services	-5,102.6	-5,168.9	-7,304.5
Cost of Asset Sales	-2,524.2	-2,618.1	-2,077.8
<b>GROSS PROFIT</b>	<b>2,059.4</b>	<b>2,020.1</b>	<b>4,483.9</b>
Gross Margin	21.3%	20.1%	32.3%
<b>EXPENSES</b>	<b>-860.2</b>	<b>-990.1</b>	<b>-1,353.4</b>
<b>EBIT</b>	<b>1,199.2</b>	<b>1,030.0</b>	<b>3,130.6</b>
Margin (% ROL Services)	16.9%	14.8%	28.4%
Finance Income (Cost)	-768.0	-374.8	-1,217.6
Tax	-112.5	-229.2	-584.0
Loss from discontinued operations	-5.7	-28.5	0.00
<b>NET INCOME</b>	<b>313.0</b>	<b>397.5</b>	<b>1,329.0</b>
Margin (% ROL)	3.2%	4.1%	9.6%
<b>Ebitda</b>	<b>2,115.9</b>	<b>2,141.9</b>	<b>4,189.7</b>
Margin (% ROL)	21.8%	21.8%	30.2%

STATEMENT OF ADDED VALUE (R\$ THOUSAND) GRI 201-1			
	2019	2020	2021
Sales, leasing, service provision and sales of decommissioned assets	10,734,355	10,874,860	15,453,380
Provision for impaired receivables	-32,527	-78,667	-56,164
Other operating revenue	108,944	98,396	208,826
	<b>10,810,772</b>	<b>10,894,589</b>	<b>15,606,042</b>
CONSUMABLES ACQUIRED FROM THIRD PARTIES			
Cost of sales and services rendered	-3,249,185	-6,094,036	-6,963,162
Materials, energy, third-party services and others	-2,968,632	-198,726	-905,432
Provision for impairment loss of non-financial assets	-	-145,249	0
	<b>-6,217,817</b>	<b>-6,438,011</b>	<b>-7,868,594</b>
<b>GROSS ADDED VALUE</b>	<b>4,592,955</b>	<b>4,456,578</b>	<b>7,737,448</b>
WITHHOLDINGS			
Depreciation and amortization	-916,744	-1,111,953	-1,059,114
<b>NET ADDED VALUE PRODUCED BY THE GROUP</b>	<b>3,676,211</b>	<b>3,344,625</b>	<b>6,678,334</b>

STATEMENT OF ADDED VALUE (R\$ THOUSAND) GRI 201-1			
	2019	2020	2021
TRANSFERRED ADDED VALUE			
Share of profit (loss) of ongoing operations of equity-accounted investees	-1,201	-515	-1,534
Share of profit (loss) of discontinued operations of equity-accounted investees	-5,662	-28,539	0
Finance revenue	365,336	679,426	736,362
	358,473	650,372	734,828
<b>TOTAL ADDED VALUE TO DISTRIBUTE</b>	<b>4,034,684</b>	<b>3,994,997</b>	<b>7,413,162</b>
DISTRIBUTION OF ADDED VALUE			
Payroll and related charges	1,603,040	1,477,812	2,278,160
Federal taxes	415,602	514,102	982,427
State taxes	404,199	421,555	700,611
Municipal taxes	93,303	82,144	123,744
Interest and bank fees	1,133,375	1,054,202	1,953,955
Rentals	72,202	47,682	45,315
Dividends and interest on equity paid during the year	101,680	97,938	365,893
Retained earnings for the year	211,283	299,562	963,057
	<b>4,034,684</b>	<b>3,994,997</b>	<b>7,413,162</b>





# GRI and SASB Content Index

GRI 102-55

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
<b>GENERAL DISCLOSURES</b>				
GRI 101: Foundation 2016				
GRI 101 contains no disclosures				
<b>ORGANIZATIONAL PROFILE</b>				
GRI 102: General disclosures 2016	102-1 Name of the organization	17		
	102-2 Activities, brands, products, and services	17, 23		
	102-3 Location of headquarters	R. Dr. Renato Paes de Barros, nº 1017 - Itaim Bibi, São Paulo (SP).		
	102-4 Location of operations	17, 23		
	102-5 Ownership and legal form	17, 20		
	102-6 Markets served	23		
	102-7 Scale of the organization	23		
	102-8 Information on employees and other workers	54, 110		8, 10
	102-9 Supply chain	61		
	102-10 Significant changes to the organization and its supply chain	20, 49		
	102-11 Precautionary principle or approach	41		
	102-12 External initiatives	67		
	102-13 Membership of associations	67		
<b>STRATEGY</b>				
GRI 102: General disclosures 2016	102-14 Statement from senior decision-maker	6		
	102-15 Key impacts, risks, and opportunities.	6, 41		
<b>ETHICS AND INTEGRITY</b>				
GRI 102: General disclosures 2016	102-16 Values, principles, standards, and norms of behavior	19, 37		16
	102-17 Mechanisms for advice and concerns about ethics	37		16

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
<b>GENERAL DISCLOSURES</b>				
<b>GOVERNANCE</b>				
GRI 102: General disclosures 2016	102-18 Governance structure	31, 34		
	102-19 Delegating authority	34		
	102-20 Executive-level responsibility for economic, environmental, and social topics	34		
	102-21 Consulting stakeholders on economic, environmental, and social topics	15		16
	102-22 Composition of the highest governance body and its committees	34		5, 16
	102-23 Chairman of the highest governance body	34		16
	102-24 Nominating and selecting the highest governance body	34		5, 16
	102-25 Conflicts of interests	37		16
	102-26 Role of highest governance body in setting purpose, values, and strategy	34		
	102-27 Collective knowledge of highest governance body	34		4
	102-28 Evaluating the highest governance body's performance	SIMPAR does not have a process for evaluating the highest governance body's performance.		
	102-29 Identifying and managing economic, environmental, and social impacts	34		16
	102-30 Effectiveness of risk management processes	41		
	102-31 Review of economic, environmental, and social topics	34, 41		
	102-32 Highest governance body's role in sustainability reporting	13		
	102-33 Communicating critical concerns	37		
102-34 Nature and total number of critical concerns.	37			
102-38 Annual total compensation ratio	41.47%. Disclosure reported from 2021, embracing SIMPAR but not its subsidiaries.			



GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
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**GENERAL DISCLOSURES**

**STAKEHOLDER ENGAGEMENT**

GRI 102: General disclosures 2016	102-40 List of stakeholder groups	15		
	102-41 Collective bargaining agreements	JSL: 64.90% Vamos: 50.41% Simpar: 0.0% Movida: 55.43% CS Brasil: 64.80% Original: 0.0%		8
	102-42 Identifying and selecting stakeholders	15		
	102-43 Approach to stakeholder engagement	The most adopted channels are mailing lists, meetings, corporate events, emails, Compliance Hotlines, satisfaction surveys, institutional sites, social networks, Transparency Line and this report.		
	102-44 Key topics and concerns raised	15		

**REPORTING PRACTICES**

GRI 102: General disclosures 2016	102-45 Entities included in the consolidated financial statements	13		
	102-46 Defining report content and topic Boundaries	13		
	102-47 List of material topics	15		
	102-48 Restatements of information	13		
	102-49 Changes in reporting	13		
	102-50 Reporting period	13		
	102-51 Date of most recent report	13		
	102-52 Reporting cycle	13		
	102-53 Contact point for questions regarding the report	13		
	102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards - "Core" option.		
	102-55 GRI content index	90		
	102-56 External assurance	124		

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
<b>MATERIAL TOPICS</b>				
<b>ECONOMIC PERFORMANCE</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	86		
	103-3 Evaluation of the management approach	86		
GRI 201: Financial performance 2016	201-1 Direct economic value generated and distributed	86		8, 9
	201-2 Financial implications and other risks and opportunities due to climate change	41, 78	SIMPAR is not yet publishing financial implications and the financial costs of the risks and opportunities because of confidentiality concerns.	13
<b>INDIRECT ECONOMIC IMPACTS</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	62		
	103-3 Evaluation of the management approach	62		
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	62		5, 9, 11
<b>ANTI-CORRUPTION</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	37		
	103-3 Evaluation of the management approach	37		
GRI 205: Fighting corruption 2016	205-1 Operations assessed for risks related to corruption	100% of operations within the organization have been assessed for risks related to corruption.		16
	205-2 Communication and training on anti-corruption policies and procedures	37, 123		16
	205-3 Confirmed incidents of corruption and actions taken	No proceedings were initiated against SIMPAR or its employees in 2021 to investigate any corruption violations committed in the course of its business activities.		16

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
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### MATERIAL TOPICS

#### ANTI-COMPETITIVE BEHAVIOR

GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	37		
	103-3 Evaluation of the management approach	37		
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2021 there were no legal actions were filed for unfair competition, trust and monopoly practices in which SIMPAR, and its subsidiary companies were identified as participants.		16

#### TAXES

GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	44		
	103-3 Evaluation of the management approach	44		
GRI 207: Taxes 2020	207-1 Approach to tax	44		1, 10, 17
	207-2 Tax governance, control and risk management	44		1, 10, 17
	207-3 Stakeholder engagement and management concerns related to tax	44		1, 10, 17

#### ENERGY

GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	82		
	103-3 Evaluation of the management approach	82		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	107		7, 8, 12, 13

#### WATER & EFFLUENTS

GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	83		
	103-3 Evaluation of the management approach	83		
GRI 303: Water and effluents 2019	303-1 Interactions with water as a shared resource	83		6, 12
	303-2 Management of water discharge related impacts	83		6
	303-5 Water consumption	83, 108		6



GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
<b>MATERIAL TOPICS</b>				
<b>EMISSIONS</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	76		
	103-3 Evaluation of the management approach	76		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	77, 108		3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	108		3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	76, 108		3, 12, 13, 14, 15
	305-4 GHG emissions intensity	76, 78, 83		13, 14, 15
	305-5 Reduction of GHG emissions	77		13, 14, 15
	305- 7 NOx, SOx, and other significant air emissions	108		3, 12, 14, 15
<b>WASTE</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	15		
	103-2 The management approach and its components	84		
	103-3 Evaluation of the management approach	84		
GRI 306: Waste 2021	306-1 Waste generation and significant waste-related impacts	84		3, 6, 11, 12
	306-2 Management of significant waste-related impacts	84		3, 6, 11, 12
	306-3 Waste generated	84, 117		3, 6, 12, 14, 15
	306-4 Waste diverted from disposal	118		3, 11, 12
	306-5 Waste directed to disposal	119, 120		3, 6, 11, 12, 14, 15
<b>ENVIRONMENTAL COMPLIANCE</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	37		
	103-3 Evaluation of the management approach	37		
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	In the last three years we have not identified any significant fines or sanctions due to non-compliance with environmental laws and regulations. There also no records of non-compliance related to the topic.		16

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
<b>MATERIAL TOPICS</b>				
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	61		
	103-3 Evaluation of the management approach	61		
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	Environmental matters are assessed manually, unlike social matters, which are assessed via our system. The supplier's environmental performance is only inspected when it is necessary to formalize the contract and when required by the party requesting the contract or a technical department, for example legal, occupational safety, HSE etc.	The information cannot be obtained, or is not of adequate quality to report: SIMPAR is unable to determine the total number of suppliers that were considered for hiring, only the total number of new suppliers onboarded for the Company's use.	
<b>EMPLOYMENT</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	54		
	103-3 Evaluation of the management approach	54		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	111		5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	The company has benefits policies and procedures, covering all employees and their dependents in the group, to which they are entitled upon recruitment, with some signed up to. Since recruitment all employees can consider signing up to the benefits plan available based on their position and branch. The benefits include life insurance, a health insurance plan and maternity/paternity leave for part- and full-time employees.		3, 5, 8
	401-3 Parental leave	57, 114		5, 8
<b>OCCUPATIONAL HEALTH AND SAFETY</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
<b>MATERIAL TOPICS</b>				
GRI 403: Occupational health and safety 2019	403-1 Occupational health and safety management system	56		8
	403-2 Hazard identification, risk assessment, and incident investigation	56		3, 8
	403-3 Occupational health services	56		3, 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	56		8, 16
	403-5 Worker training on occupational health and safety	56		8
	403-6 Promotion of worker health	56		3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	56		8
	403-9 Work-related injuries	116		3, 8, 16
	403-10 Work-related ill health	In the last three years there been no records regarding work-related ill health.		3, 8, 16

#### TRAINING AND EDUCATION

GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	54		
	103-3 Evaluation of the management approach	54		
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	55, 113		4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	55		8
	404-3 Percentage of employees receiving regular performance and career development reviews	114		5, 8, 10

#### DIVERSITY AND EQUAL OPPORTUNITY

GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	58		
	103-3 Evaluation of the management approach	58		
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	115		5, 8
	405-2 Ratio of basic salary and remuneration of women to men	115		



GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
<b>MATERIAL TOPICS</b>				
<b>NON-DISCRIMINATION</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	54		
	103-3 Evaluation of the management approach	54		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	123		5, 8
<b>CHILD LABOR</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	61		
	103-3 Evaluation of the management approach	61		
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SIMPAN does not have a supplier classification with a significant risk for the occurrence of child, forced, or slave labor, but in order to become accredited, companies are verified in a specific platform, with automatic consultations, in which one of the items is the employer register, known as the "blacklist", a database created by the Government listing companies from which people have been rescued from conditions considered to be forced or slave labor or cases of child labor.		8, 16
<b>FORCED OR COMPULSORY LABOR</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	61		
	103-3 Evaluation of the management approach	61		
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SIMPAN does not have a supplier classification with a significant risk for the occurrence of child, forced, or slave labor, but in order to become accredited, companies are verified in a specific platform, with automatic consultations, in which one of the items is the employer register, known as the "blacklist", a database created by the Government listing companies from which people have been rescued from conditions considered to be forced or slave labor or cases of child labor.		8

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
<b>MATERIAL TOPICS</b>				
<b>LOCAL COMMUNITIES</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	62		
	103-3 Evaluation of the management approach	62		
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	62, 117		
	413-2 Operations with significant actual or potential negative impacts on local communities	60		1, 2
<b>SUPPLIER SOCIAL ASSESSMENT</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	61		
	103-3 Evaluation of the management approach	61		
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	117		5, 8, 16
<b>PUBLIC POLICY</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	67		
	103-3 Evaluation of the management approach	67		
GRI 415: Public policy 2016	415-1 Political contributions	SIMPAR and its subsidiaries did not make political contributions in 2021.		16
<b>MARKETING AND LABELING</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	15		
	103-2 The management approach and its components	44		
	103-3 Evaluation of the management approach	44		
	417-3 Incidents of non-compliance concerning marketing communications	In 2021 we do not present any non-compliance relating to the marketing practice of SIMPAR and its subsidiaries.		16

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDG
<b>MATERIAL TOPICS</b>				
<b>CUSTOMER PRIVACY</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	15		
	103-2 The management approach and its components	37		
	103-3 Evaluation of the management approach	37		
GRI 418: Customer privacy 2016	418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data	In 2021 there were no complaints about breaches of privacy or the loss of customer data.		16
<b>SOCIOECONOMIC COMPLIANCE</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	15		
	103-2 The management approach and its components	37		
	103-3 Evaluation of the management approach	37		
GRI 419: Socioeconomic compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	In the last three years there been no significant fines and nonmonetary sanctions due to non-compliance with social and economic laws and regulations at SIMPAR and its subsidiaries.		16



## SASB Content Index

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	PAGE NUMBER/URL AND/OR DIRECT RESPONSE
<b>ASSET MANAGEMENT &amp; CUSTODY ACTIVITIES</b>					
Employee Diversity and Inclusion	FN-AC-330a.1	Percentage gender and ethnic/ racial group representation for (1) executive management, (2) non-executive management, (3) professionals and (4) all other employees	Quantitative	Percentage	See response to GRI 102-8 and 405-1
Incorporation of ESG Factors in Investment Management	FN-AC-410a.1	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	Quantitative	R\$	Not applicable. As SIMPAR is a holding company with an interest in companies and is not an asset manager (e.g.: investment fund) the assets under management are the companies. The value of SIMPAR's interest in these companies is quantified, but not the value of the company in relation to ESG items.
	FN-AC-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	Discussion and Analysis	n/a	Paginar junto a informações do Sustainability-Linked Bond
Business Ethics	FN-AC-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	R\$	We did not identify monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations.
	FN-AC-510a.2	Description of whistleblower policies and procedures	Discussion and Analysis	n/a	See GRI 103-2: Grievance Mechanisms.
<b>ROAD TRANSPORTATION</b>					
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	Tonnes (t) of CO2-e	414.866,30
	TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	See response to GRI disclosure 305-1
Air Quality	TR-RO-120a.1	Air emissions for the following pollutants: (1) Nox (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	Quantitative	Tonnes (t)	979.24 0.00 8.42
Driver Working Conditions	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Discussion and Analysis	n/a	The approach for drivers begins upon selection, candidate assessment, institutional integration, health, safety and environmental integration, integration in the business they will operate in, follow-up, specific training for their area, safety campaigns and assessment over 12 months.

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	PAGE NUMBER/URL AND/OR DIRECT RESPONSE
<b>AIR FREIGHT &amp; LOGISTICS</b>					
Greenhouse Gas Emissions	TR-AF-110a.1	Gross global Scope 1 emissions	Quantitative	Tonnes (t) of CO2-e	414.866,30
	TR-AF-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	See response to GRI disclosure 305-1
Air Quality	TR-AF-120a.1	Air emissions for the following pollutants: (1) Nox (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	Quantitative	Tonnes (t)	979.24 0.00 8.42

\* Methodology based on the GHG Protocol, tool updated for 2020. The inventory states companies acquired over the course of 2021 should be included as from the month of their integration: TPC (from June/21), Rodomeu (from August/21) and Marvel (September/21). It does not include Monarca (May/ 21), BMB Mode Center and BMB Latin America (July/ 21) and HM Empilhadeiras (December/ 21), which are still being examined by the regulatory agency (Cade). It does not include CS Infra either. The audited inventory updated for 2022 events will be published in the Public Emissions Register in the 2<sup>nd</sup> half/2022.

## TCFD Content Index

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

# Appendix

## Climate change GRI 201-2, TCFD - Strategy (a) (b) (c), Risk management (a), Metrics and targets (b)

RISKS RELATED TO THE CLIMATE AND FINANCIAL IMPACTS											
TYPE OF TRANSITION RISK	RISK	SECTOR/ GEOGRAPHICAL REGION	AREA	POTENTIAL IMPACT	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT	ESTIMATED FINANCIAL IMPACT	EXPLANATION OF FINANCIAL IMPACT	COST OF RESPONDING TO THE RISK	MITIGATION & ADAPTATION MEASURES
Political and Legal	Regulating the carbon pricing mechanism in Brazil		<ul style="list-style-type: none"> <li>- Products and services;</li> <li>- Adaptation and mitigation activities;</li> <li>- Investing in research &amp; development;</li> <li>- Acquisitions or divestments.</li> </ul>	Increase in direct costs - There is currently no carbon pricing policy in Brazil. However, this mechanism might be introduced in the years ahead, after international climate policy negotiations. If carbon taxes are introduced on Greenhouse Gas (GHG) emissions from the burning of fossil fuels, the company would have to pay additional compliance costs or seek to reduce its emissions.	Long-term	Probable	High	Between R\$ 20,959,454.10 and R\$ 125,756,724.60	The average global carbon price currently ranges between USD10 and USD60 (USD10 is based on the studies of PMR Brasil, the carbon pricing study of the World Bank and Ministry of the Economy, and the USD60 in the EU ETS allowances prices). We used the cost of taxing the tonnes of Scope 1 and 2 carbon emitted directly by the Company based on the survey conducted on the operational model of the carbon tax systems already introduced internationally. To identify the potential direct financial impact that the possible carbon tax could have on SIMPAR, we therefore used the hypothetical cost ranging from R\$50.00 to R\$ 300.00 per tonne of carbon (using a dollar exchange rate of R\$5.00). In 2020 the Company emitted 287,911.64 tonnes of CO <sub>2</sub> e (Scope 1 and Scope 2). Simulating the introduction of a possible carbon tax would lead to a cost ranging between R\$ 20,959,454.10 and R\$ 125,756,724.60	R\$5.1 billion in the next 10 years	As a response measure to this risk, the Company believes it is necessary to implement emissions mitigation initiatives to address this risk posed by Scope 1 emissions (to which emissions from fuel purchases are allocated), in order to reduce the total balance of the carbon tax payable in the event of a carbon tax being introduced (tax system that prices Companies' Scope 1 and 2 emissions). Simpar is monitoring the volatility of fuel prices and the CBIOS market and has studied multiple alternatives to increase its operational efficiency and/or reduce fossil for consumption, proportionally increasing the use of renewables. These studies include: MOVIDA: Fleet Electrification, Ethanol migration scope 3 VAMOS: Fleet renewal, telemetry, use of alternative technologies, including a green fleet in the CSB portfolio; Fleet electrification, use of alcohol in the rented fleet of the client CPTM, BRT Sorocaba JSL; Identification of urban distribution trucks, electrification of charter coaches, biomethane-powered trucks, increasing the percentage of biodiesel in diesel, 100% telemetry in heavy vehicle fleet, CNG-powered trucks. This scenario requires an investment of at least R\$5.1 billion in the next 10 years.



## RISKS RELATED TO THE CLIMATE AND FINANCIAL IMPACTS

TYPE OF TRANSITION RISK	RISK	SECTOR/ GEOGRAPHICAL REGION	AREA	POTENTIAL IMPACT	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT	ESTIMATED FINANCIAL IMPACT	EXPLANATION OF FINANCIAL IMPACT	COST OF RESPONDING TO THE RISK	MITIGATION & ADAPTATION MEASURES
Technological	Replacement of existing products and services with options emitting less GHG		<ul style="list-style-type: none"> <li>- Products and services;</li> <li>- Supply chain and/or value chain;</li> <li>- Adaptation and mitigation activities;</li> <li>- Investing in research &amp; development;</li> <li>- Operations (including types of operations and locations of facilities);</li> <li>- Acquisitions or divestments.</li> </ul>	<p>Increase in direct costs - The electric vehicles market in Brazil is still a distant reality. The fact this technology is just being introduced in Brazil shows the country is decades behind the rest of the world. Virtually all vehicles sold in Brazil run on internal combustion engines and the automobile industry does not yet have the operational and commercial means to enable the production of vehicles with more efficient, economic and ecological technologies such as Pure Electric Vehicles, mainly due to the lack of incentives in place for this market. The supply/sale of electric vehicles on a mass scale by the automobile industry is practically non-existent, also suffering from the lack of Brazilian infrastructure needed to charge these vehicles (charging stations). In light of this situation, this risk became relevant to SIMPAR when the Company undertook the target to reduce all emissions in the scope by 15%, increasing the number of electric vehicles in its proprietary fleet to reduce direct and scope 3 emissions. In the mid-and long-term, this risk could require high internal costs for the company to satisfactorily perform its public commitment.</p>	Long-term	Highly probable	High	R\$5.1 billion in the next 10 years	<p>As a response measure to this risk, the Company believes it is necessary to implement emissions mitigation initiatives to address this risk posed by Scope 1 emissions (to which emissions from fuel purchases are allocated), in order to reduce the total balance of the carbon tax payable in the event of a carbon tax being introduced (tax system that prices Companies' Scope 1 and 2 emissions). Simpar is monitoring the volatility of fuel prices and the CBIOS market and has studied multiple alternatives to increase its operational efficiency and/or reduce fossil for consumption, proportionally increasing the use of renewables. These studies include: MOVIDA: Fleet Electrification, Ethanol migration scope 3 VAMOS: Fleet renewal, telemetry, use of alternative technologies, including a green fleet in the CSB portfolio: Fleet electrification, use of alcohol in the rented fleet of the client CPTM, BRT Sorocaba JSL: Identification of urban distribution trucks, electrification of charter coaches, biomethane-powered trucks, increasing the percentage of biodiesel in diesel, 100% telemetry in heavy vehicle fleet, CNG-powered trucks. This scenario requires an investment of at least R\$5.1 billion in the next 10 years.</p>	R\$5.1 billion in the next 10 years	<p>As a response measure to this risk, the Company believes it is necessary to implement emissions mitigation initiatives to address this risk posed by Scope 1 emissions (to which emissions from fuel purchases are allocated), in order to reduce the total balance of the carbon tax payable in the event of a carbon tax being introduced (tax system that prices Companies' Scope 1 and 2 emissions). Simpar is monitoring the volatility of fuel prices and the CBIOS market and has studied multiple alternatives to increase its operational efficiency and/or reduce fossil for consumption, proportionally increasing the use of renewables. These studies include: MOVIDA: Fleet Electrification, Ethanol migration scope 3 VAMOS: Fleet renewal, telemetry, use of alternative technologies, including a green fleet in the CSB portfolio: Fleet electrification, use of alcohol in the rented fleet of the client CPTM, BRT Sorocaba JSL: Identification of urban distribution trucks, electrification of charter coaches, biomethane-powered trucks, increasing the percentage of biodiesel in diesel, 100% telemetry in heavy vehicle fleet, CNG-powered trucks. This scenario requires an investment of at least R\$5.1 billion in the next 10 years.</p>
Market											
Repute											

### RISKS RELATED TO THE CLIMATE AND FINANCIAL IMPACTS

TYPE OF PHYSICAL RISK	RISK	SECTOR/GEOGRAPHICAL REGION	AREA	POTENTIAL IMPACT	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT	ESTIMATED FINANCIAL IMPACT	EXPLANATION OF FINANCIAL IMPACT	COST OF RESPONDING TO THE RISK	MITIGATION & ADAPTATION MEASURES
Acute	Increased severity and frequency of extreme weather events, such as cyclones and floods		<ul style="list-style-type: none"> <li>- Products and services;</li> <li>- Supply chain and/or value chain;</li> <li>- Adaptation and mitigation activities;</li> <li>- Operations (including types of operations and locations of facilities);</li> <li>- Acquisitions or divestments.</li> </ul>	Higher capital expenses - Flash floods can lead to losses of company assets caused by flooding in major urban centers. Many of the Group's assets are directly exposed to the impacts of weather events and this could result in total loss of or structural damage to vehicles as a result of flash flooding in major urban centers. This risk is material for the company given that climate-change impacts/effects are already being felt and confirmed by the scientific community and the Company, and are expected to intensify in the short and medium-term. These include: the loss of 13 vehicles by Movida in a single day in 2019 due to an acute climate event (flash flooding).	Short-term	Highly probable	High	R\$ 2,600,000	The financial impact was estimated for the actual loss of fleet vehicles in 2019 (40 vehicles a year) due to the occurrence of an acute climate event (flash flooding) and given the average price of R\$ 45,000.00 for the vehicles purchased by the Company, the preliminary financial impact is R\$1,800,000.00. However, to identify and measure the total financial impact that losing these vehicles brought about, the loss determined for these assets (R\$ 1,800,000.00) has to be grossed up for the gross revenue that these assets (40 vehicles) would have produced from rental to individuals (clients) over the course of 1 year, which would have been R\$800,000.00 (the Company's internal pricing department found that 1 vehicle generates gross revenue of R\$20,000.00 over 1 year, including specific variables such as the occupancy rate over the year; for 40 vehicles the total amount is R\$ 800,000.00). Total financial impact = R\$ 800,000.00 + R\$1,800,000.00=R\$ 2,600,000.00. The financial impact was estimated by using the real situation as the impacts of exposure to this risk are already being felt by the Company. In accordance with the Company's fleet renewal policy, vehicles are available for rental for 1 year, after which the Company moves the asset on, which is why the above calculation only measured the financial impact for 1 year. We intend to update this amount to include the Group's other companies.	Not calculated	One adaptation measure would be purchasing insurance policies for all Company assets
Chronic											

OPPORTUNITIES RELATED TO THE CLIMATE AND FINANCIAL IMPACTS*											
TYPE OF OPPORTUNITY	OPPORTUNITY	SECTOR/GEOGRAPHICAL REGION	AREA	POTENTIAL IMPACT	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT	ESTIMATED FINANCIAL IMPACT	EXPLANATION OF THE POTENTIAL FINANCIAL IMPACT	IMPLEMENTATION COST	STRATEGY FOR IMPLEMENTATION
Resource Efficiency											
Energy Source	Energy mix diversification		<ul style="list-style-type: none"> <li>- Adaptation and mitigation activities;</li> <li>- Operations (including types of operations and locations of facilities);</li> <li>- Acquisitions or divestments</li> </ul>	Use of lower-emission sources of energy	Short-term	Highly probable	High	R\$ 11,688,045	Purchase and installation of photovoltaic panels in stores of Movida, Vamos and Transrio	R\$ 11,688,045	Studies to diversify its energy matrix, enabling internal investment to implement other forms of energy production in order to progressively reduce the amount of energy purchased from SIN by prioritizing the installation of clean and renewable energy generation in its facilities.
Products and Services	Changes in consumer preferences		<ul style="list-style-type: none"> <li>- Products and services;</li> <li>- Supply chain and/or value chain;</li> <li>- Adaptation and mitigation activities;</li> <li>- Investing in research &amp; development;</li> <li>- Operations (including types of operations and locations of facilities);</li> <li>- Acquisitions or divestments</li> </ul>	Increase in revenue due to higher demand for more sustainable products and services	Short-term	High	High	140480000	The Company's positioning with subsidiaries operating in sectors with massive growth potential in Brazil, offering opportunities to expand and diversify operations in different clients in economic sectors, along with the clarification of the negative impact that using automobiles can have on the environment and society, by implementing and conducting socio-environmental Projects resulting from a larger sustainability strategy, such as the Carbon Free and Carbon Neutral Programs, has helped the Company grow in the last year, with its gross revenue rising by 1.3%. As gross revenue in 2019 was R\$ 10,734,420,000.00 and gross revenue in 2020 was R\$ 10,874,900,000.00, the estimated financial impact was R\$ 140,480,000.00.	R\$ 1,000,000.00	Achieving high governance standards in climate change, requires commitment and direction of the Company's senior management as well as putting together a group of structured initiatives to allocate resources. In this case, the cost to realize this opportunity consists of maintaining the Company's ESG strategy, a crucial resource for maintaining and attracting new clients of the Company, which will directly contribute to increasing its organic growth in the years ahead. To maintain this strategy, the annual investment needed to maintain internal teams dedicated to the topic, specialized consultancy firms to prepare reports, contracting independent bodies for external assurance, amounts to an average R\$1,000,000.00 a year.
Markets	Greater access to credit and diversification of financial assets		Access to capital	Greater access to capital	Short-term	Highly probable	High	R\$ 3,712,000,000	The amount SIMPAR raised under its Sustainability-Linked Bond was used as the financial impact.	R\$5.16 billion in the next 10 years	To maintain the value of the loan payable, the Company is developing a strategic plan in conjunction with the specialist consultancy firm to maximize its GHG reduction actions. The cost calculated of putting into practice this opportunity includes the amount payable to the consultancy firm (R\$ 260,634.60) and the amount to be invested in less polluting vehicles and technologies (R\$ 5,163,479,595.28)
Resilience											

\*Investment in waste management platform in 2021: R\$ 194,797.80.

**NONRENEWABLE FUELS CONSUMED (GJ) BY TYPE OF FUEL AND COMPANY, IN 2021** GRI 302-1

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
Diesel	4,897,358.12	18,142.60	2,782.29	346,658.58	1,323.00	5,266,264.59
Gasoline	65,262.61	9,599.31	10,513.82	1,012.28	1,958.80	88,346.82
Jet Fuel	0	0	0	0	0	0
LPG	6,734,343.26	0	0	2,629.62	0	6,736,972.88
CNG	1,773.25	0	0.90	0	0	1,773.25
<b>TOTAL</b>	<b>11,698,736.34</b>	<b>27,741.91</b>	<b>13,297.01</b>	<b>350,300.48</b>	<b>3,281.80</b>	<b>12,093,357.54</b>

**RENEWABLE FUELS CONSUMED (GJ) BY TYPE OF FUEL AND COMPANY, IN 2021**

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
Ethanol	12,297.78	148,074.63	2,248.47	1,312.88	3,433.84	167,367.61
Biodiesel	544,150.90	0	0	0	147.00	582,815.52
Solar Energy	0	0	553.10	0	0	553.10
Electricity	0	0	0	0	0	0
<b>TOTAL</b>	<b>556,448.68</b>	<b>148,074.63</b>	<b>2,801.57</b>	<b>1,312.88</b>	<b>3,580.84</b>	<b>750,736.23</b>

**ENERGY CONSUMED (GJ) BY TYPE AND COMPANY, IN 2021**

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
Electricity	166,454.89	39,266.10	11,524.35	18,098.94	6,856.29	242,200.57
Heating	0	0	0	0	0	0
Cooling	0	0	0	0	0	0
Steam	0	0	0	0	0	0
<b>TOTAL</b>	<b>166,454.89</b>	<b>39,266.10</b>	<b>11,524.35</b>	<b>18,098.94</b>	<b>6,856.29</b>	<b>242,200.57</b>

**ENERGY SOLD (GJ) BY TYPE AND COMPANY, IN 2021**

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
Electricity sold	0	0	295.34	0	0	295.34
Heating sold	0	0	0	0	0	0
Cooling sold	0	0	0	0	0	0
Steam sold	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>295.34</b>	<b>0</b>	<b>0</b>	<b>295.34</b>

**TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION BY TYPE AND COMPANY, IN 2021**

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
Nonrenewable fuels	11,698,736.34	27,741.91	13,297.01	350,300.48	3,281.80	12,093,357.54
Renewable fuels	556,448.68	148,074.63	2,801.57	39,830.50	3,580.84	750,736.22
Electricity consumed	166,454.89	39,266.10	11,524.35	18,098.94	6,856.29	242,200.57
Electricity sold	0	0	295.34	0	0	295.34
<b>TOTAL</b>	<b>12,421,639.91</b>	<b>215,082.64</b>	<b>27,327.59</b>	<b>408,229.92</b>	<b>13,718.93</b>	<b>13,085,998.99</b>

**FUEL CONSUMPTION - NONRENEWABLE (GJ)** GRI 302-1

	2019	2020	2021
Gasoline	96,263.40	96,944.88	88,346.82
LPG	24.00	1,756.31	6,736,972.88
Diesel Oil	4,634,387.00	4,263,496.89	5,266,264.59
Jet Fuel	1,392.20	417.25	0
CNG	0	0	1,773.25
<b>Total</b>	<b>4,732,066.60</b>	<b>4,362,615.33</b>	<b>12,093,357.54</b>

**FUEL CONSUMPTION - RENEWABLE (GJ)**

	2019	2020	2021
Ethanol	184,238.30	149,169.05	167,367.60
Electricity	0	2,695.68	0
Solar Energy	0	0	553.10
Biodiesel	0	0	582,815.52
<b>Total</b>	<b>184,238.30</b>	<b>151,864.73</b>	<b>750,736.22</b>

**ELECTRICITY CONSUMED (GJ)**

	2019	2020	2021
Electricity	196,428.69	183,843.74	242,200.57
Heating	0	0	0
Cooling	0	0	0
Steam	0	0	0
<b>Total</b>	<b>196,428.69</b>	<b>183,843.74</b>	<b>242,200.57</b>

**ELECTRICITY SOLD (GJ)**

	2019	2020	2021
Electricity	0	0	295.34
Heating	0	0	0
Cooling	0	0	0
Steam	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>295.34</b>



TOTAL ENERGY CONSUMED (GJ)			
	2019	2020	2021
Nonrenewable fuels	4,732,066.50	4,362,615.33	12,093,357.54
Renewable fuels	184,238.30	151,864.73	750,736.22
Electricity consumed	196,428.69	183,843.74	242,200.57
Electricity sold	0	0	295.34
Total	5,112,733.49	4,698,323.79	13,085,998.99

TOTAL WATER CONSUMPTION (ML – MEGALITER) BY COMPANY, IN 2021 GRI 303-5						
JSL	VAMOS	MOVIDA	SIMPAR	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
166.72	21.84	262.20	13.20	67.80	33.61	565.37

Nota 1 : The figures include the operations of JSL, Movida, Vamos, CS Brasil and Original Concessionárias. Banco BBC is not monitored, as its operations are allocated to sites shared with other companies. The data is obtained from water bill payment reports for each company, issued by SAP or the water bills directly. The amount spent per company is divided by the maximum average rate for each m<sup>3</sup> of water treated, considered equal to 5.1251. The quotient is divided by 2, thus segregating water treatment costs from sewage treatment costs.

Nota 2: The higher water consumption in 2021 was due to the acquisition of new companies, expanding stores and complying with cleaning protocols introduced because of the pandemic.

DIRECT GREENHOUSE GAS EMISSIONS (T CO2 EQUIVALENT)(GEE) GRI 305-1						
	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
Production of electricity, heat or steam	1,929.95	192.72	0	5.55	0	2,065.22
Physical-chemical processing	0	0	0	0	0	0
Transportation of materials, products, waste, employees and passengers	364,845.91	2,140.02	1,914.00	25,463.75	215.77	394,580.16
Fugitive emissions	18,162.77	0,15	0,01	57.98	0	18,220.91
Total gross CO2 emissions	384,938.63	2,269.90	1,914.01	25,527.28	215.77	414,866,30

BIOGENIC CO2 EMISSIONS (T CO2 EQUIVALENT) GRI 305-1					
JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
43,847.20	10,584.66	21.89	3,075.39	272.81	57,765.95

ENERGY INDIRECT GHG EMISSIONS (T CO2 EQUIVALENT) GRI 305-2						
JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	SIMPAR (CNPJ)	TOTAL
3,021,86	1,445,61	209.45	299.59	128.38	37,27	5,142,16

BIOGENIC CO2 EMISSIONS (T CO2 EQUIVALENT) GRI 305-3				
JSL	MOVIDA	VAMOS	CS BRASIL	TOTAL
2,261.14	294,823,50	83,296.52	8,999.63	344,380,79

SIGNIFICANT AIR EMISSIONS (TON.) BY TYPE OF POLLUTANT AND COMPANY, IN 2021 GRI 305-7						
	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
NOx	910.09	3.93	0.53	64.41	0.28	979.24
Particulate matter (PM)	7.82	0.03	0.01	0.55	0	8.41
Carbon Monoxide (CO)	115.60	23.78	1.67	7.82	0.78	149.65
Total	1,033.51	27.74	2.21	72.78	1.06	1,137.30

DIRECT GREENHOUSE GAS EMISSIONS (T CO2 EQUIVALENT) GRI 305-1			
	2019	2020	2021
Production of electricity, heat or steam	1,282.72	1,358.94	2,065.22
Physical-chemical processing	0	0	0
Transportation of materials, products, waste, employees and passengers	325,415,83	281,969,56	394,580,16
Fugitive emissions	1,440,55	1,333,15	18,220,91
Total gross CO2 emissions	328,139,17	284,661,65	414,866,30

2019 values have been revised according to GHG Protocol.

BIOGENIC CO2 EMISSIONS (T CO2 EQUIVALENT) GRI 305-1			
	2019	2020	2021
	44,470,59	44,180,17	57,765,95

ENERGY INDIRECT GHG EMISSIONS (T CO2 EQUIVALENT) GRI 305-2			
	2019	2020	2021
	3,975,56	3,221,04	5,142,16

The scope 2 calculation consists of emissions from energy acquired for use within the company.

**OTHER INDIRECT (SCOPE 3) GHG EMISSIONS (T CO<sub>2</sub> EQUIVALENT) GRI 305-3**

	2019	2020	2021
<b>UPSTREAM</b>			
Goods and services purchased	0	0	0
Capital goods	0	0	0
Fuel- and energy-related activities	0	0	0
Upstream transportation and distribution	0	0	0
Waste generated in operations	0	0	0
Business travel	0	0	0
Employee transportation	0	0	0
Leased assets	0	0	0
Other activities	0	0	0
Subtotal	0	0	0

**DOWNSTREAM**

Downstream transportation and distribution	148.464,88	773.287,09	177.095,60
Processing of sold products	0	0	0
Use of sold products	201.811,88	201.010,42	392.492,02
End-of-life treatment of sold products	0	0	0
Leased assets	620.659,43	0	683.181,00
Franchises	0	0	0
Investments	0	0	0
Subtotal	970.936,19	974.297,51	1.252.768,62
Total	970.936,19	974.297,51	1.252.768,62

**BIOGENIC CO<sub>2</sub> EMISSIONS (T CO<sub>2</sub> EQUIVALENT) GRI 305-3**

	2019	2020	2021
	14.165,47	146.469,99	344.380,79

The scope 3 calculation includes the consolidated emissions of all the Group's companies for: the burning of fuel and/or distance traveled by the fleet of independent and outsourced drivers, cars or vehicles rented by clients.

**SIGNIFICANT AIR EMISSIONS (T) GRI 305-7**

	2019	2020	2021
NO <sub>x</sub>	2.592,83	2.601,85	979,24
Particulate matter (PM)	24,30	23,97	8,42
Carbon Monoxide (CO)	960,66	967,41	149,65
Total	3.577,79	3.593,23	1.137,31

## HUMAN CAPITAL: OUR TEAM [GRI 102-8](#)

WORKFORCE BY EMPLOYMENT CONTRACT AND GENDER, BY COMPANY														
TYPE OF CONTRACT	JSL		MOVIDA		VAMOS		CS BRASIL		ORIGINAL CONCESSIONÁRIAS		BANCO BBC		SIMPAR	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Definite term	233	32	117	73	1	0	27	5	3	8				1
Indefinite term	21,399	3,833	2503	1677	1035	279	2401	177	300	196	39	21	134	156
SUBTOTAL	21,632	3,865	2,620	1,750	1,314	279	2,428	182	303	204	39	21	134	157
TOTAL	25,497		4,370		1,315		2,610		507		60		291	

NUMBER OF THIRD PARTIES, BY GENDER, BY COMPANY													
JSL		MOVIDA		VAMOS		CS BRASIL		ORIGINAL CONCESSIONÁRIAS		BANCO BBC		SIMPAR	
2021		2021		2021		2021		2021		2021		2021	
Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
440	178	135	232	32	75	9	5	17	18	1	1	6	1
618		367		105		14		35		2		7	
1,148													

WORKFORCE BY EMPLOYMENT CONTRACT AND REGION														
TYPE OF CONTRACT	JSL		MOVIDA		VAMOS		CS BRASIL		ORIGINAL CONCESSIONÁRIAS		BANCO BBC		SIMPAR	
	2021		2021		2021		2021		2021		2021		2021	
	Indefinite term	Definite term	Indefinite term	Definite term	Indefinite term	Definite term	Indefinite term	Definite term	Indefinite term	Definite term	Indefinite term	Definite term	Indefinite term	Definite term
N	2,115	87	140	10	53			3						
NE	3,529	5	461	72	38			471	4					
MW	1,085	97	316	9	359			44						
SE	16,250	74	2,891	87	693	1		2,015	27	496	11	60	290	1
S	2,327	2	372	12	171			45	1					
Subtotal	25,497		4,370		1,315		2,610		507		60		291	
Total	34,650													

WORKFORCE BY EMPLOYMENT CONTRACT AND GENDER									
TYPE OF CONTRACT	2019			2020			2021		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent	17,432	3,409	20,841	17,949	3,501	21,450	27,811	6,339	34,150
Temporary	519	398	917	145	114	259	381	119	500
Total	17,951	3,807	21,758	18,094	3,615	21,709	28,192	6,458	34,650

WORKFORCE BY EMPLOYMENT CONTRACT AND REGION									
REGION	2019			2020			2021		
	DEFINITE TERM	INDEFINITE TERM	TOTAL	DEFINITE TERM	INDEFINITE TERM	TOTAL	DEFINITE TERM	INDEFINITE TERM	TOTAL
N	64	1,377	1,441	42	1,505	1,547	97	2,311	2,408
NE	137	2,404	2,541	37	2,936	2,973	81	4,499	4,580
MW	139	2,049	2,188	29	2,006	2,035	106	1,804	1,910
SE	511	13,258	13,769	138	13,445	13,583	201	22,621	22,822
S	66	1,753	1,819	13	1,558	1,571	15	2,915	2,930
Total	917	20,841	21,758	259	21,450	21,709	500	34,150	34,650

WORKFORCE BY EMPLOYMENT TYPE									
EMPLOYMENT TYPE	2019			2020			2021		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full time	17,501	3,421	20,922	17,291	3,286	20,577	27,219	6,018	33,237
Part time	450	386	836	803	329	1,132	973	440	1,413
Total	17,951	3,807	21,758	18,094	3,615	21,709	28,192	6,458	34,650

EMPLOYEES BY AGE GROUP GRI 401-1			
	2019	2020	2021
Under 30	6,309	5,755	10,386
Between 30 and 50	12,859	13,143	20,291
Over 50	2,590	2,811	3,973
Total	21,758	21,709	34,650

WORKFORCE BY EMPLOYEE CATEGORY			
	2019	2020	2021
Executive Board	62	63	96
Managers	553	560	744
Coordinators	335	348	562
Supervisors	464	437	764
Administrative	8,035	7,300	9,445
Operational	12,309	13,001	23,039
Total	21,758	21,709	34,650

WORKERS BY EMPLOYEE CATEGORY GRI 401-1			
	2019	2020	2021
	TOTAL	TOTAL	TOTAL
Apprentices	368	250	875
Interns	21	3	52
Trainees	9	1	57
Total	398	254	984

MEMBERS OF GOVERNANCE BODIES GRI 401-1			
	2019	2020	2021
Sustainability Committee	10	10	18
Audit Committee	6	12	12
Board of Directors	15	20	20
Audit Board	9	9	6
Executive Board	22	21	28
Total	62	72	84

EMPLOYEE HIRES BY AGE GROUP GRI 401-1						
	2019		2020		2021	
	NO.	RATE	NO.	RATE	NO.	RATE
Under 30	3,583	0.56	3,180	0.55	7693	0.74
Between 30 and 50	4,420	0.34	5,244	0.40	8248	0.41
Over 50	538	0.20	885	0.31	970	0.24
Total	8,541	0.39	9,309	0.43	16911	0.49



EMPLOYEE HIRES BY GENDER GRI 401-1						
	2019		2020		2021	
	NO.	RATE	NO.	RATE	NO.	RATE
Men	6934	0.38	7896	0.42	13396	0.48
Women	1607	0.40	1413	0.37	3515	0.54
Total	8541	0.39	9,309	0.43	16911	0.49

EMPLOYEE HIRES BY REGION GRI 401-1						
	2019		2020		2021	
	NO.	RATE	NO.	RATE	NO.	RATE
N	1316	0.60	1300	0.64	1182	0.49
NE	845	0.39	1651	0.56	1654	0.36
MW	543	0.32	598	0.38	1293	0.68
SE	5134	0.37	5257	0.39	11569	0.51
S	703	0.39	503	0.32	1213	0.41
Total	8541	0.39	9309	0.43	16911	0.49

TURNOVER BY AGE GROUP GRI 401-1						
	2019		2020		2021	
	NO.	RATE	NO.	RATE	NO.	RATE
Under 30	3,261	0.51	3,098	0.53	5019	0.48
Between 30 and 50	5,462	0.42	5,313	0.40	7493	0.37
Over 50	1,034	0.40	1,019	0.36	1086	0.27
Total	9,757	0.45	9,430	0.43	13598	0.39

TURNOVER BY GENDER GRI 401-1						
	2019		2020		2021	
	NO.	RATE	NO.	RATE	NO.	RATE
Men	8091	0.44	7792	0.42	11411	0.40
Women	1666	0.42	1638	0.42	2187	0.34
Total	9757	0.45	9430	0.43	13598	0.39

TURNOVER BY REGION GRI 401-1						
	2019		2020		2021	
	NO.	RATE	NO.	RATE	NO.	RATE
NW	1529	0.69	1487	0.73	596	0.25
NE	904	0.41	946	0.32	1330	0.29
MW	512	0.30	661	0.42	1448	0.76
SE	6091	0.44	5614	0.41	9005	0.39
S	721	0.40	722	0.46	1219	0.42
Total	9757	0.45	9430	0.43	13598	0.39

EMPLOYEE HIRES BY AGE GROUP BY COMPANY GRI 401-1														
	SIMPAR		BANCO BBC		CS BRASIL		ORIGINAL CONCES-SIONÁRIAS		JSL		MOVIDA		VAMOS	
	2021		2021		2021		2021		2021		2021		2021	
	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE
Under 30	72	0.85	7	0.88	211	1.05	91	0.78	5763	0.74	1205	0.69	344	0.79
Between 30 and 50	55	0.33	15	0.41	363	0.22	107	0.32	6384	0.43	1037	0.43	287	0.40
Over 50	7	0.17	2	0.13	113	0.15	11	0.20	709	0.26	80	0.34	48	0.31
Total	134	0.46	24	0.40	687	0.26	209	0.41	12856	0.50	2322	0.53	679	0.52

EMPLOYEE HIRES BY GENDER BY COMPANY GRI 401-1														
	SIMPAR		BANCO BBC		CS BRASIL		ORIGINAL CONCES-SIONÁRIAS		JSL		MOVIDA		VAMOS	
	2021		2021		2021		2021		2021		2021		2021	
	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE
Men	48	0.36	17	0.81	580	0.24	131	0.43	10715	0.50	1417	0.48	498	0.48
Women	86	0.55	7	0.18	107	0.59	78	0.38	2141	0.55	905	0.65	181	0.65
Total	134	0.46	24	0.40	687	0.26	209	0.41	12856	0.50	2322	0.52	679	0.52

EMPLOYEE HIRES BY REGION BY COMPANY GRI 401-1														
	SIMPAR		BANCO BBC		CS BRASIL		ORIGINAL CONCES-SIONÁRIAS		JSL		MOVIDA		VAMOS	
	2021		2021		2021		2021		2021		2021		2021	
	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE
N	0	0.00	0	0.00	1	0.33	0	0.00	1072	0.49	90	0.60	19	0.36
NE	0	0.00	0	0.00	159	0.33	0	0.00	1229	0.35	258	0.48	8	0.21
MW	0	0.00	0	0.00	23	0.52	0	0.00	860	0.73	186	0.57	224	0.62
SE	134	0.46	24	0.40	487	0.24	209	0.41	8794	0.54	1559	0.52	366	0.53
S	0	0.00	0	0.00	21	0.46	0	0.00	901	0.39	229	0.60	62	0.36
Total	134	0.46	24	0.40	687	0.26	209	0.41	12856	0.50	2322	0.53	679	0.52

TURNOVER BY AGE GROUP BY COMPANY GRI 401-1														
	SIMPAR		BANCO BBC		CS BRASIL		ORIGINAL CONCES-SIONÁRIAS		JSL		MOVIDA		VAMOS	
	2021		2021		2021		2021		2021		2021		2021	
	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE
Under 30	29	0.34	2	0.25	188	0.94	65	0.56	3942	0.51	642	0.37	151	0.35
Between 30 and 50	41	0.25	10	0.27	591	0.36	108	0.32	5832	0.39	711	0.30	200	0.28
Over 50	5	0.12	0	0.00	199	0.26	14	0.25	779	0.29	55	0.24	34	0.22
Total	75	0.26	12	0.20	978	0.37	187	0.37	10553	0.41	1408	0.32	385	0.29

TURNOVER BY GENDER BY COMPANY GRI 401-1														
	SIMPAR		BANCO BBC		CS BRASIL		ORIGINAL CONCES-SIONÁRIAS		JSL		MOVIDA		VAMOS	
	2021		2021		2021		2021		2021		2021		2021	
	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE
Men	34	0.25	9	0.23	906	0.37	127	0.42	9124	0.42	925	0.35	286	0.28
Women	41	0.26	3	0.14	72	0.40	60	0.29	1429	0.37	483	0.28	99	0.35
Total	75	0.26	12	0.20	978	0.37	187	0.37	10553	0.41	1408	0.32	385	0.29

TURNOVER BY REGION BY COMPANY GRI 401-1														
	SIMPAR		BANCO BBC		CS BRASIL		ORIGINAL CONCES-SIONÁRIAS		JSL		MOVIDA		VAMOS	
	2021		2021		2021		2021		2021		2021		2021	
	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE	NO.	RATE
N	0	0.00	0	0.00	7	2.33	0	0.00	523	0.24	56	0.37	10	0.19
NE	0	0.00	0	0.00	14	0.16	0	0.00	1132	0.32	120	0.23	4	0.11
MW	0	0.00	0	0.00	18	0.41	0	0.00	1184	1.00	123	0.38	123	0.34
SE	75	0.26	12	0.20	863	0.42	187	0.37	6695	0.41	959	0.32	214	0.31
S	0	0.00	0	0.00	16	0.35	0	0.00	1019	0.44	150	0.39	34	0.20
Total	75	0.26	12	0.20	978	0.37	187	0.37	10553	0.41	1408	0.32	385	0.29

#### Human capital: development & safety

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY GENDER GRI 404-1							
	SIMPAR	BANCO BBC	CS BRASIL	ORIGINAL	JSL	VAMOS	MOVIDA
Men	4.54	1.76	23.94	0.98	19.27	28.94	12.28
Women	2.12	0.90	7.66	1.27	41.16	3.22	10.36
Total	3.24	1.46	22.81	1.10	22.59	23.49	11.51

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY EMPLOYEE CATEGORY GRI 404-1							
	SIMPAR	BANCO BBC	CS BRASIL	ORIGINAL	JSL	VAMOS	MOVIDA
Executive Board	1.97	2.83	1.40	2.00	8.34	0.60	0.50
Managers	6.56	2.64	3.39	1.94	11.25	7.81	14.74
Coordinators	6.54	2.00	13.54	2.60	14.73	1.57	2.38
Supervisors	4.68	0.00	49.86	1.85	41.18	3.26	18.53
Administrative	2.57	0.98	4.44	1.03	26.37	1.28	4.76
Operational	1.09	0.00	25.17	0.51	21.49	70.89	15.96
Total	3.24	1.46	22.81	1.10	6.22	22.59	11.51

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY EMPLOYEE CATEGORY GRI 404-1							
	SIMPAR	BANCO BBC	CS BRASIL	ORIGINAL	JSL	VAMOS	MOVIDA
Apprentices	1.92	0.00	8.16	0.42	5.78	0.56	1.82
Interns	2.50	1.50	14.00	3.50	0.90	3.33	62.61
Trainees	0.00	0.00	0.00	0.00	0.00	1.91	80.00
Total	1.54	1.00	8.23	0.86	5.17	1.35	9.98

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY GENDER GRI 404-1			
	2019	2020	2021
Men	17.31	4.02	10.59
Women	8.52	4.35	6.51
Total	15.76	4.08	9.85

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY EMPLOYEE CATEGORY GRI 404-1			
	2019	2020	2021
Executive Board	n/a	n/a	1.23
Managers	n/a	n/a	10.22
Coordinators	n/a	n/a	3.93
Supervisors	n/a	n/a	17.12
Administrative	n/a	n/a	2.94
Operational	n/a	n/a	12.65
Total	15.76	4.08	9.85

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY EMPLOYEE CATEGORY GRI 404-1			
	2019	2020	2021
Apprentices	n/a	n/a	4.64
Interns	n/a	n/a	23.40
Trainees	n/a	n/a	12.94
Total	n/a	n/a	6.22

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE UNDER THE PEOPLE CYCLE* - 2021 GRI 404-3			
	MEN	WOMEN	TOTAL
Executive Board	29.58	33.33	29.87
Managers	77.38	81.32	78.52
Coordinators	66.78	79.84	70.70
Supervisors	97.49	99.26	97.98
Administrative	15.57	29.31	20.85
Operational	9.58	80.03	12.92
Total	15.51	43.03	20.53

\* No historic data, as 2021 was the first year in which the People Cycle was applied.

MATERNITY/PATERNITY LEAVE GRI 401-3								
		SIMPAR	BANCO BBC	CS BRASIL	ORIGINAL CONCES-SIONÁRIAS	JSL	MOVIDA	VAMOS
Employees entitled to parental leave	Men	134	39	2,652	303	21,632	2,347	1,065
	women	157	21	251	204	3,865	1,858	310
Employees who <u>took</u> parental leave	Men	3	0	59	7	465	77	25
	women	1	2	8	11	71	72	7
Employees who <u>returned</u> to work during the reporting period after parental leave ended	Men	2	0	58	7	434	76	24
	women	0	2	5	3	61	35	2
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	men	2	0	45	6	362	67	20
	women	0	2	4	2	45	29	1
Rate of return	men	67%	0%	98%	100%	93%	98.70%	96%
	women	0%	100%	63%	27%	86%	48.61%	28.57%
Retention rate	men	100%	0%	76%	86%	99%	82.72%	83.33%
	women	0%	100%	50%	18%	92%	40.28%	14.29%

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN, BY EMPLOYEE CATEGORY GRI 405-2			
	2019	2020	2021
Executive Board	-	-	1.08
Managers	-	-	0.90
Coordinators	-	-	0.98
Supervisors	-	-	0.97
Administrative	-	-	0.88
Operational	-	-	0.89

Note: the indicator only began to be monitored in 2021, and there is no historic data. Data includes the company SIMPAR (without its subsidiaries).

INDIVIDUALS WITHIN THE ORGANIZATION'S GOVERNANCE BODIES, BY GENDER (%) <sup>1</sup> GRI 405-1						
GOVERNANCE BODY MEMBERS		BOARD OF DIRECTORS	OVERSIGHT BOARD	SUSTAINABILITY COMMITTEE	AUDIT COMMITTEE	EXECUTIVE BOARD
2019	Men	100.0%	100.0%	70.0%	100.0%	100.0%
	Women	0.0%	0.0%	30.0%	0.0%	0.0%
	Total	100.0%	100.0%	100.0%	100.0%	100.0%
2020	Men	100.0%	100.0%	67.0%	67.0%	100.0%
	Women	0.0%	0.0%	33.0%	33.0%	0.0%
	Total	100.0%	100.0%	100.0%	100.0%	100.0%
2021	Men	100.0%	100.0%	66.67%	83.33%	100.0%
	Women	0.0%	0.0%	33.33%	16.67%	0.0%
	Total	100.0%	100.0%	100.0%	100.0%	100.0%

INDIVIDUALS WITHIN THE ORGANIZATION'S GOVERNANCE BODIES, BY AGE GROUP (%) GRI 405-1						
GOVERNANCE BODY MEMBERS		BOARD OF DIRECTORS	OVERSIGHT BOARD	SUSTAINABILITY COMMITTEE	AUDIT COMMITTEE	EXECUTIVE BOARD
2019	Under 30	0.0%	0.0%	0.0%	0.0%	0.0%
	Between 30 and 50	20.0%	44.44%	90.0%	0.0%	54.55%
	Over 50	80.0%	55.56%	10.0%	100.0%	45.45%
	Total	100.0%	100.0%	100.0%	100.0%	100.0%
2020	Under 30	0.0%	0.0%	0.0%	0.0%	0.0%
	Between 30 and 50	20.0%	44.44%	90.0%	0.0%	61.90%
	Over 50	80.0%	55.56%	10.0%	100.0%	38.10%
	Total	100.0%	100.0%	100.0%	100.0%	100.0%
2021	Under 30	0.0%	0.0%	0.0%	0.0%	0.0%
	Between 30 and 50	20.0%	50.0%	83.33%	0.0%	67.86%
	Over 50	80.0%	50.0%	16.67%	100.0%	32.14%
	Total	100.0%	100.0%	100.0%	100.0%	100.0%

WORKFORCE BY EMPLOYEE CATEGORY AND GENDER (%) GRI 405-1						
	2019		2020		2021	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Executive Board	96.77	3.23	93.65	6.35	90.63	9.38
Managers	72.15	27.85	71.07	28.93	72.98	27.02
Coordinators	72.84	27.16	70.11	28.93	70.82	29.18
Supervisors	75.86	24.14	75.29	24.71	71.60	28.40
Administrative	63.32	36.68	63.04	36.96	60.38	39.62
Operational	96.60	3.40	96.35	3.65	90.78	9.22
Total	83.32	16.68	83.93	16.07	81.36	18.64



WORKFORCE BY EMPLOYEE CATEGORY AND GENDER (%) GRI 405-1						
	2019		2020		2021	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Apprentices	45.25	54.75	40.49	59.51	42.06	57.94
Interns	41.67	58.33	42.86	57.14	48.08	51.92
<b>Trainees</b>	88.89	11.11	100.00	0.00	61.40	38.60
Total	45.06	54.94	40.55	59.45	43.50	56.50

WORKFORCE BY EMPLOYEE CATEGORY AND AGE GROUP (%) GRI 405-1									
	2019			2020			2021		
	UNDER 30	BETWEEN 30 AND 50	OVER 50	UNDER 30	BETWEEN 30 AND 50	OVER 50	UNDER 30	BETWEEN 30 AND 50	OVER 50
Executive Board	1.61	61.29	37.10	1.59	52.38	46.03	0.0	50.00	50.00
Managers	7.23	13.56	79.20	5.89	80.18	13.93	5.51	80.38	14.11
Coordinators	10.75	80.62	8.66	10.06	81.32	8.62	11.92	78.83	9.25
Supervisors	19.18	73.28	7.54	17.39	75.29	7.32	22.25	71.99	5.76
Administrative	41.83	52.39	5.78	41.38	52.61	6.01	43.47	50.94	5.59
Operational	20.36	63.47	16.18	18.60	64.32	17.08	26.05	60.08	13.87
Total	27.41	58.71	13.87	25.51	61.37	13.13	29.97	58.56	11.47

WORKFORCE BY EMPLOYEE CATEGORY AND AGE GROUP (%) GRI 405-1									
	2019			2020			2021		
	UNDER 30	BETWEEN 30 AND 50	OVER 50	UNDER 30	BETWEEN 30 AND 50	OVER 50	UNDER 30	BETWEEN 30 AND 50	OVER 50
Apprentices	100.0	0.0	0.0	100.0	0.0	0.0	99.77	0.23	0.00
Interns	100.0	0.0	0.0	100.0	0.0	0.0	100.00	0.00	0.00
<b>Trainees</b>	100.0	0.0	0.0	100.0	0.0	0.0	68.42	26.32	5.26
Total	100.0	0.0	0.0	100.0	0.0	0.0	97.97	1.73	0.30

EMPLOYEES FROM UNDERREPRESENTED GROUPS, BY EMPLOYEE CATEGORY (%) GRI 405-1						
	2019		2020		2021	
	BLACK AND BROWN	PWDS	BLACK AND BROWN	PWDS	BLACK AND BROWN	PWDS
Executive Board	14.52	0.0	11.11	0.0	14.58	0.0
Managers	29.84	0.90	29.82	0.36	29.70	0.40
Coordinators	37.61	0.30	39.94	0.29	41.28	0.53
Supervisors	48.06	1.08	52.17	1.37	50.92	0.79
Administrative	48.19	5.46	49.23	5.82	48.68	4.84
Operational	65.23	0.37	68.23	0.28	64.36	0.37
Total	57.30	2.21	60.06	2.12	58.53	1.60

EMPLOYEES FROM UNDERREPRESENTED GROUPS, BY EMPLOYEE CATEGORY (%) GRI 405-1						
	2019		2020		2021	
	BLACK AND BROWN	PWDS	BLACK AND BROWN	PWDS	BLACK AND BROWN	PWDS
Apprentices	61.54	0.0	59.15	0.0	62.17	0.0
Interns	37.50	0.0	57.14	0.0	42.31	0.0
<b>Trainees</b>	22.22	0.0	0.0	0.0	36.84	0.0
Total	60.73	0.0	59.11	0.0	63.32	0.0

OCCUPATIONAL INJURIES GRI 403-9			
	2019	2020	2021
	EMPLOYEES	EMPLOYEES	EMPLOYEES
Number of fatalities as a result of work-related injury	2	0	3
Rate of fatalities as a result of work-related injury	0.04	0.00	0.05
Number of serious work-related injuries (excluding deaths)	55	49	62
Rate of high-consequence work-related injuries (excludes deaths)	1.11	1.18	0.96
Number of recorded work-related injuries (including deaths)	2	34	65
Rate of recorded work-related injuries (including deaths)	0.04	0.82	1.00

## Social and relationship capital GRI 414-1, 413-1

PERCENTAGE OF NEW SUPPLIERS SCREENED USING SOCIAL CRITERIA (%) GRI 414-1			
	2019	2020	2021
Total new suppliers considered for onboarding	5,105	3,480	2,731
Total of new suppliers that were screened using social criteria	1,395	3,140	2,695
Percentage of new suppliers that were screened using social criteria (%)	27.33%	90.23%	98.68%

OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS(%) GRI 413-1			
	2019	2020	2021
Social impact assessments, including gender impact assessments, based on participatory processes	13.72%	39.26%	99.90%
Environmental impact assessment and ongoing monitoring	0.3%	0.3%	3.16%
Public disclosure of results of environmental and social impact assessments	100.0%	100.0%	100.0%
Local community development programs based on local communities' needs	100.0%	100.0%	89.70%
Stakeholder engagement plans based on stakeholder mapping	0.0%	100.0%	96.02%
Broad based local community consultation committees and processes that include vulnerable groups	0.0%	28.2%	36.60
Working boards, workplace health and safety committees, and other entities representing employees to discuss impacts.	12.0%	11.1%	27.01%
Formal local community grievance processes	100.0%	100.0%	99.59%

Operations were considered to be places where SIMPAR maintains branches and stores, according to the CNPJ numbers.

## GRI Natural capital GRI 306-3, 306-4, 306-5

TOTAL WASTE GENERATED BY COMPOSITION (T) GRI 306-3						
	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
<b>COMPOSITION (NONHAZARDOUS WASTE) - QUANTITY DIVERTED FROM DISPOSAL (T)</b>						
Worthless Used Tires	194.19			305.60	3.35	503.14
Paper/cardboard/plastic	0.02	13.57	0.74	15.37	1.76	31.46
Metals	72.10			65.57	Metals 1.62	139.29
Wood			0.06			0.06
Air filters			0.44			0.44
Household/Organic	757.40	12.15		37.88	0.52	807.95
Other waste	0			54.53		55.03
Subtotal	1023.71	25.72	1.24	478.95	7.75	1537.37
<b>CATEGORY (HAZARDOUS WASTE) - AMOUNT GENERATED (T)</b>						
Used Lubricants (OLUC)	4.75		37.20	43.67	178.73	264.35
Car Batteries	4.37			8.54		12.91
Class I Waste - Contaminated	97.62		9.74	57.45	14.72	179.53
Oil Filters			0.35			0.35
Other waste	0			332.72		332.72
Subtotal	106.74	0	47.29	442.38	193.45	789.86
TOTAL	1130.45	25.72	48.53	921.33	201.20	2327.23

**TOTAL WASTE DIVERTED FROM DISPOSAL, BY COMPOSITION IN TONNES (T) 306-4**

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
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**COMPOSITION (NONHAZARDOUS WASTE) - QUANTITY DIVERTED FROM DISPOSAL (T)**

Worthless Used Tires	194.19			305.60	3.35	503.14
Paper/cardboard/plastic	0.02	13.57	0.74	15.37	1.76	31.46
Metals	72.10			65.57	1.62	139.29
Wood			0.06			0.06
Air filters			0.44			0.44
Household/Organic	0					0
Other waste	0			34.96	0.50	35.46
Subtotal	266.31	13.57	1.24	421.50	7.23	709.85

**CATEGORY (HAZARDOUS WASTE) - AMOUNT GENERATED (T)**

Used Lubricants (OLUC)	4.75		37.20	43.67	178.73	264.35
Car Batteries	4.37			8.54		12.91
Class I Waste - Contaminated	97.62		7.40	57.45	14.72	177.19
Oil Filters			0.35			0.35
Other waste	0			269.88		269.88
Subtotal	106.74	0.00	44.95	379.54	193.45	724.68
TOTAL	373.05	13.57	46.19	801.04	200.68	1434.53

**TOTAL WASTE DIVERTED FROM DISPOSAL, BY RECOVERY OPERATION IN TONNES (T) 306-4**

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
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**NONHAZARDOUS WASTE**

Preparation for reuse	0			0	0	0
Recycling	266.31	13.57	0.80	386.54	7.23	674.45
Other recovery operations			0.44	34.96	0	35.40
Total non-hazardous waste	266.31	13.57	1.24	421.50	7.23	709.85

**TOTAL WASTE DIVERTED FROM DISPOSAL, BY RECOVERY OPERATION IN TONNES (T) 306-4**

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
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**HAZARDOUS WASTE**

Preparation for reuse				8.54	0.00	8.54
Recycling	9.12	0	37.30	43.67	193.45	283.54
Other recovery operations	97.62		7.65	327.33	0.00	432.60
Total hazardous waste	106.74	0	44.95	379.54	193.45	724.68
Total (hazardous and non-hazardous)	373.05	0	46.19	801.04	200.68	1434.53

**TOTAL WASTE DIRECTED TO DISPOSAL, BY COMPOSITION IN TONNES (T) 306-5**

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
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**COMPOSITION (NONHAZARDOUS WASTE) - QUANTITY DIVERTED FROM DISPOSAL (T)**

Worthless Used Tires	0					0
Paper/cardboard/plastic	0					0
Metals						0
Wood						
Air filters						
Household/Organic	757.40	12.15		37.88	0.52	807.95
Other waste	0			19.57		19.57
Subtotal	757.40	12.15		57.45	0.52	827.52

**CATEGORY (HAZARDOUS WASTE) - AMOUNT GENERATED (T)**

Used Lubricants (OLUC)	0			0		0
Car Batteries	0					0
Class I Waste - Contaminated	0		2.33			2.33
Oil Filters						
Other waste	0			62.84		62.84
Subtotal	0		2.33	62.84		65.17
TOTAL	757.40	12.15	2.33	120.29	0.52	892.69



**TOTAL WASTE DIRECTED TO DISPOSAL, BY RECOVERY OPERATION IN TONNES (T) 306-5**

	JSL	MOVIDA	VAMOS	CS BRASIL	ORIGINAL CONCESSIONÁRIAS	TOTAL
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**NONHAZARDOUS WASTE**

Incineration with energy recovery				0	0	0
Incineration without energy recovery	0					0
Landfilling	757.40	12.15	0	57.45	0.52	857.52
Other disposal operations						0
Total non-hazardous waste	757.40	12.15	0	57.45	0.52	827.52

**HAZARDOUS WASTE**

Incineration with energy recovery				6.64		6.64
Incineration without energy recovery	0					0
Landfilling	0	0	2.33	55.63		57.96
Other disposal operations				0.57		0.57
Total hazardous waste	0	0	2.33	62.84	0	65.17
Total (hazardous and non-hazardous)	757.40	12.15	2.33	120.29	0.52	892.69

**TOTAL WASTE GENERATED BY COMPOSITION (T)**

	2019	2020	2021
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**CATEGORY (NONHAZARDOUS WASTE) - QUANTITY GENERATED (T)**

Worthless Used Tires	1,610.60	1,028.16	503.14
Paper/cardboard/plastic	181.46	32.74	31.46
Metals	1,032.19	1,001.60	139.29
Wood			0.06
Air filters			0.44
Household/Organic	2,745.54	1,135.87	807.95
Other waste			55.03
Subtotal	5,569.79	3,198.37	1,537.37

**TOTAL WASTE GENERATED BY COMPOSITION (T)**

	2019	2020	2021
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**CATEGORY (HAZARDOUS WASTE) - AMOUNT GENERATED (T)**

Used Lubricants (OLUC)	467.44	411.97	264.35
Car Batteries	5,156.48	2,809.33	12.91
Class I Waste - Contaminated	396.72	505.58	179.53
Oil Filters			0.35
Other waste			332.72
Subtotal	6,020.64	3,726.88	789.86
TOTAL	11,590.43	6,925.25	2,327.23

TOTAL WASTE DIVERTED FROM DISPOSAL, BY COMPOSITION, IN METRIC TONS (T)			
	2019	2020	2021
<b>COMPOSITION (NONHAZARDOUS WASTE) - QUANTITY DIVERTED FROM DISPOSAL (T)</b>			
Worthless Used Tires	1,610.60	1,028.16	503.14
Paper/cardboard/plastic	181.46	32.74	31.46
Metals	1,032.19	1,001.60	139.29
Wood			0.35
Air filters			0.44
Household/Organic			0
Other waste			35.46
Subtotal	2,824.25	2,062.50	709.85

TOTAL WASTE DIVERTED FROM DISPOSAL, BY COMPOSITION, IN METRIC TONS (T)			
	2019	2020	2021
<b>CATEGORY (HAZARDOUS WASTE) - AMOUNT GENERATED (T)</b>			
Used Lubricants (OLUC)	467.44	411.97	264.35
Car Batteries	5,156.48	2,809.33	12.91
Class I Waste - Contaminated	396.72	505.58	177.19
Oil Filters			0.35
Other waste			269.88
Subtotal	6,020.64	3,726.88	724.68
TOTAL	8,844.89	5,789.38	1434.53

TOTAL WASTE DIVERTED FROM DISPOSAL, BY RECOVERY OPERATION IN TONNES (T)*									
	2019			2020			2021		
NONHAZARDOUS WASTE	WITHIN THE ORGANIZATION/ONSITE	OFFSITE	TOTAL	WITHIN THE ORGANIZATION/ONSITE	OFFSITE	TOTAL	WITHIN THE ORGANIZATION/ONSITE	OFFSITE	TOTAL
Preparation for reuse		0.00	0.00		0.00	0.00		0.00	0.00
Recycling		2,824.25	2,824.25		2,62.50	2,62.50		674.45	674.45
Other recovery operations (specify)		0.00	0.00		0.00	0.00		35.40	35.40
Total		2,824.25	2,824.25		2,62.50	2,62.50		709.85	709.85
<b>HAZARDOUS WASTE</b>									
Preparation for reuse		6,020.64	6,020.64		3,726.88	3,726.88		8.54	8.54
Recycling		0.00	0.00		0.00	0.00		283.54	283.54
Other recovery operations (specify)		0.00	0.00		0.00	0.00		432.60	432.60
Total		6,020.64	6,020.64		3,726.88	3,726.88		724.68	724.68
Total waste diverted from disposal		8,844.89	8,844.89		5,789.38	5,789.38		1434.53	1434.53

\*Investment in waste management platform in 2021: R\$ 194,797.80.

## Governance & compliance

GOVERNANCE BODY MEMBERS THAT HAVE RECEIVED COMMUNICATIONS AND TRAINING ON ANTI-CORRUPTION, BROKEN DOWN BY REGION GRI 205-2							
REGION	GOVERNANCE BODY MEMBERS	2019		2020		2021	
		INFORMED	TRAINED	INFORMED	TRAINED	INFORMED	TRAINED
N	number	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NE	number	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CO	number	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SE	number	62	25	72	26	84	32
	%	100.00%	40.00%	100.00%	36.00%	100.00%	38.10%
S	number	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

EMPLOYEES WHO HAVE RECEIVED COMMUNICATIONS AND TRAINING ON ANTI-CORRUPTION, BROKEN DOWN BY REGION							
REGION	EMPLOYEES	2019		2020		2021	
		INFORMED	TRAINED	INFORMED	TRAINED	INFORMED	TRAINED
N	number	1,399	1,365	1,507	1,478	2,408	1,921
	%	100.00%	98.00%	100.00%	98.00%	100.00%	79.78%
NE	number	2,338	2,100	2,942	2,293	4,580	2,585
	%	100.00%	90.00%	100.00%	78.00%	100.00%	56.44%
CO	number	2,163	2,033	1,985	1,899	1,910	1,632
	%	100.00%	94.00%	100.00%	96.00%	100.00%	85.45%
SE	number	13,610	12,222	13,416	11,827	22,823	12,983
	%	100.00%	90.00%	100.00%	88.00%	100.00%	56.89%
S	number	1,773	1,464	1,545	1,391	2,929	1,562
	%	100.00%	83.00%	100.00%	90.00%	100.00%	53.33%

CATEGORIES	EMPLOYEES	2019		2020		2021	
		INFORMED	TRAINED	INFORMED	TRAINED	INFORMED	TRAINED
Executive Board	number	62	45	63	48	97	54
	%	100%	72.58%	100%	76.19%	100%	55.67%
Managers	number	553	536	560	546	744	636
	%	100%	96.93%	100%	97.50%	100%	85.48%
Coordinators	number	335	328	348	335	562	415
	%	100%	97.91%	100%	96.26%	100%	73.84%
Supervisors	number	464	445	437	420	764	516
	%	100%	95.91%	100%	96.11%	100%	67.54%
Management	number	7,560	6,229	6,986	6,255	9,444	6,920
	%	100%	82.39%	100%	89.54%	100%	73.27%
Operational	number	12,309	11,601	13,001	11,284	23,039	12,142
	%	100%	94.25%	100%	86.79%	100%	52.70%

CASES OF DISCRIMINATION GRI 406-1			
	2019	2020	2021
Incident reviewed by the organization	102	63	16
Remediation plans being implemented	0	0	0
Number of incidents reviewed for which remediation plans have been implemented, with results reviewed through routine internal management review processes	102	63	0
Incident no longer subject to action (solved or closed)	102	63	0
Total	118	118	48

CASES OF DISCRIMINATION BY COMPANY GRI 406-1							
	SIMPAR	BBS LEASING & CONTA DIGITAL	CS BRASIL	ORIGINAL	JSL	MOVIDA	VAMOS
Incident reviewed by the organization	0	0	4	1	7	3	1
Remediation plans being implemented	0	0	0	0	0	0	0
Number of incidents reviewed for which remediation plans have been implemented, with results reviewed through routine internal management review processes	0	0	0	0	0	0	0
Incident no longer subject to action (solved or closed)	0	0	0	0	0	0	0
Total	0	0	4	1	7	3	1

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### Limited assurance report issued by independent auditors GRI 102-56

To the Board of Directors and Shareholders of  
**SIMPAR S.A.**  
 São Paulo - SP

#### INTRODUCTION

We were engaged by SIMPAR S.A. (“SIMPAR” or “Company”) to apply limited assurance procedures on the sustainability information disclosed in the Integrated Annual Report 2021 (“Report”), in the accompanying information to this report related to the period ended December 31, 2021.

#### RESPONSIBILITIES OF SIMPAR’S MANAGEMENT

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

#### INDEPENDENT AUDITORS’ RESPONSIBILITY

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

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

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

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists mainly of questions and interviews with the Management of SIMPAR and other professionals of the

Company involved in the preparation of the information disclosed in the Report and use of analytical procedures to obtain evidence that enables us to reach a limited assurance conclusion about the sustainability information taken as a whole. A limited assurance engagement also requires additional procedures when the independent auditor acknowledges issues which may lead them to believe that the information disclosed in the Report taken as a whole could present material misstatement.

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

- a. engagement planning: considering the material aspects for SIMPAR’s activities, the relevance of the information disclosed, the amount of quantitative and qualitative information and the operational systems and internal controls that served as a basis for



preparation of the information in the SIMPAR's Report. This analysis defined the indicators to be checked in details;

b. understanding and analysis of disclosed information related to material aspects management;

c. analysis of preparation processes of the Report and its structure and content, based on the Principles of Content and Quality of the Standards for sustainability report of the Global Reporting Initiative - GRI (GRI - Standards) and with Orientation CPC (Brazilian Accounting Pronouncements Commite) 09 - Integrated Report (which is correlated with the Basic Conceptual Framework for Integrated Report, prepared by the The International Integrated Reporting Council (IIRC);

d. evaluation of non-financial indicators (102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7, GRI 102-8, GRI 102-9, GRI 102-10, GRI 102-11, GRI 102-12, GRI 102-13, GRI 102-14, GRI 102-16, GRI 102-18, GRI 102-40, GRI 102-41, GRI 102-42, GRI 102-43, GRI 102-44, GRI 102-45, GRI 102-46, GRI 102-47, GRI 102-48, GRI 102-49, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-53, GRI 102-54, GRI 102-55, GRI 102-56, GRI 103-1 (401-

1), GRI 103-2 (401-1), GRI 103-3 (401-1), GRI 201-2, GRI 205-1, GRI 205-2, GRI 205-3, GRI 302-1, GRI 303-5, GRI 305-7, GRI 306-3, GRI 306-5, GRI 307-1, GRI 308-1, GRI 401-1, GRI 403-9, GRI 403-10, GRI 405-1, GRI 405-2, GRI 406-1, GRI 414-1):

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

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

### SCOPE AND LIMITATIONS

The procedures applied to a limited assurance engagement are substantially less extensive than those applied to a reasonable assurance engagement. Therefore, we cannot provide reasonable assurance that we are aware of all the issues that would have been identified in a reasonable assurance engagement, which aims to issue an opinion. If we had conducted a reasonable assurance engagement, we may have identified other issues and possible misstatements within the information presented in the Report.

Nonfinancial data is subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate or estimate these data. Qualitative interpretation of the data's materiality, relevance and accuracy are subject to individual assumptions and judgments. Additionally, we have not examined data related to prior periods, to evaluate the adequacy of policies, practices and sustainability performance, nor future projections.

### CONCLUSION

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

São Paulo, April 19th, 2022

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

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

## Credits and Corporate Information

PROJECT COORDINATION  
[SIMPAR - Sustainability practice](#)

[Support - Corporate and Investor Relations  
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