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SIMPAR *Jeitão*

GRI 3-3 – Valuing people and human rights

People is one of **SIMPAR**'s Values, which is committed to ensuring an environment conducive to professional development, with the promotion of training, safety, health and diversity*. The holding's people management aims to ensure the more than 49 thousand employees act based on the same Values and the same Culture, following the Company's unique way of running the business. This is essential for the longevity and development of the Group, which consequently contributes to the generation of employment and income, in addition to social inclusion. With investments in the recruitment and selection process and in professional training both inside and outside the Company, **SIMPAR** aims to minimize the risk of lack of specialized labor in the activities of the holding company and its subsidiaries.

With a close eye on people development, the **SIMPAR**, People and Culture Committee, created in 2022, has independent members with diverse and complementary knowledge on the subject. In 2023, the Committee worked on issues such as training and evaluation of professionals, including the People Cycle process, compensation, and strengthening Culture, including the preparation of a Corporate Culture Guidance Guide.

*The effectiveness of people management actions in the **SIMPAR** Group is monitored and measured through, among others, control routines in the Compliance and Management and Processes areas of each business; Human Resources and Organizational Development indicators; access and consumption of content at **SIMPAR**; University; quota for Apprentices and People with Disabilities (PwDs); monitoring interns' development plans; formal performance assessment – People, Performance and Culture Cycle; monitoring the Individual Development Plan and the topics covered in collective agreements and conventions.



Winners of the cultural competition "You are part of our history" with Fernando A. Simões (CEO of SIMPAR), Paula Pedrão (Director of Marketing and Sustainability of SIMPAR) and Juliana Simões (HR Director of SIMPAR)

Culture Guide

After a diagnosis carried out in 2022 and discussions within the People and Culture Committee, **SIMPAR** formalized a Culture Guide, disseminated and signed by all employees, with the expected attitudes and behaviors, regardless of the place of work, position or responsibility. The document describes all of the Group's Values, explaining how to act and what is not tolerated when carrying out the role. Furthermore, the Guide reinforces the relevance of everyone's contribution to generating value and the certainty that, united, employees are even stronger and capable of making a difference.

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The alignment of professionals with the Group's Values is considered from entry programs to promotion decisions. To generate opportunities for productive inclusion, **SIMPAR** maintains actions such as *Você Quer? Você Pode!*, training young people, who have an exclusive monitoring and development team. Other actions to join the Group are the *Jovem Aprendiz* (Young Apprentice), internship programs within the holding and trainee programs in some Group companies. Also noteworthy is *Mulheres na Direção* (Women Behind the Wheel), which promotes increased diversity through greater inclusion of women in the transport and logistics sector, still mostly occupied by men.

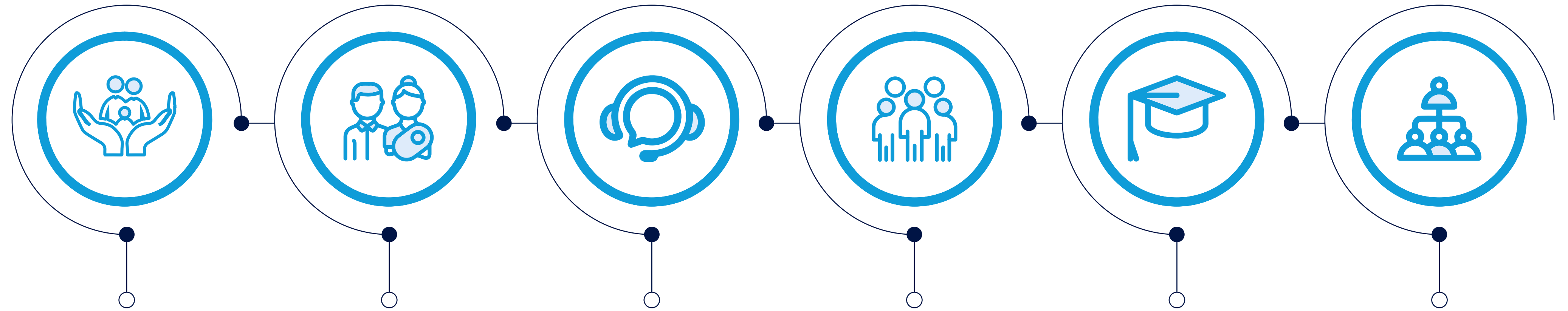
Professional advancement among the Group's employees is encouraged by publicizing open vacancies. In 2023 there were 589 movements between companies; the Succession Program, to develop potential successors to senior leadership; and the People Cycle, which assesses performance and prepares development plans.

To guarantee access to information and transparent communication, channels such as Alô RH are maintained, to answer questions about people management processes, *Bate Papo da Gente*, occasions to meet with leaders on various topics, and a corporate platform.

Teams aligned with the same culture and values working towards productive inclusion

Support for employees

People are one of the development pillars **SIMPAR**, which invests in actions to support the professional and personal development of its teams:



Valuing the Family
Action focused on hiring family members and, thus, narrowing and expanding the generation of employment, income and benefits for employees' families.

Citizen Company
Extended leaves: six months for maternity and 20 days for paternity.

Ligado em Você / Connected to You
Service available to employees and family members, providing assistance in the social, professional, health and legal areas.

People Cycle
Process of assessing behavioral and performance skills, with feedback and formulation of Individual Development Plans (PDIs).

SIMPAR University
Platform that brings together training and courses from each of the Group's companies.

Internal Communication
Structure dedicated to organizational culture, communicating changes in policies/processes and engaging and raising awareness among employees on ESG and employer brand issues, promoting pride in belonging.

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Employee dat

GRI 2-7 | 3-3 Valuing people and human rights | 401-1

At the end of 2023, **SIMPAR** had 49,218 employees (14.9% more than in 2022), of which 11,022 were women and 38,196 men. In the holding, there were 366 professionals (slightly up from 358 in 2022), of which 205 were women, 47% in leadership positions. Of the Group's total, 2,707 operate in the Midwest, 31,909 in the Southeast, 5,026 in the South, 2,020 in the North and 7,339 in the Northeast.

SIMPAR aims to retain employees and invests in development, appreciation, health and well-being actions. Post-voluntary dismissal interviews are also promoted to identify improvements and constant enhancement in employee management within the Group.

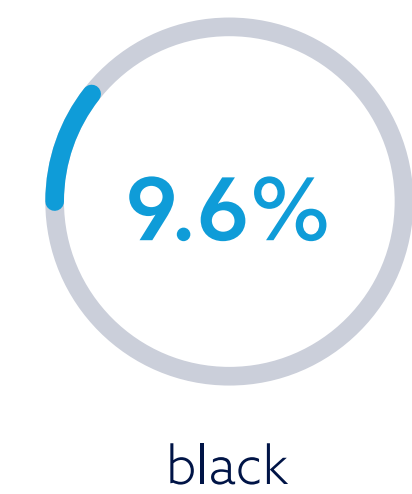
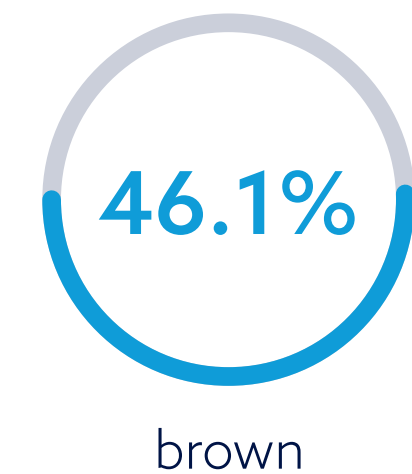
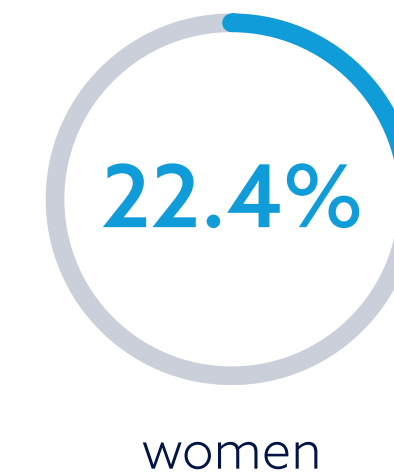
Diversity and inclusion GRI 405-1

In 2023, with the support of external consultancy, **SIMPAR** carried out a Diversity and Inclusion Census to better understand its internal audience and support inclusion actions. At the end of the period, 27% of employees from all Group companies responded to the census voluntarily – the work will continue in 2024, with actions to raise awareness among leaders on the topic.

In line with its commitment to the topic "productive inclusion", **SIMPAR** encourages the hiring and retention of women, black people, PwDs and people over 55 years old. In the Group, an example is **CS Brasil's** Motorista 50+ Project, which aims to hire women over the age of 50, with or without experience, to work as drivers of light and heavy vehicles. The structuring of the project was finalized and vacancies were officially approved at the end of 2023.

Another achievement in 2023, focusing on women, is *Mulheres na Liderança/Women in Leadership*. The first edition of the mentoring program took place at **JSL**, with 24 participants, and, due to the good results, it was extended in the same year to **Movida**. In 2024, the entire Group will benefit and the expectation is to include at least 50 women in coordination positions and 50 in management positions.

Diversity in the **SIMPAR** Group



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Also noteworthy is the number of women in the Company's senior levels and bodies:

- » Maria Fernanda dos Santos Teixeira serves on the Board of Directors and Audit Committee of **VAMOS**.
- » Sylvia de Souza Leão Wanderley is an independent member of the **JSL** Board of Directors.
- » Tarcila Reis Corrêa Ursini participates in the Group's sustainability committees.
- » **Movida** committed to achieving 50% female participation in the leadership team by 2030 (in 2022, it was 30% and, in the year, it was 42.30%).
- » In 2023, the **SIMPAR** Group recorded a 26.7% increase in women in management positions.

Furthermore, **SIMPAR, JSL, VAMOS, CS Brasil** and **Automob** are members of the Movimento Mulher 360, which seeks to contribute to advances in gender equity.

Increased female representation is highlighted in SIMPAR Group

Training and development

GRI 404-1 | 404-2 | 404-3

Soon after hiring, employees go through an integration process. In it, the Values are already presented and training is promoted focusing on compliance, with a presentation of the Group's policies and guiding documents, such as the Code of Ethics and the Culture Guide, launched in 2023.

The training, some of which are mandatory, like security and compliance, as well as behavioral and specific to each business, are provided by corporate universities. Part of the content is developed by the employees themselves, which not only promotes internal knowledge management, but also recognizes the teams' skills. During the year, at **SIMPAR** University, there were more than 188 thousand hours of training involving 29 thousand employees. Consolidated, the total hours offered in the year for the entire Group exceeded 770 thousand hours of training, around 60% more than in 2022. The average number of training hours per employee was 15.8 hours.

Human rights

GRI 2-23 | 2-24

SIMPAR disseminates guidelines and values to act in accordance with the Federal Constitution and international treaties and conventions, such as the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the Declaration of Fundamental Principles and Rights in Work of the International Labor Organization (ILO). Internally, since 2022, there has been a *Human Policy** in addition to other documents on the topic, such as the Code of Conduct, the Third Party Code of Conduct, the Social Investment Policy and the Sustainability Policy.

*Applies to all employees of the Company and its subsidiaries, as well as most of its various stakeholders, including subcontractors.

The measurement of team improvement needs is carried out through programs such as the People Cycle, which, in 2023, included the evaluation of 18,167 employees, 44% of whom were in the complete Cycle (360° evaluation, which included the participation of all functions administrative, and had 98.79% adherence) and 56% in the Operational Cycle (with evaluation by Managers and 100% adherence of those eligible).

The People Cycle begins with competency assessments, based on the **SIMPAR** Values, unified in 2023 for the entire Group, and considers the level of complexity of each function or group of functions. The results go through calibration committees. Subsequently, Cycle's consequences management is carried out, which can include movements, based on merit and promotions, as well as action plans

and possible dismissals of employees with low potential and performance. During the year, adherence was 86% in internal movements in relation to the performance verified in the program.

Individual Development Plans (PDIs) are also developed from the Cycle. In 2023, actions were developed to monitor and accelerate the skills of potential successors to the Group's

senior leadership. Likewise, training programs such as Acelera Líder, at **JSL**, **VAMOS** and **CS Brasil**; stand out; and Formula, at **Movida**.

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PEOPLE CYCLE*



Achievement of
98%

Adherence to the people cycle (Target 100%)



Achievement of
98%

of employees calibrated (Map 9 Box)



Achievement of
73%

of employees with PDI (Target 100%)



Achievement of
86%

of employees moved (promotions) x result in Map 9 Box (Target - 100% accuracy)

*We had 100% evaluations in the operational cycle. Failure to achieve the 100% target in the administrative cycle is due to 360° assessment and executive evaluation.

Compensation and benefits

GRI 202-1 | 401-2 | 401-3

With the constant growth of the Group and acquisitions carried out in recent years, **SIMPAR** worked on studying salary ranges and benefits offered, in order to avoid discrepancies and maintain the best practices adopted in its subsidiaries.

The Company seeks, in its companies, to guarantee competitive salaries, which depends on the area and sector in which it operates, always respecting the local minimum*.

To attract and retain professionals, benefits are offered** that include life insurance, health plans (some of which extend to family members and include full-time and part-time work contracts) and extended maternity/paternity leaves, as **SIMPAR** is a citizen company***.

During the year, 903 employees (269 women and 634 men) took maternity/paternity leave, with a retention rate (percentage of employees who continued with the Group 12 months after returning) of 81.5% for men and 80.7% for men. the female audience. for the female audience.



SIMPAR employees

*To define the lowest salary, the lowest nominal salary of each of the Company's business units was considered.

**There is no disability/invalidity benefit, private pension and share acquisition plan. Until the end of 2023, these benefits were not offered. Due to analyses and studies, there was an understanding of their non-applicability given the Company's economic and internal scenarios, which does not favor their application and return. There is also a long-term partner program, which includes ten executives from the Group.

***In the Group, the following are citizen companies: Ponto Veículos S.A, Original Comércio de Veículos Seminovos S.A (Antiga Avante); Original Veículos S.A; Original Distribuidora de Peças e Acessórios Ltda.; Banco Brasileiro de Crédito S.A; CS Brasil Transportes de Passageiros e Serviços Ambientais Ltda; Mogi passes Comércio de Bilhetes Eletrônicos Ltda. JSL S.A; Yolanda Logística; Armazém, transportes e Serviços Gerais Ltda. Quick Logística Ltda.; Quick Armazéns Gerais Ltda.; CS Brasil Frotas S.A; Movida Locação de Veículos S.A.; Movida Participações S.A.; Madre Corretora e Administradora de Seguros Ltda; SIMPAR S.A.; VAMOS Locação de Caminhões, Máquinas e Equipamentos S.A.; VAMOS Máquinas e Equipamentos S.A. (Valtra); Transrio Caminhões, Ônibus, Máquinas e Motores Ltda. (Volks).

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Health, safety and well-being

GRI 3-3 – People's health and safety | 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8 | 403-9 | SASB TR-RO-320a.3

Present in essential sectors of the economy, and serving large and medium-sized clients, some employees work within client facilities and in transit on roads and highways throughout the country. Ensuring safe conditions and the health of teams is a priority for the entire **SIMPAR** Group. The Company maintains an Integrated Management System which, among other things, brings together regulations such as the *Occupational Health and Safety Guide*, as well as constantly updated procedures and guidelines. Through the SGI, which covers all of the Group's own

employees, all operations processes are mapped, qualifying preventive and corrective actions. Thus, different activities are considered, from those carried out in administrative areas to operational areas, also considering the work provided in a customized manner and according to the needs of customers.

Tools are maintained to identify dangers and risks** and to support preliminary analyses by monitoring legal requirements in operations and health and safety indicators, and analyzing goals – the objective is to always guarantee zero accidents. In 2023, **SIMPAR** started tracking third-party accident data in its indicators. All data supports the Risk Management Program and the Medical Control and Occupational Health Program, focusing

on continuous improvement. An Occurrence Investigation Management System is maintained, which centralizes information on accidents to investigate risks, causes and prevention measures.

Control measures are also maintained to eliminate and minimize hazards and risks and training, awareness campaigns, field audits (inspections), acquisition of new technologies including telemetry, focusing on safety and assessment of hazards and risks according to internal procedures. Employees are guided and have the right to refuse whenever there is any risk in carrying out an activity. Before starting activities, new employees undergo security induction, where topics related to the activities carried out are covered. They also receive specific guidance for each role. As

SGI main procedures

Procedure to Apply Breathalyzers | Hazard Identification and Risk Assessment | Incident/Accident Communication and Investigation Process | Legislation Transport of Hazardous Products | Safety for Working at Height | Safety for Work in Confined Spaces | Alcohol Misuse Prevention Program | Behavioral Audit Guideline.

*There is no audit of the Management System. Considering business specificities, at the end of 2023, CS Portos Aratu was in the SGI implementation phase and had already implemented the HSE Policy and Guide. BRT Sorocaba and CS Grãos have their own management systems. Cíclus, although not having an implemented management system, complies with legal health and safety requirements through specific programs and procedures. CS Brasil has a Management System that encompasses 100% of CLT (Consolidated Labor Laws) employees, and its Corporate HSE area, responsible for said management, was audited for ISO 9.001 recertification in 2023. At VAMOS (considering the employees of VAMOS, HM and Tietê), JSL and Movida, the Management System also includes 100% of its own employees. At CS Infra, 63% of its own employees are covered by a management system (taking into account that some units of the group have a management system, and others do not). Automob is structuring a corporate HSE area. The BBC does not have a health and safety management system. Although the Management System does not systematically cover third-party workers, service providers also receive all the necessary and specific guidance for each business through the SGI.

**The main types of work accidents include factors linked to maintenance services, unsafe conditions, contact with chemicals, use of illegal substances, speed, tiredness and fatigue, posture, fire/explosion, noise, commuting accidents and commuting between work and home. Hazards are mainly associated with traffic accidents and unsafe driving, such as speeding, recklessness and lack of attention.

preventive measures, which include diagnostic and dangerousness reports, inspections, signage, requirements for appropriate use of PPE and promotion of Daily Safety Dialogue (DDS) and audits on work fronts are also carried out.

SIMPAN also maintains an active Specialized Service in Health, Safety and Occupational Medicine (SESMT), in addition to the Internal Accident Prevention Committee (Cipa)*, in which 100% of employees are represented. The subsidiaries** have their management supported by a specific HSE area in the holding, in addition to professionals, at the administrative headquarters and in the branches, such as occupational doctors; specialist doctors (general practitioner, orthopedists, gynecologists, cardiologists); occupational nurses; nursing assistants; nutritionists; and

psychologists. The Group also has specialized partner clinics throughout the national territory to assist its employees.

Ligado em Você/Connected to you

Since 2011, **SIMPAN** has maintained the social program **Ligado em Você**, providing assistance to employees and their families (spouses and children) in aspects of health, well-being, quality of life and personal and professional satisfaction. To this end, it has psychological care, clinical supervision with a psychiatrist, consultation with a generalist and comprehensive doctor, as well as a multidisciplinary team, made up of professionals from different areas who work together to meet the needs of employees.

In 2023, 8,764 services were provided and actions focused on mental health were promoted, with campaigns and prevention on relevant dates and dissemination of information on Conecta (**SIMPAN**'s corporate social network). At the beginning of the year, a White January campaign was carried out, with a podcast on self-knowledge and emotional balance and content on mindfulness (also covered in an external event for employees), reflection and breathing and relaxation techniques. In February, there was an awareness campaign on the National Day to Combat Drugs and Alcoholism and, during Carnival, another on the same topic. In August, in line with Lilac August, there were awareness raising actions to end violence against women, with the release of a video containing an interview about an abusive relationship. In September, it

Focus on health

At the end of 2023, **SIMPAN** launched a quality of life program focusing on its leaders. Called Saúde 360, it consists of measuring physical health data and includes a questionnaire to check aspects of emotional health and promote medical monitoring for one year, to contribute to physical and emotional health. Around 800 people participated in the action. Mental health was also the focus of a lecture, with a psychologist in Yellow September – month of suicide prevention actions.

*For operations that are not required to establish a CIPA, a representative trained in the same way as the Commission's training is appointed.
 **CS Porto Aratu is still in the process of structuring its workforce. Until the end of 2023, it did not have dedicated and specific functions in the area of workers' health, instead relying on a medical health post for emergency care and transport to the nearest external service, in addition to promoting educational and/or preventive campaigns. CS Grãos maintains a Quality, Health Safety and Environment sector (QSSMA). Ciclus has a Risk Management Program prepared by a consultancy company, which has replaced the PPRA since 2022, with employees' occupational health management carried out by a specialized company. CS Mobilidade keeps an occupational doctor.

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saúde 360

Sua saúde em primeiro lugar!



Launch of the Saúde 360 program at the 2023 Convention

was time to focus on valuing life (Yellow September campaign), with a lecture on mental and emotional health. In October, actions to prevent breast cancer were promoted, with a lecture, in addition to collecting scarves for the Instituto Quimioterapia & Beleza and an action by Cabelegria, in Mogi das Cruzes, to cut and donate hair (Pink October campaign). In November there was the Blue November campaign with awareness actions about prostate cancer prevention and a lecture.

Events for the internal audience

Promoting the well-being of employees also includes celebrations, which help to consolidate the team feeling. In 2023, **SIMPAR** held the Festa Junina in Mogi das Cruzes, with games, typical foods and prize draws; the “Veterans” meeting, valuing professionals who have completed cycles of 15, 20, 25 and 30 years of work at the Company; Kids Day, an action aimed at employees’ children, held in Mogi das Cruzes and São Paulo, occasions where children had the opportunity to have fun and get to know their parents’ workplace. There was an end-of-year meeting, in which performance was evaluated and the strategy and commitments for 2024 were presented, celebrating with the teams and thanking them for the work done.

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