

# IPIRANGA 2020 INTEGRATED REPORT

## GRI ATTACHMENT

This section complements the Ipiranga 2020 Integrated Report, with more detailed information about the GRI indicators. The report is available at <https://portal.ipiranga/wps/portal/ipiranga/aempresa/sustentabilidade>

## GRI CONTENT SUMMARY

### GRI 101: Foundation 2016

### GRI 102: General disclosures 2016

Content	Page/Response	Correlation with the SDGs and Global Compact*
102-1 Name of organization	Integrated Report: page 25	
102-2 Activities, brands, products and services	Integrated Report: pages 11-13	
102-3 Location of organization's head office	Integrated Report: page 25	
102-4 Location of operations	Integrated Report: page 11	
102-5 Ownership and legal form	Integrated Report: page 25	
102-6 Markets served	Integrated Report: page 11	
102-7 Scale of organization	Integrated Report: pages 11 and 76	
102-8 Information on employees and other workers	Integrated Report: page 66	SDGs 8 and 10 / GC 1 and 4
102-9 Supply chain	Integrated Report: page 57	

\*Takes into account the correlation provided by GRI for the Sustainable Development Goals (SDGs) with the information provided directly by the company. The GRI information was also correlated with the Global Compact Principles.

**GRI 101: Foundation 2016**

**GRI 102: General disclosures 2016**

Content	Page/Response	Correlation with the SDGs and Global Compact*
<b>102-10</b> Significant changes to the organization and its supply chain	There were no significant changes.	
<b>102-11</b> Precautionary principle or approach	Governance of risk management is undertaken jointly with Ultra. This approach favors an interdependent vision and ensures dynamic assessments of the main topics for rapid responses whenever critical topics are identified. Additionally, the sustainability strategy launched in 2020 entailed sector and market analyses that indicated trends and helped to define the main topics in which Ipiranga has potential impacts.	
<b>102-12</b> External initiatives	Integrated Report: pages 21, 59 and 63	
<b>102-13</b> Membership of associations	Integrated Report: pages 30 and 35	
<b>102-14</b> Statement from senior decision maker	Integrated Report: page 7	
<b>102-16</b> Values, principles, standards and norms of behavior	Integrated Report: page 27	SDG 16 / GC 10
<b>102-18</b> Governance structure	Integrated Report: pages 25 and 27	
<b>102-40</b> List of stakeholder groups	Integrated Report: page 6	
<b>102-41</b> Collective bargaining agreements	100% of the employees are covered by collective bargaining agreements.	SDG 8
<b>102-42</b> Identifying and selecting stakeholders	Integrated Report: page 6	
<b>102-43</b> Approach to stakeholder engagement	Employees (page 65), franchise and reseller network (49), consumers (49), suppliers (57), community (60)	
<b>102-44</b> Key topics and concerns raised	Participants in materiality process who responded to an online questionnaire: employees, consumers, business customers, sector associations, suppliers, franchisees, resellers, government bodies and third sector.	
<b>102-45</b> Entities included in the consolidated financial statements	The financial statements include all the businesses in the Ultra Group fuel segment. The same scope was used for the indicators GRI 102-8, 401-1 and 405-1. The major part of the publication, however, considers only Ipiranga's own units: Ipiranga fuel operations, AmPm stores, Jet Oil units, Business Market, Tropical Transportes and Pro-Frotas.	
<b>102-46</b> Defining report content and topic boundaries	The indicators GRI 102-8, 401-1, 405-1 and the information on financial results take into account the Ultra Group fuel segment. Other exceptions are clearly indicated throughout the report.	

**GRI 101: Foundation 2016**

**GRI 102: General disclosures 2016**

<b>Content</b>	<b>Page/Response</b>	<b>Correlation with the SDGs and Global Compact*</b>
<b>102-47</b> List of material topics	Integrated Report: pages 22-23	
<b>102-48</b> Restatements of information	Not Applicable. This is the first Ipiranga integrated report.	
<b>102-49</b> Changes in reporting	Not Applicable. This is the first Ipiranga integrated report.	
<b>102-50</b> Reporting period	Integrated Report: page 5	
<b>102-51</b> Date of most recent report	Not Applicable. This is the first Ipiranga integrated report.	
<b>102-52</b> Reporting cycle	Annual	
	Any doubts about the report may be addressed to:  <a href="mailto:ip.sustentabilidade@ipiranga">ip.sustentabilidade@ipiranga</a>	
<b>102-53</b> Contact point for questions regarding the report	Communications related to Safety, Health, Environment, Product and Service Quality and Value Chain should be addressed to the website portal. ipiranga or the telephones 3003-3451 and 0800-7205356.	
<b>102-54</b> Claims of reporting in accordance with the GRI Standards	Integrated Report: page 5	
<b>102-55</b> GRI content summary	Attachment: pages 1-8	
<b>102-56</b> External assurance	The report was not submitted to external assurance.	

<b>GRI Standard</b>	<b>Content</b>	<b>Page/Response</b>	<b>Correlation with the SDGs and Global Compact*</b>
<b>Pillar: Governance</b>			
<b>Material topic: Ethics and integrity</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The main impacts related to the topic occur in society in general and are caused by the company.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 28	
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 28	
<b>GRI 205: Anti-corruption 2016</b>	<b>205-1</b> Operations assessed for risks related to corruption	Integrated Report: page 28	
	<b>205-2</b> Communication and training in anti-corruption policies and procedures	Integrated Report: page 29	SDG 16 / GC 10
	<b>205-3</b> Confirmed incidents of corruption and actions taken	Integrated Report: page 29	SDG 16 / GC 10

GRI Standard	Content	Page/Response	Correlation with the SDGs and Global Compact*
<b>Topic Data privacy</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	Customers are the main ones impacted by the topic and the company's actions.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 32	
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 32	
<b>GRI 418: Customer privacy 2016</b>	<b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no substantiated complaints in the last three years.	SDG 16
<b>Pillar: Resources and environment</b>			
<b>Material topic: Climate change</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	Society and the environment are impacted by the way the company manages climate change and, indirectly, by the activities of suppliers and customers. At the same time, the company and its business model suffer impacts related to the topic from diffuse causes in society.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 37	
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 37	
<b>GRI 201: Economic performance 2016</b>	<b>201-2</b> Financial implications and other risks and opportunities due to climate change	Integrated Report: page 34	SDG 13 / GC 7, 8 and 9
<b>GRI 305: Emissions 2016</b>	<b>305-1</b> Direct (Scope 1) GHG emissions	Attachment: page 8	SDGs 12 and 13 / GC 8 and 9
	<b>305-2</b> Energy Indirect (Scope 2) GHG emissions from the acquisition of energy	Attachment: page 8	SDGs 12 and 13 / GC 8 and 9
	<b>305-3</b> Other indirect (Scope 3) GHG emissions	Attachment: page 8	SDGs 12 and 13 / GC 8 and 9
	<b>305-4</b> GHG emissions intensity	Integrated Report: page 41	
<b>Material topic: Water and soil contamination</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The environment and society are potentially impacted by the company's activities in this area.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 46	
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 46	

<b>GRI Standard</b>	<b>Content</b>	<b>Page/Response</b>	<b>Correlation with the SDGs and Global Compact*</b>
<b>GRI 307: Environmental compliance 2016</b>	<b>307-1</b> Non-compliance with environmental laws and regulations	Integrated Report: page 47	SDG 16 / GC 8
<b>Material topic: Eco-efficiency (energy, water, waste)</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The main impacts related to the topic are on society and the environment and are caused by the company.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 44	
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 44	
<b>GRI 302: Energy 2016</b>	<b>302-1</b> Energy consumption within the organization	Attachment: page 9	SDGs 7, 12 and 13 / GC 7, 7 and 9
	<b>302-3</b> Energy intensity	Integrated Report: page 44	SDGs 7, 12 and 13 / GC 7, 8 and 9
<b>GRI 303: Water and Effluents 2018</b>	<b>303-3 Water withdrawal</b>	Attachment: page 10	
	<b>303-4 Water discharge</b>	Attachment: page 10	
<b>GRI 306: Waste 2020</b>	<b>306-1 Waste generation and significant waste-related impacts</b>	Integrated Report: page 44	SDGs 7, 12 and 13 / GC 7, 8 and 9
	<b>306-3 Waste generated</b>	Attachment: page 9	SDGs 7, 12 and 13 / GC 7, 8 and 9
	<b>306-4 Waste not directed to disposal</b>	Integrated Report: page 44 Attachment: page 9	SDGs 7, 12 and 13 / GC 7, 8 and 9
	<b>306-5 Waste directed to disposal</b>	Attachment: page 9	SDGs 7, 12 and 13 / GC 7, 8 and 9
<b>Pillar: Shared value with society</b>			
<b>Material topic: Supply chain</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The company is both the cause and the object of impacts related to its suppliers. Regarding promoting good practices among partners, the main impacts occur in society in general.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 57	
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 57	
<b>GRI 308: Supplier environmental assessment 2016</b>	<b>308-1</b> New suppliers that were screened using environmental criteria	Integrated Report: page 57	
<b>GRI 408: Child labor 2016</b>	<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	Integrated Report: page 57	SDG 16 / GC 1, 2 and 5

<b>GRI Standard</b>	<b>Content</b>	<b>Page/Response</b>	<b>Correlation with the SDGs and Global Compact*</b>
<b>GRI 409: Forced or compulsory labor 2016</b>	<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	Integrated Report: page 57	GC 5
<b>GRI 414: Supplier social assessment 2016</b>	<b>414-1</b> New suppliers that were screened using social criteria	Integrated Report: page 57	SDG 16 / GC 1 and 2

**Material topic: Urban mobility**

<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The company causes and suffers impacts related to the topic, with direct reflexes on customers, society in general, and indirectly, on the supply chain.
	<b>103-2</b> Management approach and its components	Integrated Report: page 56
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 56
<b>Not applicable.</b>	Relevant information about the topic	Integrated Report: page 57

**Material topic: Conscious consumption**

<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The main impacts occur among customers and society in general, and are generated by the company's actions.
	<b>103-2</b> Management approach and its components	This is an emerging topic and the indicators to represent the company's performance in this material topic are still being studied.
	<b>103-3</b> Evaluation of management approach	
<b>Not applicable.</b>	Relevant information about the topic	

**Material topic: Proximity to the network and consumers**

<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The main impacts are caused by the company and are manifest in relations with resellers, franchisees, customers and consumers.
	<b>103-2</b> Management approach and its components	Integrated Report: page 49
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 49
<b>Not applicable.</b>	Relevant information about the topic	Integrated Report: page 49

GRI Standard Content	Page/Response	Correlation with the SDGs and Global Compact*	
<b>Material topic: Relations with surrounding communities</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The main impacts are caused by the company and are manifest in the stakeholder groups in general.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 60	
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 60	
<b>GRI 413: Local communities 2016</b>	<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	Integrated Report: page 60	
	<b>413-2</b> Operations with significant actual and potential negative impacts on local communities	Integrated Report: page 60	
<b>Pillar: People management and development</b>			
<b>Material topic: Labor relations</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	Employees are impacted more directly by the way the company manages the topic, but the reflexes are also manifested in society and in the company itself.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 65	GC 3 and 4
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 65	
<b>GRI 401: Employment 2016</b>	<b>401-1</b> New employee hires and employee turnover	Attachment: page 12	SDGs 5 and 8 / GC 3
<b>GRI 404: Training and education 2016</b>	<b>404-1</b> Average hours training per employee	Attachment: page 10	SDGs 3 and 8
<b>Material topic: Diversity</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The employees are more directly impacted by the way the company manages the topic, but the reflexes are also manifested in society and in the company itself.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 70	
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 70	
<b>GRI 405: Diversity and equal opportunity 2016</b>	<b>405-1</b> Diversity of governance bodies and employees	Attachment: page 12	SDGs 5 and 8 / GC 6
	<b>405-2</b> Ratio of basic salary and remuneration of women to men	Attachment: page 11	SDGs 5 and 8 / GC 6

GRI Standard Content	Page/Response	Correlation with the SDGs and Global Compact*	
<b>Material topic: Health and safety</b>			
<b>GRI 103: Management approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	The employees are more directly impacted by the way the company manages the topic, but the reflexes are manifested in society and in the company itself.	
	<b>103-2</b> Management approach and its components	Integrated Report: page 72	
	<b>103-3</b> Evaluation of management approach	Integrated Report: page 72	
<b>GRI 403: Occupational health and safety 2018</b>	<b>403-3</b> Occupational health services	Integrated Report: pages 72-73	SDG 8
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety.	Integrated Report: page 72	SDGs 8 and 16
	<b>403-6</b> Promotion of worker health	Integrated Report: page 73	SDG 3
	<b>403-7</b> Prevention and mitigation of health and safety impacts directly linked by business relationships	Integrated Report: page 72	SDG 8
	<b>403-9</b> Work-related injuries	Attachment: page 13	SDG 3, 8 and 16

# ENVIRONMENTAL MANAGEMENT

GHG emissions (tCO <sub>2</sub> e) <sup>1</sup> GRI 305-1, 305-2, 305-3	2018	2019	2020
Direct emissions (Scope 1) <sup>2</sup>	12,821.2	12,152.7	8,854.7
Biogenic CO <sub>2</sub> emissions	1,814.3	1,666.0	1,203.9
Energy indirect emissions (Scope 2) from the acquisition of energy <sup>3</sup>	1,563.4	1,558.6	1,229.8
<b>Direct emissions + indirect emissions</b>	<b>14,384.6</b>	<b>13,711.3</b>	<b>10,084.4</b>
Other indirect emissions (Scope 3) <sup>2 4</sup>	348,264.6	579,958.6	613,552.2
Biogenic CO <sub>2</sub> emissions	28,342.4	40,964.4	37,377.3

1. The GHG inventory covers all the companies controlled operationally by Ipiranga, with the exception of the own AmPm stores. This operation was initiated in the second half of 2020, and the related data are not available for inclusion in the calculation.

2. Takes into account carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs).

3. Takes into account CO<sub>2</sub> emissions.

4. Takes into account business travel (air and land), employee commuting, upstream and downstream transportation and distribution, waste generated in the operation and goods and services purchased.



<b>Energy consumption (GJ) GRI 302-1</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Acquired energy</b>	<b>79,902.2</b>	<b>84,451.0</b>	<b>80,455.2</b>
Electricity	79,902.2	84,451.0	80,455.2
Electricity - Captive market	n.a.	76,783.0	63,732.7
Electricity Free Market	n.a.	7,668.0	16,722.6
Steam	0.0	0.0	0,0
<b>Self-generated energy<sup>1</sup></b>	<b>54,397.8</b>	<b>32,363.3</b>	<b>12,453.7</b>
Electricity <sup>2</sup>	41,207.4	12,720.9	10,302.1
Heating <sup>3</sup>	651.8	597.9	273.1
Steam <sup>4</sup>	12,538.6	19,044.5	1,878.4
<b>TOTAL CONSUMPTION</b>	<b>134,300.0</b>	<b>116,814.3</b>	<b>92,908.9</b>

1. Takes into account non-renewable combustion.

2. Includes diesel used in generators.

3. Includes natural gas, liquefied petroleum gas (LPG) and gasoline.

4. Includes fuel oil in the Paulínia (SP) Pool boilers.

<b>Waste management (t) GRI 306-3, 306-4, 306-5</b>	<b>Generation</b>	<b>Recovery</b>	<b>Disposal</b>
Non-hazardous material - class IIA <sup>1</sup>	719.5	337.6	381.9
Non-hazardous material - class IIB (inert) <sup>2</sup>	337.5	10.2	327.3
Hazardous material - class I <sup>3</sup>	1,778.6	39.3	1,739.3
<b>TOTAL<sup>4</sup></b>	<b>2,835.6</b>	<b>387.1</b>	<b>2,448.5</b>

1. Includes non-recyclable materials; residues from pruning and sweeping; paper and cardboard; plastic; organic and metals. Diverted to recycling, composting and reuse, and the material that cannot be recovered is directed to landfills and incineration.

2. Takes into account mainly civil construction and glass waste material.

3. Residue from cleaning tanks and oil and water separator tanks and oil contaminated with hydrocarbons, used oil, among others. Biodiesel is reprocessed and contaminated packaging is recycled. The remainder is disposed of in landfills, by incineration, biological treatment or co-processing.

4. For AmPm, it includes only the four distribution centers and not the company-owned stores.

<b>Water withdrawal (thousands of liters)<sup>1 2 3</sup></b> GRI 303-3	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total water withdrawal	119,280.08	121,367.24	113,736.25
Surface water	4,558.42	6,511.91	5,771.03
Ground water	22,967.14	23,422.14	25,765.39
Third-party water (e.g. utility companies)	91,754.52	91,433.20	82,199.82

  

<b>Water discharge (thousands of liters)<sup>2 3</sup></b> GRI 303-4	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total water discharge	66,463.96	83,324.32	75,561.31
Surface water	810.26	963.20	1,670.23
Ground water	28,377.44	25,985.69	36,014.21
Third-party water (e.g. utility companies)	37,276.26	56,375.43	37,876.87

1. All the withdrawal sources are listed.

2. The most part of the water withdrawn is fresh water from utilities. Ipiranga monitors a number of quality parameters in the withdrawal and discharge of water, in line with the related licenses and permits, but not specifically salinity. As such, it is not possible to indicate the volume of fresh water for these cases in accordance with the criteria for the indicator (up to 1g of total solids per liter). Ipiranga does not monitor water stress zones.

3. For AmPm, it includes only the four distribution centers and not the company-owned stores.

# PEOPLE MANAGEMENT AND DEVELOPMENT

<b>AVERAGE TRAINING (hours/employee)</b> GRI 404-1	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>BY GENDER</b>			
Men	48.8	34.9	18.6
Women	41.3	22.7	12.2
<b>BY FUNCTIONAL CATEGORY</b>			
CEO	32.0	23.0	1.0
Director level	39.0	23.6	2.8
Management	61.5	33.8	12.4
Coordination	67.0	47.5	17.7
Administrative	36.4	23.1	15.1
Operational	34.7	34.0	21.2
<b>TOTAL</b>	<b>40.6</b>	<b>29.8</b>	<b>16.9</b>

**NEW EMPLOYEE HIRES AND TURNOVER<sup>1</sup>** GRI 401-1

	2018			2019			2020		
	Hires	Hiring rate	Turn-over rate	Hires	Hiring rate	Turn-over rate	Hires	Hiring rate	Turn-over rate
<b>BY GENDER</b>									
Men	183	6.9%	13.0%	138	5.3%	13.1%	293	11.4%	15.4%
Women	45	7.0%	12.5%	463	69.8%	46.5%	209	26.3%	23.4%
<b>BY REGION</b>									
Midwest	5	4.3%	7.8%	34	25.2%	29.3%	16	13.4%	15.5%
Northeast	27	13.0%	23.7%	46	21.9%	24.3%	41	14.6%	16.6%
North	15	11.1%	19.3%	28	19.2%	21.9%	17	12.1%	14.5%
Southeast	146	6.1%	11.7%	432	18.9%	20.2%	376	15.7%	17.8%
South	35	7.8%	13.9%	61	11.9%	13.3%	52	12.3%	13.9%
<b>BY AGE GROUP</b>									
Under 30 years	135	19.6%	19.6%	297	35.4%	28.0%	257	25.3%	21.3%
From 30 to 50 years	92	4.3%	11.3%	302	14.2%	17.2%	244	11.7%	14.7%
Over 50 years	1	0.7%	32.5%	2	0.6%	16.5%	1	0.4%	19.3%
<b>TOTAL</b>	<b>228</b>	<b>6.9%</b>	<b>12.9%</b>	<b>601</b>	<b>18.3%</b>	<b>19.9%</b>	<b>502</b>	<b>15.0%</b>	<b>17.0%</b>

1. Takes into account the consolidated number of the Ultra Group fuels segment.

	2018		2019		2020	
	Men	Women	Men	Women	Men	Women
<b>Ratio of women's base salary to men's</b> GRI 405-2						
CEO	100%	-	100%	-	100%	-
Management	100%	90%	100%	85%	100%	83%
Coordination	100%	111%	100%	113%	100%	129%
Administrative	100%	85%	100%	87%	100%	102%
Operational	100%	75%	100%	75%	100%	90%

Diversity <sup>1</sup> - by gender GRI 405-1	2018		2019		2020	
	Men	Women	Men	Women	Men	Women
CEO	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Director level	100.0%	0.0%	83.3%	16.7%	83.3%	16.7%
Management	87.7%	12.3%	82.8%	17.2%	75.7%	24.3%
Coordination	77.5%	22.5%	83.1%	16.9%	79.9%	20.1%
Administrative	71.3%	28.7%	67.6%	32.4%	66.2%	33.8%
Operational	98.3%	1.7%	98.8%	1.2%	92.3%	7.7%
<b>TOTAL</b>	<b>80.5%</b>	<b>19.5%</b>	<b>79.8%</b>	<b>20.2%</b>	<b>76.3%</b>	<b>23.7%</b>

Diversity - by age <sup>1</sup> group GRI 405-1	2018			2019			2020		
	Up to 30 years	From 30 to 50 years	Over 50 years	Up to 30 years	From 30 to 50 years	Over 50 years	Up to 30 years	From 30 to 50 years	Over 50 years
CEO	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Director level	0.0%	14.3%	85.7%	0.0%	28.6%	71.4%	0.0%	50.0%	50.0%
Management	0.0%	57.5%	42.5%	2.6%	68.1%	29.3%	4.5%	73.9%	21.6%
Coordination	1.5%	44.7%	12.1%	8.7%	77.8%	13.5%	1.2%	77.2%	10.8%
Administrative	30.0%	68.8%	10.9%	34.7%	58.0%	7.3%	39.0%	55.3%	5.8%
Operational	15.2%	70.8%	13.9%	19.5%	70.2%	10.4%	25.5%	67.3%	7.2%
<b>TOTAL</b>	<b>21.0%</b>	<b>65.8%</b>	<b>13.2%</b>	<b>25.5%</b>	<b>64.5%</b>	<b>10.0%</b>	<b>30.3%</b>	<b>62.3%</b>	<b>7.5%</b>

Diversity <sup>1</sup> - by ethnic origin/ race/ color GRI 405-1	2020				
	Black	Mixed race	White	Oriental	Indigenous
CEO	0.0%	0.0%	100.0%	0.0%	0.0%
Director level	0.0%	0.0%	83.3%	16.7%	0.0%
Management	0.9%	3.6%	94.6%	0.9%	0.0%
Coordination	1.0%	16.8%	80.8%	1.4%	0.0%
Administrative	3.3%	16.5%	79.0%	1.0%	0.2%
Operational	9.4%	27.9%	61.7%	0.8%	0.2%
<b>TOTAL</b>	<b>4.8%</b>	<b>19.1%</b>	<b>74.5%</b>	<b>1.0%</b>	<b>0.1%</b>

#### Diversity<sup>1</sup> - participation of disabled persons GRI 405-1

CEO	0.0%
Director level	0.0%
Management	0.0%
Coordination	0.2%
Administrative	1.6%
Operational	0.6%
<b>TOTAL</b>	<b>1.0%</b>

1. Classification: director level takes into account all directors; management includes managers and executive managers; coordination encompasses supervisors and consultants, in addition to coordinators; administrative covers analysts and specialists; and operational includes support staff and assistants.

<b>OCCUPATIONAL HEALTH AND SAFETY<sup>1</sup> GRI 403-9</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Employees</b>			
Total hours worked	5,377,667	5,432,500	5,378,167
Fatalities (total)	0	0	0
Serious work-related ill-health (total) <sup>2</sup>	0	0	0
Work-related injuries requiring mandatory communication <sup>3</sup> (total)	3	8	7
Work-related injuries requiring mandatory communication <sup>4</sup> (rate)	0.56	1.47	1.30
Accident frequency rate <sup>5</sup>	0.93	2.02	2.42
Severity rate <sup>6</sup>	6.32	10.86	7.81
<b>People whose work and/or workplace is controlled by the organization<sup>7</sup></b>			
Total hours worked	1,144,000	1,165,833	725,667
Fatalities resulting from work-related accidents (total)	0	0	0
Serious work-related ill-health (total) <sup>2</sup>	0	0	0
Work-related injuries requiring mandatory communication <sup>3</sup> (total)	0	0	1
Work-related injuries requiring mandatory communication <sup>4</sup> (rate)	0	0.00	1.38
Accident frequency rate <sup>5</sup>	0.00	0.00	2.76
Severity rate <sup>6</sup>	0.00	0.00	4.13

1. Takes into account the consolidated number of the Ultra Group fuels segment. Main types of work-related accidents: trapped hands and falls.

2. Accidents causing injuries or limitation in worker's capabilities for over six months. Does not include fatalities.

3. Accidents resulting in sick leave. Includes fatalities.

4. The rates are calculated based on the formula: N° of accidents x 1,000,000 / Man hours worked.

5. Takes into account accidents with leave and also light injuries treated on site without leave for employee. The calculation formula is: (N° of accidents x 1,000,000)/Man hours worked.

6. The formula is: (N° of days lost x 1,000,000)/ Man hours worked.

7. Takes into account third-party service providers involved in conservation, cleaning, maintenance, asset security and operational activities at the company's bases.

## CREDITS

### IPIRANGA

#### Coordination

People and Sustainability area

#### Content, GRI consulting and design

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#### Translation

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