



Sustainability Report 2024

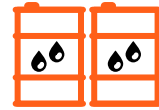
EXECUTIVE
SUMMARY



We are ICONIC

We are a joint venture between Ipiranga (our Brazilian soul) and Chevron (our global DNA), and our purpose is to create solutions for a better world.

We serve several segments in the B2B market. Our Ipiranga Lubrificantes and Texaco Lubrificantes brands are available to end consumers through exclusive authorized distributors.



Annual
production capacity:
500 million liters



Production in 2024:
350 million liters

Leader in the
lubricants sector
in Brazil:
24,6%
market share¹



¹ According to data from the Instituto Brasileiro de Petróleo e Gás (IBP).



In addition to Brazil, we are present in Argentina, Bolivia, Paraguay, and Uruguay.

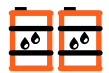


Futuro Sustentável Program

ICONIC's sustainability journey began in 2020. The following year, we launched the Futuro Sustentável program, which manages our seven material topics:



Energy transition



Management of raw materials, products, and waste



People management, diversity and inclusion



Innovative solutions



Health, safety and well-being



Socioeconomic development



Ethics and integrity

Committed to continuous evolution, in 2023 we announced our 2030 Public Sustainability Commitments:

43% reduction in relative GHG emissions, scopes 1 and 2
(base year: 2020)

50% reduction in plastic consumption in our containers
(base year: 2022)¹

Diversity and inclusion:
48% women at ICONIC
(base: 27% at the end of 2023)

50% women in leadership roles
(base: 32% at the end of 2023)

30% black and brown people in leadership roles
(base: 13% at the end of 2023)



¹ The company adjusted the base year from 2023 to 2022, as it had already implemented reduction initiatives since 2022. The adjustment will allow ICONIC to compare its annual progress since the beginning of the efforts.

Growing with sustainability

At ICONIC, we believe that it is possible to expand our business sustainably, reducing the impact of our operations and products on the environment, enhancing the value creation for stakeholders and remaining aligned with the best practices of integrity, governance, and management. The results achieved in 2024 prove that we are on the right track:

Business expansion

Net Revenue (BRL)



EBITDA (BRL)



Net profit (BRL)



Financial results achieved two years ahead of our business plan estimates.

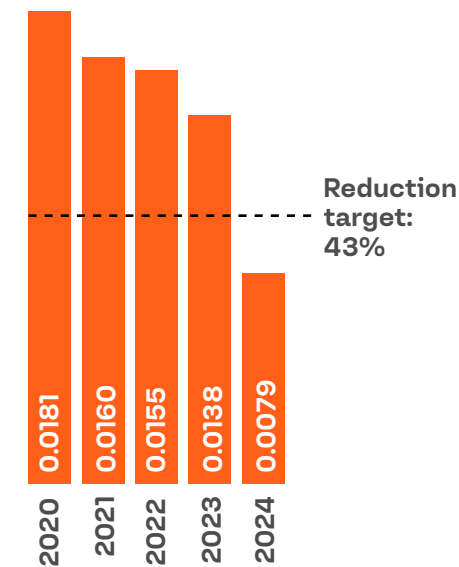
+ 70% in net revenue
of our Base Oil division.



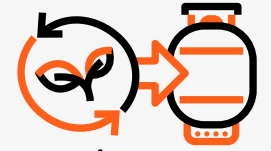
Decarbonization journey

56% reduction in relative GHG emissions **six years ahead of schedule** and exceeding the established goal.

Emission intensity (t CO₂e/m³ produced)



Biomethane pioneer
First company in the sector to use **biomethane** in its operations.



Investment
BRL 6.6 million invested in the decarbonization plan from 2021 to 2024.

Main actions

2022: Diesel-fired boiler is replaced with boils that use natural gas at the plant in Duque de Caxias (RJ).

2023/2024: Electric forklifts are introduced at the plants in Osasco (SP) and Duque de Caxias (RJ).

2024: ICONIC starts using biomethane in the boilers at the plant in Duque de Caxias (RJ).

Commitment to continuous improvement

We started monitoring our indirect emissions of scope 3.



Innovation

Inauguration of the **ICONIC Technology Center**, one of the main private laboratories in the sector in Latin America:



Investment of about **BRL 10 million**.

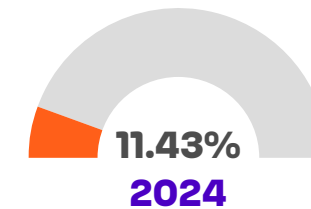
Installed in an area of **1.100 m²** at the Duque de Caxias plant.

Equipped with more than **ultramodern devices** and machines.

Highly qualified team.

Eco-efficient packaging and products

11.43% reduction of virgin plastic in rigid containers since 2022, thanks to:



- Weight reduction of some containers.
- Use of post-consumer recycled (PCR) plastic resin).

1,470 tons of virgin plastic are no longer used.

Launch of **vegetable oil** for the steel industry that offers a lower carbon footprint than a similar mineral oil.

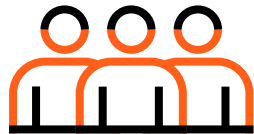
End of tests with a new product for engines powered by natural gas or biomethane.





People

More than 500 employees



Third place in the **Excellence in People Management** award from Grupo Gestão RH.

Launch of the organizational culture **We are ICONIC:**



#Eu transformo
Self-confidence and leadership guide our actions.



#Pra cima
Focus on solutions is what guides our actions.



#Pelo cliente
Listening to and understanding customers guide our actions.



#Aqui inova
Continuous improvement, open mind, and creativity guide our actions.

Diversity

Women in the company's team
27.8%

Women in leadership positions¹
34.4%

Black and brown people in leadership roles¹
12.5%



We are a top company in the Chemical and Petrochemical category of the **Diversity, Equity and Inclusion 2024** ranking, do by Instituto Ethos and Época Negócios magazine.

¹. Management roles and above.

Socioeconomic development

End of the expansion works of the port's draft in Rio de Janeiro (RJ), increasing the safety of operations and contributing to the development of the state.

Around **BRL 1.3 million** allocated to **social projects** through incentive laws.

Credits

General coordination

Technology and Sustainability Senior Management
Sustainability Department

ESG consultancy, content, and design

Conecta Conteúdo e Sustentabilidade

English translation

CLL – Centro Latino de Línguas

Photos

ICONIC

Full report available at:

<https://iconic.com.br/en/sustentabilidade>