

Sustainability Report 2025



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About this report

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

This is the 2025 ICONIC Sustainability Report. It outlines the company's performance on priority sustainability topics and provides the main financial and operational highlights of the period.

The report was based on the Global Reporting Initiative (GRI) standards and, for the first time, also includes some indicators from the Sustainability Accounting Standards Board (SASB) methodology for the sector of Oil & Gas-Refining and Marketing. The reporting scope and period are the same as the financial statements: January 1 to December 31, 2025.

The Technology and Sustainability Management was responsible for developing this report, which had the final approval from the CEO and other members of the Executive Board.

Questions and comments can be sent to: sustentabilidade@iconic.com.br

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Message from the CEO GRI 2-22

In 2025, we once again exceeded initial projections, overcoming challenges to achieve consistent results and maintain ICONIC’s leading role. We proved that it is possible to combine business growth with the best sustainability practices. Compared to 2024, we ended 2025 with an increase of 1.8 percentage points in market share and a 7.4% increase in sales volume, both of which were above industry levels.

We also strengthened our core business and, simultaneously, expanded our participation in adjacent niches. Among other highlights, we signed new agreements with relevant customers and established strategic partnerships with international brands, which allow us to serve specific industry segments more comprehensively and innovatively, such as

the partnership established with Chevron Oronite for the exclusive distribution of additives through ICONIC Base Oil Solutions.

As a reflection of these actions and other market opportunities, we resumed production at the São Cristóvão terminal in Rio de Janeiro (RJ), and in November, we formalized the 24/7 work schedule at the Duque de Caxias (RJ) factory, a model that prioritizes the quality of life of our employees.

Throughout the year, we also enhanced the company’s digital transformation journey: ICONIC’s new operating system will be deployed in the second half of 2026, increasing our efficiency and speeding up our decision-making process. Meanwhile, we continued investing in infrastructure improvements and strengthening our security processes.



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In the climate area, the use of biomethane to fuel the boilers in Duque de Caxias, which allowed us to reach our carbon reduction target ahead of schedule, has completed a year without any incidents. In 2025, we will begin to examine emissions from the value chain more closely: we included some Scope 3 categories in our greenhouse gas (GHG) emissions inventory and started a pilot project to use biomethane in our logistics operations. We have also made progress in calculating the carbon footprint of some of our products and continue providing the market with high-performance solutions that improve engine and equipment energy consumption, positively impacting the emissions of our customers.

As recognition of this work, we achieved a B score on the CDP's climate change questionnaire, awarded to companies with effective management of their GHG emissions. We also earned the Gold Seal from the Brazilian GHG

Protocol Program for submitting our emissions inventory validated by a third party.

In other environmental areas, we increased the sale of bulk lubricants and reduced the consumption of virgin plastic in our packaging by 29.3% per m³ sold versus 2022, when we began this operation.

The year also saw significant achievements for our people and society. We strengthened the "We are ICONIC" organizational culture among the team, accelerated development initiatives for leaders and employees, launched the new ICONIC Educa learning platform, and implemented several initiatives to increase gender equity in the company. We also structured ICONIC's first own social project in partnership with the *Instituto Escola do Mecânico*, which trained residents of Duque de Caxias and the surrounding area to work in the automotive sector.

I only mentioned a few of the company's achievements in 2025 here. The following pages detail these and other accomplishments, which fill us with pride and inspire us to move forward. In 2026, we will focus on advancing current projects to continue growing and expanding our positive impact on the world.

Enjoy the report!

Alexandre Bassaneze
CEO

Overview 2025



EBITDA
41%
higher than 2024.



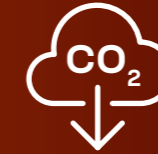
DIVERSIFIED PORTFOLIO

Entry into the market of lubricant additives and strategic partnerships with global brands.

20% growth in the number of employees.

New 24/7 work schedule at the Duque de Caxias (RJ) factory: longer and more frequent rest periods for the team.

ICONIC's 1st own social project in partnership with the *Instituto Escola do Mecânico*.



82% reduction in relative carbon emissions¹ when compared to 2020.



Pioneering use of biomethane recognized in the *Firjan Sustainability and Conscious Vision* awards.



Start of tests with trucks powered by biomethane.



29.3% reduction in relative consumption² of virgin plastic in packaging since 2022.

1. In tCO₂e per m³ produced. Direct and indirect emissions related to the acquisition of electrical energy. 2. Total virgin plastic consumed divided by the total lubricants sold (m³).

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GRI 2-1, 2-6

ICONIC Lubrificantes S.A. was founded in 2017 as a joint venture between Ipiranga and Chevron. Focused on the manufacture and marketing of lubricating oils, greases, and coolants, the company serves the B2B and retail sectors.

In recent years, we have expanded our operations and gradually broadened our portfolio of solutions. In 2023, we began selling base oils to other players in the sector, acquired from global manufacturers. After that, in partnership with Lubrin, we began offering specialized technical services to the B2B market, including industrial lubrication consulting, lubrication plans, and equipment monitoring.

More recently, we entered the lubricant additives segment and, in addition to the Ipiranga and Texaco brands, we brought the global brands Bel-Ray, HF Sinclair, and Nynas to our ecosystem, strengthening ICONIC's presence in the specialty market.

Since it was founded, ICONIC has been the leading company in the Brazilian lubricants market and in Research & Development (R&D). In addition to Brazil, our products are sold in Argentina, Bolivia, Paraguay, and Uruguay.

The ICONIC team consisted of 667 employees in December 2025.



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Our manifesto



ICONIC: for everything that can't stop

Latin America pulsates in cycles, in machines, in harvests, in roads. It's raw power, it's the present under pressure, it's the future that wants to happen. This continuous movement depends on systems that can't fail, operations that sustain entire economies, and decisions that determine whether the day will end in success or failure.

We are at the center of this movement keeping everything running while anticipating risks, increasing performance, and ensuring that every project – current or beginning – keeps growing. We have integrated the entire lubrication cycle because we understand that continuity is a strategy, not a routine, and that trust is not just about predictability, it's about expanding potentials.

From logistical intelligence to the most advanced Technology Center in Latin America, from base oil to premium products, from collection to reuse, from data that alert to insights that guide, from the field to the plant, and from transportation to energy generation, our delivery is not just technical – it's decisive. We connect science and scale, presence and power, heart and performance.

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Our positioning

Building trust that generates results

We combine knowledge, technology, and presence to ensure that our customers' operations move forward continuously, with high performance, predictability, and security – far beyond what is delivered in a product.

Performance

We ensure that our customers' operations continue without interruption. More than lubrication, our technology enables us to deliver continuous efficiency, allowing operations to reach their maximum potential.

Predictability

We anticipate what's coming next to avoid downtime and reduce uncertainty using data, monitoring, and safer decisions that guarantee the success of our customers tomorrow.

Security

We take care of what's essential, protecting assets and people with technical rigor at every stage, so that everything keeps moving forward with confidence.



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An ecosystem in motion, a cycle that never stops

The ICONIC Journey integrates each step into a continuous cycle, monitoring, preventing, and renewing to keep our customers' businesses always moving forward.



We transform essence into power

Technology and mastery of inputs are at the base of everything that moves. Everything that can't stop starts here, in the control of raw materials. From base oil to additives, we use technology to generate the power that keep our customers' operations moving forward.

Technology and portfolio

This technological base integrates brands that are present in the daily operations, such as Ipiranga, Texaco, Bel-Ray, and other globally recognized brands, into a complete portfolio with solutions that adapt to different needs.

Performance Solutions

Full operation depends on precision at every stage. We combine performance and specialized technical consulting to apply technology correctly and extract the best from our customers' operations.

Monitoring and prevention

Behind every technical decision is the largest specialized lubricant laboratory in Latin America (CTIC). It transforms knowledge into real advantages for our customers' operations.

Sustainable movement

This entire cycle is completed with an environmental commitment integrated into the operation. Through the Programa Renovar, we turn responsibility into actions that contribute to the circular economy and the sustainable development of our customers' businesses.



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Sectors where ICONIC operates GRI 2-6

In the B2B market, ICONIC’s solutions are developed for the automotive, mining and metallurgy, steel, construction, energy, shipping, agribusiness, road transport (cargo and passenger) and rail sectors, among others.

We operate in the retail sector through our network of authorized distributors that has 18 exclusive partners across Brazil. They sell the Ipiranga and Texaco lubricant portfolio to automotive service stations, auto body shops, and others. The two lines are also found at Ipiranga gas stations, and the brand’s products are also available at Texaco stations.

ICONIC’s current portfolio has more than 1,000 products, sold to more than 100,000 customers (B2B and retail markets).

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Operations GRI 2-1

Our headquarters are in Rio de Janeiro (RJ), where our administrative offices are located. Our lubricant factory and the ICONIC Technology Center, one of the largest private laboratories in the sector in Latin America, are located in Duque de Caxias (RJ). In Osasco (SP), we have a factory that produces greases and coolants.

In Rio de Janeiro, we have the Base Oil Depot (DOB) at the port, where ships carrying the supplies acquired by ICONIC Base Oil dock – the area belongs to the Federal Government, and the company holds its concession until 2035. Next to it is the São Cristóvão terminal, which stores these base oils and the automotive additives recently incorporated into our portfolio. In 2025, the terminal also resumed its production activities.

Our consolidating logistics center is in the district of Xerém, in Duque de Caxias, which sends our products to 17 other distribution centers operated by logistics partners.

Our production capacity is 500 million liters; in 2025, we produced 330.3 million liters.



● South American countries where ICONIC products are sold.

📍 Our extensive reach is ensured by 17 distribution centers in the cities of Benevides (PA); Olinda (PE); Eusébio (CE); Guarulhos, Ribeirão Preto, Paulínia, São José do Rio Preto (SP); Aparecida de Goiânia (GO); Manaus (AM); Araucária, Sarandí (PR); Itajaí (SC); São Francisco do Conde (BA); Canoas (RS); Cuiabá (MT); Betim (MG); and Teresina (PI).



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Commitment to excellence

We regularly invest in improvements to our production infrastructure and control procedures in order to maintain the quality and safety of our processes and the products we manufacture and ensure environmental compliance.

ICONIC's commitment to excellence is demonstrated by its ISO certifications: ISO 9001 (quality management), ISO 14001 (environmental management), ISO 45001 (occupational health and safety management), ISO 17025 (laboratory quality management), and IATF 16949 from the International Automotive Task Force, whose members are the world's leading vehicle manufacturers, allowing ICONIC to supply products to this group. The company passed all recertification processes in 2025.



Supply Chain GRI 2-6

The excellence of ICONIC's processes and products depends on the commitment of our supply chain, especially those partners that provide materials and services directly linked to the products of our portfolio. In 2025, ICONIC had 174 suppliers of additives, base oils, logistics services, and packaging. Of these, 72% were based in Brazil.

Through the MAIS Program, we monitor supplier performance annually in four areas: adherence to schedule, commercial relationship, quality, and sustainability. The latter includes environmental, human rights, and health and safety aspects. Every year, ICONIC recognizes the suppliers that achieve the highest scores in the program.

Critical suppliers, as determined by a set of technical criteria, are subject to audits, visits, and homologation tests. The company also monitors the renewal of ISO and IATF certifications of its partners.

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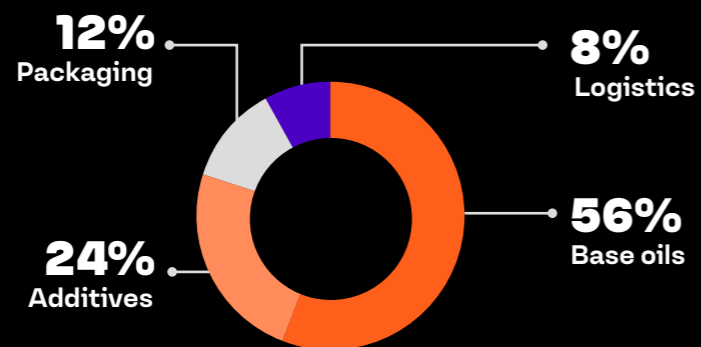
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Boosting the best socio-environmental practices

At ICONIC, suppliers with established sustainability practices are prioritized in some types of agreements. In line with one of our 2030 commitments, we give preference, for example, to partners that supply packaging with a higher percentage of post-consumer recycled (PCR) resin.

We are also studying how to consider socio-environmental performance as a tie-breaker criterion in competitive processes.

Total amount spent with suppliers by category



Value chain GRI 2-6



How we work to offer excellent products to our more than 100,000 customers and contribute to circularity in our industry.

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Governance and management

GRI 2-9, 2-10, 2-11, 2-16

The highest governing body of ICONIC is the Board of Directors, which has five members with 2-year terms. Ipiranga, which owns 56% of our shares, appoints three members, while Chevron, with 44% of the shares, appoints the other two.

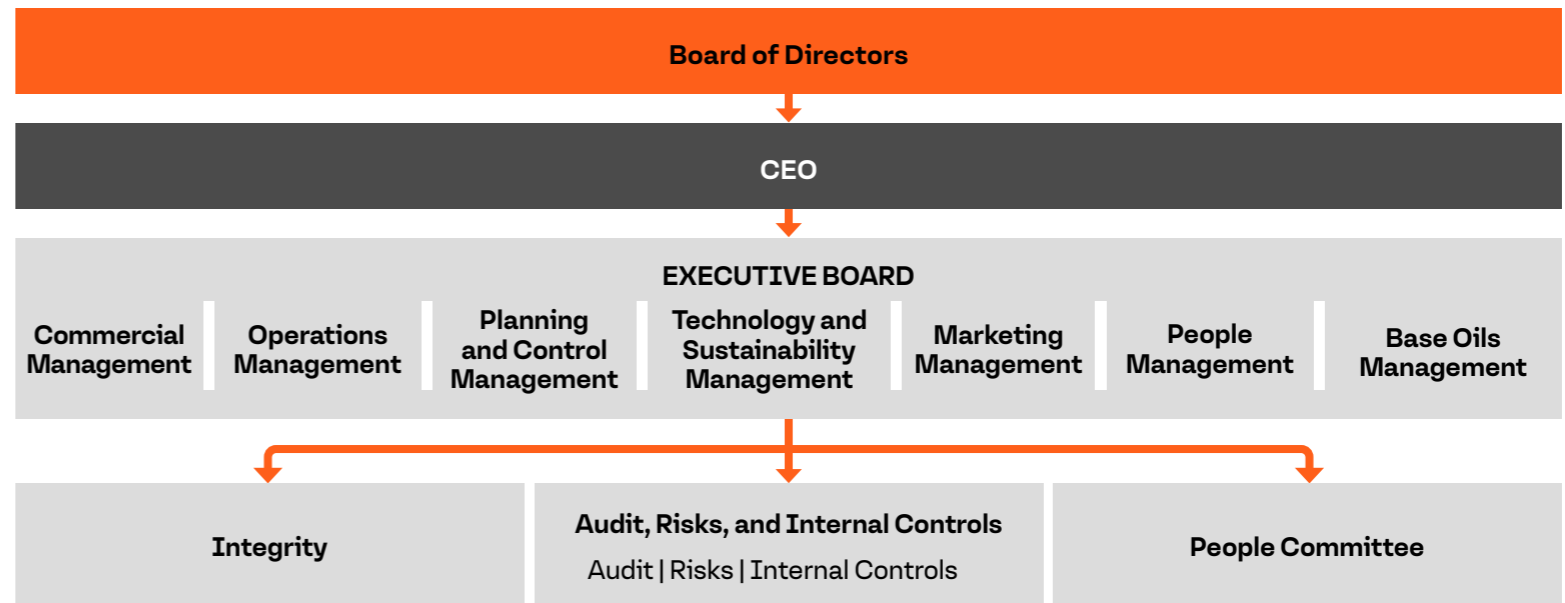
All directors have extensive experience in the sector and in governance and integrity topics, and none of them holds an executive position in the company. In the current term, Ipiranga's President is the chairman of our Board of Directors.

The strategic management of the business is the responsibility of the CEO and the Executive Board, which has representatives from five senior managements and two executive managements. The board meets weekly at the Executive Group Meetings (RGE), where sustainability issues and relevant topics for the company's stakeholders are periodically discussed. Critical concerns are always shared with the Board of Directors.

The Integrity and the Audit & Risk areas and the People Committee are linked to

the Executive Board. The governance model adopted by the company has no advisory committees to the Board of Directors.

The guidelines to avoid conflicts of interest and ensuring transparency and integrity in our relationships with our stakeholders are outlined in a specific policy. GRI 2-15



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Remuneration GRI 2-19

Executives receive fixed and variable remuneration. Variable remuneration is linked to performance against the goals set for the period – there is always a sustainability goal (see page 31 for details).

The company adopts clawback practices, which follow the Ultra Group’s Corporate Reparation Policy.

Impact Management GRI 2-25

The CEO and the Executive Board monitor any negative impact caused by the company on the economy, the stakeholders, and the environment, and manage the respective mitigation actions. In this case, the Board of Directors is always informed and provides support to the leadership, approving the investments required for the implementation of mitigation measures.

Audits for certification renewal also include an impact assessment, which helps us map and mitigate risks preventively and improve our management systems.

All stakeholders can report any impact caused by ICONIC via the Ultra Group’s Canal Aberto (read more about *Canal Aberto* on page 70).

Risk management

Our risk management process follows the guidelines of the Ultra Group’s Risk Management Policy. The most recent version of this policy was approved by the Board of Directors of the Ultrapar holding company in September 2025.

Risks are classified into five categories – Strategic, Operational, Financial, Integrity, and Technological Risks – and are positioned in a matrix according to their potential impact and ICONIC’s level of vulnerability. Sustainability issues are part of the Strategic Risks.

The matrix undergoes annual reviews and are used for the development of action plans to control and eliminate risks. The plans are conducted by the areas where the risks have emerged.

The risks we monitor include potential leaks, fires, and operational faults resulting from the storage, handling, and distribution of portfolio products, which can affect people

and the environment and interrupt our activities. To minimize these risks, we have a consolidated Health, Safety, Quality, and Environment Management System that is constantly improved. We also regularly invest in infrastructure improvements and protective technologies.

Another risk that can affect ICONIC’s competitiveness is the impact that decarbonizing the economy can have on the demand for petroleum-derived products, including lubricants. We manage this risk by monitoring the progress of the energy transition and investing in Research & Development to provide products that help reduce the carbon footprint of our customers.

In 2025, as a result of a project led by Ultrapar, we reviewed and strengthened our internal controls, which support the risk management team.

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In 2025, ICONIC began a new strategic cycle, which seeks to consolidate the company as an increasingly comprehensive and integrated solutions platform.

ICONIC’s growth objectives are fully aligned with the socio-environmental agenda, because our achievements show that there is no conflict between growth and sustainability. In fact, by integrating sustainability into our business strategy, we create a competitive advantage, build customer loyalty, access new markets, and optimize costs. This positioning also reflects the growing recognition that private organizations must collaborate with governments and society to transform aspirations into action, developing and scaling solutions that address the main socio-environmental challenges of our time.

One of our main strategies to continue expanding our business is portfolio diversification. We want to expand our product offerings in the sectors of the B2B market and enter new segments with growing demand. For this reason, we continue to prioritize our Research & Development

(R&D) work and invest in partnerships with renowned international brands – in 2025, we made consistent progress in this area (more details in Main Results on page 25). We also remain attentive to opportunities for geographic expansion. At the end of 2025, our operation in Argentina completed one year, and we are now making some adjustments to its original operating model to capture the full potential that this country has.

We have also improved the value proposition for authorized distributors, as they connect us to the retail market. In 2025, we developed the Elo Program, which will be scaled in 2026. This is an ecosystem to foster the development and performance of these partners, with the Arena training hub and the +Parceiro benefit club, in addition to a cycle of visits and audits at these points of sale to support them in the deployment of the commercial strategy.

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Building the ICONIC of the future

In February 2025, we began implementing our digital transformation project to support the projected growth in the new strategic cycle. The main focus of the project is to upgrade of ICONIC's operating system. The new ERP system will streamline processes, enhance data reliability, and improve the effectiveness of control instruments, thereby boosting our productivity and accelerating our decision-making process. The new system is expected to be operational in the second half of 2026.

In 2025, the company also made investments in expanding its infrastructure, including the construction of six new tanks at the Duque de Caxias (RJ) facility. We are awaiting approval from the relevant authorities to build additional tanks at the São Cristóvão terminal in Rio de Janeiro (RJ). The new tanks will add six million liters to our storage capacity, which is currently over 40 million liters.

Considering ICONIC's future growth and understanding that people are essential to achieving our goals, we are evolving our leadership and team development practices (learn more on pages [53](#) and [54](#)).

ICONIC

Our investments totaled BRL 104.8 million in 2025. Of this amount, 45% was allocated to updating the operating system.



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Innovation as a differentiator

GRI 3-3

Innovation is at the heart of ICONIC and is one of the main enablers of our great ambition, which is to grow sustainably while generating value for customers, society, and the environment. This vision allows us to deliver high-tech solutions that make our customers' processes more efficient, positively impacting their carbon footprints, energy consumption, and plastic usage. Not surprisingly, innovative solutions are a top priority of the company's sustainability strategy.

We innovate in a dynamic and collaborative way: we develop, test, and validate products with agility. In this process, we include several partners from the ecosystem and our own customers, delivering solutions that are increasingly tailored to their needs.

This approach is only possible because we monitor global trends and have the processes, technologies, and technical expertise required to adapt them to the particularities of the Brazilian and South American markets.

ICONIC Technology Center

In October 2024, our Research & Development (R&D) process was unified, and since then, it has been conducted at the ICONIC Technology Center (CTIC), one of the largest private laboratories in the lubricants sector in Latin America and the only one in Brazil.

The Center, which is 1,100 m² in size, is located at the Duque Caxias facility. It has more than 300 state-of-the-art devices and a highly qualified team of specialists from the Technology and Sustainability Management holding master and doctor degrees. The Center has the following departments: Product Portfolio, R&D, Quality Control, and Technical Services (see the flowchart on the next page).

In 2025, we opened the doors of CTIC to welcome some customers for a true immersion in our R&D process. During the visit, we also demonstrated how sustainability drives innovation in the company. With this initiative, we strengthened ties with our customers and encouraged them to co-create with us.

Innovation governance

Our innovation governance model prioritizes ambidexterity, relying on three innovation horizons for portfolio composition:

- **Horizon 1 – short term:** process optimization, improvement in the performance of current products, and efficiency gains in the core business.
- **Horizon 2 – medium term:** development of new product and service opportunities connected to the current portfolio, reinforcing the company's competitiveness.
- **Horizon 3 – long term (aspiration):** exploration of disruptive opportunities that can transform markets and expand businesses robustly.

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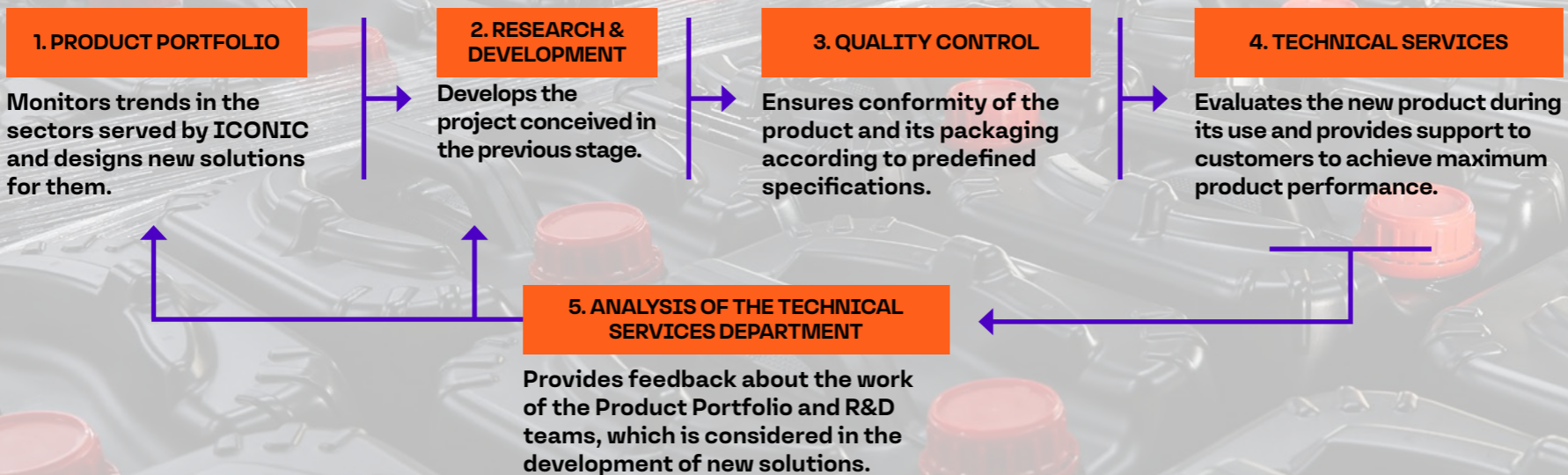
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Our innovation theses

We have worked to ensure that all departments put innovation into practice and that it is present across ICONIC, extending beyond product development. To support this vision, we have defined three priority innovation theses and are strengthening our connections with innovation hubs.

The first thesis refers to expanding our value proposition for the B2B market, based on our know-how in technology and R&D and our state-of-the-art infrastructure. In addition to our product offering, we now provide services and specialized technical support, which help enhance the performance of the solutions in our portfolio. The introduction of products from partner brands in the Brazilian market for sectors such as energy, technology, and mining, reinforces this strategy, with ICONIC supporting customers before, during, and after the application of the solutions.

The second thesis focuses on strengthening our brands among decision makers, especially mechanics and other professionals who recommend or use Ipiranga Lubrificantes and Texaco Lubrificantes products.

The third thesis is about increasing efficiency and operational agility through initiatives of digitalization, automation, and intelligent use of data. In 2025, digitalization of the maintenance process of industrial facilities enabled more preventive asset management, reducing failures and unplanned downtime, increasing our operational performance and optimizing costs.

These theses are directly connected to our strategy of being closer to the innovation ecosystem. By strengthening our connection with innovation hubs like Cubo Itaú, we have broadened the dialogue with startups, partners, and experts. It creates an environment that favors experimentation, co-creation, and acceleration of solutions that impact different aspects of the business.

With the implementation of a maintenance digitalization software tool, we achieved 98% availability of critical assets in our industrial facilities.



We are part of Cubo Itaú

In January 2026, we joined Cubo Itaú, one of the largest open innovation ecosystems in Latin America, and became part of the energy hub. Therefore, we expect startups in the ecosystem to help us address the innovation challenges we will face in the coming years.

This is not the first time we have partnered with startups. In 2023, we launched an open innovation call, which received 180 applications.

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In the first year of the company’s new strategic cycle, we implemented several initiatives to further position ICONIC as a comprehensive and integrated solutions platform, offering a multi-brand, high-tech portfolio.

Under the leadership of ICONIC Base Oil Solutions, in 2025 we entered the automotive additives market after establishing a partnership with Chevron Oronite. ICONIC Base Oil Solutions also partnered with the Swedish company Nynas to exclusively supply its naphthenic base oils in the country. Another action by this division was the agreement with HF Sinclair to provide an innovative liquid immersion cooling technology for data centers.

Also in the so-called specialty market, we brought Bel-Ray products to Brazil for the mining sector and strengthened our presence in the energy sector, expanding our line of premium electrical insulating oils. More details about the new additions to the portfolio are provided in the Eco-efficient Products section, on page [46](#).

The year was also significant from a commercial point of view. Notable advances include new agreements signed with a rail transport company and two major automotive companies.

These and other strategic moves, combined with a higher demand and our continuous efforts to increase the company’s efficiency, positively impacted our performance. For another year, we increased our market share, selling 7.4% more liters of lubricants than in 2024, while the total sold by the market grew by only 1.2%. EBITDA increased 41.3% compared to the previous year, and net income was 5.7% higher.

In response to the growth in demand in 2025 and considering our future growth strategy, the Duque de Caxias facility began operating continuously, on a 24/7 schedule in November (read more about it on page [52](#)).





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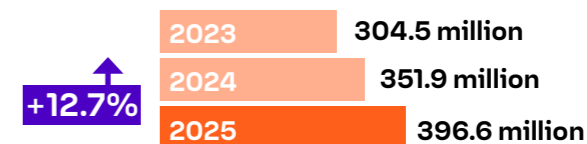
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Volume of lubricants and base oils sold (in liters)

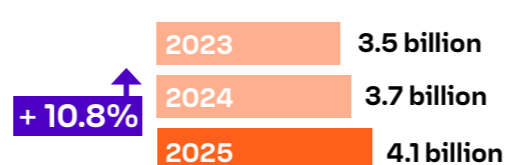


Market share¹

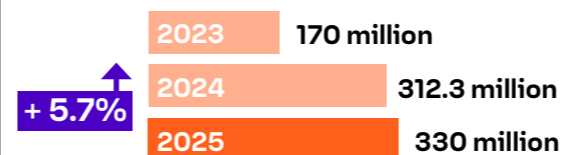


¹ Data from the Instituto Brasileiro de Petróleo, Gás e Biocombustíveis (IBP).

Net revenue (BRL)



Net Profit (BRL)



ICONIC Base Oil Solutions sold 42% more liters than in 2024 and its net revenue grew by 31%.

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Strengthening brands with end consumers

In 2025, we continued working to strengthen the brands that promoted the company with end consumers, primarily focusing on the connection with sports.

Ipiranga Lubrificantes debuted in the Brazilian Motorcycle Racing Championship (Moto1000GP) with the Ipiranga Bioleve Racing team. Texaco Lubrificantes continued sponsoring the Texaco Racing team in Stock Car and the Flamengo men's team (main and under-20 categories) and women's soccer team.



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Awards and recognition

The year also brought important recognition and awards for ICONIC, which highlighted our responsible business performance, our leading role in the lubricants sector, and the level of excellence used to serve our customers.

- **The Firjan Sustainability Award**, from the Federation of Industries of the State of Rio de Janeiro (*Firjan*): ICONIC had an honorable mention in the Climate Change and Energy Transition category.
- **The Conscious Vision Award 2025**, from the Federation of Commerce of Goods, Services and Tourism of Rio de Janeiro (*Fecomércio-RJ*): ICONIC was awarded in the Environment category.
- **Excellence in People Management Awards**, from *Grupo Gestão RH*: ICONIC was the first in the Chemicals, Plastics, Gases and Industrial Materials sector.
- **Manchete Award – The Best Companies in Rio 2025**, from Manchete magazine,

Firjan, *Fecomércio RJ*, and the Commercial Association of Rio de Janeiro (ACRJ): ICONIC was the winner in the Sustainable Development and Positive Impact category.

- **EcoVadis**: For the second year in a row, ICONIC responded to the platform sustainability assessment and won the Gold Medal, among the top 5% of companies.
- **Instituto Ibero Brasileiro de Relacionamento com o Cliente (IBRC)**: Recognition for customer service in the B2B and retail markets (authorized distributors).
- **Supplier Excellence Recognition**, Highlight in Caterpillar’s supplier recognition program. ICONIC was also recognized in a similar initiative by the Brazilian division of John Deere.

ICONIC’s people management strategy was also recognized with other awards. More details are provided on page 59.





Futuro Sustentável Program



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ICONIC’s sustainability journey became stronger in 2020, when we deepened our understanding of the main current socio-environmental challenges and the potential impacts and contributions of our sector, and how our leading position and our focus on innovation could contribute to the sustainability strategy we intended to develop.

The following year, ICONIC identified its seven priority sustainability topics and created the *Futuro Sustentável* Program to manage them (see page 32). After establishing the sustainability governance and management model, we launched our Public Commitments 2030 in 2023, which prioritize the reduction of greenhouse gas (GHG) emissions and plastic use in product packaging on the environmental agenda, as well as the promotion of diversity in the social area. We also committed to the Ultra Group's sustainability goals (read more on the [following page](#)).

In 2024, we achieved our goal of reducing our GHG emissions six years ahead of schedule as a result of a set of initiatives, including our leading role in the industrial-scale use of biomethane. This milestone reinforced the importance of integrating sustainability into the strategic planning of businesses, contributing to the company’s growth over time and strengthening its competitiveness and differentiation in the market. It also reaffirmed our vision that today’s major challenges demand collaborative efforts from governments, private organizations, and society.

As detailed in the Sustainability in Practice section (page 36 and the pages that follow), the company’s efforts on the climate agenda continued in 2025, as did the work to boost packaging efficiency and team diversity, and improve the management of other material topics.



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Sustainability governance and management GRI 2-13

ICONIC's Sustainability Policy, approved in 2024, outlines the guidelines for the company's actions on the ESG agenda, including the roles and responsibilities of each stakeholder.

ICONIC's CEO and the Executive Board are responsible for monitoring the progress of the Futuro Sustentável Program and the Public Commitments 2030, and for making relevant decisions. The Sustainability department, which manages the related indicators and supports the other departments of the company in their actions, submits a quarterly report on the progress of strategic sustainability projects to senior leadership.

The CEO and directors periodically report the status of the Futuro Sustentável Program to the Board of Directors. Each year, the directors select a Commitment 2030 to link to the variable compensation of the CEO and other executives. In 2025, the goal to reduce plastic use in product packaging was chosen.

The goal also impacts the variable compensation of other leaders conducting the departments that participate in the initiatives that will enable its achievement.

This way, we encourage the engagement of senior leadership and key areas to progress in our commitments.

Priority sustainability topics

GRI 2-14, 2-25, 3-1

Through the Futuro Sustentável Program, we address our seven priority sustainability topics, which were identified in a materiality study conducted in 2021. This study included an analysis of emerging trends and topics that are relevant to our sector, as well as consultations with ICONIC's main stakeholders (senior leadership, management-level employees, authorized distributors, B2B customers, suppliers, representatives of surrounding communities, and digital influencers).

In 2023, we conducted a materiality review based on the GRI 11 standard, which is specific to the Oil & Gas sector, and mapped our real and potential positive and negative impacts on the environment, stakeholders, society, and the economy. After that, leadership prioritized the identified impacts, and the result of the process was submitted to the CEO and other executive directors for approval. The update revalidated the seven material topics previously defined.

Ultra Group's Sustainability Plan

In addition to our 2030 targets, we are committed to the goals outlined in the Ultra Group's Sustainability Plan, which was updated in 2025, in a process that had our participation.

The results obtained in 2025 for each target that is part of the Plan, including the performance of ICONIC and the other companies that are part of the Group, are provided in the organization's Sustainability Report, available here.

More details about these processes are provided in the 2024 Sustainability Report, page 19. (+)

Material topics – Sustainability and related impacts

Material topic GRI 3-2	Main impacts (positive or negative, real or potential) GRI 3-3
<p>ENERGY TRANSITION</p> <p>Energy consumption profile, carbon inventory</p>	<ul style="list-style-type: none"> • GHG generation • Mitigation and adaptation to climate change • Preparation and adaptation to market trends
<p>MANAGEMENT OF RAW MATERIALS, PRODUCTS, AND WASTE</p> <p>Materials, waste generation and disposal, effluent disposal</p>	<ul style="list-style-type: none"> • Consumption of materials • Waste generation, including hazardous waste • Risks of water and soil contamination, with impact on biodiversity
<p>INNOVATIVE SOLUTIONS</p> <p>New technologies and materials, focus on efficiency, quality and sustainability</p>	<ul style="list-style-type: none"> • Reduction and mitigation of environmental and climate impacts throughout the product life cycle • Quality and competitive differentiation • Talent attraction and retention
<p>PEOPLE MANAGEMENT, DIVERSITY, AND INCLUSION</p> <p>Diversity and equity of the internal audience, professional training, turnover and social requirements for suppliers</p>	<ul style="list-style-type: none"> • Internal environment that favors creativity, knowledge exchange, and innovation • Professional development and sense of belonging • Attractiveness and retention • Strengthening of good social practices in the supply chain
<p>HEALTH, SAFETY, AND WELL-BEING</p> <p>Process safety, occupational health and safety</p>	<ul style="list-style-type: none"> • Reduction of workplace and operational accidents (focus on the environment and the community)
<p>SOCIOECONOMIC DEVELOPMENT</p> <p>Management and evaluation of community impacts, development projects, and local support</p>	<ul style="list-style-type: none"> • Indirect generation and distribution of economic and non-economic value for the beneficiaries of social projects • Strengthening of ties with the community
<p>ETHICS, INTEGRITY, AND CORPORATE GOVERNANCE</p> <p>Ethical culture, transparency, fight against corruption, fair competition and compliance</p>	<ul style="list-style-type: none"> • Risks related to image, reputation, and compliance • Security and credibility

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Public Commitments 2030¹



43% reduction in relative GHG emissions from Scopes 1 and 2
(in relation to 2020)

- 43%



50% reduction in relative plastic use in packaging
(in relation to 2022)

- 50%

DIVERSITY AND INCLUSION

48%
women at
ICONIC
(Vs. 27% at the end
of 2023)

50%
women in
leadership
positions
(Vs. 32% at the end of 2023)

30%
black and mixed-
race people in
leadership positions
(Vs. 13% at the end of 2023)

RESULTS 2025

82% reduction in relative GHG emissions compared to 2020. Goal exceeded in 2024.

Learn more

On page [36](#) and the page that follows.

29.34% reduction in virgin plastic use in packaging since 2022.

Learn more

On page [46](#) and the page that follows.

29.4% women at ICONIC.

Learn more

On page [56](#) and the page that follows.

34.2% women in leadership positions.

10.5% black and mixed-race people in leadership positions.

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1. ICONIC is also committed to the goals of the Ultra Group's 2030 Sustainability Plan.

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GRI 2-29

We have structured channels for dialogue and engagement of key stakeholders, and these interactions always occur in line with the company's ethical guidelines.

In addition to our employees, who are naturally involved in strategic sustainability projects, we increasingly seek to collaborate with suppliers and customers to advance our socio-environmental commitments.

We are also strengthening our connection with companies in the Ultra ecosystem — the group to which our parent company, Ipiranga, belongs — to accelerate projects that optimize our impact and increase the value we generate for society.

Main channels for dialogue and engagement

SHAREHOLDERS	<ul style="list-style-type: none"> • Periodic meetings (five times a year) • Annual disclosure of results 	
EMPLOYEES	<ul style="list-style-type: none"> • Workvivo • Monthly live streams • Safety culture survey • Integrity survey 	<ul style="list-style-type: none"> • Climate survey • VIVER program (health, safety and well-being) • Training • Canal Aberto • Social media
CUSTOMERS AND CONSUMERS	<ul style="list-style-type: none"> • Periodic visits and contacts from the sales team (B2B customers) 	<ul style="list-style-type: none"> • Canal Aberto • Service Center • Customer Portal • SharePoint • Website • Social Media
SUPPLIERS	<ul style="list-style-type: none"> • Selection and onboarding process • Supplier Portal 	<ul style="list-style-type: none"> • Mais Program • Canal Aberto • Periodic meetings • Website
DISTRIBUTORS	<ul style="list-style-type: none"> • Periodic visits and contacts from the sales team • Annual meeting 	<ul style="list-style-type: none"> • Customer Portal • SharePoint • Canal Aberto • Website • Distributor Development Program
COMMUNITY		<ul style="list-style-type: none"> • Canal Aberto • Specific service channels • Volunteer activities • Website • Social media
THIRD SECTOR		<ul style="list-style-type: none"> • Periodic visits and contacts with entities in charge of social projects supported through incentive laws • Volunteer activities • Canal Aberto • Social media • Website
GOVERNMENTAL BODIES		<ul style="list-style-type: none"> • Meetings and other contacts • Visits to operations • Canal Aberto • Website • Social media
REGULATORY BODIES		<ul style="list-style-type: none"> • Meetings and other contacts
TRADE ASSOCIATIONS		<ul style="list-style-type: none"> • Sectoral meetings • Participation in committees and working groups of the entities • Canal Aberto
PRESS		<ul style="list-style-type: none"> • Press releases • Interviews • Events • Website • Social media



Sustainability in practice

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GRI 3-3

At ICONIC, we properly manage the environmental impacts of our operations and strive to minimize them. We see this as both a responsibility and an opportunity to increase our efficiency and stand out in the market.

We manage greenhouse gas (GHG) emissions, energy and water consumption, waste and effluent generation, and potential damage to biodiversity in accordance with ISO 14001 certification requirements for environmental management and the principles of our Operational Excellence Policy, which outlines the company's guidelines for health, safety, the environment, quality, and social responsibility.

Climate strategy

GRI 3-3, 201-2 | SASB EM-RM-110a.2

We started designing ICONIC's climate strategy in 2020, even before identifying our priority sustainability topics and developing the *Futuro Sustentável* Program, which took place the following year. At that time, we mapped the company's GHG emission sources, when we identified the boilers in our factories as the

In 2024, we became the first company in our sector to use biomethane on an industrial scale, a milestone that allowed us to meet our carbon emission reduction target six years ahead of schedule.

main offenders, in addition to the forklifts that move products internally, the vehicle fleet, and the refrigeration systems.

Considering the main risks and financial implications associated with climate change (potential impacts of extreme events on our facilities and operations, taxation, and reputational losses, among others), we developed a phased decarbonization plan. Then, in 2023, we made a public commitment to reduce relative emissions (tCO₂e per m³ produced) of Scopes 1 and 2 (direct and indirect emissions related to the acquisition of electrical energy) by 43% by the end of the decade, compared to 2020 levels.

In 2024, we became the first company in our sector to use biomethane (a renewable gas) to fuel the boilers at our Duque de Caxias facility. Previously, the boilers were fueled by natural gas. This milestone, combined with other initiatives implemented since 2021 (see the timeline on page 38), allowed us to meet our emissions reduction target six years ahead of schedule. In 2024, our relative emissions were 56% lower than in 2020.



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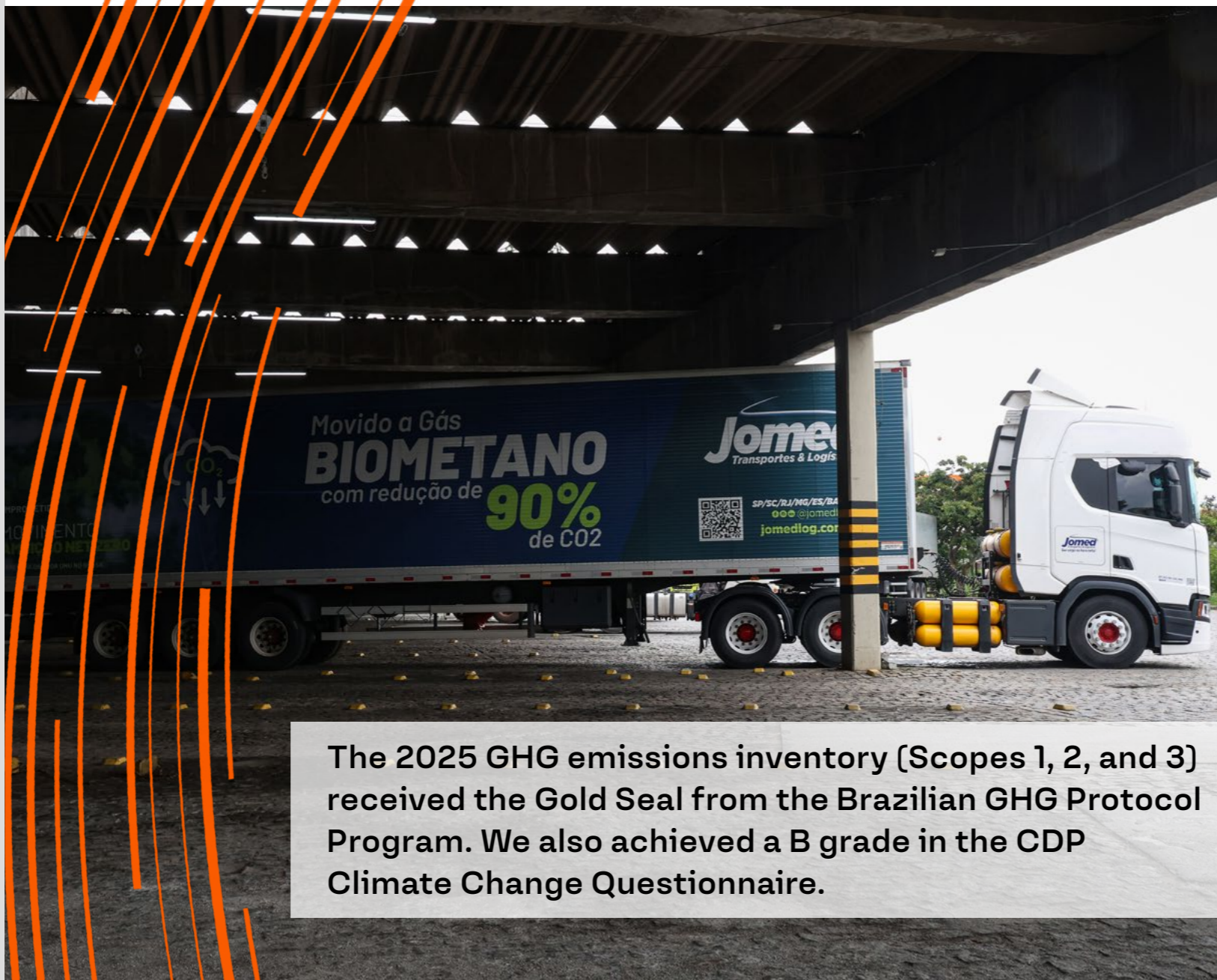
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The 2025 GHG emissions inventory (Scopes 1, 2, and 3) received the Gold Seal from the Brazilian GHG Protocol Program. We also achieved a B grade in the CDP Climate Change Questionnaire.

However, we know this is an ongoing journey. In 2025, we took further action to evolve the company's climate management, focusing on indirect emissions from the value chain (Scope 3). The first step was to measure these emissions. In the 2025 GHG emissions inventory related to the previous year's emissions, we mapped three categories of Scope 3: waste generated in operations, business travel, and employee commuting. In the 2026 inventory, which covers 2025 emissions, we added two more categories: goods and services purchased and upstream transport and distribution.

In parallel, we began raising awareness among some of our suppliers, whose engagement is essential for our progress in this area. In 2025, we held a workshop on this topic and started mapping the carbon footprints and/or emission intensity of the products supplied by these partners to ICONIC. These data are used to calculate emissions from our portfolio.

Progress was also made in this area in 2025: we mapped the carbon footprint of nine products in the portfolio and validated a calculation tool that can be adapted for future measurements of other products.

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Our decarbonization journey GRI 305-5 | SASB EM-RM-110a.2



2020

Mapping of emission sources and main offenders.

2021

Acquisition of renewable energy with I-REC certification for electrical energy consumed in factories.

2022

Replacement of a diesel boiler at the Duque de Caxias facility with three Miura modular boilers powered by natural gas (more efficient).

Preferential use of ethanol in commercial fleet vehicles (70%).

2023

Adoption of electric forklifts at the Osasco facility, replacing similar LPG forklifts.

2024

Adoption of electric forklifts at the Duque de Caxias facility.

Adoption of biomethane at the Duque de Caxias factory.

I-REC certification for 100% of the electrical energy consumed by the company.

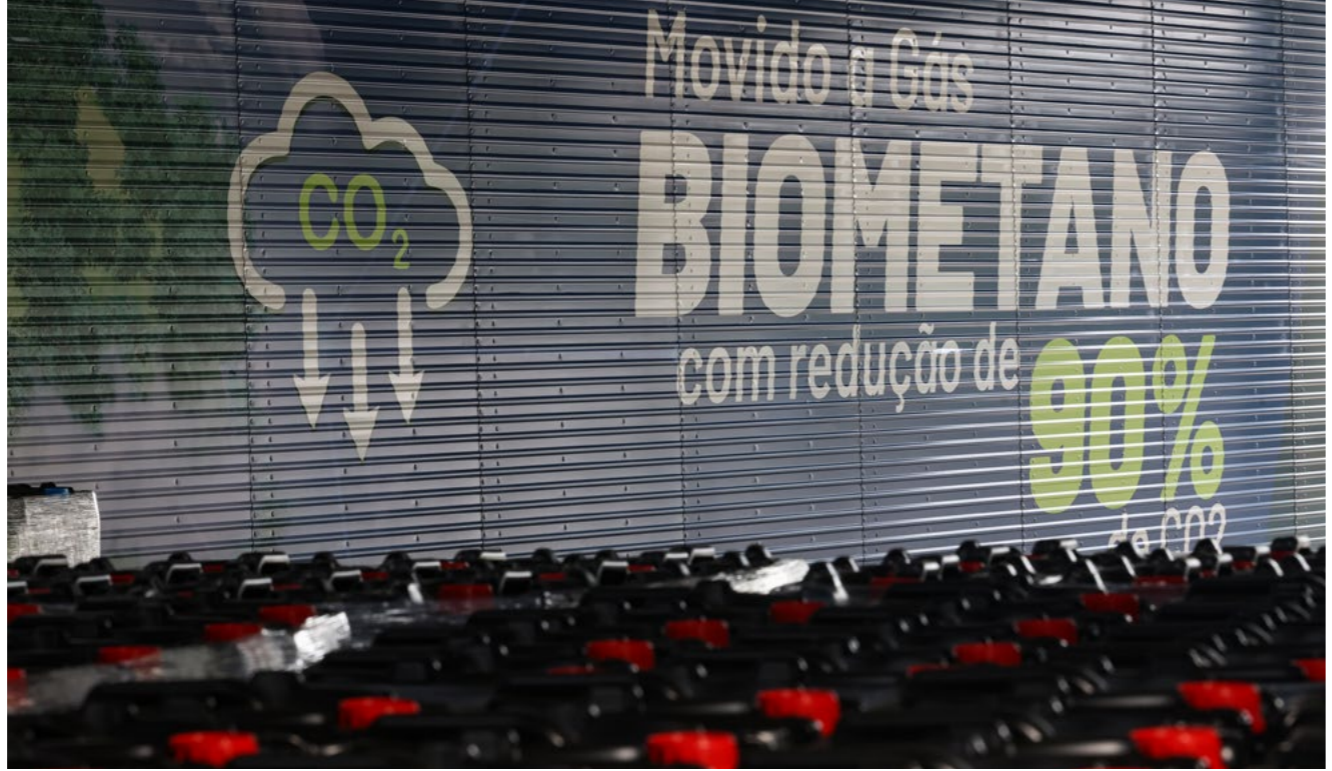
2025

Stronger focus on indirect emissions, with mapping of five categories of Scope 3 in the emissions inventory.

Pilot project for the use of biomethane in logistics operations.

Carbon footprint calculation completed for nine ICONIC products.





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Recognized use of biomethane

Our pioneering adoption of biomethane was recognized with two awards in 2025.

In September, ICONIC received an honorable mention in the Climate Change and Energy Transition category of the 2025 Firjan Sustainability Award, organized by the Federation of Industries of the State of Rio de Janeiro. In December, the project was one of the winners in the Environment category of the 2025 Conscious Vision Award, an initiative of the Federation of Commerce of Goods, Services and Tourism of Rio de Janeiro (*Fecomércio-RJ*).

As a result of a partnership with Ultragaz, a company of the Ultra Group, we began using biomethane in modular boilers at the Duque de Caxias factory in July 2024. To make the project viable, we installed compressed gas and decompression systems at the plant. To guarantee an uninterrupted energy supply, we kept the facility connected to the local utility company. Since the project came into effect, no supply disruption has been reported.

Biomethane in the fleet

Our successful experience with biomethane inspired us to develop a pilot project that used this biofuel in our logistics operations. In November, we started testing this renewable gas in four trucks that transport our products from the consolidation center in Xerém (Duque de Caxias) to the factory in Osasco (SP).

The trucks use biomethane on 90% of the route, and in sections with no refueling stations, natural gas is used, which generates lower carbon emissions than diesel.

The project was an initiative of the Logistics department, which identified a qualified partner carrier, showing that sustainability is increasingly integrated into the company's culture. With the good results of the pilot phase, ICONIC now plans to expand the project.

The combined use of biomethane and CNG reduces GHG emissions by about 90% on these trips.

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Emissions performance GRI 305-4, 305-5

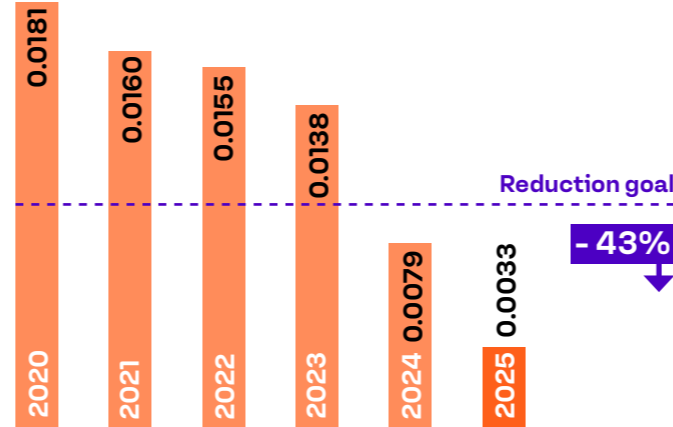
In 2025, ICONIC's relative emissions of Scopes 1 and 2 were 0.0033 tCO₂e/m³ compared to 0.0181 tCO₂e/m³ in 2020, when we made our public commitment, representing an 82% reduction. Compared to 2024, a 58% reduction was observed due to the use of biomethane in the Duque de Caxias boiler for the entire year.

The absolute emissions of Scopes 1 and 2 (the latter considering the market-based approach) totaled 1,449.5 tCO₂e, a 72% decrease compared 5,269 tCO₂e in 2020. In relation to 2024, a 53% reduction was observed.

The increase in Scope 3 emissions is due to a higher number of categories monitored in 2025, especially the category of purchased goods and services.

An 82% reduction was observed in relative emissions of Scopes 1 and 2 (market-based approach) in relation to 2020 (baseline).

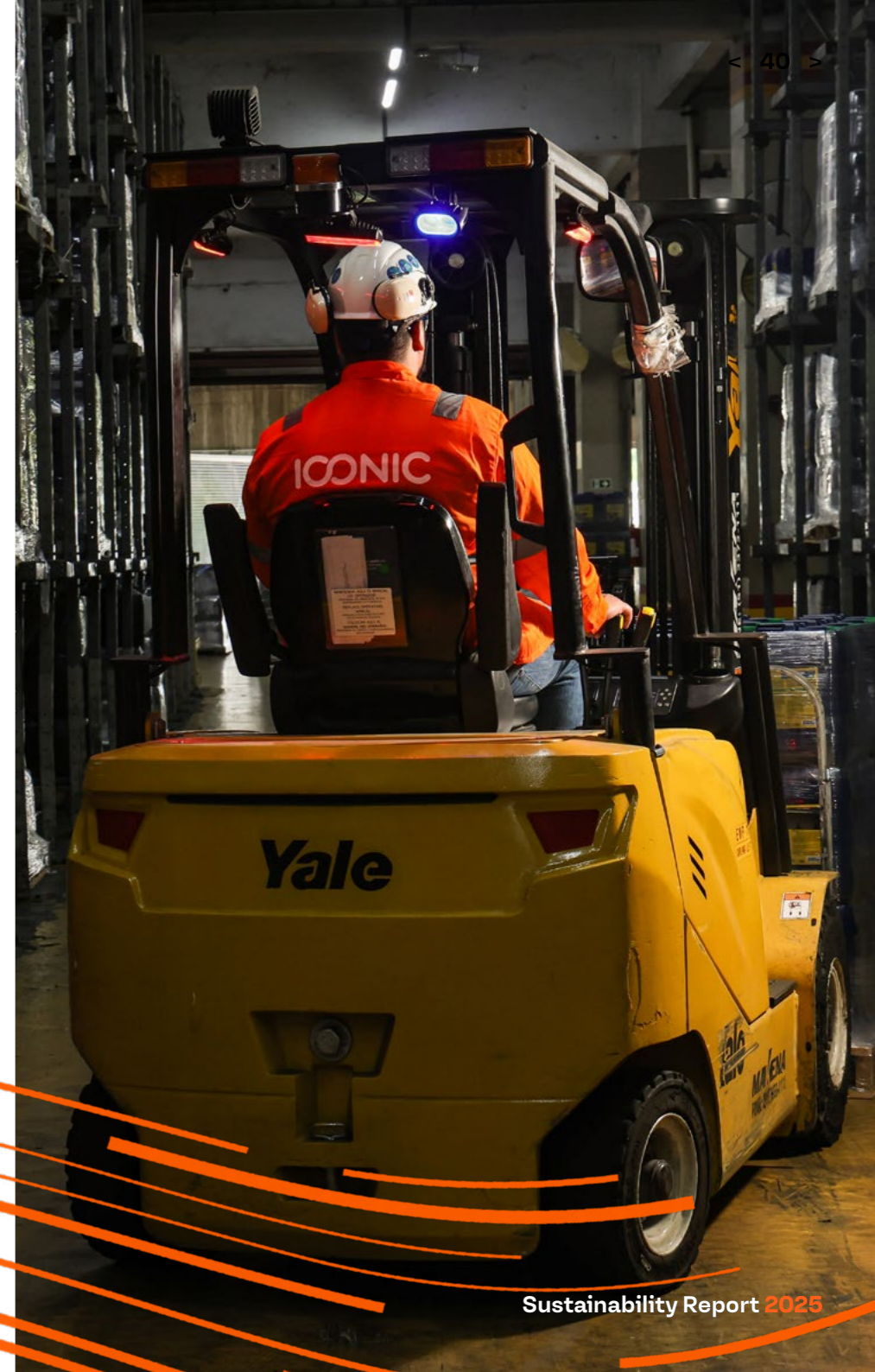
Emission intensity (tCO₂e/m³ produced) GRI 305-4



Electric forklifts

At the Duque de Caxias factory, we are gradually replacing traditional forklifts with electric, battery-powered models. The percentage increased from 80% to 90% in 2025.

Since 2023, most forklifts in Osasco have been electric. Only one LPG forklift remains, and it operates sporadically.



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GHG emissions (tCO ₂ e) ¹ GRI 305-1, 305-2, 305-3 SASB EM-RM-110a.1		2023	2024	2025	Δ 2025 x 2024
Scope 1 – direct emissions ²		4,494.6	3,079.1	1,449.5	-53%
Scope 1 – biogenic emissions		68.5	1,570.6	3,263.9	108%
Scope 2 – indirect emissions related to energy acquisition ³					
Location-based approach		341.0	510.5	503.7	1%
Market-based approach		2.9	0	0	0%
Scope 3 – other indirect emissions ⁴		NA	632.1	693,123.5	-
Scope 3 – biogenic emissions ⁴		NA	46.4	64.2	-

NA: Not available. ICONIC only began measuring Scope 3 emissions and Scope 1 biogenic emissions in 2024.

1. Data were consolidated based on the operational control approach, and according to the methodology and Global Warming Potential (GWP) used by the Brazilian GHG Protocol Program.
2. Gases included in the Scope 1 calculation: CO₂, CH₄, HFCs, and N₂O.
3. Scope 2 considers CO₂ emissions. The calculation was based on the emission factor of the National System (SIN) in the location-based approach and considers the acquisition of I-RECs in the market-based approach.
4. In 2024, the following categories were calculated in Scope 3 emissions: waste generated in the operation, business travel, and employee commuting (home-work). In 2025, emissions generated by goods and services purchased and upstream transport and distribution were also included. Therefore, the values from one year to the next are not directly comparable.

Other atmospheric emissions ¹ (kg) GRI 305-7 SASB EM-RM-120a.1		2025
NOx		10,124.4
SOx		5.2
Volatile organic compounds (VOCs)		11.2
Particulate matter (PM)		10.4
CO		2,532.0

1. Based on atmospheric emissions reports from stationary sources. It considers the concentration of emissions (values per hour) and the total hours of operation of each machine. In all cases, the concentration values were well below the established legal limits.

Climate resilience

The material topic of Energy Transition also covers aspects of climate adaptation and resilience, since ICONIC's operations and value chain may be susceptible to extreme weather events.

We want to strengthen our performance in this area and, in 2026, we intend to conduct a climate risk study. After that, the idea is to incorporate its results into the company's risk matrix, ensuring that climate risks are managed effectively and considered in our strategic planning.



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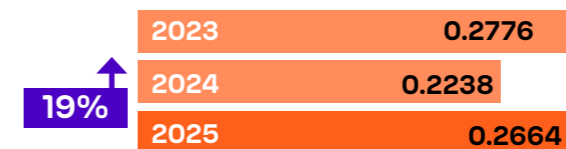
Energy consumption GRI 302-1, 302-3

In 2025, total energy consumption at ICONIC reached 116,000 GJ, with the use of energy from renewable sources – mainly biomethane – increasing by 109% compared to the previous year.

Regarding electrical energy, 100% of our facilities continued using certified renewable electrical energy, which allows us to practically zero out Scope 2 carbon emissions.

The energy intensity, which is calculated by dividing the total energy consumed by the company by the number of m³ produced, was 19% higher than in 2024. On the other hand, the energy intensity of non-renewable fuels decreased by 34% compared to the previous year.

Energy intensity (GJ/m³)¹ GRI 302-3



¹. Energy consumption in the organization/products sold.

Energy consumption in the organization (GJ) GRI 302-1	2023	2024	2025	Δ 2025 x 2024
Fuels from non-renewable sources ²	58,699.0	26,236.9	19,473.1	-26%
Fuels from renewable sources ³	1.4	27,658.2	57,774.5	109%
Electricity purchased	31,602.2	33,088.4	38,942.2	17%
Total consumption	90,302.6	86,983.5	116,189.8	34%

¹. Data were compiled based on invoices. The conversion factors of the National Energy Balance (BEN) of the Ministry of Mines and Energy were used to measure fuels in GJ.
². Mainly diesel for power generation and gasoline and liquefied petroleum gas (LPG) used in the equipment.
³. Mainly biomethane used in boilers.

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Waste GRI 306-1, 306-2 | SASB EM-RM-150a.1

ICONIC's operations generate waste from processes, packaging, and chemicals, which, if not managed correctly, can lead to contamination of groundwater and soil and risks to biodiversity, among other impacts.

Our practices follow the guidelines of the Waste Management Plan, which is part of the Health, Safety, Quality, and Environment (HSQE) Management System. Our factories have centers where waste is stored and sorted for subsequent collection by approved partners. These partners act according to relevant regulations and regularly submit documents related to handling, treatment, and disposal, which are monitored by the company and reported to the competent environmental authorities.

In Osasco, we comply with the annual limits established in the *Certificados de Movimentação de Resíduos de Interesse Ambiental (CADRIs)* issued by the *Companhia Ambiental do Estado de São Paulo (Cetesb)*.

In 2025, 1,667.5 tons of hazardous waste were generated versus 1,011.2 tons in the previous year, as well as 1,556.5 tons of non-hazardous waste compared to 1,299 tons in 2024. Such increases are due to the soil remediation work performed by excavation at the Osasco facility in 2025.

We are committed to identifying opportunities to reduce the volume of waste generated. Whenever possible, we prioritize the reuse of materials, recycling, and other forms of recovery. In 2025, we began a journey to gradually eliminate the transfer of waste to landfills. Of the total waste destined for other operations in 2025, 94% was sent for recycling or recovery. Of the 1,980.9 tons of hazardous materials destined for other operations that year, 99.9% underwent recovery processes.

During Sustainability Week in October, a *Retorna Machine* (a reverse vending machine that turns waste into benefits) was available at the facilities. By January 2026, about 4,000 post-consumer containers (of plastic, aluminum, glass) had been returned by employees, totaling 213.5 kg sent for recycling.



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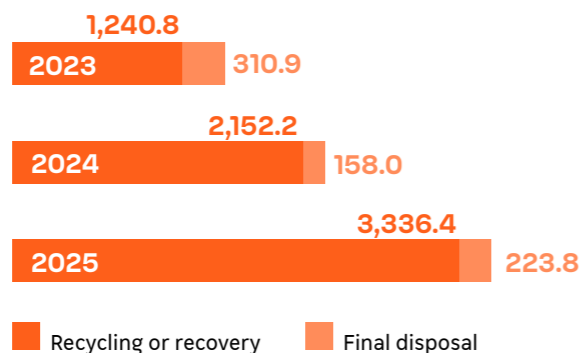
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Waste management (t)



Waste management ¹ (t) – 2025	Hazardous	Non-hazardous	Total
Waste generated² GRI 306-3	1,667.5	1,556.5	3,672.4
Effluents³		448.4	
Waste not destined for final disposal GRI 306-4 SASB EM-RM-150a.1	1,978.5	1,357.8	3,336.4
Preparation for reuse	541.1	22.1	563.2
Recycling	207.3	1,240.8	1,448.2
Other recovery operations ⁴	1,230.2	94.8	1,245.0
Waste destined for final disposal GRI 306-5	2.3	220.8	223.8
Incineration	1.3	0.0	1.3
Landfill containment	1.0	220.8	221.8

1. All disposal operations are performed out of the organization.

2. The difference between the total waste generated (GRI 306-3) and the sum of the various types of disposal (GRI 306-4 and GRI 306-5) is justified by the temporary waste storage before actual disposal.

3. Effluents not sorted as hazardous and non-hazardous, such as oily water, industrial effluents, boiler purge effluents, treatment plant sludge, and residual liquids from cooling tower washing, are removed by truck and transported for treatment and final disposal according to specific legislation.

4. Other operations: blending prior to co-processing (hazardous waste) and composting (non-hazardous waste).

Circular economy in the chain GRI 306-2

In addition to the waste generated by our operations, we are also committed to the environmentally sound disposal of lubricating oils used or contaminated (LOUC) and the plastic packaging of these products.

This is done through the *Jogue Limpo* program, which was created in 2012 through an agreement between companies operating in the sector and the Ministry of the Environment and Climate Change.

In line with the guidelines set out in the National Solid Waste Policy (PNRS) and other decrees, the packaging is collected by recycling cooperatives and used to produce new lubricant packaging and other plastic products. LOUC is re-refined by companies authorized by *Agência Nacional do Petróleo, Gás Natural e Biocombustíveis (ANP)* and used in the production of new lubricants. ICONIC already incorporates a percentage of re-refined oil in its formulations, as detailed on page 48).

In 2025, the *Jogue Limpo* program:

- Recycled 6,419 tons of packaging; and
- Collected and submitted 117.9 million liters of used oil to the re-refining process.

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Water and effluents

GRI 303-1, 303-2 | SASB EM-RM-140a.2

The manufacturing process of lubricants and greases does not require the intensive use of water. Only coolants, produced in Osasco, use water in their formulation. Water is generally used for human consumption, firefighting systems, industrial cleaning, maintenance, steam generation, and cooling systems.

The plant in Osasco, the Base Oil Depot (DOB), and the São Cristóvão terminal in Rio de Janeiro are supplied exclusively by local utility companies, while the potable water consumed at the Duque de Caxias plant is supplied via tanker trucks by a duly licensed company. Therefore, there is no direct intake of surface water, groundwater, or seawater.

Discharge occurs according to the limits established in the resolutions of the National Environmental Council (*Conama*), the related legislation of the states of Rio de Janeiro and São Paulo, and the conditions of the operating licenses. The process is monitored monthly, and if any deviation is detected, corrective measures are implemented promptly. In 2025, ICONIC was not fined or sanctioned for failing to comply with water quality licenses, standards, and regulations.

Even without significant use, the company seeks to identify opportunities for optimization and reuse. In Osasco, for example, the effluents from the Wastewater Treatment Plant (WWTP) are reused in the cooling system.

Biodiversity GRI 101-4, 101-5

Potential spills of ICONIC products or materials used in their manufacture may pose risks to biodiversity. Therefore, this topic is managed within the scope of the Health, Safety, Quality and Environment (HSQE) Management System and includes structured plans for spill containment and emergency response in all facilities. At the Base Oil Depot (DOB), maritime unloading operations of materials are monitored by specialized professionals prepared to act in case of any incident.

The Duque de Caxias and Osasco plants are not located in environmental protection areas or areas of high biological diversity. The DOB and the São Cristóvão terminal, which are leased and occupy an area of 13,600 m², are located near Guanabara Bay, which is home to the Guapimirim Environmental Protection Area (APA) and the Guanabara Ecological Station (ESEC). In both areas, characterized as mangroves, different species of birds, fish, reptiles, and mammals are found, some of which are threatened with extinction, such as the starfish (*Coscinasterias tenuispina*), the fulvous whistling duck (*Dendrocygna bicolor*), and the broad-snouted caiman (*Caiman latirostris*).

Water ¹ (m ³)	2023	2024	2025	Δ 2025 x 2024
Water intake (third-party water) GRI 303-3 SASB EM-RM-140a.1	46,900.0	52,176.0	54,071.0	0%
Discharge GRI 303-4				
Third-party water	14,400.0	24,238.0	25,437.1	5%
Surface discharge	27,400.0	27,126.3	21,410.2	-21%
Total discharge	41,800.0	51,364.4	46,847.3	-9%
Consumption (volume collected minus volume discharged) GRI 303-5	5,100.0	811.7	7,223.7	790%

1. All reported volumes are of fresh water (with total dissolved solids of up to 1,000 mg/ml) and there is no intake or discharge in areas considered to be under water stress. Data were compiled from water supply and sewage collection service invoices.

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GRI 3-3

ICONIC's efforts to participate in and collaborate with the energy transition and the strengthening of the circular economy include initiatives that impact our operations and processes, as well as actions that reduce the environmental impact of our customers and end consumers when using our portfolio products. Therefore, we are committed to developing increasingly eco-efficient solutions from a broad perspective, considering not only the lubricants, greases, and coolants we produce, but also their packaging.

Lubricants are an example of this reality. They are used in different sectors (heavy-duty transport, construction, power generation, agriculture, mining, steelmaking, among others), creating an invisible network that connects almost all economic activities. This ubiquity, far from being trivial, represents a significant strategic opportunity: improvements in efficiency and sustainability of this product category generate an exponential effect on the entire economy.

Specifically regarding our portfolio, we optimize energy consumption by about 2% to

5% by providing high-performance products for vehicle engines and industrial equipment. It ensures lower carbon emissions and extends the lifespan of these items, reducing the demand for new equipment and the use of virgin raw materials for their manufacture. These lubricants also have greater durability, increasing the change interval and consequently reducing the volume of used oil and plastic discarded in the nature.

In 2025, we introduced different high-tech solutions to the market. For the electrical energy sector, we expanded our portfolio of premium electrical insulating oils with the launch of I pivolt NAF and Nytro GBXUS® products. Used in transformers in transmission and distribution networks, they improve heat exchange, ensuring operational efficiency and extending the lifespan of transformers, reducing the demand for new equipment.



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We also began offering Molyube Ultra OGL and Clear Gear Lube lubricants and Molyube EP High Viscosity and Molyube 5% Moly EP greases from Bel-Ray, used in machines in the metallurgical and steel industries, optimizing the energy consumption of these industries by around 30%.

In collaboration with companies within the Ultra Group, we developed a coolant exclusively for *Hidrovias do Brasil's* push boat engines, aiming to enhance the operational efficiency of these vessels.

In the automotive sector, the main innovation was a line of low-viscosity lubricants for light vehicles, with greater durability, reducing the frequency of oil change. These high-performance products also optimize fuel consumption and protect the catalytic converter system of vehicles, generating fewer GHG emissions and other polluting gases.

Exclusive solution for data centers in the country

We demonstrated our pioneering spirit once again at the end of 2025 when we became the first company in the sector to offer an exclusive solution for data centers to manage their increased energy consumption due to the acceleration of artificial intelligence operations.

Thanks to a partnership with HF Sinclair and with the support of engineering companies and sustainability consultancies, we now offer a coolant that performs liquid immersion cooling of these operations, replacing the conventional air cooling system. The technology can reduce GHG emissions of data centers by up to 50%.

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More sustainable packaging GRI 3-3

ICONIC aims to reduce the use of virgin plastic in packaging by replacing it with post-consumer resin (PCR), boosting the circular economy and ensuring positive impacts on the sector's carbon footprint. We also pay close attention to industry developments and the potential use of materials from renewable sources.

Conducted in collaboration with our suppliers, this work began in 2022, when we introduced 20% post-consumer recycled resin into 20-liter plastic containers. Today, the percentage of PCR in these containers can reach 98% among some suppliers.

One of the advances in 2025 was the increase in the percentage of PCR in 1-liter bottles and its incorporation into more items in the portfolio. The illustration on the [next page](#) presents other results achieved in this area.

In 2025, we also took the lead in the market with the launch of 10 kg buckets for industrial greases with 40% bio-circular resin from renewable sources, such as used cooking oil. This resin holds the ISCC Plus certification, granted by the International Sustainability and Carbon Certification (ISCC), and has a negative emission of 3.3 kg of CO₂ per kg of material compared to virgin resin.

Re-refined oil

We also use re-refined base oil in our formulations, another way to reduce the carbon footprint of our solutions. By 2025, 6.52% of the base oils used by ICONIC were re-refined.



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ICONIC's journey to reduce the volume of plastic in packaging



20-liter containers

Progress in 2023

Increase from **20%** to **40%** PCR

Progress in 2024

Tests completed to increase the PCR content of black containers by **50%**

Progress in 2025

Some suppliers start to deliver these containers with up to 98% PCR



1-liter containers (black, blue, white, and silver)

Progress in 2023

26% PCRWeight reduction (**55 g to 53 g**), with a **3.63%** decrease in plastic use

Progress in 2024

50% PCR
Approval of containers with 61% PCR

Progress in 2025

Introduction of containers with 61% PCR to the market
Inclusion of white and blue containers with 61% PCR



4-liter containers

Progress in 2023

Relaunch of these containers (plastic savings compared to the 1-liter version)

Start of tests to reduce weight

Progress in 2024

Approval of a **5 g** reduction in container weight
Study for the inclusion of PCR

Progress in 2025

Reduced weight containers (175 g) introduced to the market



Induction seals

Progress in 2023

Tests for replacing plastic with cardboard (eco seal)

Progress in 2024

Approval of the use of cardboard (eco seal) on the lids of 500 ml and 1-, 4-, and 20-liter containers

Progress in 2025

All lids of portfolio products containing the seal use the eco version

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Troca Eco program for bulk distribution

Being more efficient in plastic use also includes offering bulk lubricants through the Troca Eco program. By using 1,000-liter containers that are refilled on demand, we prevent a significant number of 1-, 4-, and 20-liter containers from entering the market and being discarded every year.

In 2025, the program remained active. In February, Troca Eco arrived at the Ipiranga network and, by the end of the year, it was available at more than 75 stations, on highways and in urban centers.

In November, we opened a new hub in Bahia, which will help expand the program in the Northeast region. A dedicated fleet loads our products at the program hubs and then distributes them to participating customers.

Due to this and other initiatives, the volume of bulk products sold increased by 5% compared to 2024.



Bulk sales increased by 5% compared to 2024.

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Evolution of our commitment to reducing plastic use

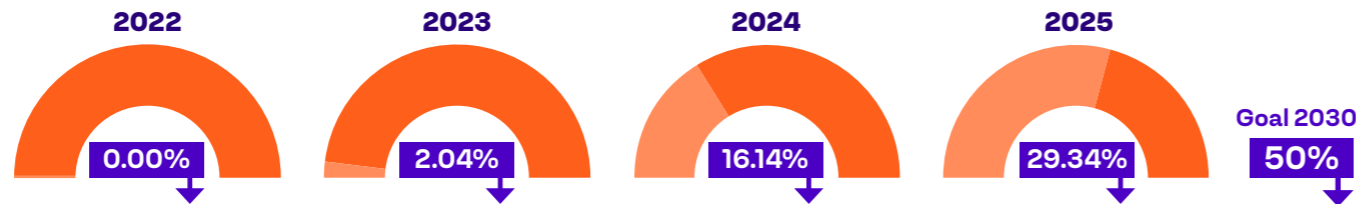
In 2023, we launched our public sustainability goals, including our commitment to reducing plastic use in our rigid containers by 50% by 2030.

The following year, we confirmed that the sale of bulk lubricants is also part of our efforts in this area and should be considered with actions to optimize the use of plastic in packaging. Then, we established a new metric: total virgin plastic consumed in the year divided by the total volume of lubricant produced.

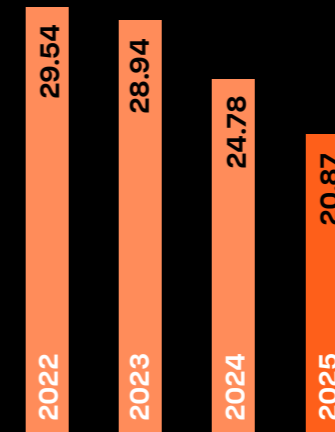
In 2025, we began considering the volume of lubricant sold instead of the volume produced to align the indicator with data commonly released to the market. A lower indicator means lower use of virgin plastic in our individual containers and greater sale of bulk products.

As a result of these changes, we adjusted the metric of our public commitment to reduce virgin plastic in our packaging by 50%, considering the relative consumption per m³ sold in relation to 2022.

Reduction in relative use of virgin plastic per m³ sold (%)



Tons of virgin plastic consumed/m³ sold



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GRI 3-3

Our deliveries and innovations are only possible because we have a team that is highly committed to the consistent evolution of our business. For all employees, we seek to guarantee a safe, healthy work environment that encourages their development.

In 2025, the ICONIC team increased – the company had 667 employees in December, about 20% more than the previous year. To support the company’s production growth plan for 2026 and the coming years, we created 70 job openings at the Duque de Caxias (RJ) factory in the second half of the year for departments such as Logistics, Production, Quality, Planning, Maintenance, and Health and Safety.

These vacancies were created as a result of the factory’s new operating schedule (24/7), which came into effect at the factory in November. In a very careful process that was communicated with maximum transparency to the team and negotiated and approved with the unions, the Marshall Scale was adopted, which guarantees longer and more frequent rest periods, increasing the well-being of our professionals.

According to the Marshall Scale, an employee works 12-hour shifts in a specific cycle (3 working days > 2 days off > 2 working days > 3 days off), which allows a full weekend off every 15 days.

Employees by gender and region ¹ GRI 2-7	2023	2024	2025
Gender			
Men	405	402	471
Women	139	155	196
Region of Brazil			
Central West	3	4	3
Northeast	4	3	4
North	5	5	5
Southeast	523	534	643
South	9	11	12
Total	544	557	667

¹ All employees worked full-time. Only one employee had a temporary employment contract and worked in the administrative department in the Southeast region. All employees worked under a defined schedule.

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Leadership development

In order to fulfill the company’s growth plans with excellence, we need leaders who are prepared to address current challenges in line with the ICONIC culture.

In this area, we have the *Escola de Liderança*, which, in 2025, conducted the iLEAD – ICONIC Leadership executive training program in partnership with *Fundação Getulio Vargas (FGV)*. More than 20 people (directors and managers) participated in the eight modules of the course, which covered strategy, innovation, people management, and business vision, always considering the demands and particularities of the sector.

The program also offered two immersive experiences: a visit to Porto Maravally, the largest innovation and technology hub in Rio de Janeiro, and an international visit to Silicon Valley, in the United States, where leaders

34 directors and managers participated in the iLEAD training in 2025; the eight modules totaled 144 hours of training.

experienced the daily routines of global leaders in technology and innovation.

We remain focused on strengthening the succession pipeline and increasing the number of qualified professionals to assume leadership positions in the company. In 2025, we began reviewing the professional skills that leaders

and other professionals will need to have and develop to support the ICONIC of the future, a project that will be completed in 2026.

All leaders undergo an annual 360° performance evaluation, whose results are used to develop their Individual Development Plans (IDPs).



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ICONIC Educa – new learning platform

For the rest of the team, the highlight of 2025 was the launch of our new learning ecosystem: *ICONIC Educa*, a digital platform that integrates development strategy with performance management. With the help of artificial intelligence, the platform automatically suggests the most suitable training for each employee, based on his/her Individual Development Plan (IDP). At ICONIC, 180° performance evaluations, which support the IDPs, are applied to employees in analyst positions and above.

The content and courses of *ICONIC Educa* are divided into four schools, connected to our cultural attributes (see more in the illustration on the side). By December, about 70% of employees had completed some training on the platform.

Another successful strategy involves the Development Actions (DAs), in which an employee is temporarily transferred to another department or position. With this initiative, we aim to accelerate the development of the skills identified in the employee’s IDP as necessary for his/her career progression. A total of 79 employees participated in the DAs in 2025.

ICONIC Educa Schools



We Innovate Here

Learning paths focused on innovation, creativity, and continuous improvement.



Upward

Learning paths focused on sales strategies and commercial management.



I Transform

Learning paths for the development of soft skills.



For Customers

Learning paths for business immersion and operational and customer service excellence.

In total, the ICONIC team completed about 5,200 hours of training.

Average training hours per employee <small>GRI 404-</small>	2025
Gender	
Men	8.4
Women	6.3
Functional category	
Presidency and senior leadership	1.8
Management	2.1
Coordination	7.7
Administrative	9.1
Operational	5.8
Total	7.8

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Compensation and benefits GRI 401-2

In addition to encouraging the continuous development of our professionals, we offer an attractive compensation and benefits package that supports our talent attraction and retention strategies.

To ensure adequate compensation, we conduct market research every two years to analyze salary and benefits practices of companies of similar size and operating in the same sector. The results support adjustments to our model.

Our benefits package includes:

- Transportation allowance
- Food and meal vouchers
- Medical and dental care
- Corporate health and wellness benefit (Wellhub)
- Emotional health and nutritional guidance platform
- Medication allowance (Vidalink)
- Daycare or caregiver allowance
- Extended maternity and paternity leave
- Maternity basket (with items for the mother and baby)
- Sickness/accident allowance and allowance for children with disabilities
- Life insurance
- Private pension plan
- Ten-year bonus (1 salary for every 10 years of service)

We ended the year with a turnover rate of 10%, well below the rate in 2024 (22%), due to the new hires for the Duque de Caxias facility.

New employee hires and turnover GRI 401-1	Hires	Hire rate ¹	Dismissal	Turnover rate ²
Age				
Under 30 years	47	39%	7	6%
30 to 50 years	108	23%	48	10%
Over 50 years	9	12%	10	13%
Gender				
Men	108	23%	41	9%
Women	56	28%	24	10%
Region				
Central West	0	0%	2	67%
Northeast	0	0%	0	0%
North	1	20%	1	20%
Southeast	162	25%	61	9%
South	1	8%	1	8%
Total	164	25%	65	10%

1. Total hires in each segment/total number of employees in each segment on December 31, 2025.

2. Total number of dismissals (either at the initiative of an employer or at the employee's request) in each segment/total number of employees in each segment on December 31, 2025.

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Strengthening ICONIC’s culture and organizational climate

In 2025, we consolidated the “We are ICONIC” organizational identity, which was launched the previous year, ensuring that our four cultural attributes (#ITransform, #Upward, #ForCustomers, and #WeInnovateHere) actually guided and inspired the actions and decisions of the entire team.

We invested in training our culture ambassadors – employees who are highly aligned with the “We are ICONIC” identity and help disseminate the company’s cultural attributes to colleagues and externally, thereby strengthening our employer branding in the market. We also created culture committees in our plants, which hold periodic meetings led by leadership and ambassadors to engage the teams.

Employee adherence to organizational culture is one of the aspects monitored in our climate surveys, which are conducted in March and December. In the consolidated results for 2025, we obtained a score of 86 (on a scale of 0 to 100), with special results in Ambassadorship, Interpersonal Relationships, and Alignment with the Company.

Diversity, equity, and inclusion GRI 3-3

We understand that it is our role to promote diversity, equity, and inclusion in the sector. Therefore, one of our public sustainability commitments is to increase the number of women and black and mixed-race individuals in leadership positions, as well as the overall number of women in the workforce, by the end of the decade. This ambition benefits society and creates value for the company, as an increasingly diverse team positively impacts our ability to innovate and differentiate ourselves in the market.

In 2025, we focused on actions to increase the number of women at ICONIC and accelerate their career development. With the implementation of the 24/7 production schedule at our Duque de Caxias facility, we created an intentional selection process. Combined with the qualifications and skills of the candidates, this process resulted in women filling 30% of the 70 job openings. We also

adapted the bathrooms and changing rooms at this facility to ensure the comfort of our female employees.

In partnership with the *Serviço Nacional de Aprendizagem Industrial (Senai)*, we launched the *Elas Transformam* program, which will train 20 residents of Duque de Caxias in 2026 to work in our operations.

To increase the number of women in leadership positions, we created *Elas Fluem*, a training and mentoring program that prepares female employees in senior analyst, specialist, and coordination roles for leadership positions at ICONIC. This program will also be conducted in 2026.

We continue strengthening our DEI strategy and, in 2026, we plan to conduct a diversity census to provide an updated view of the company and support the definition of future actions.

Public commitments 2030	2023	2024	2025	2030 Goal
Women in the workforce	27%	27.8%	29.4%	48%
Women in leadership positions ¹	32%	34.4%	34.1%	50%
Black and mixed-race people in leadership positions ¹	13%	12.5%	10.5%	30%

1. Considers the roles in management and senior leadership.

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Diversity ¹ GRI 405-1	Gender		Age		
	Men	Women	Under 30 years	30 to 50 years	Over 50 years
Board of Directors	100%	0%	0%	40%	60%
Employees	71%	29%	18%	70%	12%
Presidency and senior leadership	75%	25%	0%	57%	43%
Management	64%	36%	3%	79%	17%
Coordination	57%	43%	0%	93%	7%
Administrative	58%	42%	21%	70%	9%
Operational	82%	18%	19%	68%	13%

Diversity ¹ GRI 405-1	Color/race/ethnicity					People with disabilities
	Black	Mixed-race	White	Asian	Indigenous	
Board of Directors	0%	0%	100%	0%	0%	0%
Employees	13%	30%	55%	1%	0% ²	4%
Presidency and senior leadership	0%	0%	100%	0%	0%	0%
Management	0%	11%	82%	4%	4%	0%
Coordination	3%	23%	73%	0%	0%	0%
Administrative	10%	21%	67%	1%	0%	3%
Operational	18%	41%	41%	0%	0%	6%

1. Due to rounding, the sum of the percentages in some categories may be slightly above or below 100%.

2. The total number of indigenous people corresponds to 0.1%





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Other actions to promote gender equality

ICONIC is a member of the *Empresa Cidadã* program of the federal government. Our employees are entitled to 180 days of maternity leave and 20 days of paternity leave. The benefit is extended to same-sex couples and in cases of adoption.

We also ensure the retention of female professionals after returning to work and promote equal pay between men and women. Our results are presented in the tables below.

Maternity and paternity leave GRI 401-3	Men	Women
Eligible employees ¹	12	8
Employees who took maternity or paternity leave	12	8
Employees who returned to work after the end of leave ²	12	5
Return rate ³	100%	100%
Employees who stayed with the company for at least 12 months after returning from leave	4	2
Retention rate ⁴	80%	50%

1. Employees who became parents, through birth or adoption, during the reporting period.
2. Some employees remained on leave on December 31; therefore, the numbers differ from the item above.
3. Employees who returned from leave during the reporting period/total number of employees who should have returned.
4. Employees who stayed with the company for at least 12 months after returning from leave/total number of employees who completed 12 months after the end of leave.

Pay equity ¹ GRI 405-2	2023	2024	2025
Management	94%	92%	92%
Coordination	105%	91%	94%
Administrative	88%	91%	92%
Operational	76%	84%	86%

1. Average base salary received by women/average base salary received by men at each functional level.

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Affinity groups

ICONIC's diversity, equity, and inclusion (DEI) strategy is put into practice by affinity groups comprised of volunteer employees. These groups help us offer a work environment that promotes inclusion, acceptance, and a sense of belonging for all employees. There are four active groups within the company:

- **Energia Feminina:** gender diversity
- **Pretitude:** racial diversity
- **Eu me Orgulho:** sexual diversity and gender identity
- **Nossa Potência:** inclusion of people with disabilities (PwD)

In 2025, we further encouraged these forums, assisting them in their governance so that they could propose and perform structured actions. The People Management and Sustainability departments conduct a monthly meeting with each group to monitor the progress of the actions.

People management strategy awarded again

In 2025, we once again received the Excellence in People Management award from *Grupo Gestão RH*, with technical support from FGV In Company. This time, we achieved first place in the Chemicals, Plastics, Gases and Industrial Materials sector and stood out among 113 finalists.

For the second consecutive year, we received the *RH Inovador* seal from Think Work Innovations. In this edition, we won in the Professional Development category, with our Development Actions (ADs) initiative.

Also, we won third place in the Social Media category of the Employer Branding Brazil (EBB) 2025 Award, which recognizes companies that best and most creatively convey the key messages of their employer brands on social media.

Freedom of association and collective bargaining GRI 2-30

At ICONIC, the right to freedom of association to all employees. In 2025, 96% of our professionals were covered by collective bargaining agreements – for those not covered, we applied the same conditions provided in these instruments.



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Health, safety, and well-being

GRI 3-3

ICONIC strives to maintain the highest level of safety in its operations to ensure the health, integrity, and well-being of employees, service providers working in its facilities, and surrounding communities, and to mitigate any potential environmental impacts. All related aspects are managed within the VIVER Program, as described in the box on this page.

Recognizing that excellence in this topic depends on the ongoing engagement of people, in 2025 we conducted a diagnosis based on the Hearts & Minds methodology. The results indicated that our safety culture is at the Calculative level, which means that we have effective and well-established management systems and programs.

Our goal is to reach the next level of the scale (Proactive), where leaders and their teams demonstrate a high degree of awareness and accountability, with all their decisions and actions influenced by safety guidelines. For this reason, we developed an action plan, whose implementation began in 2025 and mainly covers training and other activities to raise awareness among leadership and teams.

Aspects managed by the VIVER Program

- 1. **Behavior:** raise awareness at all levels of employees' roles and responsibilities to achieve compliance with health, safety, and environmental requirements.
- 2. **Risks and impacts:** identify hazards and risks to preserve the integrity of people, minimize damage to the environment and property, and the consequent business interruption.
- 3. **Changes:** manage changes in facilities, operations, products, processes, and workforce, and the consequent business impacts.
- 4. **Contractors:** promote healthy working conditions for service providers and environmental responsibility.
- 5. **Loss analysis:** investigate leak incidents to identify the causes and prevent them from happening again.
- 6. **Product life cycle:** prevent environmental impacts and risks to health, safety, and the environment during the product life cycle.
- 7. **Compliance:** comply with the law, principles, guidelines, and policies. Act ethically and participate in emerging issues related to laws and regulations.



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Management practices GRI 403-1, 403-2, 403-7, 403-8 | SASB EM-RM-320a.2

Our management system complies with applicable legal requirements, such as the Regulatory Standards of the Ministry of Labor and Employment, and covers all of our own employees and professionals working at ICONIC facilities, totaling 822 people. Its effectiveness is verified annually through internal and external audits – external audits are conducted to ensure the maintenance of ISO 45001 certification (occupational health and safety) at the Duque de Caxias and Osasco facilities.

The company’s hazard and risk assessments of its operations, products, and services, their root causes, and respective control measures follow the guidelines of the Risk Management Program and the Hazard and Risk Assessment tool. If these assessments reveal that an existing control does not

adequately prevent or mitigate a risk, we promptly take action to improve it. Hazard and risk identification is performed by the company’s Health, Safety and Environment (HSE) specialists, with participation of leadership and employees.

All incidents and deviations are investigated according to the criteria established in the Severity, Notification, and Incident matrix. Each occurrence is classified by its actual and potential criticality level and generates an action plan, which is implemented by the HSE team and closely monitored by leadership. In the most serious cases, a statement is issued to the entire company within 24 hours to prevent recurrence in other areas and facilities. Incidents are reported in the SE Suite system and can be accessed by the entire team.



In 2025, we set a goal of receiving 576 reports from employees about potential unsafe conditions and ended the year with 1,777 reports, which demonstrates the team’s commitment to safety.

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Employee participation

GRI 403-2, 403-4 | SASB EM-RM-320a.2

In addition to the identification of risks and hazards, other instruments encourage employee participation in the management of health and safety topics and help strengthen our safety culture. Each facility has an Internal Committee for Accident and Harassment Prevention (CIPA), which meets monthly and consists of employees representing their teams and employees appointed by ICONIC. The Committee also has one representative from each

outsourced company with permanent professionals in our facilities.

Employees are also encouraged to report unsafe conditions, a practice that is considered when paying the annual variable compensation of teams. The bonus also considers other safety indicators, such as the number of safety inspections performed and accidents during the period. We also have a consequence policy that recognizes the professionals who are most committed to safe behaviors. In

addition, we measure the team perceptions of our health and safety practices in organizational climate surveys.

It is important to note that all employees have the autonomy to stop any activity whenever an unsafe condition for themselves or their colleagues is identified. This guideline is specified in the Authorization to Interrupt Work (APIT) policy.

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Training matrix and other awareness-raising actions

GRI 403-5

All newly hired and outsourced professionals who begin at ICONIC undergo safety onboarding. They also participate in annual training sessions according to their job role, as outlined in the health and safety training matrix.

This topic is also addressed in the Daily Excellence Dialogues (DDE), in monthly leadership live sessions with the entire company, on internal communication channels, and during the Internal Week for the Prevention of Workplace Accidents (SIPAT).

455 employees completed 587 hours of training as outlined in our health and safety training matrix.

Safety performance

Despite the introduction of new products, the implementation of a revised work schedule at the Duque de Caxias factory, and the hiring of about 70 new employees to work at this facility, we ended 2025 without any accidents with serious consequences, mirroring the previous year's performance.

Occupational health and safety 2025	Employees	Third parties ¹
Work-related injuries GRI 403-9		
Fatalities as a result of work-related injury (total rate ²)	0 0	0 0
High-consequence work-related injuries ³ (total rate ²)	0 0	0 0
Recordable work-related injuries ⁴ (total rate ²)	2 1,44	0 0
Near miss in the workplace ⁵	1,116	
High-potential incident ⁶	0	0
Hours worked	1,392,000	372,000
Work-related ill health GRI 403-10		
Fatalities as a result of work-related ill health	0	0
Recordable work-related ill health ⁴	0	0

1. Third parties working at facilities owned or controlled by ICONIC.
2. All rates were obtained using the following formula: Total number of incidents / hours worked x 1,000,000.
3. Any injury resulting in more than 15 days of time off work is classified as a high-consequence work-related injury.
4. Recordable work-related injuries refer to serious injury or illness diagnosed by a physician or qualified health professional, as well as occupational accidents or illnesses resulting in medical treatment beyond first aid, loss of consciousness, absence from work, loss or reduction of work capacity, transfer of assignments, or death.
5. It refers to incidents that could have resulted in a work-related injury or illness, identified unsafe conditions or unsafe behaviors, and material damage occurrences. The reported data consolidates incidents involving employees and third parties.
6. Near miss that could have resulted in a high-consequence work-related injury, including death.

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Promoting health and well-being

GRI 403-3, 403-6

We monitor and manage the health risks of employees and fixed outsourced professionals through periodic examinations, according to the Risk Management Program and the Occupational Health and Medical Control Program. Only the Health teams have access to the medical records of professionals.

The benefits package offered to all employees includes health and dental plans, financial assistance for physical and wellness activities, and psychological and nutritional support. The Occupational Medicine department regularly organizes health initiatives, vaccination campaigns, informational campaigns, lectures, and discussion groups on special occasions.

The Duque de Caxias factory and the São Cristóvão terminal, in Rio de Janeiro (RJ), have first aid care centers.





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Process safety

GRI 3-3, 306-3 | SASB EM-RM-540a.1

All employees and outsourced professionals are responsible for ensuring the integrity of company assets and acting proactively to prevent and mitigate leaks and other impacts. Before beginning any activity, they must conduct an integrity assessment of the structures and a preventive loss analysis.

As with other health and safety topics, leadership systematically monitors risks, deviations, and mitigation plans, as well as the effectiveness of control instruments. We also participate in an Ultra Group committee that exclusively addresses this topic.

The company dedicates part of its annual investments to safety improvements, including protective technologies such as gas meters, machine guards, and level alarms. Throughout the year, we updated the fire brigade equipment in our factories and reviewed the Emergency Response Plans (ERPs).

There were no significant leaks in our operations in 2025.

Safety in the value chain GRI 403-7

In 2025, we adopted an automated platform to manage outsourced professionals working in our facilities. With this system, we were able to monitor the compliance of these professionals with health and safety standards more quickly and accurately, including the validity period of training courses required in relevant regulations.

We regularly verify the documents of service providers operating outside the company's premises and conduct audits for some categories. Specifically for transport companies, we maintain the Na Rota da Segurança program, which focuses on road safety. Each year, we meet with these partners to assess the progress in the period and outline the next goals.

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GRI 3-3, 203-1, 413-1

In addition to the direct and indirect jobs created by ICONIC and the taxes collected, which are transformed into investments for the benefit of the population, we want to increase our positive impact on society, particularly in the communities surrounding our operations: Duque de Caxias (RJ), Osasco (SP), and São Cristóvão (RJ).

Year after year, we seek to improve our performance in this area, observing the Private Social Investment Guidelines and prioritizing initiatives that promote education and income generation. For ICONIC, these initiatives are key to producing structural changes in society and fostering socioeconomic development, which is one of our priority sustainability objectives.

In 2025, we reinforced the connection between these actions and our business and value chain. This effort resulted in the company's first social project, which was developed in collaboration with the *Instituto Escola do Mecânico* (read more about it below).

We also continue to strengthen our partnership with Instituto Ultra, which supports the companies of the Ultra Group in the implementation of their social responsibility

Of the 15 seats in the Auto Mechanics School program, 11 were filled by women, boosting gender equality in the automotive industry.

strategies. ICONIC's CEO participates in the institution's Deliberative Council.

Boosting productive inclusion in Duque de Caxias GRI 413-1

In partnership with the *Instituto Escola do Mecânico*, we launched a free automotive mechanics course for the community of Duque de Caxias in 2025. In this first edition, 15 seats were offered, with priority given to women and people in situations of social vulnerability.

The training was conducted in person, with a total of 145 hours, and covered technical aspects of the automotive sector and the behavioral development of the participants.

This course included a special feature: the ICONIC module, which presented our product portfolio and offered a guided tour in the Duque de Caxias facility. To complete the experience, the participants got to know the factory and the Technology Center, attended

lectures and discussions with our team, and received a certificate of participation at a ceremony.

We intend to promote new editions of the course and invest in other initiatives of a similar focus, which will allow us to promote productive inclusion in priority territories through education and ensure a more qualified workforce in our sector.

By December 2025, 20% of graduates were employed by companies in our value chain, including automotive service centers and insurance companies.

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Tem Menina no Circuito project GRI 413-1

This is another important project of the year, funded by the company with incentivized resources. It is aligned with our commitment to gender equality. Aiming to raise the interest of girls in the field of exact sciences from an early age and thus increase female inclusion in related positions, the *Tem Menina no Circuito* project offered art workshops that playfully explored aspects of mathematics and physics.

The initiative benefited 135 high school students from three state schools located in the Baixada Fluminense region, including one in Duque de Caxias. A total of 60 hours of activities were offered, including an experience at the *Universidade Federal do Rio de Janeiro (UFRJ)*, a visit to the *ICONIC* factory, a Scientific CAMP (a weekend trip for all participants), and a final exhibition of projects developed during the workshops.

Female instructors who work in the field of exact sciences led the activities, generating greater identification and awareness among the young participants. During the visit to UFRJ, for example, the participants attended a lecture by researcher Tatiana Sampaio, who is leading an innovative study on spinal cord injury treatment that recently gained national attention.

135 young students from the Baixada Fluminense region were impacted by the *Tem Menina no Circuito* project, which offered 60 hours of activities.





**BRL 2.6 million
were invested in 16
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Other projects

In 2025, we also supported other initiatives focused on education, income generation, culture, and the promotion of health and well-being through incentive laws. As we gained more knowledge of these laws, we sought to select projects with potential impact, aligned with our priority areas.

These projects include the following:

- **Automobilismo Educacional:** we continued to support the project in Vespasiano (MG), which provides students in vulnerable situations with theoretical and practical karting lessons. Participants also receive academic support and psychological counseling.
- **Desafio FazGame:** encourages reading, writing, logical reasoning, and digital literacy skills in students, who are challenged to develop digital games with social and environmental themes.
- **Em Busca de uma Estrela:** a project conducted in São Paulo (SP) that promotes the inclusion of girls in soccer.
- **Support for art and culture institutions and exhibitions:** examples include the Portuguese Language Museum, Inhotim Museum, and the São Paulo Biennial.



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Risk and impact management GRI 413-2

The safety and well-being of the communities surrounding our facilities are closely monitored by ICONIC.

In the process of defining the material topics, we evaluated the real and potential negative impacts of our operations, considering their probability, magnitude, and irreversibility. One of these negative impacts heavy traffic of trucks, which can generate noise and air pollution and cause accidents. Potential risks include spills of our products and residues, which can contaminate water, soil, and biodiversity, and cause fires or explosions.

The VIVER program – focused on health, safety, and the environment – is our tool to manage risks and impacts on communities. It includes a set of procedures such as the regular assessment of soils, subsoils, and groundwater to monitor the presence of pollutants (see page 60 for details). In 2025, we replaced a raw material used in the manufacture of coolants in Osasco, which eliminated the odor caused by the previous material that affected the neighboring community.

Engagement action at the Duque de Caxias Petrochemical Complex

We are one of the sponsors of the Associação das Empresas de Campos Elíseos (Assecampe), an organization for companies located in the Duque de Caxias Petrochemical Complex. It ensures harmonious relations between its members and the surrounding communities and promotes local socio-economic development.

Every year, Assecampe organizes an engagement event, where it offers health and wellness services and recreational activities and workshops for the community, such as the one conducted by ICONIC volunteers, with a focus on career, employability, and income generation.

Emergency situations or potential impacts on communities should be reported via ICONIC’s Customer Service (0800 704 2230) or the Canal Aberto of Ultra Group.

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Ethics and integrity

GRI 2-16, 2-23, 2-24, 2-26, 3-3

Integrity is one of ICONIC's core values. Our integrity guidelines are outlined in our Code of Ethics and four corporate policies: Anti-Corruption and Relationships with the Public and Private Sectors, Competition, Conflicts of Interest and Transactions with Related Parties, and Privacy and Data Protection. Approved by the Board of Directors, these documents establish the foundations of the company's Integrity Program and guide the adoption of practices to ensure responsible business conduct and the continuous strengthening of our culture of integrity.

All employees, shareholder representatives, distributors, suppliers, service providers, and other partners representing the company externally should act in accordance with our principles. To promote a culture of integrity, we periodically offer initiatives such as training sessions, communication campaigns, and discussion groups.

As part of the program, all our business partners undergo a reputational analysis before they are hired, which helps mitigate potential risks in the value chain.

We also investigate and handle any non-compliance with ICONIC's policies and applicable laws reported via the Canal Aberto. This tool is available to all stakeholders and also receives requests for guidance.

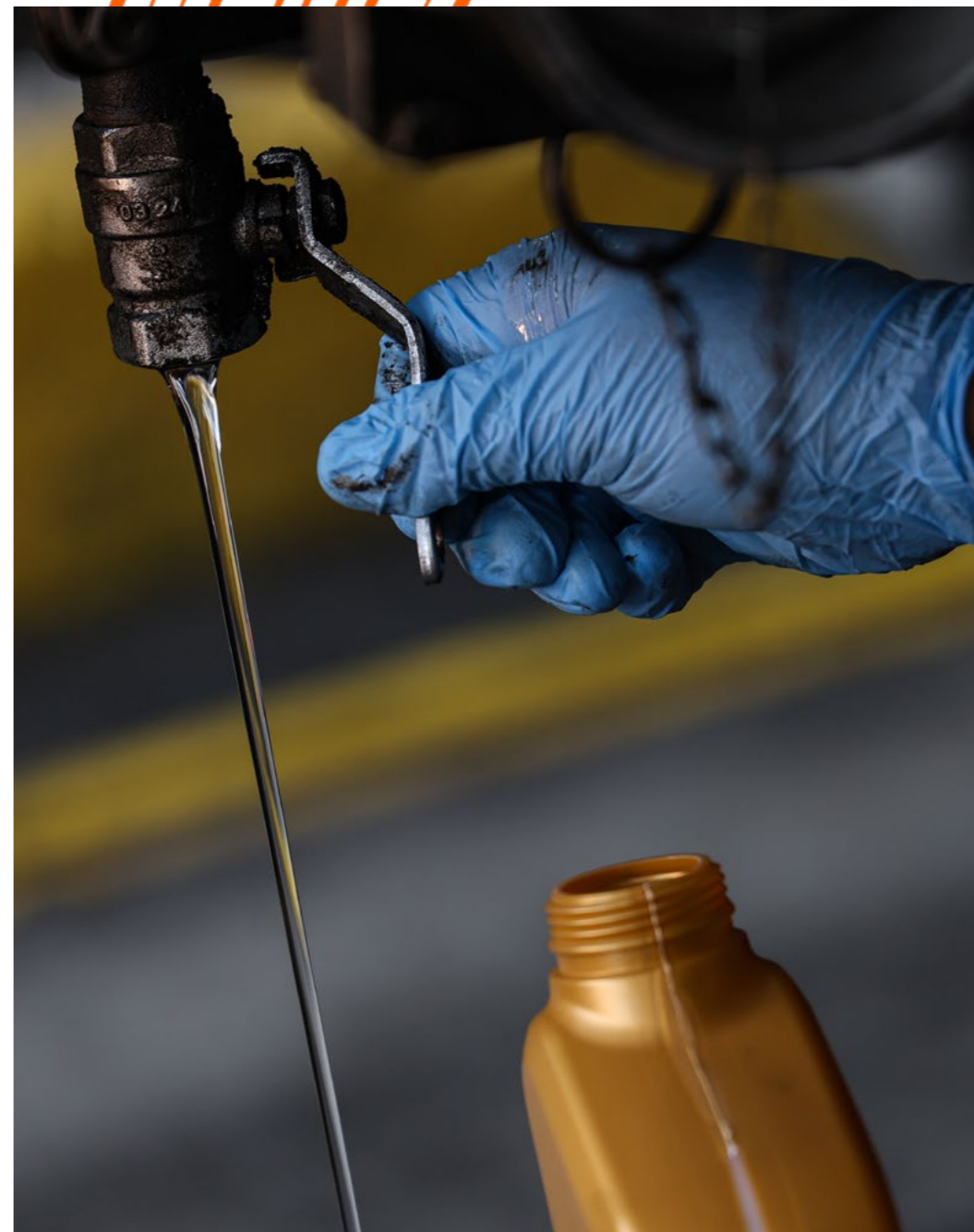
Cases reported and addressed

GRI 2-16, 2-26

Anyone who uses the Canal Aberto is guaranteed confidentiality and protection from retaliation and may remain anonymous, as preferred. This tool is managed by an independent company and operates 24 hours a day, every day, via website (canalconfidencial.com.br/ultra/) and telephone (0800 701 7172).

The channel received 67 reports involving ICONIC in 2025, related to relationship conflicts and poor commercial or administrative practices. By December, 51% of the reports had already been resolved or deemed unfounded. The others are still under investigation.

Also, 26 requests for advice were received during the year and properly addressed.



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Ethics topics prioritized in 2025

GRI 205-2

In 2025, the training sessions, discussion groups, and communication campaigns organized for internal audiences primarily addressed the themes of moral and sexual harassment, respect in the workplace, conflicts of interest, and the fight against anti-competitive practices and corruption.

Specific training on anti-corruption practices was completed by 98% of ICONIC's employees versus 97% in 2024.

We also performed integrity actions with the supply chain through the MAIS Program (read more on page 14), disseminating aspects of our integrity culture and good governance practices.

Anti-corruption procedures <small>GRI 205-2</small>	Employees informed	Employees trained
Presidency and senior leadership	100%	100%
Management	100%	89%
Coordination	100%	90%
Administrative	100%	98%
Operational	100%	100%
Total	100%	98%





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Compliance with laws and regulations

GRI 2-27, 205-1, 205-3, 415-1

In 2025, we assessed the corruption risk of 100% of our operations and identified no risks. Additionally, no cases of corruption were reported, and we did not receive any fines or non-monetary penalties for non-compliance with economic or socio-environmental laws and regulations.

As foreseen in the Anti-Corruption Policy and Policy for Public and Relationships with the Public and Private Sectors, we do not contribute financially and we do not donate products and services to political parties or pre-candidates for public office.

Commitment to human rights

GRI 2-23, 308-1, 406-1, 408-1, 409-1, 414-1

As explicitly stated in our Code of Ethics, ICONIC does not tolerate any type of prejudice or discrimination based on gender, race, religion, age, sexual orientation, disability, place of birth, political conviction, or social

class. In 2025, three cases of discrimination were reported via Canal Aberto – one was considered valid, with appropriate measures taken and an action plan structured. The other two are still under investigation.

The Code of Ethics reiterates that ICONIC does not tolerate any practice that resembles forced labor, child labor, or labor analogous to slavery. Before hiring suppliers, ICONIC conducts reputational analyses, which include consulting restricted lists. During the term of the agreements, suppliers answer a sustainability questionnaire annually, which contains questions about working conditions and human rights. Also, on-site audits are occasionally conducted.

All new ICONIC suppliers were assessed for environmental, social, and human rights aspects in 2025. No significant risk of forced, child, or slave-like labor has been identified in our supply chain.

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Fighting against the illegal market

GRI 206-1 | SASB EM-RM-520a.1, EM-RM-530a.1

We advocate for a healthy and ethical competitive environment that drives continuous market evolution and improves product quality, creating value for customers, end consumers, and society as a whole. As industry leaders, we help improve the legal and regulatory environment to ensure a free market and fair competition. We also fight against tax evasion and the counterfeiting and adulteration of lubricants.

We primarily act through the sector associations of which we are members, such as the *Sindicato Nacional das Distribuidoras de Combustíveis e Lubrificantes (Sindicom)*. This association leads the dialogue with the *Agência Nacional do Petróleo, Gás Natural e Biocombustíveis (ANP)* in order to strengthen the sector's regulations. We are also members of the *Instituto Combustível Legal (ICL)*, which has a division dedicated to combating irregularities in the lubricant market. For example, in 2025, we participated in training offered to teams from the Consumer Protection Department of the State of Rio de Janeiro and the state and municipal *Procon* offices in Rio de Janeiro at the Fuel and Lubricant Inspection Workshop, an event supported by the ICL.

We understand that it is also our role to raise awareness among end consumers, whenever relevant. Therefore, we address this topic on our social media pages, in our interactions with the press, at congresses and fairs we attend, and with our authorized distributors, encouraging them to share it to their customers.

In 2025, we were not involved in any legal action related to unfair competition or trust and monopoly practices.

We also monitor and support other topics of interest to the business, such as tax issues and those related to technological innovation, consolidation of the Brazilian carbon market, and promotion of renewable materials and the circular economy.

Participation in associations

GRI 2-28

In addition to *Sindicom* and *ICL*, ICONIC is also a member of *Instituto Brasileiro de Petróleo, Gás e Biocombustíveis (IBP)*, *Associação Brasileira de Downstream (ABD)*, *Associação Brasileira de Engenharia Automotiva (AEA)*, and National Lubricating Grease Institute (NLGI).



GRI & SASB content

Statement of use	ICONIC Lubrificantes S.A. reported the information cited in this GRI content summary for the period of January 1 to December 31, 2025 based on GRI Standards.	
GRI 1 used in this report	GRI 1: Foundation 2021	
Applicable GRI Sector Standard	GRI 11: Oil and Gas Sector 2021 V1.1	
GRI Standard/SASB Indicators ¹		
GRI 2: General Disclosures 2021	Page	Answer/complement/external link
2-1 Organizational details	<u>8, 13</u>	
2-2 Entities included in the organization’s sustainability reporting	<u>3</u>	This Sustainability Report and the Financial Statements are for ICONIC Lubrificantes S.A. and are available available here .
2-3 Reporting period, frequency and contact point	<u>3</u>	The report is annual; this edition was published in June 2026.
2-4 Restatements of information	–	None.
2-5 External assurance	–	None.
2-6 Activities, value chain and other business relationships	<u>8, 12, 14, 16</u>	According to the Global Industry Classification Standard (GCIS), ICONIC operates in the Chemicals industry (151010), which is part of the Materials (15) sector. Fossil fuels are the subject of public debate, but all company’s operations comply with the laws and regulations of the markets where it operates.
2-7 Employees	<u>52</u>	
2-9 Governance structure and composition	<u>17</u>	
2-10 Nomination and selection of the highest governance body	<u>17</u>	The partners (Ipiranga and Chevron) appoint the company’s executives to act as members of the Board of Directors.
2-11 Chair of the highest governance body	<u>17</u>	
2-13 Delegation of responsibility for managing impacts	<u>31</u>	For more details on sustainability governance, please see the Sustainability Policy here .

1. SASB EM-RM (Oil & Gas – Refining & Marketing), version: December 2023.

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GRI Standard/SASB Indicators ¹		
GRI 2: General Disclosures 2021	Page	Answer/complement/external link
2-14 Role of the highest governance body in sustainability reporting	3, 31	The Board of Directors did not directly participate in the approval of material topics and information included in the Sustainability Report. According to the Sustainability Policy, the CEO and the Executive Board are responsible for this task and must regularly inform the Board about these topics.
2-15 Conflicts of interest	17	Conflicts of Interest Policy and Related Party Transactions Policy: access here .
2-16 Communication of critical concerns	17, 70	There were no critical concerns to be reported to the Board.
2-19 Remuneration policies	18	
2-22 Statement on sustainable development strategy	4	
2-23 Policy commitments	70, 72	Code of Ethics: click here . Corporate Anti-Corruption Policy and Policy for Public and Relationships with the Public and Private Sectors: click here . Conflict of Interest Policy and Related Party Transactions Policy: click here . Corporate Anti-Competitive Behavior Policy: click here .
2-24 Embedding policy commitments	70	
2-25 Processes to remediate negative impacts	18, 31	
2-26 Mechanisms for seeking advice and raising concerns	70	
2-27 Compliance with laws and regulations	72	
2-28 Membership associations	73	
2-29 Approach to stakeholder engagement	34	The specific engagement process for defining the material topics is described in the 2024 Sustainability Report, page 19. Click here .
2-30 Collective bargaining agreements	59	
GRI 3: Material topics 2021		
3-1 Process to determine material topics	31	In 2025, the material topic of Ethics and integrity was updated to Ethics, integrity, and corporate governance.
3-2 List of material topics	32	

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GRI Standard/ SASB Indicators ¹	Content	Reference number of the Sector Standard	Page/Answer/External link
Material topic: Management of raw materials, products and waste			
GRI 3: Material topics 2021	3-3 Management of material topics	11.5.1, 11.6.1	32 , 48 , 65
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	11.6.2	45
	303-2 Management of water discharge-related impacts	11.6.3	45
	303-3 Water withdrawal	11.6.4	45
	303-4 Water discharge	11.6.5	45
	303-5 Water consumption	11.6.6	45
SASB Water and effluent management	EM-RM-140a.1 Total fresh water withdrawn, percentage in regions with high or extremely high baseline water stress	–	45
	EM-RM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations	–	45
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	11.5.2	43
	306-2 Management of significant waste-related impacts	11.5.3	43
	306-3 Waste generated	11.5.4	44
	306-4 Waste diverted from disposal	11.5.5	44
	306-5 Waste directed to disposal	11.5.6	44
SASB Hazardous materials management	EM-RM-150a.1 Amount of hazardous waste generated, percentage recycled	–	43
	EM-RM-150a.2 Number of underground storage tanks (USTs), number of UST releases requiring cleanup, and percentage in states with UST financial assurance funds	–	ICONIC does not have any underground storage tanks.
GRI 306: Effluents and waste 2016	306-3 Significant spills	11.8.2	65
SASB Critical incident risk management	EM-RM-540a.1 Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)	–	65
	EM-RM-540a.2 Challenges to Safety Systems indicator rate (Tier 3)	–	None.
Material topic: Energy transition			
GRI 3: Material topics 2021	3-3 Management of material topics	11.1.1	32 , 36
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	11.2.2	36
GRI 302: Energy 2016	302-1 Energy consumption within the organization	11.1.2	42
	302-3 Energy intensity	11.1.4	42

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GRI Standard/ SASB Indicators ¹	Content	Reference number of the Sector Standard	Page/Answer/External link
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	11.1.5	41
	305-2 Energy indirect (Scope 2) GHG emissions from energy acquisition	11.1.6	41
	305-3 Other indirect (Scope 3) GHG emissions	11.1.7	41
	305-4 GHG emissions intensity	11.1.8	40
	305-5 Reduction of GHG emissions	11.2.3	38, 40 In absolute terms, the reduction compared to the reference year (2020) was 3,819.5 tCO ₂ e in Scope 1. Scope 2 was not measured in 2020.
SASB Greenhouse gas emissions	EM-RM-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	–	41
	EM-RM-110a.2 Long-term and short-term strategies or plans to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	–	36, 38
SASB Product Specifications & Clean Fuel Blends	EM-RM-410a.3 Volumes of renewable fuels for fuel blending: net amount produced, net amount purchased	–	Not applicable: ICONIC does not use renewable fuels in its products.
Material topic: Socioeconomic development			
GRI 3: Material topics 2021	3-3 Management of material topics	11.14.1, 11.15.1	32, 66
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	11.14.4	In 2025, ICONIC invested BRL 2.6 million in incentivized social projects. The main initiatives are described on page 66 and the following pages.
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	11.15.2	66, 67
	413-2 Operations with significant actual and potential negative impacts on local communities	11.15.3	69
Material topic: People management, diversity and inclusion			
GRI 3: Material topics 2021	3-3 Management of material topics	11.11.1	32, 52, 56
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	11.10.2	55
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	11.10.3	Not applicable. ICONIC does not employ temporary or part-time employees. The main benefits offered to full-time permanent employees are listed on page 55 .
	401-3 Parental leave	11.10.4	58

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GRI Standard/ SASB Indicators ¹	Content	Reference number of the Sector Standard	Page/Answer/External link	
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	11.10.6	54	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	11.11.4	57	
	405-2 Ratio of basic salary and remuneration of women to men	11.11.5	58	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	11.11.6	72	
Material topic: Health, safety, and well-being				
GRI 3: Material topics 2021	3-3 Management of material topics	11.8.1, 11.9.1	32, 60	
	403-1 Occupational health and safety management system	11.9.2	61	
	403-2 Hazard identification, risk assessment, and incident investigation	11.9.3	61, 62	
	403-3 Occupational health services	11.9.4	64	
	403-4 Worker participation, consultation, and communication on occupational health and safety	11.9.5	62	
	403-5 Worker training on occupational health and safety	11.9.6	63	
	403-6 Promotion of worker health	11.9.7	64	
	GRI 403: Occupational health and safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	11.9.8	61, 65
		403-8 Workers covered by an occupational health and safety management system	11.9.9	61 The entire system undergoes periodic internal audits; the facilities in Duque de Caxias (RJ) and Osasco (SP) have external certification.
		403-9 Work-related injuries	11.9.10	63
403-10 Work-related ill health		11.9.11	63	
SASB Workforce health & safety	EM-RM-320a.2 Management systems used to integrate a culture of safety	-	61, 62	
Material topic: Innovative solutions				
GRI 3: Material topics 2021	3-3 Management of material topics	-	22, 32, 46	
Material topic: Ethics, integrity, and corporate governance				
GRI 3: Material topics 2021	3-3 Management of material topics	11.19.1	70	

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GRI Standard/ SASB Indicators ¹	Content	Reference number of the Sector Standard	Page/Answer/External link
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	11.20.2	72
	205-2 Communication and training about anti-corruption policies and procedures	11.20.3	71
	205-3 Confirmed incidents of corruption and actions taken	11.20.4	72
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	11.19.2	73
SASB Pricing integrity & transparency	EM-RM-520a.1 Total amount of monetary losses as a result of legal proceeding associated with price fixing or price manipulation	-	73
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	11.13.2	The Code of Conduct ensures freedom of association for all employees and respects collective bargaining and conventions. In 2025, no risks to these rights were identified in the company's own operations or in the supply chain.
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	72
GRI 408 Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	72
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	11.2.2	72
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	11.12.3	72
GRI 415: Public policy 2016	415-1 Political contributions	11.22.2	72
Other indicators reported			
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts	-	45
	101-5 Locations with biodiversity impacts	11.4.2	45
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM), H2S, and volatile organic compounds (VOCs)	11.3.2	41
SASB Air quality	EM-RM-120a.1 Emissions of Nox, SOx, and other air emissions	-	41
SASB Management of the legal & regulatory environment	EM-RM-530a.1 Corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	-	73

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Topics of sector standard considered non-material topics¹

Explanation

Emissions of NOx, SOx, persistent organic pollutants (POPs), volatile organic compounds (VOCs), hazardous air pollutants (HAPs), and particulate matter (PM) are not significant.

The company does not perform extractive activities that could generate the types of potential impacts described in the standard. The risks of environmental impact, such as leaks and contamination, are managed on a daily basis, and the probability of liabilities arising from the eventual closure of an operation is low.

The operations do not directly or indirectly cause any type of involuntary resettlement or compromise the right to land and natural resources.

The company does not have operations close to indigenous communities or that may affect indigenous peoples.

There are no operations in conflict zones.

1. The other topics listed by the sector standard were considered material, and the related GRI content was incorporated – in whole or in part – into the monitoring of the progress and challenges of the management of material topics.

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