

2025

Sustainability

Report EXECUTIVE SUMMARY



# Growing with sustainability

## Leader in the Brazil's lubricants market

### Market share\*

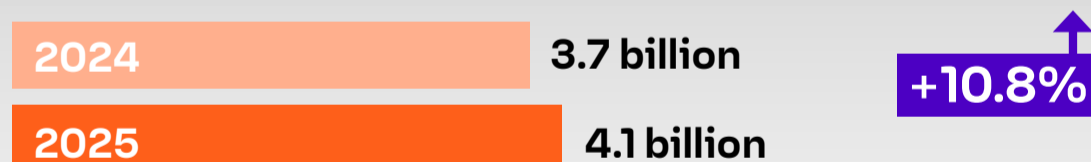


\*Data from the Instituto Brasileiro de Petróleo, Gás e Biocombustíveis (IBP).

### Volume of lubricants and base oils sold (in liters)



### Net revenue (BRL)



## DIVERSIFIED PORTFOLIO

 Lubrificantes

 **TEXACO**

 **NYNAS**

 **BEL-RAY**  
TOTAL PERFORMANCE LUBRICANTS

  
**arteco**  
GENIUS COOLANTS

 **HF Sinclair**

# Innovation as a differentiator



**ICONIC TECHNOLOGY CENTER (CTIC)**

**One of the largest private  
laboratories in the lubricants  
sector in Latin America.**

**CUBO** itaú

**We are part of the Cubo Itaú  
energy hub:**

**working closely and in collaboration with the  
ecosystem of startups.**

**ICONIC leaders in Silicon Valley (US):**

**immersion with global leaders in technology and innovation.**


# Our decarbonization journey



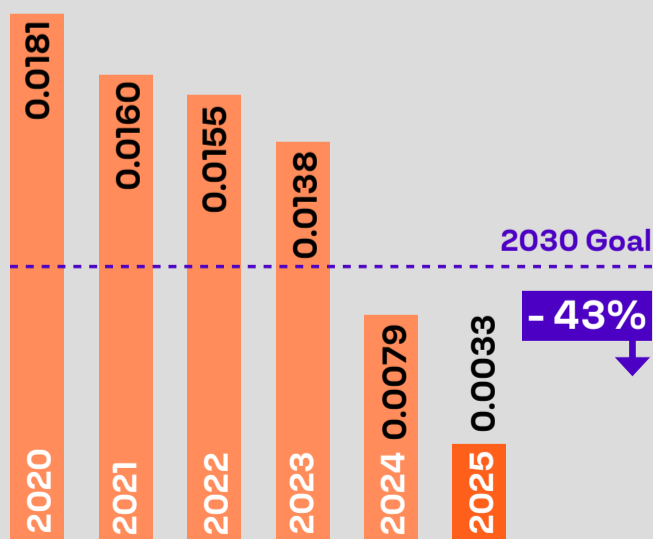
Use of biomethane and CNG in our truck fleet.

Pioneering use of biomethane at the Duque de Caxias factory recognized with the

**Firjan Sustainability Award and the Conscious Vision Award.**

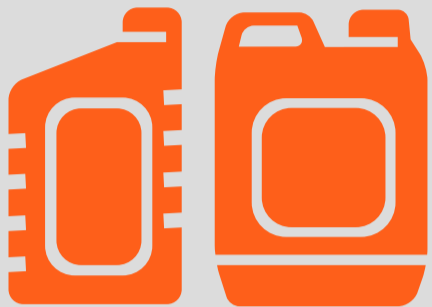
  
**82% reduction in relative GHG emissions compared to 2020\*.**

Emission intensity\*\*  
(tCO<sub>2</sub>e/m<sup>3</sup> produced)



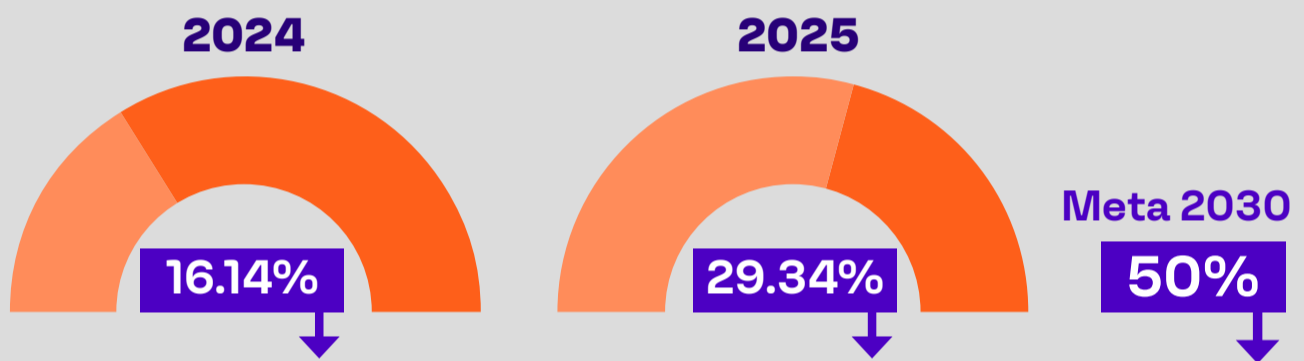
\* Reference year for the decarbonization goal. \*\* Scope 1 (direct emissions) and Scope 2 (indirect emissions connected to electrical energy acquisition).

# Boosting the circular economy



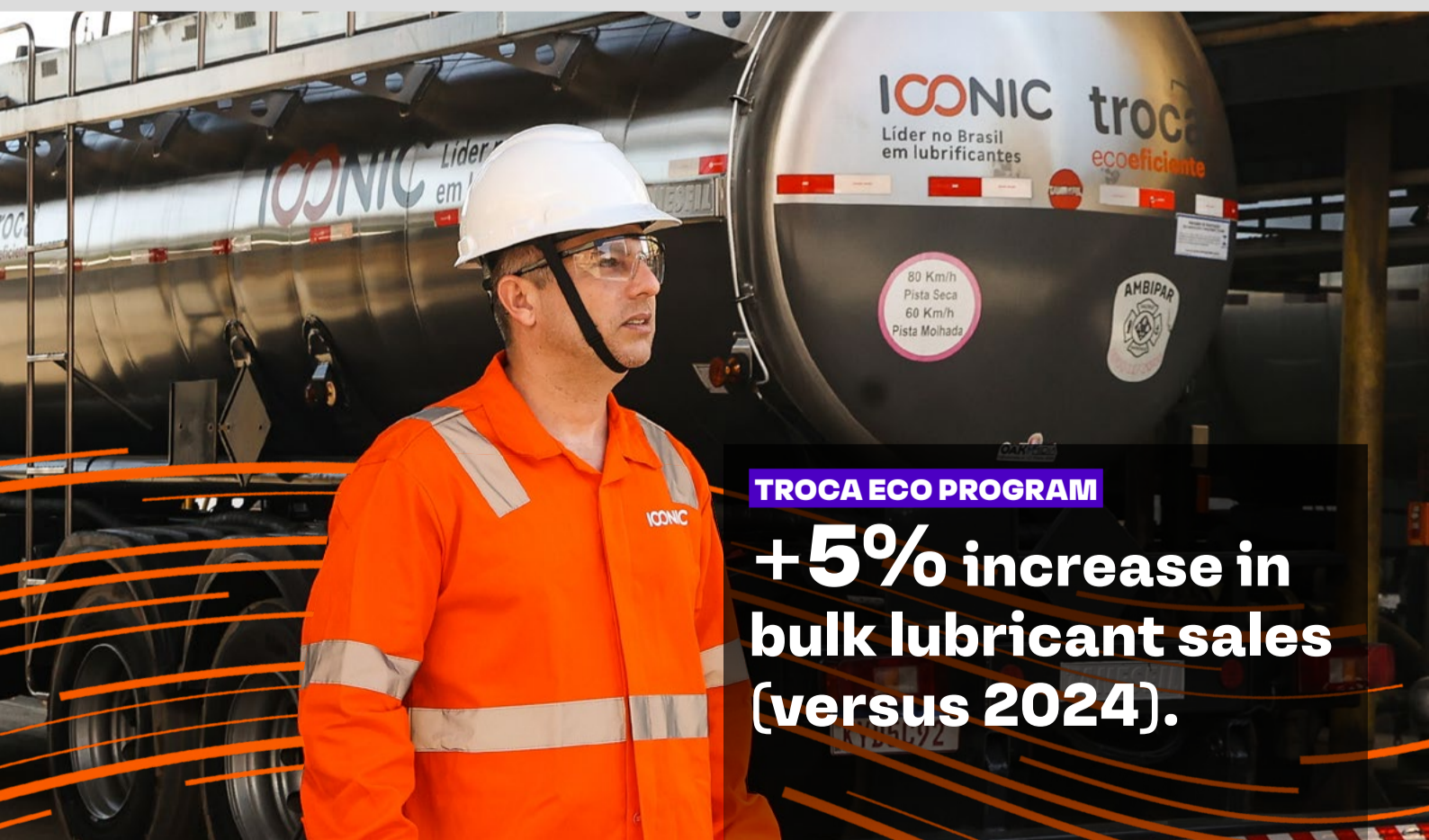
**29.3%** reduction in the use of virgin plastic\* in containers since 2022.

\* Total use of virgin plastic consumed divided by total lubricants sold (m<sup>3</sup>).



## RENOVAR PROGRAM

Designed to close the lubricant cycle in an efficient, safe, and responsible manner (environmental compliance, traceability, and economic incentive).



## TROCA ECO PROGRAM

**+5%** increase in bulk lubricant sales (versus 2024).

# Care for the team

New work schedule at the Duque de Caxias factory (24/7):  
**longer and more frequent rest periods  
and better quality of life.**



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

## Number of employees



Diversity	2025	Meta 2030
Women in the workforce	29.4%	48%
Women in leadership positions*	34.1%	50%
Black and mixed-race people in leadership positions*	10.5%	30%

\*Considers the roles in management and senior leadership.



# Responsibility to care for the community



**TEM MENINA NO CIRCUITO PROGRAM**

**135 high school girls** participated in a program to raise their interest in careers in exact sciences.

Automotive mechanics course for the community of Duque de Caxias and surrounding region:

**15 seats;**  
**11 filled by women.**



**BRL 2.6 million** invested in 16 incentivized social projects.