



Sustainability **REPORT** 2022





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Contents

03 Presentation

Welcome

Our highlights

A message from the Board of Directors

A message from the CEO

08 Our essence

About us

What we do and where we are

An agenda for sustainability

23 Our governance

Management and leadership

Ethics, integrity and compliance

32 Our business

Operations and opportunities

Clients and suppliers

Financial results

41 Relationship with the environment

Efficiency of processes

Environmental indicators

46 Our people

The Unidas team

Culture, belonging and careers

Safety, health and wellbeing of people

Commitments to society

ANNEX

GRI CONTENT INDEX

CREDITS



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

In this chapter

- Welcome
- Our highlights
- A message from the Board of Directors
- A message from the CEO

PRESENTATION



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Welcome

In an approach that is both transparent and responsible, we are here publishing our 2022 Sustainability Report, reinforcing to the market and our stakeholders our commitment to being a benchmark company in the leasing and management of fleets of vehicles. [GRI 2-2, 2-4](#)

The publication forms part of a cycle of annual reports and contains important information on our activities covering the period from January 1 to December 31, 2022. [GRI 2-3](#)

The content was developed using the directives of the 2021 version of the Global Reporting Initiative (GRI) as a base, these having been globally recognized as the best practices for the public reporting of different economic, social and environmental impacts, and we have aligned our actions with the United Nations' Sustainable Development Goals (SDGs). We have decided to report the indicators relating to the Unidas Group, created in 2022, without including the historical reporting of the two companies (Ouro Verde and the operation involving vehicle leasing and sale of used vehicles performed by the old Unidas) which merged to form the group. With this merger, all the processes, metrics and information underwent changes.

By means of this report, we are also highlighting our actions relating to the ESG Management Program, which details our commitments to the environmental, social and governance pillars. The information presented in the publications takes into consideration our materiality matrix, created in 2022, involving ten priority topics. As such, we are reporting our operating fronts, our corporate governance model, the engagement of our team, suppliers, clients and other stakeholders, as well as our commitment to the environment. [GRI 2-29, 3-1, 3-2](#)

In case of any doubts concerning the content of this report, please write to: sustentabilidade@unidas.com.br. [GRI 2-3](#)





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Our highlights



FLEET

90,000 assets

including light vehicles, trucks, and heavy machinery and equipment. We ended 2023 with more than

100,000 assets



STORES

172 units

leasing cars to individuals and companies



PUBLIC

more than

1,300 fleet

clients



EMPLOYEES

Unidas has a team of

3,567 people



PARTNERS

more than

4,000 licensed

workshops



SALES

more than

30 points

of sale for used light and heavy vehicles, including retail and wholesale



ECONOMIC RESULTS

Unidas Fleet

R\$ 1.37 billion

in net revenue

R\$ 102 million

in net income and Ebitda of

R\$ 719.4 million

Unidas Rent a Car

R\$ 1 billion

in net revenue

R\$ 111.6 million

in net income and Ebitda of

R\$ 323.5 million



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

A message from the Board of Directors

GRI 2-22

We began a new stage of our activities in the Brazilian mobility market with the creation of the Unidas Group. The Company combines the services and knowledge of two important players with extensive experience in the segment. The attributes of Ouro Verde and the vehicle leasing and sale of used vehicles operations of the old Unidas were combined to provide customers with a full experience.

The Group is controlled by Brookfield Asset Management, which was already a shareholder in Ouro Verde, providing us with directives for operating in line with international governance standards, prioritizing people, innovation, technology and sustainability. Our attention to these pillars is reflected in commitments established in our ESG Management Program, in the form of a plan that aims to advance our activities on seven strategic fronts by December 2028, involving actions, working groups and investment.

We are committed to inclusive environments that are free of prejudice, situations that are essential for our employees to feel happy and welcomed, whilst experiencing the best conditions for development. We work with firm targets and actions

especially in the areas of female empowerment, disabled professionals, LGBTQIA+ and racial equality. We are also committed to increasing our fleet powered by clean energy and increasingly promoting the digitization of the customer experience, thus driving important environmental gains. Still in relation to the environmental pillar, we will be promoting the reuse of the waste generated by both Unidas and our suppliers (tires and scrap metal) with the aim of eliminating the negative impacts caused by our business.

Included in the program is the target of maintaining and strengthening our ethical, upstanding and sustainable reputation with our stakeholders, consolidating these principles within our team, mapping and mitigating the organization's corporate and operational risks, including those involving information security and the prevention of cyber-attacks. In order to drive our growth, we are also working to become eligible for raising financial resources through possession of the ESG seal.

I would like to thank our stakeholders for their confidence and commitment, including our personnel, suppliers, customers and investors, all of

whom have been fundamental in us reaching our business and sustainability goals. We will be continuing along this path, now as the Unidas Group, always guided by integrity and commitment to what the Company has to deliver.

Alexandre Thiollier
Chairman of the Board of Directors





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

A message from the CEO

GRI 2-22

2022 was notable in the Company's history for us having successfully structured the Unidas Group. We have begun offering companies and individuals a complete portfolio, including 'Rent a Car', in line with Brazil's growing demand for the short-term leasing of light vehicles.

The challenge presented by the integration of the businesses was huge, but we managed to overcome it with efficient processes and the care shown to people, always prioritizing ethics, integrity and simplicity to achieve our goals. The complementary nature and cultural similarities of the two operations benefited the process of merging the two teams, who performed their work brilliantly. The positive result can be seen in the figures: even considering the challenging macroeconomic scenario, our Net Promoter Score (NPS) reached levels of excellence, proving our customers' satisfaction.

The Company's new reality provides continuity for an already successful journey of growth, notable for resilience and the delivery of consistent results, both for Brookfield, our parent company since 2019, and society. In the financial pillar, we have been moving forward with integrity and a firm structure.

Within the scope of sustainability, in 2022, we arranged for the updating of our material topics. We consulted more than 3,000 people who helped us gauge the axes for analysis of our materiality, considering our socio-environmental and financial impact, and the perception of relevance for our stakeholders. We also moved forward in the area of compliance and risk management, establishing the Company's Internal Controls and Risk Department, which has begun to map and control internal and external risks and their respective mitigation mechanisms, whilst also proposing and implementing new initiatives.

For the coming years, we are confident that we will achieve even more impressive results, delivering value to our shareholders and society as a whole. We remain fully committed to achieving our goals, that have been carefully planned and established in a way that means real sustainable development of the business, people and the environment. In this report, we are setting out the first steps of a long journey that we as the Unidas Group will be taking.

We hope you enjoy the report!

Cláudio José Zattar
CEO





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

In this chapter

- About us
- What we do and where we are
- An agenda for sustainability

Our ESSENCE





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

About us

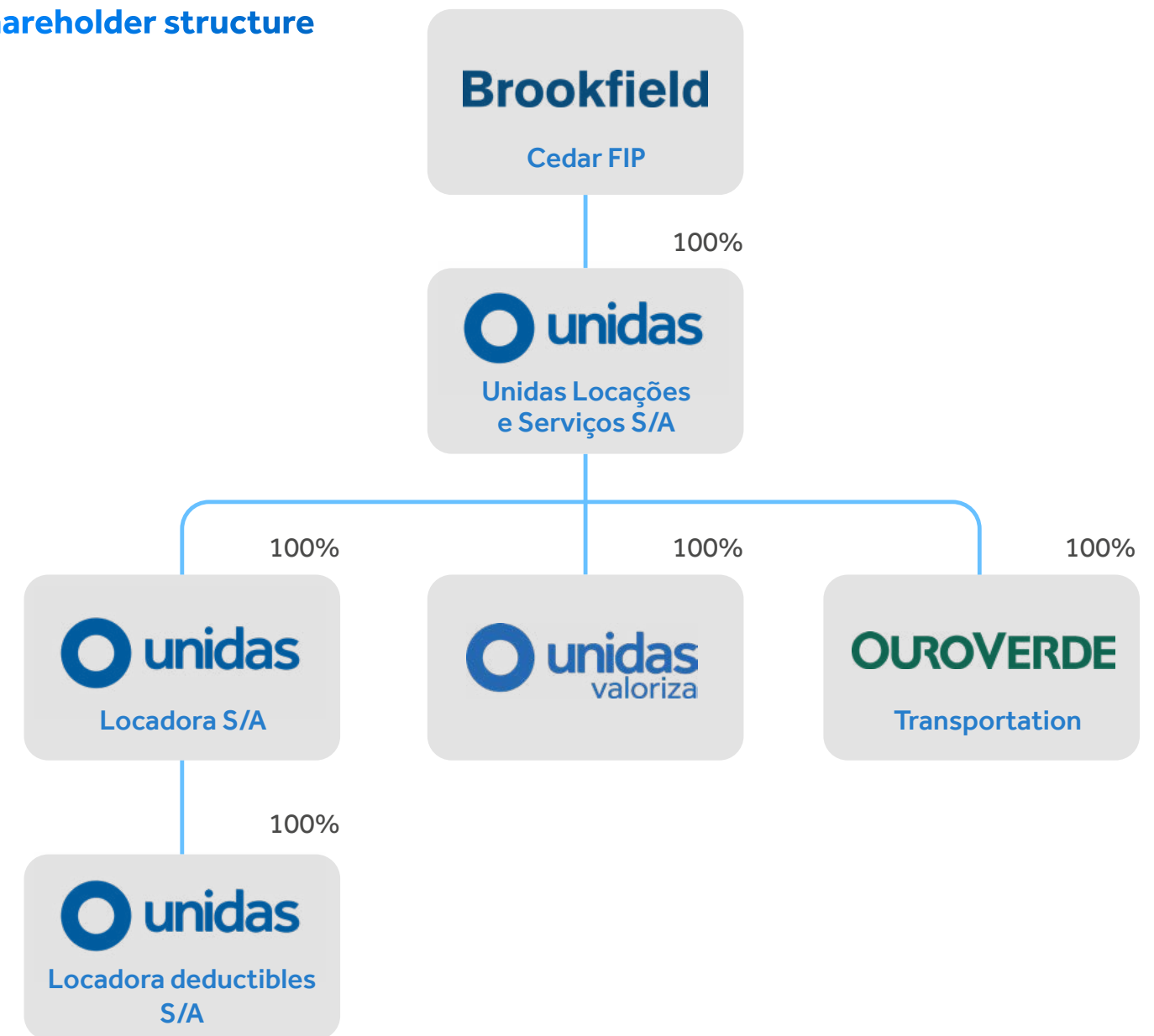
GRI 2-1, 2-2, 2-6

According to Brand Finance Brasil,
**we were the 35th most valuable
brand in the country** in 2022

The Unidas Group is one of the biggest companies in the Brazilian vehicle rental and fleet outsourcing segment. Our current structure was established in 2022, with the merger of Ouro Verde, a company with a 50-year history in the management and outsourcing of fleets, and Unidas, a company with extensive experience in the area of light vehicle rentals.

The joining of these businesses has allowed us to continue providing our customers with dedicated, knowledgeable and tailored services under a single brand. The experience of our team is boosted by the knowledge of business management of Brookfield Asset Management, the Group's controlling shareholder. Of Canadian origin and with more than 120 years presence in Brazil, Brookfield is a global leader in the management of alternative assets, operating with capital on a large-scale and a long-term vision.

Shareholder structure





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits



PURPOSE

Simplifying our customers' lives with complete solutions, innovation in leasing assets and reliable services.



VALUES

A FOCUS ON THE CUSTOMER

We put the customer at the center of our decisions and cultivate long-term relationships.

REPUTATION

We have built and maintain our reputation at the highest level. We seek results based upon integrity, ethics, justice and transparency.

PEOPLE

We believe in the potential of each employee and value team work. We recognize those who seek to grow and engage themselves with excellence in results.

RESULTS

We are driven by results, whilst challenges constantly push us and encourage us to achieve, with a basis in social and environmental responsibility.

SERVICE EXCELLENCE

Excellence is our rule in everything we do. We always do the best for our customers, team and society as a whole.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

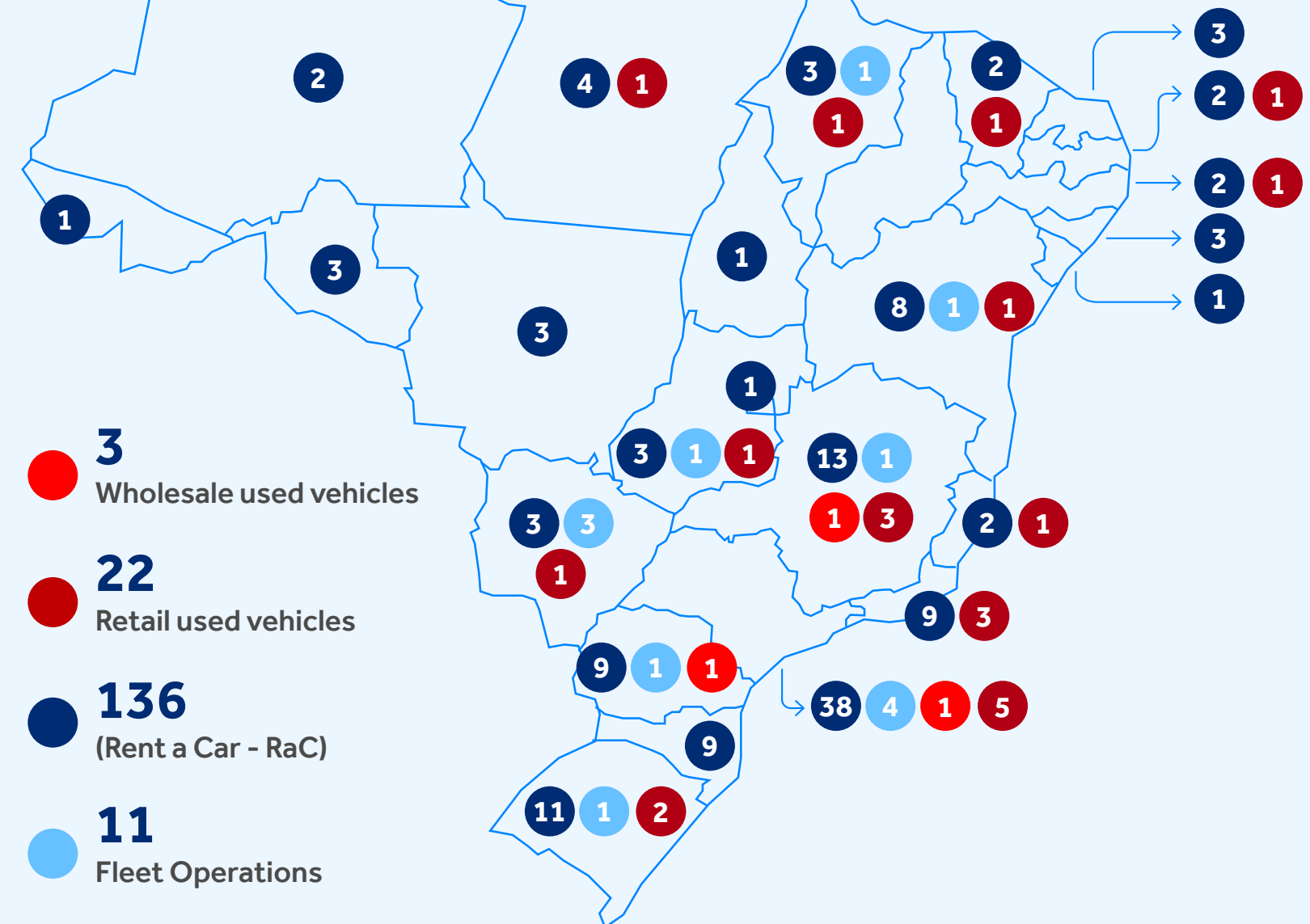
What we do and where we are

We have a platform of complete solutions for mobility, which includes light and heavy vehicles, machinery and equipment, with services aimed at individuals and companies (*read more in the 'Our Business' chapter*). We serve the entire country, with administrative bases in Curitiba (PR), Belo Horizonte (MG) and São Paulo (SP). In 2022, we inaugurated three operations: two in São Paulo, in the Cajati and Américo Brasiliense regions, and one in Imperatriz, in Maranhão. We expanded our activities even further in 2023, with the inauguration, by October, of another 14 car rental stores (RaC), another four Wholesale Used Vehicles stores, another 11 Retail Used Vehicles stores, and two Fleet Operations.



172

operations (including used vehicles, rent a car and fleet operations) make up our total business





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

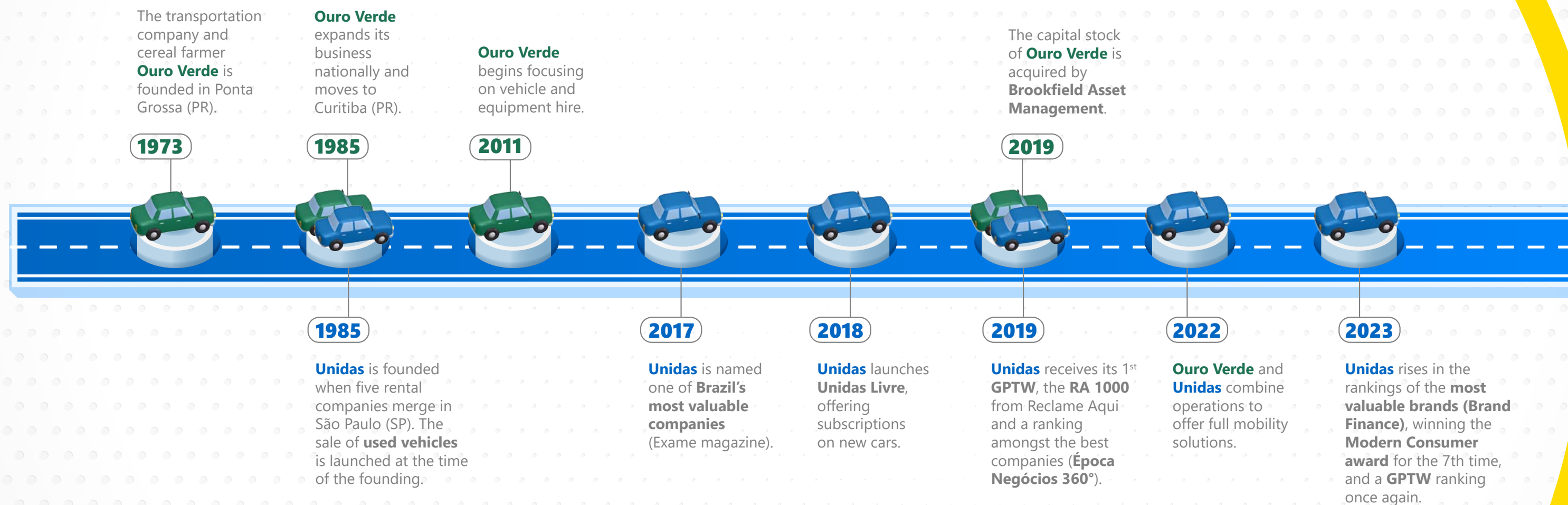
Our people

Annex

GRI content index

Credits

Timeline | unidas





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

An agenda for sustainability

GRI 2-22, 3-1

The application of sustainable development to our business is the model within which **economic growth, governance, environmental protection and social inclusion find balance**

ESG management

We believe that the long-term success of the business is directly linked to good environmental, social and governance practices. We respect the environment and the communities that surround us, and our initiatives are based upon ethical principle and compliance, as we constantly observe the impact that our actions can generate for the reputation of the company and on all of us.

To structure and accelerate our contribution within these pillars, we have established commitments on seven strategic fronts that are to be achieved by 2028. The initiative, named ESG Management, involves a managing committee and six working groups, made up of representatives from different areas of the Company.





Presentation

Our essence

Our governance

Our business







Relationship with
the environment

Our people

Annex

GRI content index

Credits

Our objective	Strategic principles	Our commitments	Ambitions	Targets	SDGs
To simplify our customers' lives with complete solutions, through innovation in leasing assets and reliable services	People and engagement	To encourage a culture of inclusion in our team, contributing to the construction of opportunities for the reduction of inequalities.	Expansion of the presence of women in our operational workforce and in positions of leadership.	25% of operational positions and 50% of leadership positions by 2028.	   
			Expansion of the presence of disabled professionals and those aged over 50 in our team.	5.5% of disabled professionals and 19% of professionals aged over 50 by 2028.	
	Sustainable finances	Alignment of the fund-raising and investments policies from an ESG perspective.	Eligibility for the raising of financial resources with the ESG seal (e.g.: green funds, social funds, SLB).	1 st half of 2024	
			Definition and implementation of an investment model for ESG projects.	1 st half of 2024	
	Customer experience	To develop and transform the customer experience in the use of assets for a long-term, sustainable model.	To establish a fleet (light and heavy vehicles) powered by clean energy.	3,000 units by December 2028.	  
			To achieve a Net Promoter Score (NPS) classification that surpasses the zone of excellence and guarantees services that are better in terms of quality, efficiency and sustainability.	To establish the Unidas NPS in the zone of excellence (over 75%) by December 2028.	
	Efficient processes	Reuse of the solid waste generated by the Company and its operational suppliers, with shared environmental, social and economic value creation for the communities in which we operate and for the organization itself.	To provide and encourage best defensive driving practices amongst Fleet customers for greater safety on the roads.	50% by 2028.	   
			Reuse of the recyclable solid waste generated by the Company with environmental, social and economic benefits.	90% by 2028.	
			Reuse of used tires and scrap metal generated by Unidas' outsourced mechanical workshops, providing sustainable benefits.	30% by 2028.	
			Use of renewable energy in Unidas' operations.	75% by 2028.	



Presentation

Our essence

Our governance

Our business






Relationship with
the environment

Our people

Annex

GRI content index

Credits

Our objective	Strategic principles	Our commitments	Ambitions	Targets	SDGs
To simplify our customers' lives with complete solutions, through innovation in leasing assets and reliable services	Governance	To adopt the best corporate governance practices, prioritizing transparency before our stakeholders and the market.	To ensure the effectiveness of the integrity and ethics pursued by Unidas' employees.	100% by 2028.	 
			To perform corporate and operational risk evaluations and implement the corresponding control mechanisms.	100% by 2028.	
			To implement and monitor integrity and ethics control actions during the effective periods of the service provider contracts.	100% by 2028.	
	Cyber Security.	To develop corporate maturity in cybersecurity actions integrated with the sustainability of the business.	To continuously evolve the NIST framework used to gauge cyber-maturity and data protection.	NIST 3+ scoring maturity for greater data security and protection by 2028.	
			To increase the resilience and availability of the operations with business continuity management (BCM) plans for critical corporate systems.	Implementation of BCM at level 8 for critical systems by 2028.	
	Corporate culture	To promote and encourage the effective practice of ethical and sustainable management by the organization's senior management.	To increase awareness and the degree of preparation of employees and partners in relation to cyber-security and digital fraud.	100% by 2028.	 
			To promote an ethical, sustainable and upstanding corporate culture amongst Unidas' employees.	To achieve a position amongst the 50 best companies in the Great Place to Work (GPTW) ranking by 2028.	
			To implement the ESG performance and skills evaluation methodology for eligible employees.	100% by 2028.	



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

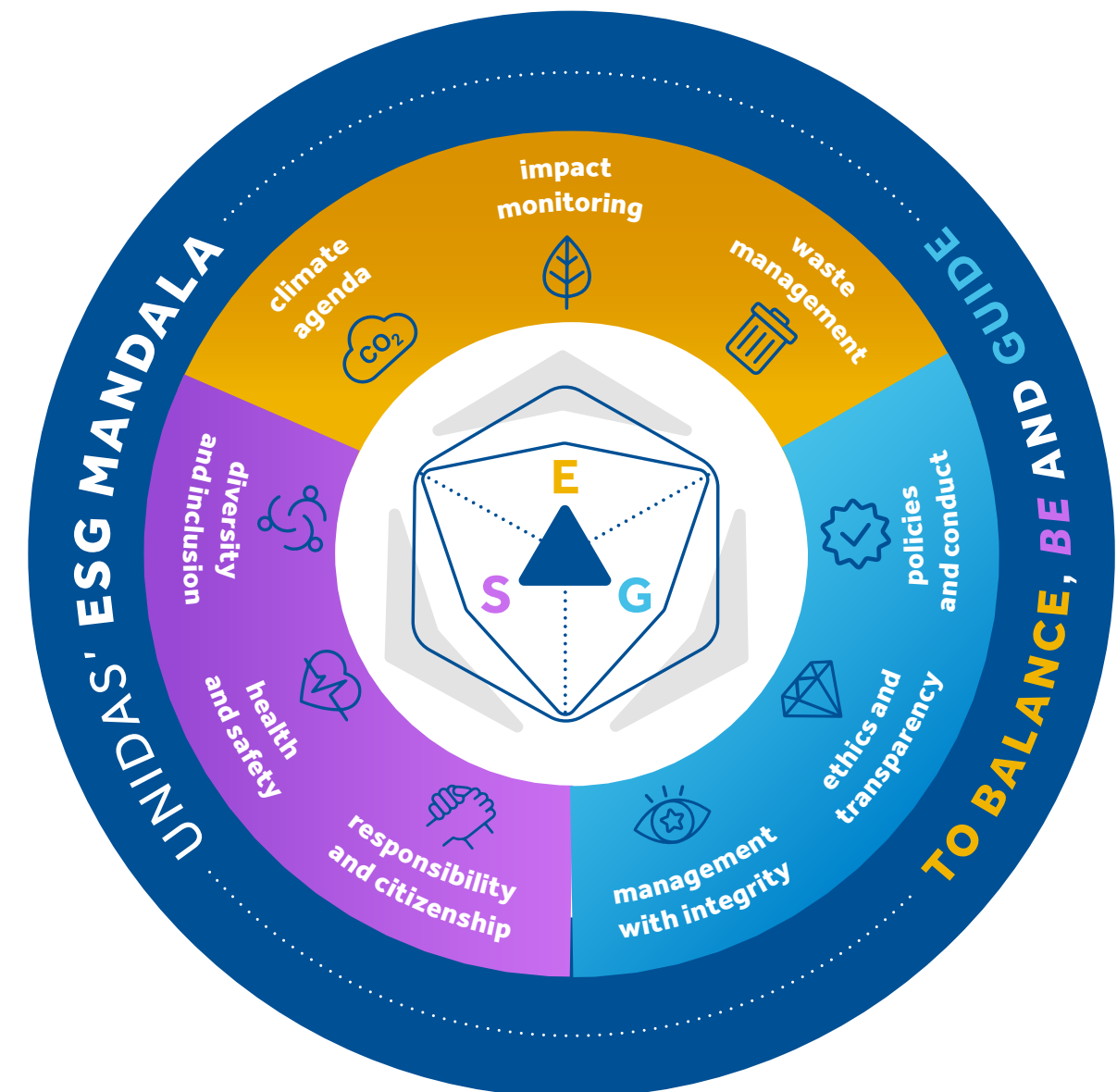
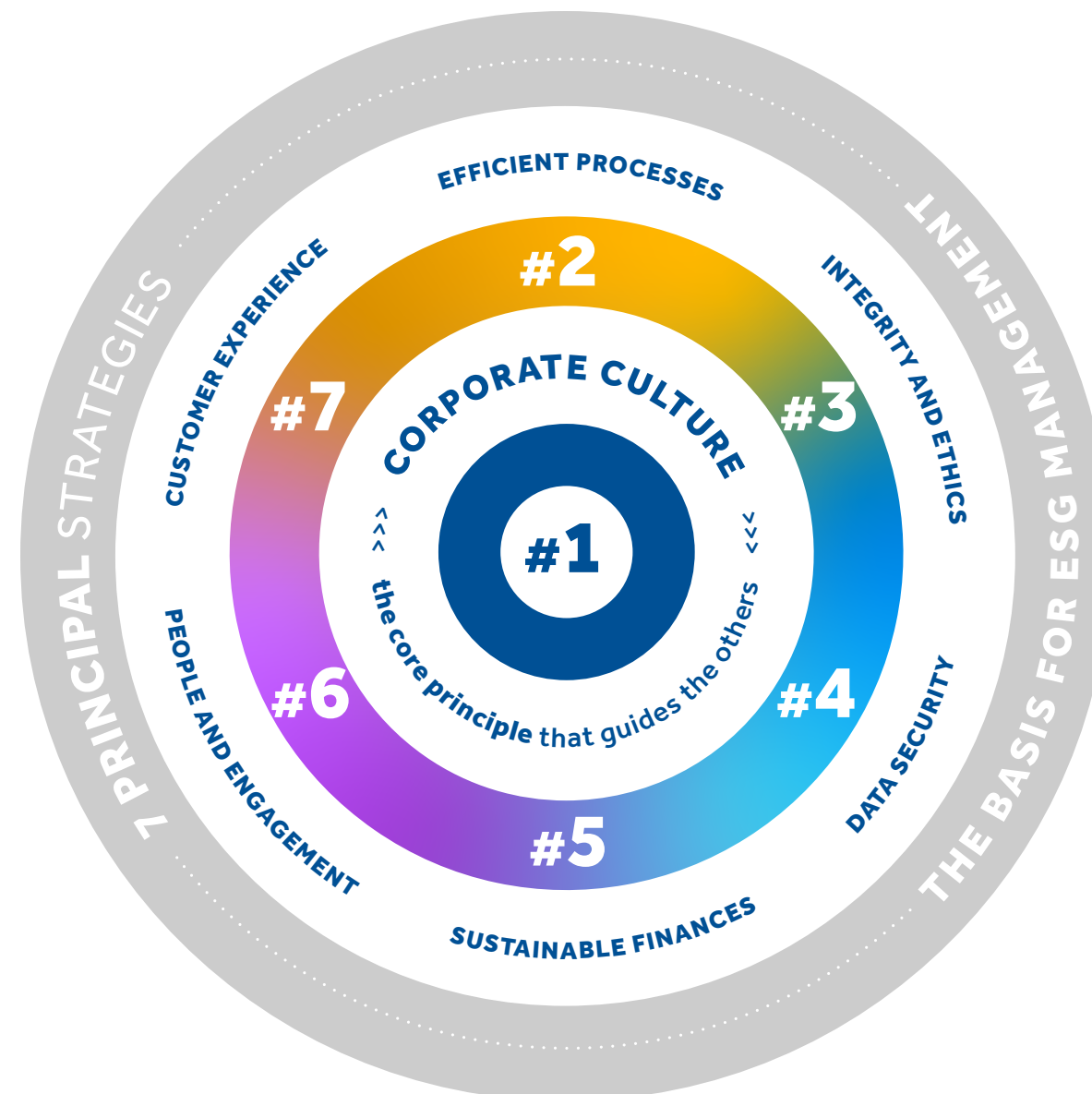
Annex

GRI content index

Credits

Our journey

In developing the ESG Management processes, we begin with the 7 strategic principles that define our corporate ecosystem.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Definition of material topics

GRI 3-1

In 2023, we constructed our updated materiality matrix in accordance with the scope of activity of the newly configured Unidas. The identification of the ten material topics has helped us to concentrate our efforts on ESG together with the publics with which we have relations. With support from an external consultancy, the materiality was developed using extensive analyses of internal and external documents, market players and sector instruments. The definition of the topics underwent **five stages**.

1

DEFINITION

Objective, scope and tools to be used.

2

IDENTIFICATION

Mapping of the organization's publics and impacts.

3

PRIORITIZATION

Surveying the stakeholders' perceptions.

4

ANALYSIS

of the results and creation of the matrix.

5

VALIDATION

with the senior management and presentation of risks and opportunities.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex 

GRI content index

Credits



The participants included 3,241 members of the Company's team and management body, customers of the Unidas Fleet, Unidas RaC and Unidas Used Vehicles units, suppliers, service providers and representatives of third sector institutions. By means of individual interviews, focus groups and online consultations, the process gauged all the materiality analysis axes, considering socio-environmental and financial impacts and the stakeholders' perception of relevance.

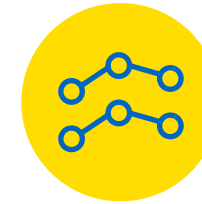
The material topics were divided into strategic pillars that guide the Unidas ESG Management Program:

E: To balance the efficiency that drives us, with environmentally-focused programs.

S: To be the synergy that unites us, with initiatives focused on people and the generation of value.

G: To guide the management that inspires us, through administration programs focused on ethics, compliance and data security.

direção  **ESG**
EQUILIBRAR, SER E GUIAR



Double materiality

The matrix follows the concept of double materiality, a new methodology that is based in three axes:

Axis X - financial materiality: addresses the financial risks and impacts on the business, as well as their likelihood and magnitude. The investigation is performed from the perspective of analysts (executives and capital providers).

Axis Y - materiality of the socio-environmental impact: presents the principal positive and negative social and environmental impacts of the business. Evaluates the magnitude, real/potential manageability, responsibility and reversibility. The engagement is performed by internal and external specialists and by a consultancy specialized in sustainability (rpt.estratégia).

Axis Z - relevance for the stakeholders: addresses the impact perception of Unidas' stakeholders, complementing the process to consolidate the evaluation.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Material topics GRI 3-2, 3-3

Description

GRI

SDGs

1. Ethics, integrity
and compliance

Commitment to transparency, compliance with regulations, laws and anti-corruption practices; promotion of an ethical attitude, and guaranteed functioning of management mechanisms (committees, audits, policies and channels) in the legal and regulatory spheres in which the Company operates. Commitment to anticompetitive operations.

201-1
205-1
205-2
205-3
206-1
207-1
207-2
207-3



2. Quality and safety of the
product and service

Management and investment to guarantee the safety and high quality of the services and products delivered by the company, including assistance and logistics. Promotion of clear, open and transparent communication with customers, in line with the expectations of the services.

417-3



3. Privacy and data security

Safe management of the collection, retention and use of sensitive and confidential data when using the website and application, ensuring cyber-security and privacy in the use of the information, in compliance with the General Data Protection Law (LGPD).

418-1

-

4. Government relations
and regulators

A relationship based upon the defense of collective interests and social wellbeing, through proactive actions that promote advancement of the causes supported by the company.

-



5. Emergency management
and critical incidents

Prevention and mitigation of critical risks and incidents, including contingency and emergency plans, as well as crisis and conflict management.

-





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Material topics GRI 3-2, 3-3

Description

GRI

SDGs

6. Customer relations
and experience

A commitment to transparency in customer relations, prioritizing safety and offering valuable solutions that ensure their satisfaction. Management of complaints, meeting customers' demands to ensure their loyalty and satisfaction.

416-1

-

7. Safety, health and
wellbeing of people

Guaranteeing the wellbeing and health of the worker through management of the organizational environment, whilst caring for the mental and physical health of the employees and seasonal and migrant workers, and their families.

401-1
401-2
401-3
403-1
403-2
403-3
403-4
403-5
403-6
403-7
403-8
403-9
403-10
404-1
404-2
404-3



8. Innovation and technology

Investment in innovation allowing the ability to adapt to new market scenarios and trends.

-



9. Community relations,
volunteer work and social
investment

Community relations through impact actions, internal engagement of employees in social actions (campaigns and volunteer projects), and private social investment. Philanthropic projects by the company for society that go beyond the business.

413-1
413-2





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Material topics GRI 3-2, 3-3	Description	GRI	SDGs
10. Climate change	Management of greenhouse gas emissions arising from the business, including the burning of fossil fuels by the company's own fleet and for the generation of energy, amongst others, and identification and management of the other risks and opportunities connected to climate change that can have an impact on the business.	302-1	
		302-2	
		302-3	
		302-4	
		302-5	
		305-1	
		305-2	
		305-3	
		305-4	
		305-5	
		305-6	
		305-7	



Institutional commitments

GRI 2-28

- **SDGs:** Unidas' material topics are aligned with the 17 Sustainable Development Goals that make up a global agenda containing 169 targets in areas of extreme importance for humanity and the planet, with a fulfillment time limit of 2030.



- **Global Compact:** we are signatories of the Brazil Network, a United Nations (UN) initiative working in support of the Sustainable Development Goals (SDGs) that aim to be achieved by 2030, ending poverty, protecting the environment and the climate and ensuring that people everywhere can enjoy peace and prosperity.
- **Ethos Institute:** we are members of the Institute, which aims to mobilize, raise awareness and assist companies to sustainably manage their businesses. We are also signatories to the Business Pact for Integrity and Fighting Corruption and we have put ourselves forward for continued recognition under the pro-Ethics seal.
- **Corporate Volunteer Network (ReVE):** this initiative promotes dialog and the sharing of experiences related to the corporate volunteering of companies located in Paraná state.
- **Social Investors Network (RIS):** this initiative organizes, supports and promotes private social investments in the region of Paraná, providing mutual support to strengthen organizations and people who work in the sector on behalf of the communities in the state.



- We are also part of the National Association of Vehicle Rental and Fleet Management Companies (ANAV); the Brazilian Association of Business Communication (ABERJE); the Brazilian Automobile Rental Association (ABLA); and the 'Diretivo RH' (HR Directive). This last initiative includes a development agenda advanced by the Lapidus Network consultancy, involving the participation of Human Resources directors and vice-presidents from large companies based in Curitiba and the region.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

In this chapter

- Management and leadership
- Ethics, integrity and compliance



Our GOVERNANCE



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits



Management and leadership

We adopt the best corporate governance practices, prioritizing transparency with our stakeholders and the market. The company understands that businesses can only evolve if the law is observed and respect is paid to ethics and integrity in their internal and external relations. We became a new company in 2022, but we have continued to develop our business based upon these principles.

With an eye on the future, the Company is continuing along the path towards integrating the ESG criteria into its business. As such, we are constantly developing good practices for the evolution of a form of governance that prioritizes investments in people, innovation, technology and sustainability.

For the development of a potent socio-environmental agenda tied to good corporate governance, we have a structure composed of a Board of Directors, a Statutory Board, an Executive Board, an Ethics and Integrity Committee, a Cybernetics and Data Privacy Committee, an ESG Committee, and an Investments and Sale of Assets Committee. In order to develop collective knowledge, skills and experiences relating to sustainable development, Brookfield coordinates the training of the members of the Board of Directors, and the Company coordinates the training of the Statutory and Executive Officers, as well as all the middle managers. Their performance is evaluated by the Personnel Director, who also coordinates this process for the company's directors. [GRI 2-17, 2-18](#)

The Company is managed by the Board of Directors and the Statutory Board, following **management practices that comply with Brazilian legislation**



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Governance structure GRI 2-9, 2-9

Board of Directors 2-12, 2-13, 2-14

The Board of Directors is responsible for guiding the Company's business (including all matters involving ESG), approving the budget, policies, and strategic and expansion plans, calling the General Assembly, and electing and dismissing directors, as well as determining their duties. It is the highest governing body, composed of a minimum of three and a maximum of nine members, who perform mandates of two years, with reelection possible.

UNIDAS LOCAÇÕES E SERVIÇOS S/A AND UNIDAS LOCADORA S/A

Name	Position
Alexandre Honore Marie Thiollier Neto	Chairman of the Board of Directors
Henrique Carsalade Martins¹	Vice-Chairman of the Board of Directors
Patrick Magalhães von Schaaffhausen	Board Member
Rafael Thor de Moura Rebelo Rocha	Board Member
Serge Toppjian	Board Member

¹ The vice-chairman has assumed the role in replacement of Ana Lúcia Poças Zambelli, who left the Company on 31-May-2023.

Statutory Board

The Statutory Board represents the company and contributes to putting the plans into practice. It ensures fulfillment of the Bylaws, and the decisions taken by the General Assembly and the Board of Directors. It is made up of a minimum of two and a maximum of five members, necessarily including the CEO and Director of Finance and Investor Relations. The members have mandates of two years with reelection possible.

UNIDAS LOCAÇÕES E SERVIÇOS S/A

Name	Position
Cláudio José Zattar	CEO
Carlos Augusto Moreira	Executive Director of Finance and Investor Relations

UNIDAS LOCADORA S/A

Name	Position
Cláudio José Zattar	CEO
Carlos Augusto Moreira	Director of Finance and Investor Relations
Paulo Alexandre Chequetti da Rocha	Rent-a-Car Executive Director

Executive Board

Nominated by the CEO, the Executive Board is responsible for conducting the business of the Company together with the Statutory Board. It is composed of the following members:

Name	Position
Alexandre Rodrigues	Executive Director of Operations
Alexei Korb	Executive Director of Technology and Innovation
Antônio Cândido de Carvalho Guerardi	Executive Director of Marketing
Carlos Augusto Moreira	Director of Finance and Investor Relations
Flavio Custódio Teixeira	Executive Director of Pricing
Hélcio Tadeu Tessaro	Executive Director of Personnel
Laura Rymsza Barbosa	Legal and Compliance Director
Lucas Barboza	Executive Director of Procurement
Manuel Messias Rodrigues da Silva	Executive Director of Commercial Fleets
Paulo Alexandre Chequetti da Rocha	Rent-a-Car Executive Director
Paulo Eduardo Sorge	Executive Director of Used Vehicles



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

General Meeting

This meeting can elect and dismiss the members of the Board of Directors, as well as determine the remunerations of the board members and directors. It has the autonomy to alter the company's Bylaws, decide upon transformations, mergers, incorporations, inclusion of the Company's shares by another legal entity, spin-offs, and dissolution and liquidation of the Company, as well as alter the capital stock, whenever pertinent. It is also responsible for annually receiving the administrators' accounts, examining and voting on the financial statements, the allocation of the net income, the distribution of the company's dividends, approving the correction of the monetary expression of the social capital and electing the administrators and members of the Fiscal Council, when necessary.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Ethics and Integrity Committee

Made up of representatives of Unidas and Brookfield, this committee sets out the Company's compliance directives, and monitors and decides upon the investigations of reports of irregularities. It holds quarterly and extraordinary meetings.

The members of this committee include: the CEO of Unidas and the Chairperson of the Ethics and Integrity Committee, the Legal and Compliance Executive Director, and the Executive Directors of Personnel, Finance and Investor Relations, the Vice-Presidents of Brookfield, the Senior Vice-Presidents of Brookfield, and members of the Board of Directors of Unidas.

Cybernetics and Data Privacy Committee

The Company aims to keep its strategic areas up-to-date in terms of their compliance with the best practices and conscientious fulfillment of the functions of the Cybernetics and Data Privacy Committee and the entire company. The committee holds meetings on a quarterly basis, at which the Information Technology and Legal departments present the results of the Cyber Risks and Data Privacy Program.

Investments and Sale of Assets Committee

The main responsibilities of this committee are to approve investments in accordance with the remits approved by the Board of Directors, establish criteria for the fixing of investment sums and strategies, implement and disclose the directives of the asset sales operations, and define the processes, prices and strategies relating to such sales. The committee is made up of the CEO, the Executive Director of Finance and Investor Relations, and the Executive Directors of Commerce and Marketing; Operations; *Pricing*; Legal and *Compliance*; Sale of Assets; Procurement; and Personnel.

ESG Committee

This committee is responsible for defining the ESG objectives and targets, implementing and supervising the Company's strategy in this area, and empowering the leaders of the working groups on the development of the associated initiatives. It also periodically reviews the associated targets and metrics based upon the business plan and the budget. The Company seeks to provide the independence necessary for fulfillment of the objectives and ambitions defined for the 2024/2028 period with respect to environmental, social and governance related actions.

Internally, the (non-statutory) committee is called a Steering Committee and is led by the CEO, with the fixed participation of directors from the commercial, financial, personnel, legal, operations, information technology and marketing departments, as well as the head of ESG. It holds monthly meetings, at which the principal results achieved within the ESG Management Program are presented, as are the steps planned on being taken to achieve the defined objectives and ambitions. The program currently involves six multi-disciplinary working groups, with representatives from different areas of the Company: 1) Personnel; 2) Efficiency; 3) Information Security; 4) Governance; 5) Customer Experience; and 6) Finances.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Risk Management GRI 2-25

We are constantly working to identify and mitigate any risks related to our business and our stakeholders. Both internally and together with external consultants, we evaluate factors that could have an impact on the Company and structure prevention measures on issues such as:

- **Bribery, kickbacks, corruption and money laundering;**
- **Conflicts of interest, facilitation payments and the obtaining of undue advantages;**
- **Image and reputation.**

We also undertake due diligence procedures for the purchase and sale of assets, mergers and acquisitions, as well as the signing of agreements with suppliers and customers, amongst other types of operation. We constantly evaluate the tax risks related to our activities (in order to ensure that the tax strategies are aligned with sustainability), invest in processes and methodologies, and involve the teams that support the different business areas in our pursuit of increasingly more efficient management. [GRI 207-1](#)

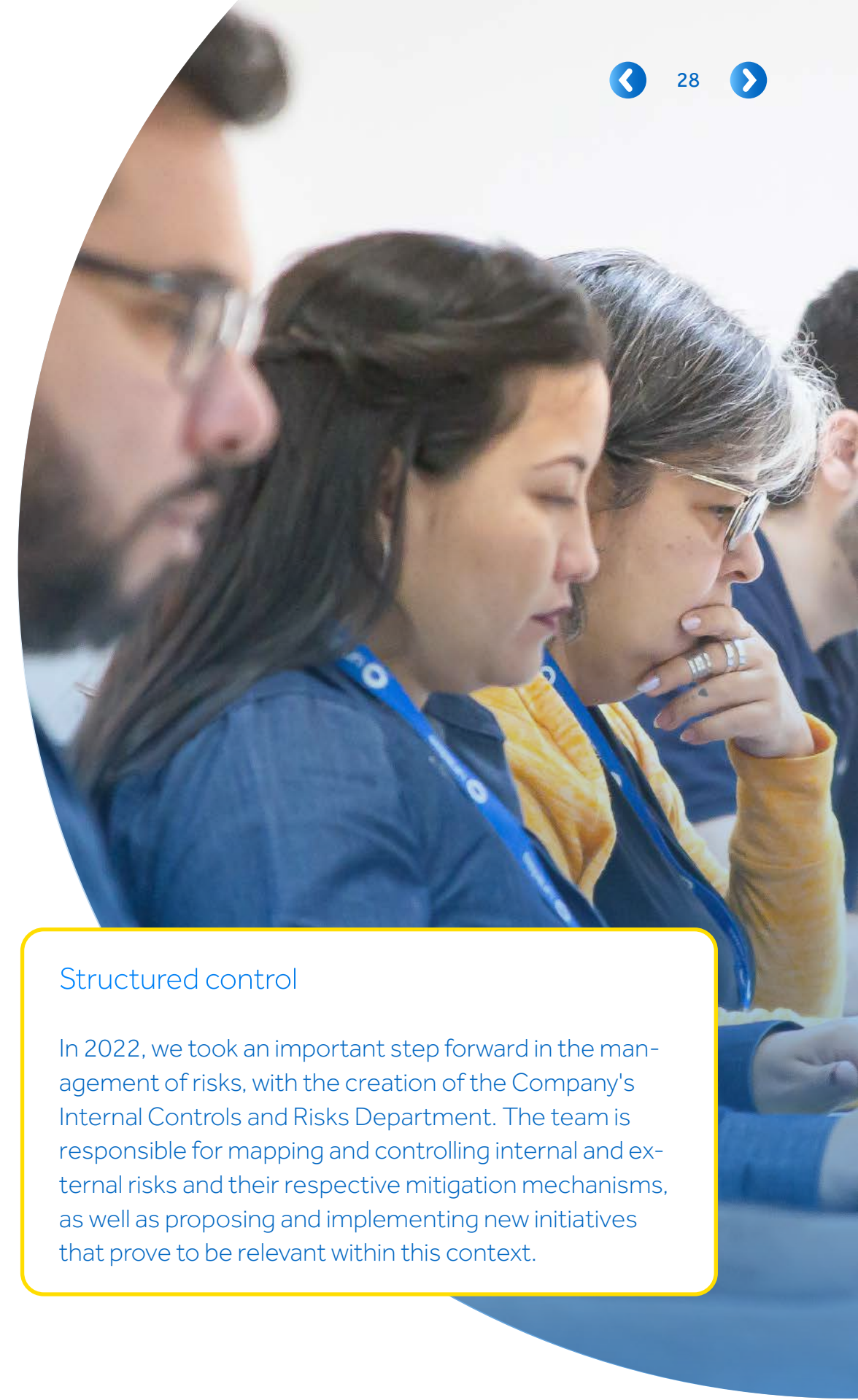
With support from the Tax Department, we operate transparently and in line with Brazilian legislation with respect to the data relating to transactions. We have internal controls and undergo external audits to check the fulfillment of good practices, whilst we also encourage our employees to report anti-ethical or illegal conduct to their immediate superior, the Compliance Department, or the Ethics and Integrity Committee, or through the Confidential Hotline. We also have regulations governing relations with public officials and the handling of official documents. We adopt a collaborative approach to sector associations with the intention of contributing to the simplification of the tax system and an increase in legal security. [GRI 207-2, 207-3](#)

Monitoring partnerships

We consider our suppliers to be true partners in our business, with values aligned with our own. We conduct a thorough selection process, with prior mapping of the risks. In their agreements, the suppliers promise not to practice any form of corruption, bribery, child or slave labor, and not to support terrorism.

Structured control

In 2022, we took an important step forward in the management of risks, with the creation of the Company's Internal Controls and Risks Department. The team is responsible for mapping and controlling internal and external risks and their respective mitigation mechanisms, as well as proposing and implementing new initiatives that prove to be relevant within this context.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Privacy and data security GRI 3-3

Information Security aims to protect the company against cyber threats and attacks by hackers, and operates with various levels of protection. As such, we have implemented actions connected to the United States-based National Institute of Standards and Technology (NIST), which establishes the global standard for gauging the maturity of an organization's information security management. The Institute has created standards, directives and practices designed to detect and prevent threats, as well as identify those areas in which these processes need to be strengthened.

Going beyond the legal requirements, we have our own policies for the management, protection and privacy of data, establishing norms and procedures related to Information Security and the Privacy and Protection of Personal Data. The aim is to provide guidance on the conditions of use of the Information Technology resources and ensure that our employees and third parties comply with the General Data Protection Law (LGPD) - Law n° 13,709/2018.

- **Privacy and Protection of Personal Data:** we value the trusting relationship we have with our stakeholders, which is why we are committed to the protection and privacy of data, complying with the applicable legislation in the area, especially the LGPD, and handling personal data in compliance with all legal requirements.
- **Risks Relating to Business Partners and Service Providers:** in relation to our business partners and service providers, we evaluate the information security risks, based upon the use of good practices and market standards such as the ISO/IEC 27001 (ISMS - Information Security Management System International Regulation), the NIST and the LGPD, to avoid those interruptions and cyber incidents that cause impacts on business and which can have financial, operational, reputational, legal and regulatory implications. By means of the Business Continuity program, we put into practice plans and tests that focus on the compliance of the processes and identify opportunities for ongoing improvement.

We work to improve the processes and controls implemented in various areas, focusing on information security and the management of data protection

- **Business Continuity:** we are engaged in ensuring that our business operations always remain active, seeking to minimize the cyber risks that could have financial, operational, reputational, legal or regulatory implications, taking as our base the ISO/IEC 22301 norm, putting into practice our plans and tests focused on compliance of the continuity processes, and mechanisms to guarantee success in the procedures and identify opportunities for ongoing improvement.

To prevent or mitigate potential negative impacts, we use the Annual Information Security Management Plan, and the effectiveness of the measures is monitored using specific Key Performance Indicators (KPIs). In 2022, we did not register any complaints or events related to violations of privacy or the loss of customer data. [GRI 418-1](#)



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Ethics, integrity and compliance

GRI 2-15, 2-23, 2-24, 2-26, 3-3

When conducting a truly sustainable business, an ethical approach that is in compliance with the law and regulations is fundamental. As such, we have developed tools and initiatives that help us to disseminate good conduct amongst our stakeholders.

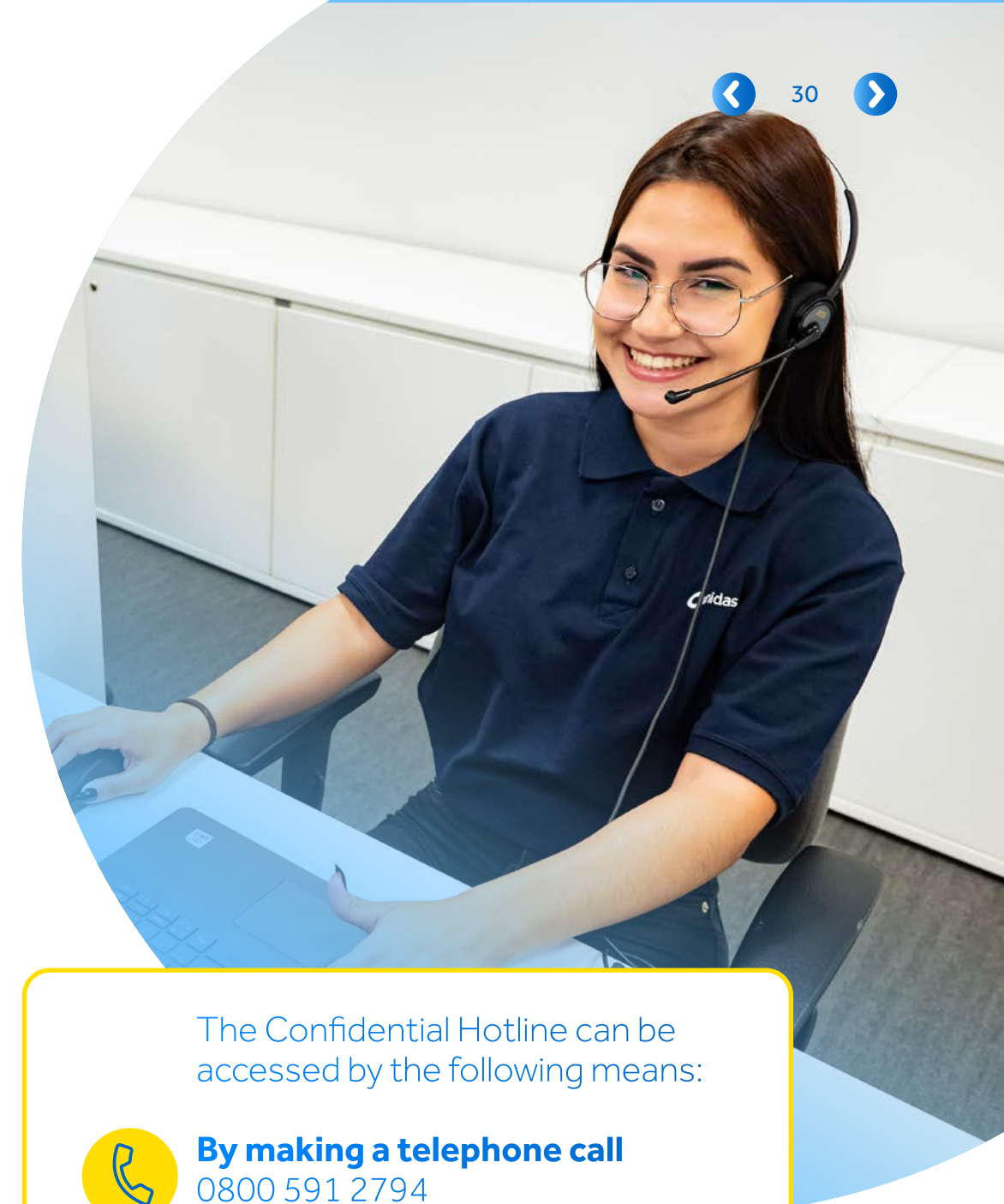
Integrity program

GRI 3-3: Government relations and regulators

This brings together a set of internal mechanisms and procedures relating to integrity, compliance, auditing and encouragement to report irregularities with the aim of detecting and dealing with potential abuse, fraud, irregularities and illegal acts within the company, as required by the Anti-corruption Law, nº 12,846/2013. Below, we highlight some of the program's main instruments:

Unidas Confidential Hotline

This channel is open for the reporting of behavior that goes against the Code of Ethical Conduct, and the Company's norms, policies and procedures, as well as the applicable laws, norms and regulations. Managed by an independent, out-sourced company, the channel receives information in the form preferred by the reporting person, with the possibility of their remaining anonymous. The accusations are treated confidentially and are duly investigated by the Internal Auditor and the Compliance and Personnel departments, with the possibility of calling upon assistance from external advisors, and monitoring from the Ethics and Integrity Committee. Cases considered to be more serious, such as those involving fraud, are brought to the attention of the Company's controlling shareholder and receive their own internal audit. In 2022, the channel received 96 reports, of which 40 were investigated and closed, with 56 being sent for investigation.



The Confidential Hotline can be accessed by the following means:



By making a telephone call
0800 591 2794



By sending an e-mail
unidas@canalconfidencial.com.br



By registering a report on the website
canalconfidencial.com.br/unidas





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Code of Professional Ethical Conduct

This [document](#) guides our personnel on the pursuit of ethical principles in the work environment and in their relations with stakeholders. It also provides directives in the event of suspected violations of conduct.

Non-Retaliation and Management of Consequences Policy

This defines the [criteria](#) for maintaining a work environment in which people can, in good-faith, report violations, or possible violations, of the Code of Professional Ethical Conduct, the company's norms, policies and procedures, or any applicable law, norm or regulation, without fear of suffering any type of reprisal or retaliation. It also establishes principles for the management of consequences in response to violations.

The Integrity Program follows international standards that are applied to all the companies controlled by the Brookfield Group

Anti-bribery and Anti-corruption Policy

This policy provides [guidance](#) to ensure that all Unidas employees observe and comply with the requirements of the Anti-bribery and Anti-corruption laws, presenting the proper means and tools to assist in the identification of risk situations, possible undue payments and how to proceed in such cases. All of our operations are assessed in relation to the risks of corruption and, during the reported period, there were no public or confidential legal cases relating to this issue against the organization or its employees. [GRI 205-1, 205-3](#)

Regulation of Conflict of Interests

This regulation aims to identify, mitigate and manage any possible conflict of interests (real or potential) between the company and its employees, individuals or legal entities, and those who may exercise activities similar to those of the Company.

Suppliers' Code of Ethical Conduct

This code defines the responsibilities and conduct expected and required of our [suppliers](#), reflecting our way of doing business.

Regulation of Relations with Public Officials and the Handling of Official Documents

This orients the Unidas team in relation to the behavior required in interactions with public officials and the handling of official documents. We also have a team that is dedicated to monitoring those government regulations that could have an impact on our operations, whilst we also perform audits to check on our compliance with them, making the necessary adjustments, whenever necessary, with a review and reformulation of internal processes.

Training sessions and disclosures

The knowledge of and adherence to the Integrity Program by our personnel are reinforced by obligatory and optional training sessions, as well as notifications on our Compliance Policies and Regulations. Our third parties are also trained and notified of the Suppliers' Code of Ethical Conduct. We also promote campaigns and stage internal talks as a means of better disseminating the culture of integrity. [GRI 205-2](#)



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

In this chapter

- Operations and opportunities
- Customers and suppliers
- Financial results

Our BUSINESS





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

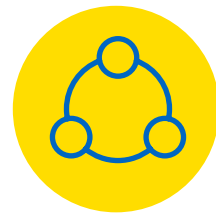
Our people

Annex

GRI content index

Credits

Operations and opportunities



6 types

of service make up our
operations in the market

We have a comprehensive portfolio of services and products which meet the needs of different publics, providing mobility solutions for individuals and companies. Our fleet is made up of more than 90,000 vehicles serving our business units:



Car rentals for people and companies to make short, one-off and personalized journeys (travel, leisure, business, platform drivers).



Subscriptions on new cars for those looking for mobility without having to buy a vehicle. Includes maintenance, 24-hour assistance and documentation fee services.



An outsourcing and fleet management service aimed at allowing companies to make savings and operate efficiently.



This is a service for companies looking for savings and efficiency in the management of outsourcing of vehicles, trucks, and heavy machinery and equipment.



Purchase and sale of multi-brand used vehicles, machinery and equipment with sound histories and good cost benefits.



This is a safe alternative for people and companies wishing to easily sell cars, trucks and machinery at good prices.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

The following Unidas products and services deserve special mention:

- **Replacement**
Rental of reserve cars for insurance companies;
- **Unidas 'Mensal Mais'**
Rental of cars for more than 30 days and exchange of cars whenever traveling around Brazil;
- **Driver**
Rental of vehicles for individuals to be able to work as platform drivers;
- **Cargo**
Rental of utility vehicles for last mile deliveries.

We seek to develop **customized models** for every operation, with the aim of providing excellence in our customer services





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits



Technologies that optimize management

Telemetry

Monitoring of a fleet in real time, allowing control over the drivability, maintenance completion, and automatic warnings of excessive speed, sudden braking, acceleration, etc.

Fuel management

Administration of fueling transactions, through the use of a fuel card.

Customer portal

Forms of customer services that quickly and safely simplify the daily work of the fleet management, involving resources such as return requests, approval of budgets, history of approved maintenance work, consultations and forwarding of documents.

Fatigue camera

This independently detects behavior that could possibly put the driver at risk, such as fatigue, cell phone use or cigarette smoking.

On-board camera

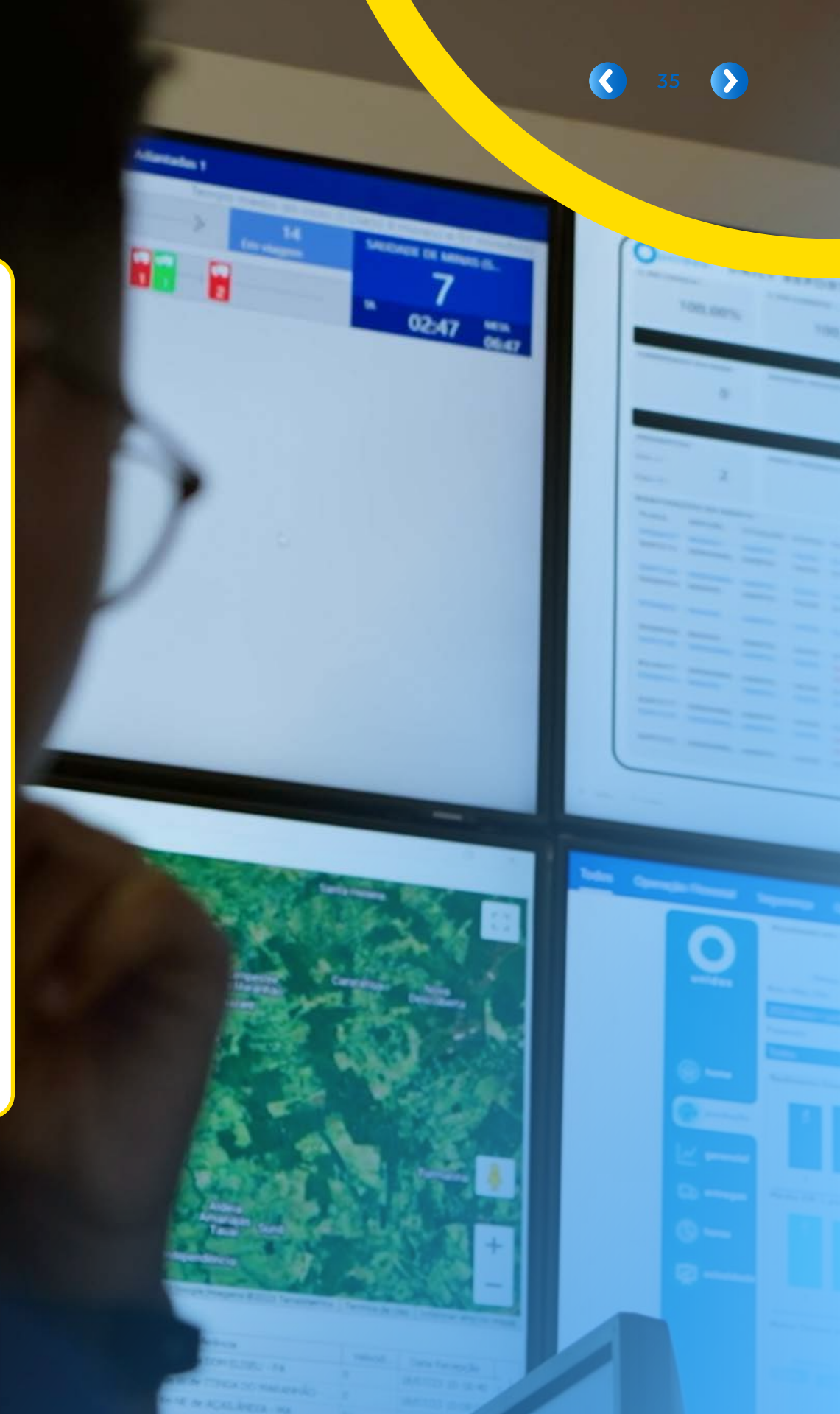
Real time, high-definition recording of activities in the driver's seat, providing the individual with safety, and checking for irregularities.

AVI

Automatic Vehicle Identification service for use at tollbooths and parking lots, thus allowing for time gains and security for the drivers.

360 Fleet

A system allowing consultation of fleet performance indicators, including fines, maintenance and accidents, as well as telemetry, fuel management and driver's license management.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Clients and suppliers

Customer relations and experience GRI 3-3

For Unidas, focusing on the customer means establishing long-term relationships based on the confidence that the Company does what it promises to do, with responsibility in relation to the environmental, social and governance pillars. Our efforts are rewarded by customer satisfaction, which is monitored by surveys using the Net Promoter Score (NPS) methodology, thereby gauging the likelihood of the customer recommending the services of a company to other people.

We conduct the survey twice a year, with the aim of checking on the evolution and opportunities for improvement. In 2022, our NPS stood at 75, with the main highlight being the Rent-a-Car (RAC) service, which, for the first time, achieved the level of excellence. We have established the target that all of our units should attain an NPS of more than 50.

As well as the NPS, we conduct satisfaction surveys at the end of each transaction involving leasing, vehicle delivery, maintenance, and purchase and sale of assets. In total, we work with more than 270 performance indicators, which help us with the decision-making processes applicable to each business unit.

In 2022, Unidas Rent-a-Car once again received the RA 1000 seal from 'Reclame Aqui', awarded to companies that obtain a response and solution index of more than 90%, a consumer score of higher than 7, and an "I would do business with them again" index of more than 70%. Another achievement for this branch of the business was the Modern Consumer Award, meaning it was placed amongst the country's best vehicle leasing companies for the 7th time.



Our brand is constantly evolving to always be able to improve the customer experience





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits



Facilities for the customers

Unidas Rent-a-Car customers have access to the Unidas Application, offering different facilities, such as online reservation and early check-in. We also offer a loyalty program called '*Unidas Sempre*', which transforms vehicle rentals into points that can be exchanged for free day rentals and other advantages.

Partner relations with suppliers

We have more than 24,000 registered suppliers. We aim to construct relations based upon partnership and trust with these stakeholders, values that are directly reflected in the quality of the services we provide.

We have a long-standing relationship with large automobile manufacturers and heavy-goods vehicle suppliers, which helps us to honor our commitments to our customers even when faced with challenging scenarios in the market, such as periods of high demand.

We also contract services related to maintenance, facilities, human resources, IT, finances and marketing, amongst others. The selection of suppliers is based upon pre-established criteria that takes into consideration ESG aspects (*find out more in the 'Our Governance' chapter*).



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Financial results

2022 was notable for the merger of the businesses of two companies and for sustainable growth, in line with the Company's plans. Our resilient profile, which prioritizes the maintenance of a robust capital structure allied with liquidity, together with the implementation of good ESG practices, have resulted in an improvement in the company's rating.

Our financial results are outlined below with a separation of Unidas Fleet (related to those business units previously operated by the old Ouro Verde) and Unidas Rent a Car (RaC), which relates to operations involving the car rental and sale of used cars which began in August, following the acquisition of this unit of the old Unidas.

Our performance is monitored each month by the **Executive Board** and the **Board of Directors**

Unidas Fleet

In 2022, the net revenue of the Management and Outsourcing of Fleets was R\$ 962.6 million, 48.7% greater than the same period the previous year. The revenue from the sale of assets was R\$ 412.6 million, 52.9% higher than in 2021. The Ebitda evolved 54.8%, reaching R\$ 719.4 million. The net income reached R\$ 102.1 million in 2022, an increase of 117.1% against the same period the previous year.

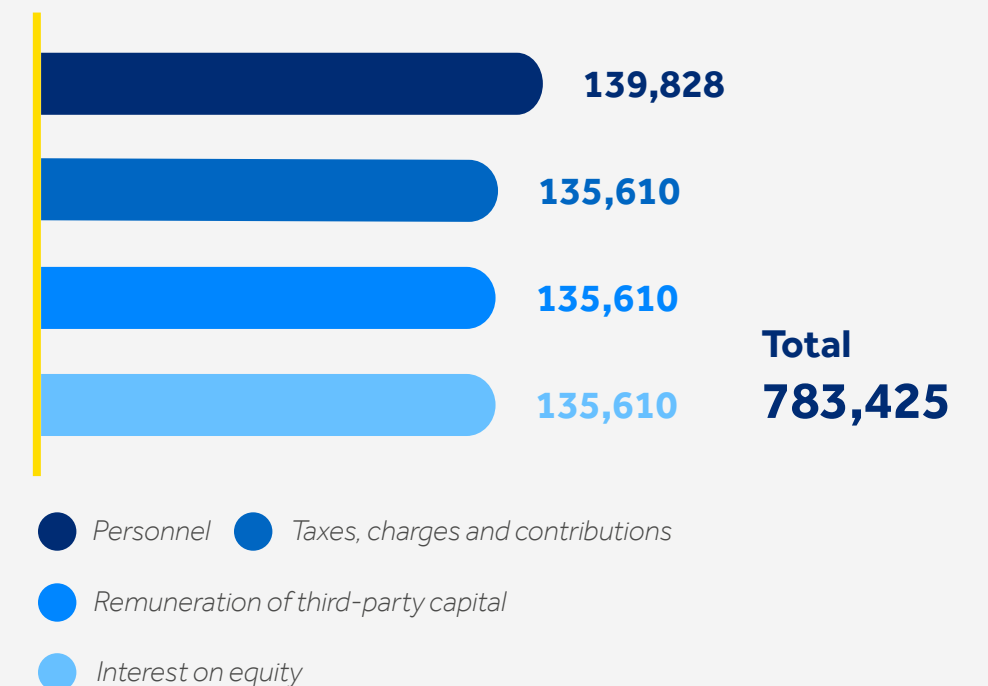
Over the full year, the Company invested R\$ 1,735 million (Capex), with R\$ 1,681 million being directed to renewal and expansion of the fleet and R\$ 54 million to other general investments.

Income Statement (R\$ millions)

Net operating revenue	1,375,163
Ebitda	719,434
Recurring net profit	102,135
Fleet (Un.)	42,541

Distribution of added value

R\$ millions





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Unidas Rent a Car

In 2022, we achieved a Net Operating Revenue of R\$ 1 billion. The Ebitda reached R\$ 323.5 million, with a Net Income of R\$ 111.6 million.

Income Statement (R\$ millions)

Net operating revenue	1,055,486
Ebitda	323,492
Recurring net profit	111,597
Fleet (Un.)	56,040

Economic value retained¹ (R\$) GRI 201-1

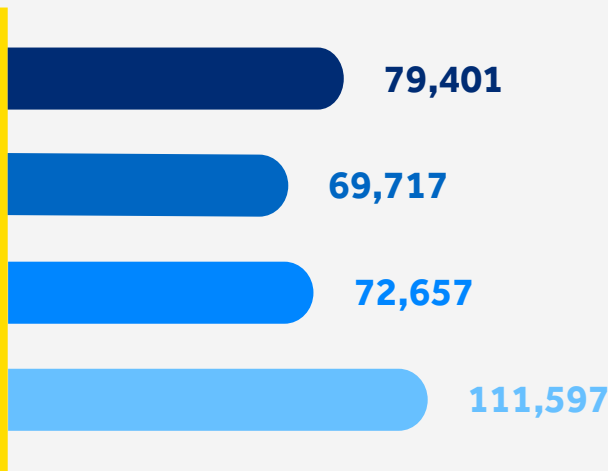
**Direct economic value
generated less Economic
value distributed**

2022
1,574,364,570.00

¹We here present the data calculated on an accrual basis in line with the Unidas Group's financial statements.

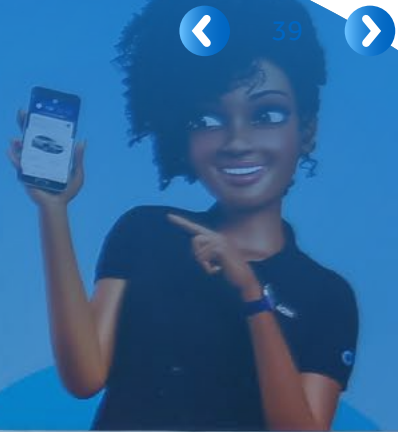
Distribution of added value

R\$ millions



Total
333,372

- Personnel
- Taxes, charges and contributions
- Remuneration of third-party capital
- Return on proprietary equity



Atendimento Prioritário



Conheça
nossa frota
completa!



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

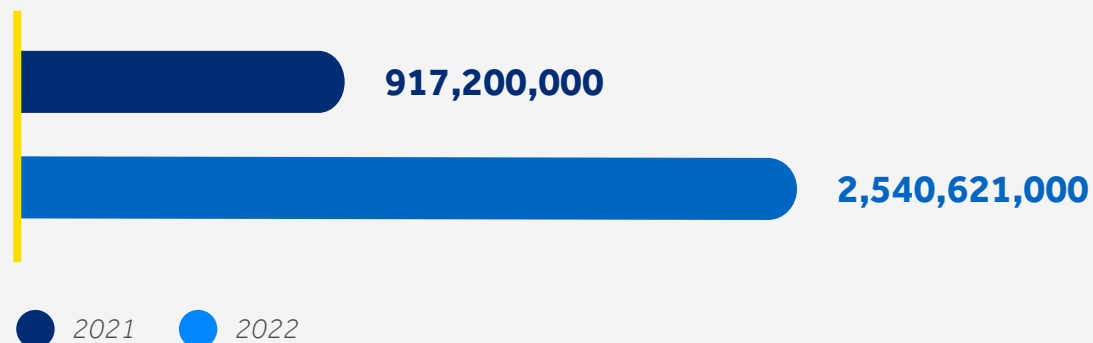
Our people

Annex

GRI content index

Credits

Direct economic value generated (R\$) GRI 201-1



Economic value distributed (R\$) GRI-201-1



Indicators that guide our performance

The Company's principal indicators for management of its economic-financial performance are: Net Operating Revenue, Gross Balance, Net Indebtedness, Net Income, Earnings before interest, tax, depreciation, and amortization (Ebitda); and Return on Invested Capital (ROIC). The received results, along with the monitoring of that which has been performed versus that which was budgeted, are monitored in the form of meetings of the Executive Board, and presented to the Board of Directors.

Complementing this, we have the following regulatory actions: An Internal and External Audit, Deliberation of the Financial Statements by the Board of Directors, Quarterly Disclosure of the Financial Statements to the Securities Commission (CVM), and the Shareholders Meeting.

The financial indicators presented should not be considered separately for the decision-making. To achieve a full understanding of the Company's financial and equity situation, one should read the complete, audited financial statements, developed in compliance with the applicable corporate legislation and accounting regulations, and which are available at the following websites: www.cvm.gov.br and <https://ri.unidas.com.br/>



Presentation

Our essence

Our governance

Our business

**Relationship with
the environment**

Our people

Annex

GRI content index

Credits

In this chapter

- Efficiency of processes
- Environmental indicators

Relationship with the **ENVIRONMENT**





Presentation

Our essence

Our governance

Our business

**Relationship with
the environment**

Our people

Annex

GRI content index

Credits

Efficiency of processes

GRI 3-3: Quality and safety of the service and Climate change

We are a company committed to efficiency and, as such, it forms a part of one of the strategic principles that regulate our ESG Management. In the environmental field, this set of qualities, that enables us to correctly perform the functions, helps us to reduce the impacts of our activities and services, ensuring the sustainable use of the natural resources upon which we depend, as well as meet the legal requirements applicable to the areas in which we operate

We are aware that our activities involving the out-sourcing of fleets is connected to certain aspects that have a negative effect upon the environment, including the emission of greenhouse gases caused by the burning of fossil fuels. To minimize these effects, we pursue efficient management for the corrective and preventive maintenance of our vehicles, all of which have only been in use for a very limited number of years, thereby reducing fuel consumption. As such, with such a young fleet in circulation, we contribute to the reduction of the pollution caused by vehicles in a poor state of conservation.

Our team also monitors and manages all the environmental impacts of our activities, providing inputs to ensure that preventive and corrective actions are implemented. We aim to reduce the consumption of resources, as well as reuse the materials and consumer goods involved in our operations, whilst looking to recycle or choose the best alternatives for the disposal of waste.

The Customer's Sustainable Journey

As well as offering sustainable alternatives for mobility in our portfolio, we wish to work as consultants to our customers, providing information that helps them in their search for cleaner options. The Customer's Sustainable Journey project, the structuring of which began in 2021, intends to map the points of contact with our customers in their journey with the Company, and think about how to make it more sustainable, whilst also considering our value chain.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Environmental indicators

Waste and effluents

The reuse of solid waste is one of the commitments assumed by the ESG Management Program. Our Solid Waste Management Plan brings together all the information related to the management of the life cycle of the products, from acquisition through to final disposal, in accordance with the relevant regulations, such as the National Solid Waste Policy (PNRS), and other conditions established by the responsible organs.

The waste management is performed according to each segment of the Company, and we have processes in place for the evaluation and ratification of suppliers, and for the control of waste transportation manifestos, disposal certificates and other applicable documents.

In 2022, there were a total of 131.06 tons of waste generated, covering both the hazardous and non-hazardous categories. [GRI 306-1, 306-2, 306-3](#)

Encouraging recycling

We aim to reduce the amount of waste we send to sanitary landfills and contribute to the generation of income and social inclusion of waste collectors and recycling cooperatives. We encourage the selective collection and separation of different materials for recycling, including lubricant oils, scrap metal, cardboard and electronics, amongst others.



We always aim to **reuse and recycle materials** to minimize the risks and impacts on the environment





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits



Water

Unidas' water consumption is not classified as significant. Use of this resource is made by the distribution network of the local dealerships and, at some units, through collection from artesian wells. We have initiatives that result in the economization of water in bathrooms, flow reduction gaskets for coupled boxes, and pressure aerators for faucets, whilst we also take daily water meter readings. At those Fleet operations that have car washes, the majority of the water used is either drawn from artesian wells or is reuse water. At some Rent-a-Car stores, we employ an automotive dry cleaning process. [GRI 303-1, 303-3](#)

Water is discharged into the public treatment system, in accordance with the applicable legal requirements according to each region where we operate. Where septic tanks are installed, these units are cleaned by a company that has been ratified and licensed to do so. [GRI 303-2, 303-4, 303-5](#)



At some Rent-a-Car stores, we employ an **automotive dry cleaning process**

Compliance mechanisms

We periodically analyze the quality of the water served within the Company, as well as the effluents generated by the Company in the equipment and vehicle washing processes. The aim is to achieve certification in meeting the legal requirements concerning water-related impacts.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Energy efficiency

The management of greenhouse gas emissions is essential for us to be able to monitor the material topic of climate change.

At Unidas, we invest in actions that increase the energy efficiency of our assets and privilege the use of renewable sources, thus leading to both environmental and financial benefits. The leading initiatives we have adopted are outlined in the table below.

Optimization of the portfolio

We offer electric vehicles and vehicles powered by Compressed Natural Gas (CNG), thus contributing to the reduction of greenhouse gas emissions.

Monitoring of consumption behavior

We undertake telemetry surveys to monitor the behavior of our drivers in relation to fuel consumption and emissions. Amongst other items we measure the amount of time the motor remains idling. Our employees are also instructed in relation to good practices for reducing fuel consumption.

Pollution prevention

We have an air pollution monitoring system that uses an opacimeter (a device that assesses the concentration of gases burned in fuel), with the aim of identifying possible imbalances in the burning of fuel and implementing the proper corrective measures.

Electric vehicle under testing

The company has an electric vehicle being tested as part of its own fleet at the head offices in Curitiba. The aim is to study the length of the battery life, recharging conditions and behavior on journeys. We intend to collect information that will allow us to recommend the best ways the electric fleet can be implemented for the benefit of the company and its clients.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

In this chapter

- The Unidas team
- Culture, belonging and careers
- Safety, health and wellbeing of people
- Commitments to society

Our PEOPLE





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

The Unidas team

We value our employees and encourage the talents and skills of the professionals who form part of the Company

The Personnel pillar forms one of the strategic principles of our ESG Management, involving actions designed to promote a quality environment. We work to create an experience that inspires our people to be better every day and build their own careers. In relation to this, Unidas' first year under its new format was notable for the ardent care paid to the entire team. We focus on the preparation of our teams for the new corporate context, with work beginning months prior to the effective integration of the business of the old Ouro Verde and the automobile rental arm of the previous configuration of Unidas.

The areas in which the two companies worked were complementary, meaning that all of the working units could remain operational. With the formal beginning of the operations of the new Company, in October 2022, we staged the 'Day U' event, designed to integrate the teams, internally referred to as 'Unilovers', and present the new business scenario. We adopt a transparent and welcoming approach, with the aim of transmitting clear information and a sense of security to the Unidas team, thus making the transition process as easy as possible. [GRI 2-30](#)



3,567

people made up our team in 2022, once the two companies had been merged





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Unified communication

Soon after the era of the new Unidas began, we implemented 'Connection U', our internal social network that connects the whole team in a single environment and provides important information about the company for these people. The members of the team can share photos, videos, files or texts, telling others about their working day, the targets they have achieved, recognition and moments of inclusion. 'Connection U' is complemented by other internal communication initiatives, such as murals, newsletters, WhatsApp groups, discussion groups and talks. The platform can be accessed via the web or by means of a cell phone application available to all of our employees, including our more than one thousand drivers, who can open the application during their breaks or time off work.

Team profile

Our aim is to create a team that is increasingly diverse, thereby contributing to reducing the social inequalities in the country and developing the Company with people holding different points of view. In 2022, we moved forward on this front by holding talks on diversity and inclusion, with the aim of promoting a professional environment in which everyone is respected for their histories and personal choices and everyone's principles are valued and appreciated. We have quantitative targets for increasing the diversity of our team by 2028 (*find out more in the 'Our Essence' chapter*). In the first semester of 2023, we entered into a partnership with the '*Projeto Oportunidades Especiais*' ('Special Opportunities Project'), a consultancy focused on the employability of disabled persons.

Employees by type of employment

agreement and gender GRI 2-7

Type of agreement

Permanent

1,201

Women

2,366

Men

**Total:
3,567**
in 2022

¹ The data include employees of both the Fleet and RaC operations. Apprentices are hired by the company directly, with such corresponding to the figure cited above, and another portion being hired by partner institutions. The trainees, meanwhile, are hired by the company directly, which is why they are included in the calculation of this disclosure.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits



Employees by type of employment agreement and region¹ GRI 2-7

Region	2022	
	NON-FIXED PERIOD	TOTAL
North	72	72
Northeast	430	430
Center-West	461	461
Southeast	1,802	1,802
South	802	802
TOTAL	3,567	3,567

¹On 31-Dec- 2022, the Company did not have any employees working under a fixed term employment agreement.

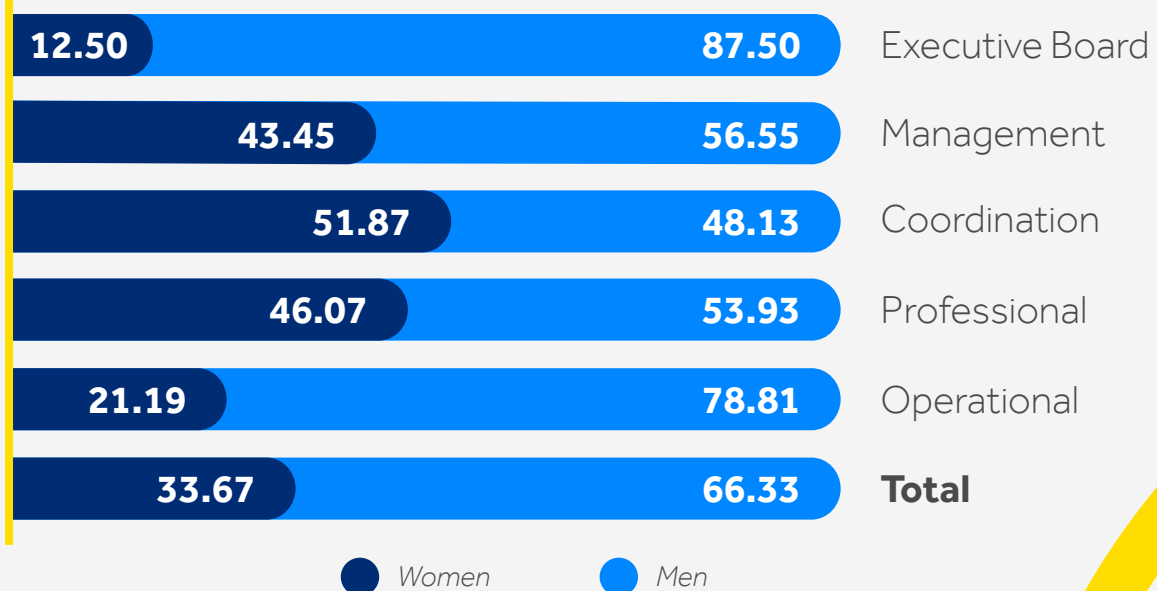
Employees from under-represented groups, by employment category (%)

GRI 405-1

	2022	
	BLACK	DISABLED PERSONS
Executive Board	0.00	0.00
Management	3.45	0.69
Coordination	4.10	0.00
Professional	0.90	0.60
Operational	8.65	0.67
TOTAL	5.16	0.59

Employees, by employment category and gender (%) GRI 405-1

2022





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Inclusion and diversity

We facilitate dialogs on inclusion and diversity

Over the course of the year, we held discussion groups and dialogs focused on the themes of women, the LGBTQIA+ community, and race, creating specific content for the senior management on unconscious bias related to these groups. On International Women's Day (March 8), we held talks on the themes of micro-aggression in corporate spaces, and on gender equity and challenges in companies and society as a whole.

As a celebration of LGBTQIA+ pride month, and also on Black Awareness Day (in November), talks were given by professionals recognized for their understandings of the respective themes, addressing the raising of awareness on aspects of the unconscious, especially in the hiring processes.

We expanded the scopes of the discussions in 2023, to include issues concerning disabled persons and those over 50 years of age (maturity). During the first half of the year, we addressed the promotion of plurality and human skills as business potential and the formation of a corporate culture. We hired a consultancy to support us in the development of these themes internally, whilst we also prepared for the launch of the Diversity, Equality, Inclusion and Belonging Program, with the disclosure of commitments over the coming years.



We are focused on **promoting plurality** as a business potential





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Culture, belonging and careers

The Personnel Department is dedicated to the attraction, selection and retention of talents who make a difference to the success of the Company, as well as the implementation of measures that ensure the development and wellbeing of the team. In 2022, following the merger of the businesses of Ouro Verde and Unidas, an analysis of the principles adopted by the two companies was performed. We realized that there was a great deal of similarity. This synergy meant that we were able to launch the new Unidas' objective and values in 2022.

In order to build our corporate culture, we undertook an internal survey designed to identify areas with potential for improvement, that should guide the development of an action plan that will be unfolded over the coming years.

Organizational climate

The companies that merged to form the new Unidas achieved impressive results in their Great Place To Work (GPTW) rankings. Both the companies already had structured processes for listening to people, and, in 2023, we performed the first Organizational Climate Survey of the new Unidas, in partnership with GPTW. The aim of the survey was to identify strengths and weaknesses in the personnel management practices and gauge the satisfaction of those making up our team in relation to the different aspects of the organizational environment and the interactions between the teams and departments.

We are working to **increase the presence of women** in the Group, including in leadership positions, as well as **professionals with special needs and those aged 50+**





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Hiring and selection

We look for people who are aligned with our corporate culture, and our hirings are in line with the Unidas Personnel Budget, and Internal Movements and Hiring Policy. The opening of the process takes place via a workflow of requirements for personnel, followed by the approval of the managers and definition of the remuneration by the personnel budget management team. Following approval, the Hiring & Selection department begins the process of profile alignment, announcement of the position, screening, tests and interviews for each position.

After the interviews have approved the candidate, behavioral tests are performed to gauge their alignment with our values. By means of the Awarded Referral Program, the fixed team can also make recommendations considering the desired profiles and individuals who identify with the Company. In 2022, there were 27 recommendations.

We maintain a daily control of the vacancies to be able to monitor indicators such as: the deadline for approval of the position, the length of time the position has been available, the person responsible for the process, and the manager in need of a team member, amongst others. We also have an internal hiring process, that is focused on those who are already members of the team, with this process being managed by the Internal Hiring Policy and the Movements Policy.

Retention of talents

The Getulio Vargas Foundation has performed a project aimed at mapping skills and creating tools designed to retain the company's talents. Reflecting upon the process of assessing behavior within the organization, we have implemented an internally-developed evaluation model that is in line with our values, under which the employees are analyzed by the managers as well as by themselves through a self-evaluation process. Career committees were also created to collectively discuss the employee's performance. We also have Human Development and Organizational (HDO) and Remuneration managers, who can optimize the retention. Furthermore, to be able to understand the point of view of those who leave the company and obtain feedback for improvement, we perform leaving interviews, taking the form of a non-compulsory, sympathetic conversation.

In October 2022, we created the Personnel Movement Committee, specifically for the Rent-a-Car (RaC) units. This area was experiencing a high level of turnover, and the decision to dismiss an individual was concentrated in the manager. We reviewed all the processes: definition of the profile, hiring, development and training. Based upon this, dismissals were only performed in accordance with a collective decision, involving the National General Manager, the Regional Managers and the Company's Personnel Business Partners.



We map skills and develop tools to retain important talents at the Company





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Remuneration and benefits

As part of the integration process for 2023, we began development of a single plan for positions, salaries and benefits, with the intention of standardizing the situation and balancing any possible disparities. Through until 2022, our standard benefits included maternity and paternity leave, health and dental plans, life insurance, transport passes, luncheon vouchers, food shopping vouchers, day care allowances and a Gympass. The employees and their families also had access to psychological, legal and financial help through the Personnel Support Program. [GRI 401-2](#)

Other benefits include a day off work on the employee's birthday, the possibility of working at home two days per week for administrative staff, and involvement in the Participation in Profits Program (PPP), meaning extra remuneration depending upon achievement of the results obtained by the Company and the departments. [GRI 2-20](#)

Union agreements

The collective bargaining agreements cover 24.53% of the team, and, for the other 75.47%, the company follows the collective agreements of the unions involved in the activities performed.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Professional development

Unidas University

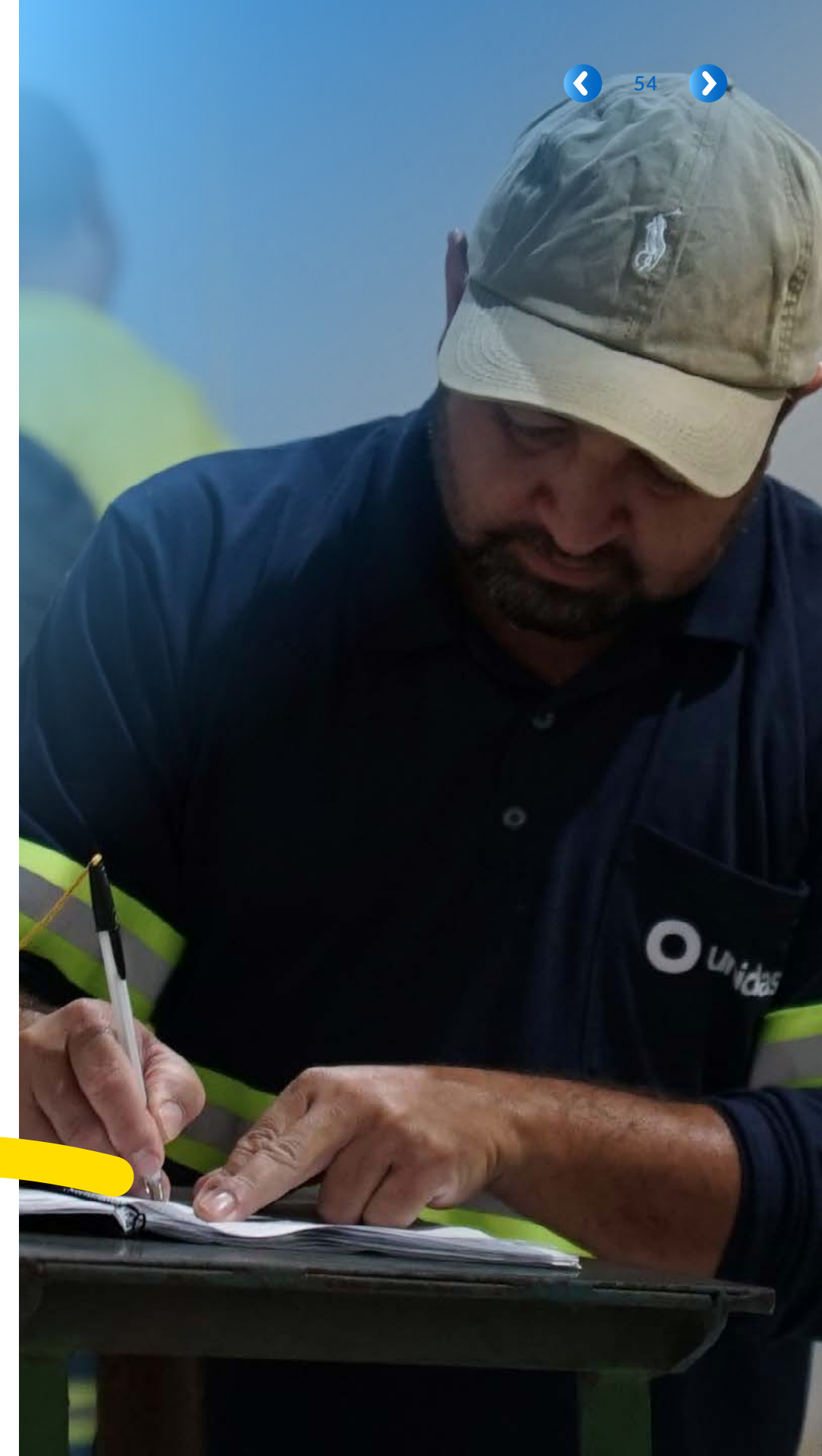
We want our team to grow together with our business and we make specific options available for them to achieve this objective. Unidas University is our online training platform for the certification and development of people, offering a wide range of obligatory and optional courses. The tool offers paths for development, explanatory videos and courses in partnership with other colleges focusing on technical and behavioral matters. Gamification encourages the engagement of each student who, as of 2023, can gather points for courses they have taken and exchange them for different bonuses. The University can be accessed by means of computers, smartphones and tablets, whilst it is also available within Connection U'.

The first course to be offered by the Unidas University, in 2022, was a training course on the '100 Days of Compliance Plan', based upon our Integrity Program. The training reinforced the concepts of our Code of Professional Ethical Conduct, the Anti-bribery and Anti-corruption Policy, and the Conflict of Interests and Commitment to Confidentiality Regulations Norm, whilst also providing guidance on the responsibilities and standards of moral and ethical conduct that everyone should follow. [GRI 404-2](#)

Obligatory training

We dedicate special attention to the obligatory training sessions, since we care a great deal about people's levels of health and integrity, due to the market in which we operate. We have a matrix of training for each job, which is periodically updated and approved by the Health, Safety and Environment (HSE) department, through which we control the legal training sessions and all the training required by our customers, or which we consider to be essential for each employee to be able to perform their function.

We also provide training sessions to meet the specific needs of the Company and other initiatives involving the dissemination of knowledge. A few of the highlights can be found on the following page.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

- **FAT:** this involves a series of talks directed towards those working in our agribusiness operations (ethanol) about the benefits of lay-offs, or the temporary suspension of employment agreements, involving the Workers' Assistance Fund (FAT). The program helps to maintain the jobs and training of those employees who perform operational activities in the off-season. Later on, those who benefited from the FAT take part in development courses focused on health, safety, and financial and family management, amongst other topics.
- **Titanium Program:** this seeks to train and recycle knowledge, as well as provide a moment for reacquaintance with the culture, values, objectives and expectations of the company.
- **Drivers' School:** this offers free practical and technical training for male and female drivers holding a category E driver's license and who is interested in working professionally in the sugarcane and three-trailer trucking segment. The training sessions are offered by local and internal partners, depending upon the particular nature of our operations. Following the training period, the individuals may be hired by Unidas, depending upon their performance and the positions available.
- **Mechanics' School:** the aim here is to train potential talents to join the fixed workforce, contribute to the region of the operations in the form of employability, and reduce the selection time and turnover of professionals.
- **Direct Connection:** this is an action that brings knowledge of the market into the company, with talks by automobile manufacturer employees, customers, suppliers and other partners invited by our directors.
- **Open Chat with the CEO:** this involves a conversation between the different areas of the Company and the CEO, providing the opportunity to clear up doubts concerning the company's strategy and the individual areas of activity.
- **Multiplier Management:** this involves the communication of important issues concerning the business to the teams. The theme is defined by the leaders and each of them is responsible for communicating it to their team.
- **Integrity Program:** upon joining Unidas, our employees receive training on our Code of Ethical Conduct, our Anti-bribery and Anti-corruption Policy, and our Conflict of Interests and Commitment to Confidentiality Norms. Furthermore, in our annual recycling program, the three obligatory integration training sessions are renewed and updated, as are the specific training sessions on our Regulations on Interaction with the Government and Gifts, Presents and Entertainment. Other themes included in our Integrity Program are also addressed in other specific training sessions that are developed whenever we recognize the need. In addition to this, we also teach all of our employees about the Data Privacy Law.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Innovation and technology GRI 3-3

The **Lean 6 Sigma Program** provides support for the Company's digital transformation

In September 2022, the 'Lean 6 Sigma Program' was launched, with the aim of providing support for the culture of ongoing improvement at the Company, as well as sparking motivation and engagement in all those involved in the revision of processes and the creation/monitoring of indicators.

More than 108 hours of training were provided for 80 Unidas professionals, focusing on three critical pillars: Assistance, Billing and Maintenance. The program developed six large-scale projects based upon the 'Lean' methodology, which entered into the maintenance phase in 2023.

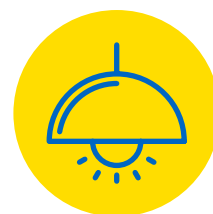
We have a corporate processes department which, as well as taking care of ongoing improvement, manages the company's documents (policies, norms and procedures), ensuring better governance of the organizational procedures through the elimination of waste in the company's different business areas.

An incentive to excellence

The BEX Program reflects Unidas' strategy and objective. This is a management program involving processes for the definition, revision and monitoring of adherence to the Book of Excellence (BEX), a guide that ensures standardization and ongoing improvement with a view to the operational excellence of our business.

Through the BEX, we are deploying our objective, values and practices throughout every level of the organizational structure, developing the understanding and involvement of all in the functioning of our business, and ensuring the focused singularity of practices in our operations throughout the country. At the end of the year, we assess the results and distribute awards to the best operations.

In 2022, we advanced on two important fronts: the process started being audited in order for us to understand the extent to which people are adhering to the processes of excellence, and we launched a training program involving facilitators. This involves 48 people, including analysts, assistants and supervisors, from each one of the areas of the Operations Board, the role of which is to influence the different teams to work in accordance with the BEX.



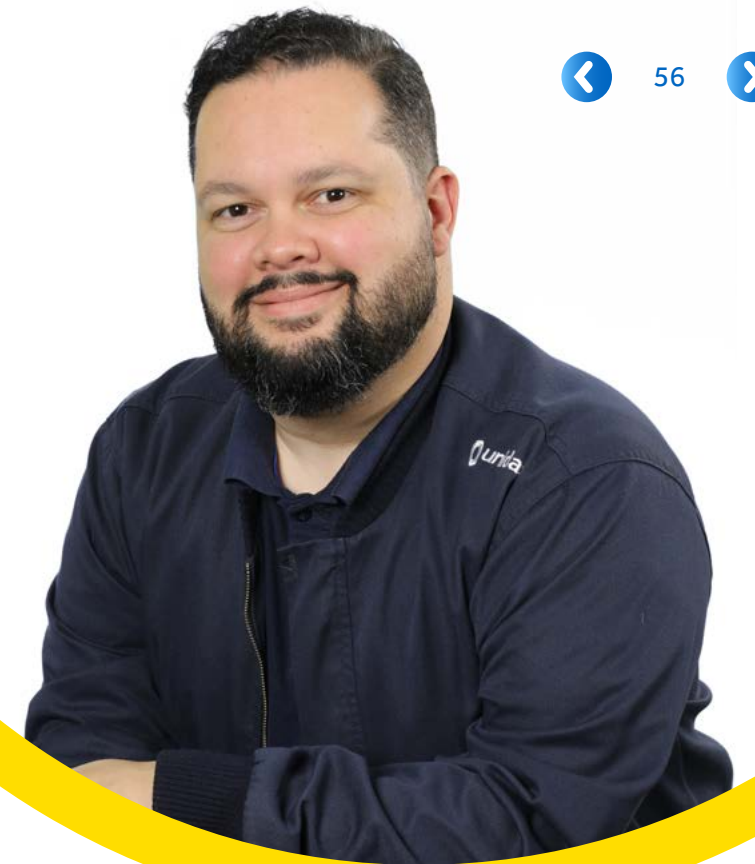
48 people

undertook the responsibility of influencing the teams to work in accordance with the BEX Program

Sustainable processes

As a means of contributing to a sustainable environment, we have opted to reduce the traditional computing environment (Data Centers), and massively increase the use of Cloud applications processing. A shared environment reduces the consumption of pollutants such as diesel oil and water for cooling. This also has a direct impact on the reduction of CO₂, from the moment the hardware platforms are minimized and shared, expending less energy, and optimizing the use of air-conditioning and physical spaces.

We also cooperate with environmental sustainability by reducing the consumption of paper, which is often replaced with electronically-signed files.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Safety, health and wellbeing of people

GRI 3-3



Safety is a core value for us and,
as such, we seek to manage our
activities in the prevention and
mitigation of risks

The Health and Safety Department monitors the indicators related to prevention tools, employee health and accident management. The monitoring is performed each week via a dashboard, and the records are monitored, investigated and processed that same week by the Health, Safety and Environment Committee. The improvements are implemented systematically for all the operations at a national level, as a means of ensuring that all the procedures are standardized. We guide our activities based upon safety as an essential value, the meeting of all legal requirements, mitigation of risks, and the wellbeing of the team. [GRI 403-8](#)





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits



Mapping and prevention of risks [GRI 403-1, 403-2, 403-7](#)

The statistics on incidents connected to the evaluation of risk in the activities show that the accidents linked to the transport operation and the maintenance of these assets are the main areas in which the Company is exposed to risk. Our principal incidents are linked to collisions, the overturning of trucks and mechanical maintenance.

Focused on the prevention and management of risks, in addition to the Specialized Service in Safety Engineering and Occupational Medicine (SESMT), we have an area with an occupational health and safety management system that standardizes and audits all the activities related to the sector. In connection to this, we have a management book including procedures such as: work permission for critical activities, an energy blocking system should it be necessary, and safety signing, whilst we also stage awareness raising campaigns, to highlight safety at work, and perform on-site audits.

Based upon the principal incidents recorded, we have prevention tools such as clearance of and adherence to routes, transport route schedules, and monitoring via cameras. In 2022, the most serious accidents involved trucks overturning, damage to equipment and errors in the operational procedures. [GRI 403-9](#)

We follow regulatory norms and fully respect the collective agreements and covenants that regulate the Company's work relations. In compliance with these norms, we offer a Risk Management Program (PGR), that performs the mapping, management and control of risks for each operation. Periodic observations and inspections are performed to prevent unsafe behavior and conditions.

We train and develop people by means of training sessions (essential for adherence to procedures), including those related to the legal requirements applicable to our operations, as well as specific training sessions in the area of occupational health and safety. The representatives of the Internal Accident Prevention Commission (CIPA) propose improvements to the processes, and we hold Daily Safety Talks involving everyone in the company. In addition to these measures, the Health and Sustainability committees monitor the cases relating to time off work, campaigns and mapping connected to the issue. [GRI 403-4, 403-5](#)



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Additional preventive resources

- **Action & Management Program:** this guides, monitors and presents awards to the best employees working as drivers of Unidas vehicles, based upon the data collected by the telemetry system. This initiative promotes traffic safety and the preservation of life, whilst holding the engagement of those driving our fleet. This behavior has a positive impact on streets and highways all over Brazil, wherever our vehicles travel.
- **Vehicle and Equipment Conservation Program:** this is focused on taking care of vehicles, machinery and equipment. The participating drivers receive training and develop the ability to inspect, detect and correct problems.
- **Fatigue and Tiredness Program:** this involves fatigue prevention measures such as establishment of the best shift for the worker to operate using the Epworth Sleepiness Scale (ESS), application of a fatigue checklist, and a nighttime blitz to keep employees alert with conversations and coffee.
- **Wakeup Program:** this forms part of the Fatigue and Sleepiness Program, involving a blitz performed by the Operations and Safety at Work teams. The drivers are invited to leave the vehicle, do some stretching exercises,

talk with the team and check on the safety features on the vehicle and trailers.

- **Early-morning Cock-crow** this is an alarm call installed in the cabs of drivers transporting sugarcane, designed to prevent tiredness by going off every 30 minutes, between 3am and 6am
- **Yellow Light Program:** this identifies those members of the team who present a greater potential of risk and implements preventive actions to ensure their safety.

Ongoing improvement

We carry out daily evaluations of the company's processes at our Safety at Work Dialogs. In addition to this, we offer an accident prevention and safety observation tool that allows the team to highlight any improvements or failings that they may have observed in their activities. The observations are addressed each month by the Safety at Work team and by the management team at each unit. Each week, the Sustainability Committee, made up of representatives from the Safety and Health departments and the operations leaders, meets to discuss matters of importance related to Safety, Health, the Environment and communities.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Promotion of health and wellbeing

GRI 403-3, 403-6

We offer our personnel a medical health plan (including tele-medicine consultations), a dental plan, and a pharmacy card so that they can purchase medicines. Furthermore, our Specialized Services in Safety Engineering and Occupational Medicine (SESMT) team includes professionals who provide emergency services or direct those in need to specialists, whenever necessary. All the incidents are monitored by a specialist healthcare team through the updating of patient medical records, with the confidentiality of the information always being ensured, in line with the LGPD.

We offer our employees and their legal dependents annual anti-flu vaccinations. We also monitor any possible cases of Covid-19, dengue fever and illnesses contained in the 'ICD' (International Classification of Diseases). We monitor chemical and physical agents by means of quantitative evaluations that allow for the identification of risks and dangers to the worker's health. Whenever identified, we evaluate the best strategy for elimination or neutralization of the risk using the hierarchies of control.



The 3,567 people

making up our team are covered by an occupational health and safety management system

Quality of Life

In 2022 we mapped the health of our team in order to identify opportunities for actions that could contribute to improving their quality of life. More than 86% of the fixed employees responded to the online questionnaire which asked about diet, and dental, emotional, organizational, musculoskeletal and, coronary health, as well as financial health. To provide an opportunity for those on our team to improve their wellbeing, we offer a Gympass that provides access to gyms and studios, and a dietary control program.

We provide **training sessions in accordance with the legal requirements** applicable to our operations





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Commitments to society

GRI 413-1, 413-2, 3-3: Community relations, volunteer work and social investment



Our initiatives effectively contribute to **professional training, insertion into the labor market and the generation of employment and income**

We aim to have a positive impact on the communities neighboring our operations, through the development of social actions, donations, sponsorships and training programs, and the development and qualification of young people and professionals, with the engagement of our team in corporate volunteer initiatives.

We have directives for the funding of socio-environmental programs at non-profit institutions, including donations and sponsorships, as well as other sponsorships with commercial aims using our own resources - Private Social Investment (*read more below*).

Young Apprentice Program

Since 2016, we have been preparing apprentices for the labor market. Those participants of the program who stand out may be employed by the company and receive scholarships to pursue a college education.

In 2022, the initiative was restructured with voluntary mentoring of the team being implemented under the new format, as were development paths and bi-monthly monitoring and feedback, all designed to contribute to the development of the young people's professional and behavioral skills.

Driver's School

This initiative provides free certification for men and women who already hold the 'E' category driving license, and who are interested in working professionally in the sugarcane and three-trailer trucking segment.

The program was implemented in 2022 and has already seen eight groups graduate. In total, 85 participants have been trained (72 men and 13 women), 31 of whom have been hired by Unidas (25 men and 6 women). The hirings are made following an evaluation of the participants' performance and depending upon the vacancies open in the operations.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Volunteer Program

This program involves support from Unidas and the engagement of our employees in projects focused on the refurbishment and construction of schools, hospitals, houses and rest homes, as well as social campaigns providing support to meet the needs of the different institutions. Over the 12 years the program has been in operation, we have invested in 31 refurbishment and construction projects, with the participation of around 450 volunteers, benefiting more than 106,000 people.

In December 2022, we staged the 'Caring Christmas' campaign, the first action to take place following the merger of the Ouro Verde and old Unidas businesses. We spread word about the Postal Santa Claus Campaign, providing online support for children from all over Brazil to be able to send letters to Santa, and launched the Unidas Caring Christmas Campaign, contributing to 12 institutions neighboring our offices and operations. In total, our team supported more than 320 requests from children, adolescents and the elderly. The Company sponsored a lunchtime get-together for the exchange of presents.



To further increase the engagement, we intend to **restructure our Volunteer Program**, extending the initiative to all the regions where we are present





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Ricardo Gomes Nogueira ©

Sponsorships

GAME FOR A ROOF

In 2022, by means of Private Social Investment, Unidas sponsored the '*Jogo por um Teto*' ('Game for a Roof') benefit event, an initiative that aims to raise R\$ 1 million for the '*Teto Brasil*' NGO, which, through joint community efforts, organizes the construction of emergency housing in vulnerable communities. To encourage the participation of our team, we bought 385 tickets to the event and held a prize draw to distribute them amongst our team in Curitiba.

MOTORSPORTS AND BIKING

We also sponsor motorsports, such as the Mitcup, the oldest, single-brand 4x4 rally, which has been staged for 23 years now, involving more than 110 participants who compete in 55 cars and four categories. '*Turismo Brasil 1.1*' is a competition in the motorsports category and, representing Unidas, Wilton Pena has been improving enormously, having mounted the winner's podium numerous times over the last three years.

Brasil Ride is a mountain bike ultra-marathon which, since 2013, has attracted 600 athletes, including professional and amateur riders, to ride in different stages. We provide support in the form

of uniforms, signposting and the content for the championship's social media platforms, which have a total of 270,000 followers.

CULTURE AND DIVERSITY

We support the '*Casa Natura*', a space for shows that spreads culture and diversity.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

'Na Mão Certa' Program

The protection of children and adolescents is a non-negotiable value for Unidas. To reinforce this value, we are joining the 'Na Mão Certa' ('In the Right Hands') Program, an initiative developed by Childhood Brasil.

By signing the Business Pact Against Sexual Exploitation of Children and Adolescents on Brazilian Highways, we have assumed a commitment to guaranteeing respect for the rights of children and adolescents in our chain of business. We will be raising awareness and mobilizing our drivers and employees to be agents of protection of the rights of children and adolescents with a focus on tackling sexual exploitation.

CHILDHOOD
PELA PROTEÇÃO DA INFÂNCIA



PROGRAMA
NA MÃO
CERTA



The partners selected are submitted to the processes established in the Integrity Program, ensuring the good standing of these institutions

Donations

Our team from the office in Curitiba has lent its support to two initiatives developed by the Nilza Tartuce Special Education School:

1. as part of the Recycle Waste campaign, we collect and donate PET bottles that are transformed into educational games by students with intellectual disabilities and Autistic Spectrum Disorders (ASD).
2. in the second half of 2022, we collected 12,000 tax receipts from the company's cafeteria. These receipts, with no social security identification, were donated to the school, which, through its participation in the 'Nota Paraná' Program, competes for prize-winning tickets that will benefit the institution. As of 2023, the tax receipts will also be going to the Pequeno Cotolengo Healthcare Complex.

We also make donations of food, Christmas hampers, furniture and other items to institutions neighboring our operations.





Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

ANNEX



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Annex

Employees categorized by type of job GRI 2-7

Type of employment ¹	2022		
	MEN	WOMEN	TOTAL
Full-time	2,337	1,147	3,484
Part-time	29	54	83
TOTAL	2,366	1,201	3,567

¹The full-time working month is made up of 220 hours and part-time working months involve 100, 150 or 180 hours.

Employees by type of employment and region GRI 2-7

Type of employment	2022		
	FULL-TIME	PART-TIME	TOTAL
North	71	1	72
Northeast	420	10	430
Center-West	455	6	461
Southeast	1,784	18	1,802
South	754	48	802
TOTAL	3,484	83	3,567

Employees by employment category and gender¹ GRI 2-8

Category Functions	2022		
	MEN	WOMEN	TOTAL
Temporary	158	69	227
TOTAL	158	69	227

¹The temporary employees are contracted by an external agency and do not form part of the company's workforce.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Employees communicated with and who received instruction on anti-corruption policies and procedures, by region GRI 205-2

Region	Employees	2022	
		COMMUNICATED	INSTRUCTED
North	number	72	72
	%	100.00	100.00
Northeast	number	430	418
	%	100.00	97.21
Center-West	number	461	411
	%	100.00	89.15
Southeast	number	1,802	1,744
	%	100.00	96.78
South	number	802	733
	%	100.00	91.40

Employees communicated with and who received instruction on anti-corruption policies and procedures, by employment category GRI 205-2

Categories	Employees	2022	
		COMMUNICATED	INSTRUCTED
Executive Board	number	16	16
	%	100.00	100.00
Management	number	145	141
	%	100.00	97.24
Coordination	number	268	261
	%	100.00	97.39
Professional	number	1,335	1,269
	%	100.00	95.06
Operational	number	1,803	1,691
	%	100.00	93.79



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Business partners communicated with and who received instruction on anti-corruption policies and procedures, broken down by region ¹ GRI 205-2

Region	Business partners	2022	
		COMMUNICATED	INSTRUCTED
North	number	-	-
	%	-	-
Northeast	number	2	2
	%	100.00	100.00
Center-West	number	2	2
	%	100.00	100.00
Southeast	number	372	107
	%	100.00	28.76
South	number	1,112	41
	%	100.00	3.69

¹We include obligatory clauses in the Suppliers' Code of Ethical Conduct linked to anti-corruption, socio-environmental provisions, privacy measures and data protection, amongst others. Non-compliance with any clause results in the immediate termination of the agreement with the supplier.

Consumption of fuels from nonrenewable sources (GJ) ^{GRI 302-1}

2022	
Diesel	127,129.95
Gasoline	3,936.02
Flex (ethanol+gasoline)	7,611.59
TOTAL	138,677.56

Energy consumed (GJ) ^{GRI 302-1}

2022	
Electricity	76,204.45
Heating	0
Chilling	0
Steam	0
TOTAL	76,204.45

Total energy consumed (GJ) ^{GRI 302-1}

2022	
Fuels from non-renewable sources	138,677.56
Fuels from renewable sources ¹	0.00
Energy consumed	76,204.45
Energy sold ²	0.00
TOTAL	214,882.01

¹The fuels from renewable sources are not calculated here, since the Company has flex (ethanol and gasoline) vehicles in its fleet, with no means of monitoring the consumption of these fuels separately. In accordance with the GHG Protocol, the assumption of the more polluting source is used - in this case, gasoline.

²The Company does not produce energy.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Direct (Scope 1) greenhouse gas emissions (tCO₂ equivalent)¹ GRI 305-1

	2022
Stationary Combustion	0.57
Mobile Combustion	13,005.02
Fugitive Emissions	246.95
Industrial Processes	0.00
TOTAL GROSS EMISSIONS OF CO₂	13,252.56

¹ The gases included in the calculations are: CO₂, CH₄, N₂O and HFCs. The GHG inventory was compiled in accordance with the Brazil GHG Protocol.

Biogenic emissions of CO₂ (tCO₂ equivalent) Scope 2
GRI 305-1

	2022
	1,404.98

Indirect emissions originating from the acquisition of
energy (tCO₂ equivalent)¹ GRI 305-2

	2022
	914.41

¹The gas considered for the calculation was CO₂

Emissions of ozone-depleting substances (ODS)₁ in tCFC-11_e

GRI 305-6

	2022
ODS produced	0.03
ODS destroyed by approved technologies	0.00
ODS entirely used as feedstock in the manufacture of other chemicals	0.00
Production of ODS	0.03

¹ The substance included in the calculation was R-22 gas, used in some air-conditioning units.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste¹

(t) GRI 306-3

		2022
Category	TYPE	AMOUNT GENERATED (T)
Lubricant oil used	Hazardous	14.54
Solid waste contaminated with oils and greases	Hazardous	62.73
Recyclables (paper/cardboard, plastic and scrap metals)	Non-hazardous	17.61
Organic waste/tailings	Non-hazardous	36.18
TOTAL		131.06

¹The company records the information on waste in the Waste Transportation Manifesto (MTR) Portal, in accordance with each state, thus allowing for the monitoring of the movement of the removal of the waste through to its final disposal.

Total waste diverted from final disposal, by composition, in metric tons (t) GRI 306-4

		2022
Composition	AMOUNT GENERATED (T)	
Lubricant oil used		14.54
Recyclables (paper, cardboard, plastic and scrap metals)		17.61
TOTAL		32.15

Total waste diverted from final disposal, by recovery operation, in metric tons (t)¹ GRI 306-4

		2022
Destination	OUTSIDE THE ORGANIZATION/OFFSITE ¹	
Recycling (non-hazardous)		14.54
Recycling (hazardous)		17.61
TOTAL		32.15

¹ Non-hazardous: paper, cardboard, plastic and scrap metals; hazardous: lubricant oil used. There is no waste diverted from disposal within the company/Onsite.

Total waste destined for final disposal, by operation, in metric tons (t)¹ GRI 306-5

		2022
Non-hazardous waste	OUTSIDE THE ORGANIZATION/OFFSITE ¹	
Landfill		36.18
TOTAL		36.18
Hazardous waste		
Incineration with energy recovery		25.94
Landfill		36.78
TOTAL		62.72
TOTAL WASTE DIRECTED FOR FINAL DISPOSAL		98.90

¹ Hazardous: solid waste contaminated with oils and greases; non-hazardous: organic waste. There are no operations of waste directed for disposal within the company/Onsite.



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Rate of turnover¹ GRI 401-1

	2022		
	HIRINGS	TERMINATIONS	TURNOVER (%)
Total headcount	1,040.00	721.00	24.68
By gender			
Men	793	593	29.29
Women	247	128	15.61
By age group			
Under 30	321	184	59.69
30 to 50 years of age	619	432	29.84
Over 50	100	105	7.41
By regional distribution			
North	0	7	4.86
Northeast	216	38	29.53
Center-West	136	138	29.72
Southeast	365	337	19.48
South	323	201	32.67

¹ Calculation methodology: (hirings+dismissals/2/headcount per category)

Maternal/paternal leave GRI 401-3

	2022	
Employees who had the right to take leave	men	2,366
	women	1,201
Employees who took leave	men	28
	women	43
Employees who returned to work, during the period covered by the report, following the end of the leave	men	28
	women	30
Employees who returned to work following the leave and who continued to be employed 12 months after their return to work	men	28
	women	43
Return rate	men	100
	women	100
Rate of retention	men	100
	women	100



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Work-related injuries GRI 403-9

	2022
EMPLOYEES	
Number of hours worked	4,546,100
Number of fatalities resulting from work-related injuries	0
Rate of fatalities resulting from work-related injuries	0
Number of work-related injuries with serious consequences (except fatalities)	0
Rate of work-related injuries with serious consequences (except fatalities)	0
Number of work-related injuries requiring communication (including fatalities)	24
Rate of recorded work-related injuries (including fatalities)	5.28

Average number of employee training hours by employment category GRI 404-1

	2022
Executive Board	23.69
Management	93.40
Coordination	91.95
Professional	146.89
Operational	8.64
TOTAL	70.15

Average number of employee training hours by gender GRI 404-1

	2022
Men	60.36
Women	89.44
TOTAL	70.15

Average number of employee training hours by employment category GRI 404-1

	2022
Outsourced workers	4.01
TOTAL	4.01

Employees receiving performance analyses by employment category (%) GRI 404-3

	2022		
	MEN	WOMEN	TOTAL
Executive Board	92.86	100.00	93.75
Management	100.00	73.02	89.03
Coordination	84.25	100.00	92.22
Professional	79.56	98.20	88.02
Operational	87.79	88.00	87.79
TOTAL	83.54	96.94	88.34



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Individuals within the organization's
governance organs, by gender (%) GRI 405-1

MEMBERS OF GOVERNING BODIES		
2022	Men	100
	Women	0
	TOTAL	100

Employees, by employment category and age range (%) GRI 405-1

	2022		
	UNDER 30	30 TO 50 YEARS OF AGE	MORE THAN 50 YEARS OF AGE
Executive Board	0.00	68.75	31.25
Management	1.38	89.66	8.97
Coordination	11.94	83.58	4.48
Professional	37.38	57.90	4.72
Operational	27.62	58.51	13.87
TOTAL	28.90	61.48	9.62



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI CONTENT INDEX



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI content index

Declaration of use

Unidas has used the GRI Standards as its base for reporting the period between January 1 and December 31, 2022.

GRI 1 used

GRI 1: 2021 Foundations

GRI Standards	Contents	Location	SDGs
General Disclosures			
The organization and its reporting practices			
GRI 2: General disclosures 2021	2-1 Details of the organization	9	
	2-2 Entities included in the organization's sustainability report	<ul style="list-style-type: none">• Brookfield Cedar FIP• Unidas Locações e Serviços S/A• Unidas Locadora S/A• Unidas Locadora Franquia S/A• Unidas Valoriza Ltda.	
	2-3 Reported period, frequency and point of contact	4	
	2-4 Restatements of information	4	
	2-5 External assurance	There has been no external assurance	
Activities and workers			
GRI 2: General disclosures 2021	2-6 Activities, value chain and other business relationships	9	
	2-7 Employees	48, 49, 66	8, 10
	2-8 Workers who are not employees	66	8, 10



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI Standards	Contents	Location	SDGs
GRI 2: General disclosures 2021	2-9 Governance structure and composition	25	5, 16
	2-10 Nomination and selection of the highest governance body	25	5, 16
	2-11 Chair of highest governance body	In accordance with Section II, Article 23, Paragraph two of the Bylaws, the roles of Chairperson of the Board of Directors and CEO cannot be exercised by the same person.	16
	2-12 Role of the highest governance body in overseeing the management of impacts	25	16
	2-13 Delegation of responsibility for managing impacts	25	
	2-14 Role of the highest governance body in sustainability reporting	25	
	2-15 Conflicts of interests	30	16
GRI 2: General disclosures 2021	2-16 Communicating critical concerns	There was no record of critical concerns being communicated to the Board of Directors in 2022.	
	2-17 Collective knowledge of the highest governance body	24	
	2-18 Evaluation of the performance of the highest governance body	24	
	2-19 Remuneration policies	The company is in the process of drafting its policy for the fixed and variable remuneration of the senior management. There are no formal policies on rescission payments, returning of bonuses or retirement benefits. The attraction bonus or incentive is practiced on an individual basis for the executive category.	
	2-20 Process to determine remuneration	53	
	2-21 Annual total compensation ratio	This data is considered to be confidential.	



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI Standards	Contents	Location	SDGs
Strategy, policies and practices			
GRI 2: General disclosures 2021	2-22 Statement on sustainable development strategy	6, 7, 13	
	2-23 Policy commitments	30	16
GRI 2: General disclosures 2021	2-24 Embedding policy commitments	30	
	2025 Processes to remediate negative impacts	28	
	2-26 Mechanisms for advice and presentation of concerns	30	
	2- 27 Compliance with laws and regulations	There were no significant cases of non-compliance during the reporting period.	
	2-28 Membership of associations	22	
Stakeholder engagement			
GRI 2: General disclosures 2021	2-29 Approach to stakeholder engagement	4	
	2-30 Collective bargaining agreements	47	8
Material topics			
The organization and its reporting practices			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	4, 13, 17, 58	
	3-2 List of material topics	4, 19	



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI Standards	Contents	Location	SDGs
Material topic Ethics, Integrity and compliance			
GRI 3: Material Topics 2021	3-3 Governance of material topics	30	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	40	13
GRI 205: Anti-corruption 2016	205-1 Operations assessed in terms of the risks relating to corruption	31	16
	205-2 Communication and training on anti-corruption policies and procedures	31, 67, 68	16
	205-3 Confirmed incidents of corruption and actions taken	31	16
GRI 206: Procurement Practices 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	We did not record any cases of anti-competitive behavior, anti-trust or monopoly during the reported period.	16
GRI 207: Anti-competitive behavior 2016	207-1 Approach to tax	28	1, 10, 17
	207-2 Tax governance, control and risk management	28	1, 10, 17
	207-3 Stakeholder engagement and management of concerns related to tax	28	1, 10, 17
Material Topic Quality and Safety of the Product and Service			
GRI 3: Material Topics 2021	3-3 Governance of material topics	42	
GRI 417: Marketing and labeling 2016	417-3 Incidents of noncompliance concerning marketing communications	There is no record of any cases during the reporting period.	16
Material Topic Safety, Health and Wellbeing of the Employees			
GRI 3: Material Topics 2021	3-3 Governance of material topics	57	



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI Standards	Contents	Location	SDGs
GRI 401: Employment 2016	401-1 New hirings and employee turnover	71	5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	53	3, 5, 8
	401-3 Parental leave	71	5, 8
GRI 403: Occupational health and safety 2019	403-1 Occupational health and safety management system	58	8
	403-2 Hazard identification, risk assessment and incident investigation	58	3, 8
	403-3 Occupational health services	60	3, 8
GRI 403: Occupational health and safety 2019	403-4 Worker participation, consultation, and communication on occupational health and safety	58	8, 16
	403-5 Training for workers in occupational health and safety	58	8
	403-6 Promotion of worker health	60	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58	8
	403-8 Workers covered by an occupational health and safety management system	57	8
	403-9 Work-related injuries	58, 72	3, 8, 16
	403-10 Work-related ill health	There were no records of work-related illness during the reported period. For the employees, this control is performed by the Occupational Health Medical Control Program. We do not perform any control of work-related illness at third parties.	3, 8, 16



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI Standards	Contents	Location	SDGs
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	72	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition as- sistance programs	54, 55	8
	404-3 Percentage of employees receiving regular performance and career development reviews	72	5, 8, 10
Material Topic Government and Regulatory Agency Relations			
GRI 3: Material Topics 2021	3-3 Governance of material topics	30	
Material Topic Privacy and Data Security			
GRI 3: Material Topics 2021	3-3 Governance of material topics	29	
GRI 418: Client Privacy 2016	418-1 Substantiated complaints concerning breaches of custom- er privacy and losses of customer data	79	16
Material Topic Customer Relations and Experience			
GRI 3: Material Topics 2021	3-3 Governance of material topics	36	
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	No impact assessments were performed during this cycle.	
Material Topic Innovation and Technology			
GRI 3: Material Topics 2021	3-3 Governance of material topics	56	
Material Topic Community Relations, Volunteer Work and Social Investment			
GRI 3: Material Topics 2021	3-3 Governance of material topics	61	



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI Standards	Contents	Location	SDGs
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	61	
	413-2 Operations with significant (actual and potential) negative impacts on local communities	61	1, 2
Material Topic Climate Change			
GRI 3: Material Topics 2021	3-3 Governance of material topics	62	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	68	7, 8, 12, 13
	302-2 Energy consumption outside of the organization	The Company underwent a merger process in 2022 and is currently restructuring the management of this topic to report the data in future reports.	7, 8, 12, 13
	302-3 Energy intensity	The Company underwent a merger process in 2022 and is currently restructuring the management of this topic to report the data in future reports.	7, 8, 12, 13
	302-4 Reduction of energy consumption	The Company underwent a merger process in 2022 and is currently restructuring the management of this topic to report the data in future reports.	7, 8, 12, 13
	302-5 Reduction in the energy requirements of products and services	The Company underwent a merger process in 2022 and is currently restructuring the management of this topic to report the data in future reports.	7, 8, 12, 13



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI Standards	Contents	Location	SDGs
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	69	3, 12, 13, 14, 15
	305-2 Indirect (Scope 2) greenhouse gas (GHG) emissions	69	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	The company does not have any information relating to 2022, but will consider monitoring these data in future cycles.	3, 12, 13, 14, 15
	305-4 Intensity of emissions of greenhouse gases (GHG)	The company does not have any information relating to 2022, but will consider monitoring these data in future cycles.	13, 14, 15
	305-5 Reduction of emissions of greenhouse gases (GHG)	The company does not have any information relating to 2022, but will consider monitoring these data in future cycles.	13, 14, 15
	305-6 Emissions of ozone depleting substances (ODS)	69	3, 12
	305-7 Emissions of NO _x , O _x , and other significant air emissions	The company does not have any information relating to 2022, but will consider monitoring these data in future cycles.	3, 12, 14, 15
Additional non-material topics			
GRI 303: Water and effluents 2016	303-1 Interactions with water as a shared resource	44	6, 12
GRI 303: Water and effluents 2016	303-2 Management of water discharge related impacts	44	6
	303-3 Water withdrawal	44	6, 8, 12
	303-4 Water discharge	44	6
	303-5 Water consumption	44	6



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

GRI Standards	Contents	Location	SDGs
GRI 306: Waste 2021	306-1 Waste generation and significant waste-related impacts	43	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	43	3, 6, 11, 12
	306-3 Waste generated	43	3, 6, 12, 14, 15
	306-4 Waste diverted from final disposal	70	3, 11, 12
	306-5 Waste destined for final disposal	70	3, 6, 11, 12, 14, 15
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	49, 73	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	This information is considered to be confidential	5, 8, 10



Presentation

Our essence

Our governance

Our business

Relationship with
the environment

Our people

Annex

GRI content index

Credits

Credits

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