

ULTRA

INTEGRATED REPORT 2022

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OUR WORLD DEMANDS A NEW PACE

Our net revenue in 2022 was R$ 147 billion, 24% higher than in 2021, and we increased our sales in all our businesses."



PEDRO WONGTSCHOWSKI
Chairman of the Board of Directors

The Ultra Group made significant progress in 2022. Despite the market volatility and uncertainties, Ultragaz and Ultracargo achieved record results, and Ipiranga continued to advance in recovering its profitability. The focus on a higher level of sophistication in our pricing and the increased effort to improve the engagement of our network, together with important operational changes and adjustments in our logistics and purchasing, enabled us to achieve a higher level of efficiency, and prepared us for a new phase of growth.

We completed the most wide-ranging process of rationalization of our portfolio in our history, with the completion of the divestments of Oxiteno and Extrafarma in April and August 2022, respectively.

We announced the acquisitions of Stella Energia and NEOgás, which marked Ultragaz's entry into the renewable electricity and compressed natural gas segments, expanding its range of products and services and enhancing its distribution capability, sales strength and brand name.

We continued to implement the succession and renewal process in our senior management and started the succession process for the Board of Directors. The Board will undergo a major renewal in April this year with the election of a new Chairman and members for the term of 2023 to 2025.

In 2022, we made progress in our ESG journey, with the preparation of a detailed ESG Plan for 2030, an essential component of the strategic plans of each of the businesses. This plan defines the Group's commitments, ambitions and targets for the coming years and performance against the plan will represent one third of the individual variable compensation goals of the Ultra Group's senior management. The plan's targets were officially disclosed to external stakeholders in March 2023.

We are publishing this report to demonstrate and reinforce our commitment to doing business in line with the ten principles of the UN Global Compact, in the areas of human rights, employment, the environment, and anti-corruption. We are demonstrating how we integrate these principles in our

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We strengthened our commitment to the ten principles of the UN Global Compact in the areas of human rights, decent work, the environment and anti-corruption."

business strategy, organization culture and day-to day operations, and also how we are contributing to achieving the UN Sustainable Development Goals.

At year-end 2022 we recorded net revenue of R$ 147 billion, 24% higher than for 2021, even after the divestments of the results of Oxiteno and Extrafarma, with revenue growth in all the businesses. The Group achieved a recurring EBITDA of R$ 4.0 billion and net income of R$1.8 billion in 2022, of which R$ 506 million were distributed as dividends and interest on equity to shareholders.

We would like to highlight the reduction in our financial leverage, which is timely considering the current challenging macroeconomic context and the availability of investment opportunities with good returns. Our leverage decreased to 1.7x on December 31st, 2022 compared to 2.9x on December 31, 2021, due mainly to a combination of the completion of the sales of Oxiteno and Extrafarma and the operational improvements made in all the businesses. We used part of the proceeds from the sale of Oxiteno to pay interest on shareholders' equity and to partially repurchase bond issues. The latter contributed to optimizing the management of our financial liabilities by reducing the carrying cost of the Group's net debt. which reduced to 109% of the interbank deposit rate (CDI) in 2022 compared to 129% of the CDI in 2021. We would like to emphasize that we still have receivables of approximately R$ 1.1 billion related to the above-mentioned divestments.

It was in this context, in December, that we announced our investment plan for 2023 totaling R$ 2.2 billion, which exceeded the amounts invested in each of the last five years. Around half of the amount will be allocated to expansion projects at Ipiranga, Ultragaz and Ultracargo, in addition to investments in the maintenance and safety of the operational units.

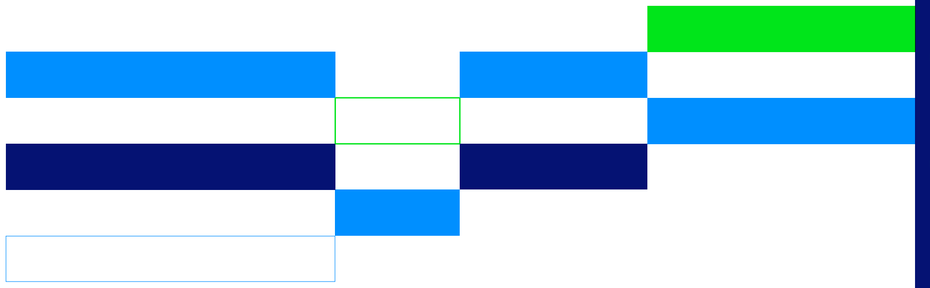
In 2023, with a committed senior management team and stronger businesses, we are well prepared to continue on our journey of growth and value creation. We would like to thank all our employees for their commitment and dedication during the year, and also our other stakeholders for their trust and contributions to the Group's progress.

MARCOS MARINHO LUTZ
CEO



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ABOUT THE REPORT



GRI 2-2 | 2-3 |

This report, published on March 17th, 2023, presents the main initiatives and consolidated results of the Ultra Group, namely, Ultrapar and its main subsidiaries Ultragaz, Ultracargo and Ipiranga, for the period from January 1st to December 31st 2022. The information on the composition of the workforce now also included data for the abastece aí, AmPm and Iconic operations.

To ensure transparency and clarity in our disclosures to our main stakeholders, namely, shareholders, employees, customers, suppliers, the surrounding communities and society in general, we have prepared the report in accordance with the Global Reporting Initiative (GRI) Standards and indicated the correlations with the 17 United Nations (UN) Sustainable Development Goals (SDGs). In addition, we have followed the relevant guidelines of the Sustainability Accounting Standards Board (SASB), Technical Guideline OCPC 09 – Integrated Reporting and the Task Force on Climate Related Financial Disclosures (TCFD).

The report is divided into three parts: *Sustainable Business*, where we have presented the Group's ESG Plan for 2030; *The Ultra Group*, in which we have provided an overview of the Group's business model; and, finally, the *Portfolio of Companies*, section, in which we have presented the highlights of the results and initiatives of the Group's main companies.
The Group's performance has been presented according to metrics and indicators that follow the above-mentioned international standards, as well as through a number of ratings and indices. The Ultra Group's performance in these indices and ratings can be accessed here.

In the next section, *Sustainable Business*, we have provided information on the Group's material topics. Our materiality matrix was constructed based on consultations with representatives of the Ultra Group's main stakeholder groups through an online survey. The main groups consulted were: senior management (Board Members, CEOs and Directors); shareholders and investors; employees; regulatory and supervisory bodies; sectoral and civil society entities; and the media.

It should be mentioned that, for the second consecutive year, the report has been underwent limited assurance procedures by an external auditor. The content of the report was also reviewed by the Ultra Group's directorates for Sustainability and Communication, and Finance and Investor Relations, which are the areas directly responsible for the reported information. GRI 2-14

For questions on the Integrated Report and its contents, please send an email to **sustentabilidade@ultra.com.br**

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DEFINITION OF THE MATERIAL TOPICS

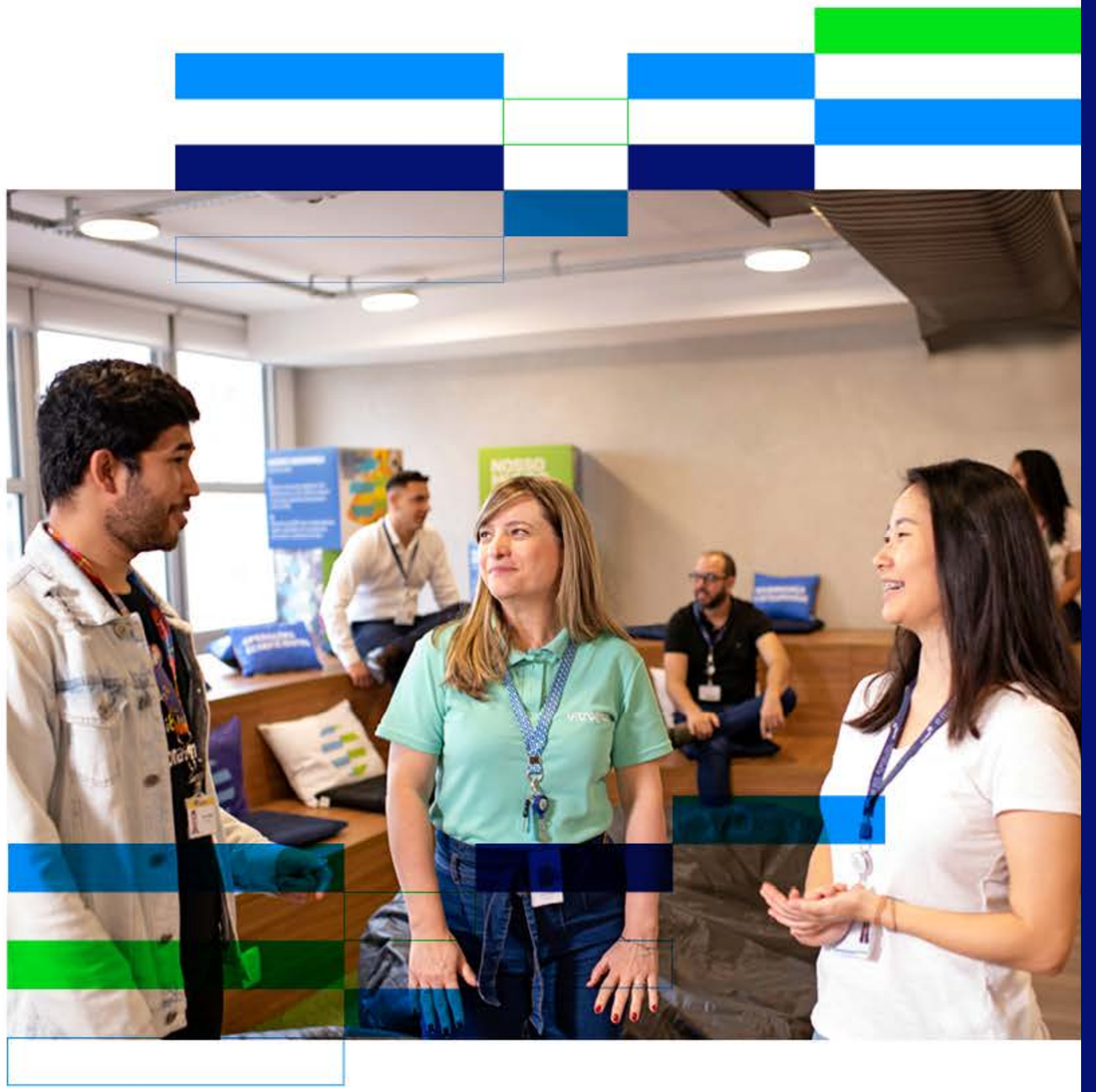
GRI 3-1

The process of preparing the original materiality matrix was based on the analysis of: studies on sustainability issues; legislation and standards applicable to the Group; publications in the media; industry studies for the relevant sectors of each business; and the positioning in ESG of investors, government bodies, and other national and international entities. In parallel, the reality of each business and its respective sectors was evaluated.

In addition, the Ultra Group's main stakeholder groups were consulted through a survey, namely: the Board of Directors and the senior management of the businesses; shareholders and investors; employees; regulatory and supervisory bodies; sectoral and civil society entities; and the media. After the data was consolidated, it was possible to identify the most important topics impacting the Ultra Group. The Board of Directors then evaluated and validated the materiality matrix resulting from this process, and the associated long-term commitments established by the Group.

In 2021, as part of the process to consolidate the Group's sustainability strategy and to align it with its business strategy, the Group's materiality matrix, originally established in 2019, was updated. The previously separate topics of data privacy and ethics were merged into a more comprehensive topic entitled Governance and Integrity that takes an overarching perspective of the corporate governance structure.

Although none of the content of the original material topics was excluded, the materiality matrix was reorganized after the Board identified some opportunities to regroup topics, or to present them more clearly. As a result, the number of material topics in the matrix was reduced from ten to seven. In the case of the pillar for Resources and the Environment, the former individual topics of Energy Efficiency and Soil and Water Contamination were grouped into a single topic denominated Eco-efficient Operations. Furthermore, the topic entitled Climate Change was replaced by Energy Transition, which is more in line with the Group's strategic planning and the sectors in which it operates. In the case of the pillar for People Management and Development, the topics of Work Relations and Diversity were combined into a single topic entitled Inclusive Culture and Diversity. In relation to the pillar for Value Shared with Society, the topic entitled Relations with the Surrounding Communities was changed to Responsibility for the Surrounding Communities, reinforcing the Group's commitment to generate a positive impact for these stakeholders. GRI 2-4



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SUSTAINABLE BUSINESS



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THE ULTRA GROUP'S ESG AGENDA

The Ultra Group believes that sustainability is a journey rather than a destination. Addressing sustainability themes appropriately is essential to the long-term continuity of our businesses and our performance in them must be continuously improved. Furthermore, they have been formalized through public commitments and integrated in our business strategy, aiming to create value for all our main stakeholder groups.

It was in this context that the priority themes in our strategic plan were developed. Our material topics covered the three ESG pillars (environmental, social and governance) and represented the most important themes to which the Ultra Group must direct its efforts.

As a result of this process, the Group defined and consolidated **seven material topics,** and established the respective goals and indicators.

The process for defining the material topics was originally carried out in 2019, and then updated in 2021. For more information access the section About the report.

THE ULTRA GROUP'S MATERIAL TOPICS

GRI 3-2

1 HEALTH AND SAFETY
2 GOVERNANCE AND INTEGRITY
3 ENERGY TRANSITION
4 ECO-EFFICIENT OPERATIONS
5 RESPONSIBILITY FOR THE SURROUNDING COMMUNITIES
6 VALUE CHAIN
7 INCLUSIVE CULTURE AND DIVERSITY









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THE AMBITIONS AND GOALS OF OUR STRATEGIC PLAN FOR 2030

More details are available in the sections related to each material topic.

TOPIC	AMBITION	GOALS TO BE ACHIEVED BY 2030	DESEMPENHO DAS METAS
HEALTH AND SAFETY	Ensure a strong health and safety culture, with processes and performance indices at a high level of excellence, ensuring a high quality of life for employees and the safety of the communities surrounding our operations	**1.** Reduce the lost-time accident frequency by 50%. **2.** Reduce the process accident frequency by 70% **3.** Ensure that our employees are well attended in health and quality of life programs	**1.** 1.24 for the lost-time accident frequency rate **2.** 1.03 for the process accident frequency rate **3.** Being defined for eligible programs
GOVERNANCE AND INTEGRITY	To be a protagonist in promoting governance and integrity, positively influencing the wider business environment through the adoption of best practices in governance and ethical conduct	**1.** Achieve a business culture with the highest level of integrity **2.** Ensure best corporate governance practices	**1.** Proactive level **2.** Best governance practices, for example, but not limited to: linking senior management remuneration to ESG performance, respect for minority shareholders, transparency in the disclosure of information.
ENERGY TRANSITION	Plan and implement strategies aimed at achieving the energy transition to a low-carbon economy	**1.** Implement measures to reduce or mitigate GHG emissions in our operations, in order to ensure carbon neutrality by 2030	**1.** 29.6% (Total Scope 1: 33,673 tCO_2e) 100% (Total Scope 2: 2,431 tCO_2e)
ECO-EFFICIENT OPERATIONS	Ensure excellence in the environmental management of operations, reducing the consumption of energy and water and the generation of waste	**1.** 100% of electricity consumption from certified renewable sources **2.** Zero spills with a risk of contamination of soil and water **3.** Zero-waste to landfill: no waste (hazardous or non-hazardous) to be sent to landfills, achieved through more sustainable solutions for reuse and final disposal	**1.** 100% (Total: 50,881 MWh) **2.** Occurrence of 1 spill **3.** 69% of waste was destined for landfill
RESPONSIBILITY FOR THE SURROUNDING COMMUNITIES	Act responsibly regarding the communities surrounding our operations, generating opportunities for local development	**1.** Invest in initiatives and partnerships that promote quality in education and the generation of employment and income in the surrounding communities	**1.** R$ 20.6 million invested in projects in education, generation of employment and income and emergency actions
VALUE CHAIN	Influence, encourage and monitor the adoption of best ESG practices in the value chains of all the businesses	**1.** Ensure that 100% of critical suppliers adopt excellent ESG practices **2.** Ensure that 100% of selected resellers adopt ESG practices or commitments	**1** and **2.** Preparation of a Group action plan for ESG practices and commitments aligned to the strategic plans of each business
INCLUSIVE CULTURE AND DIVERSITY	Promote an inclusive workplace environment, enabling the full development of all employees and where each person can realize his/her potential with improved prospects and a larger contribution to the decision-making process	**1.** Achieve a 50% level of gender and ethnic equity in senior management positions and 33% in the Board of Directors **2.** Ensure an inclusive environment that can be measured and recognized in internal organizational climate surveys	**1.** 38% of gender and ethnic equity in senior management and 20% in the Board of Directors **2.** 76% satisfaction rating

[1] *All targets with relative reduction consider 2020 as the base year.*

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ESG GOVERNANCE

In 2022, the Ultra Group took an important step in its ESG journey by presenting its goals for 2030 to the workforce, demonstrating the links to the Group's business strategy. Due to the importance of these themes for the Group's long-term success and business continuity, sustainability goals were included in the composition of the executives' compensation, representing one third of their individual variable compensation.

The Group has improved its disclosure of ESG data and indicators in the quarterly earnings releases and in this integrated report. This improvement resulted in an increase in the number of important external awards and recognition.

THE ULTRA GROUP'S SUSTAINABILITY JOURNEY

The Ultra Group is acutely aware of the global trends that require it to accelerate its own structural transformation. This has already resulted in an on-going process of evolution in the Group's governance and management structure, thereby reinforcing its growth and sustainability foundations.

Please find below a summary of the main points of our progress in recent years in

2019

- The Ultra Grupo conducted its first materiality study. All of the Group's businesses were analyzed in order to identify the seven priority material topics
  - **GRI** 3-1

2020

- Each material topic was studied in detail by a specific work-group in order to broaden and deepen our understanding
- The most relevant topics were identified and prioritized for each Group company in its respective materiality processes
- Ipiranga established a plan to develop a sustainability culture supported by an operational structure, investment and monitoring by senior management

2021

- The Ultra Group's material topics were updated
- Ultragaz launched an initiative called *Jornada ESG - Ultragaz Mais Sustentável* (ESG Journey - a more sustainable Ultragaz), based on initiatives in four types of energy, namely: Human Energy, Innovation Energy, Citizenship Energy and Ethical Energy
- Ultracargo launched its Strategic Sustainability Plan, including the definition of specific commitments and priority initiatives
- The Ultra Group became a signatory of the United Nations Global Compact (UNGP)

2022

- The Ultra Group presented its ESG commitments for 2030 to its workforce, based on the concept of an evolutionary journey
- Sustainability targets were linked to the individual variable remuneration of the Group's entire senior management team
- The *Instituto Ultra* (Ultra Institute) was revitalized and its activities aligned to the Group's commitment to act responsibly towards the surrounding communities
- Strategic areas of Ultrapar and the businesses received training in climate risks
- The risk assessment methodology evolved to integrate the analysis of ESG aspects
- The management of sustainability indicators was improved through technology and automation, with the aims of increased process efficiency and greater transparency of reporting to stakeholders

2023

- External disclosure of the ESG Plan for 2030
- Consolidation of the ESG journey in all the Group's companies through a model of corporate governance which is structured and aligned with the ESG pillars

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THE ULTRA GROUP



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THE ULTRA GROUP'S BUSINESS MODEL

The results and achievements that contributed to the Group's value creation

MANUFACTURED AND FINANCIAL CAPITALS

ASSETS (inputs)

- 6 bulk liquid port terminals
- 39 company-owned bases and pools for fuel distribution
- 19 bottling bases
- 20 bases for storage and distribution of LPG
- Investment plan totaling R$ 2.2 billion

2022 RESULTS (outcomes)

- R$ 147 billion of net revenue
- R$ 4 billion of recurring EBITDA
- **Ultragaz:** expansion of its range of products and services for new forms of energy with the acquisition of Stella Energia and NEOgás, in addition to expansion in the bulk and reseller segments
- **Ultracargo:** expansion, productivity gains and investment in asset integrity
- **Ipiranga:** optimization of the service station network, investing in stations with greater gallon capacity and logistics infrastructure

We invest in energy and infrastructure for the development of the country

NATURAL CAPITAL

ASSETS (inputs)

- Shared solutions between the businesses, evolving in the efficient use of natural resources

2022 RESULTS (outcomes)

- The Group progressed to achieving a B Score in the annual CDP Climate Change survey
- **Ultragaz:** achieved its goal of Zero Landfill status at its bases in São José dos Campos II (SP), Capuava (SP), Mauá (SP), Barueri (SP) and Miramar (PA)
- **Ultracargo:** implemented a new vertical tank cleaning system that reduced water consumption from 1,000 liters per hour to just 80 liters per hour, resulting in total water savings of 92%
- **Ipiranga**: expanded its project of solar power plants in distributed generation, totaling 15 regions and benefiting around 900 service stations and franchises, who will result in an annual reduction of 11,000 tons of CO_2e

We continuously evolve, aiming at less impact on the environment and a reduced use of natural resources

HUMAN CAPITAL

ASSETS (inputs)

- More than 9,500 direct employees with specialized knowledge
- 76,000 indirect jobs in its network of resellers and franchises

2022 RESULTS (outcomes)

- Evolution in the diversity goal: 36% of gender and ethnic equity in senior management positions
- All the Ultra Group companies signed up to the *Empresa Cidadã* (Citizen Company) Program
- **Ultragaz:** launched the first edition of its internship program with affirmative action quotas for women and people who identified as black or brown, of any gender and implementation of the *Futuras Líderes* (Future Leaders) Program
- **Ultracargo**: implemented more than 90 actions focused on improving the organizational climate. We increased the percentage of women in leadership positions by to a total of 18.2% and the total percentage of women in the operation increased to 10.8%
- **Ipiranga:** launched the *Construa* training program, aimed exclusively at people with disabilities, to promote the development of 10 administrative consultants

We count on a committed senior management team and stronger businesses to continue growing and creating value

SOCIAL AND RELATIONSHIP CAPITAL

ASSETS (inputs)

- Responsible and systemic action, with transparency and respect for communities and other stakeholders

2022 RESULTS (outcomes)

- We carried out an evaluation of six territories that were considered to be priorities for the Ultra Group for the implementation of positive social impact initiatives
- Investment of R$ 20.6 million, between direct and incentive resources, in education, entrepreneurship and emergency actions projects, through *Instituto Ultra*
- **Ultragaz:** ensured the delivery of gas bottles throughout Brazil with the digital gas voucher, benefiting more than 285,000 families in vulnerable situations
- **Ultracargo:** partnered with the Ayrton Senna Institute to implement a project to develop social and emotional skills among students from the 6th to the 9th grades of municipal schools in São Luís (MA)
- **Ipiranga:** launched the *Operação Mulher* program, in Fortaleza (CE) and Paulínia (SP). The program offered training for female production operators, with pedagogical support from SENAI. In the event, 85% of the participants completed the training course and 20% were hired

We reinforce our commitment to generate a positive impact for our stakeholders

INTELLECTUAL CAPITAL

ASSETS (inputs)

- Solid culture of integrity
- Process development and control implementation
- Encouraging innovation and the development of new solutions

2022 RESULTS (outcomes)

- Carried out more than 13,500 reputation surveys prior to hiring suppliers, service providers and franchisees
- **Ultragaz:** created digital solutions for its reseller network *App Meu Aplicativo Parceiro* (My Partner App) – 6,000 resellers connected) and for its resellers' employees (AmigU App - 5,000 delivery workers connected)
- **Ultracargo**: 12% increase in the number of training hours for employees. Continued with its partnership with the LIT Platform, of the Saint Paul Business School, in an initiative that focused on leadership development. By the end of 2022, more than 160 employees were actively using the platform
- **Ipiranga:** more than 40,000 employees of the Ipiranga service stations and resellers participated in training courses at the Ipiranga Retail School, provided more than 300,000 hours of strategic capacity building

We improve our management model creating a more complementary and synergistic portfolio of businesses

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RESULTS FOR 2022

In 2022, the Ultra Group reported good results in all three of its main companies, namely, Ultragaz, Ultracargo and Ipiranga. In addition, we completed the largest exercise of portfolio rationalization in our history with the divestments of Oxiteno and Extrafarma, in April and August respectively.

For more details on the Ultra Group's financial operations, access its website at: **https://ri.ultra.com.br/**

The highlights of the Investment Plan for 2022, for each of the businesses were as follows:

- **Ultragaz** expansion of bulk and reseller operations, broadening of its range of energy products and services due to the acquisitions of NEOgás and Stella Energia
- **Ultracargo:** expansion, gains in productivity and investment in the integrity of its installations
- **Ipiranga:** optimization of the service station network, investments in service stations with a higher storage capacity, and in the logistics infrastructure

R$ 147 billion
of net revenue

An increase of **24%** compared to 2021

R$ 4 billion
of recurring EBITDA

6% higher than in 2021

R$ 1.8 billion
of net profit

108% higher than in 2021



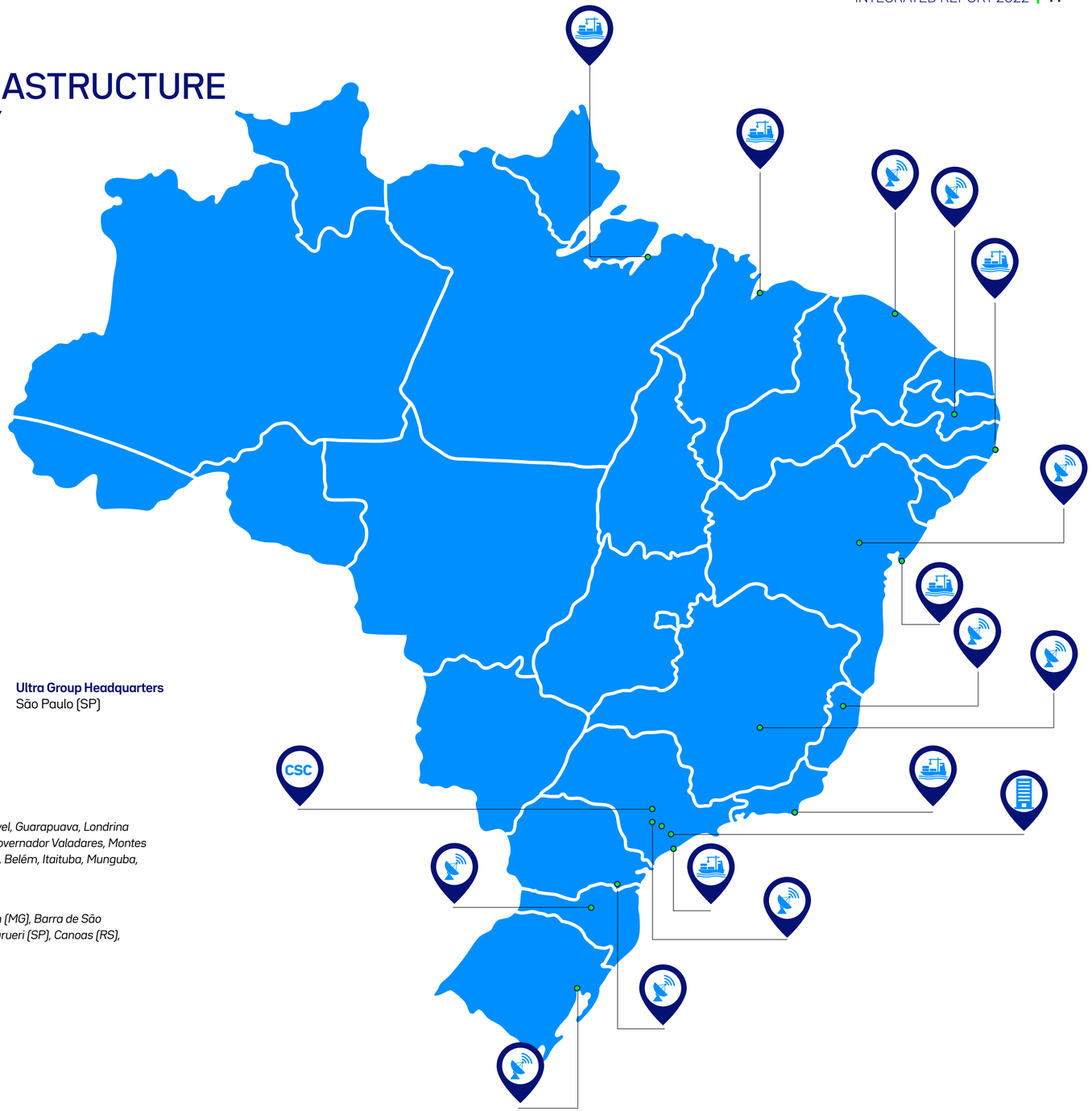
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THE ULTRA GROUP: ENERGY AND INFRASTRUCTURE FOR DEVELOPMENT OF THE COUNTRY

GRI 102-2 | 102-3 | 102-4 | 102-6 | 102-7

Distribution structure

- 6 bulk liquid port terminals (Ultracargo)
- 39 company-owned bases[1] and pools[2] for fuel distribution (Ipiranga)
- 19 bottling bases/production Ultragaz
- 20 bases for storage and distribution of LPG (Ultragaz)



Port terminals (Ultracargo)
Aratu (BA), Itaqui (MA), Rio de Janeiro (RJ), Santos (SP), Suape (PE) and Vila do Conde (PA)

CSC
Campinas (SP)

Satellite Bases
Minas Gerais, São Paulo, Rio Grande do Sul, Santa Catarina, Paraná, Espírito Santo, Bahia, Ceará, Paraíba

Ultra Group Headquarters
São Paulo (SP)

[1] *Ipiranga's company-owned distribution bases and pools: Bagé, Canoas, Cruz Alta, Santa Maria, Passo Fundo (RS), Cascavel, Guarapuava, Londrina (PR), Barueri, Bauru, Cubatão, Ourinhos, Paulínia, Presidente Prudente, São Caetano do Sul, São José do Rio Preto (SP), Governador Valadares, Montes Claros, Betim, Imbiraçu (MG), Duque de Caxias, Campos (RJ), Campo Grande (MS), Cuiabá, Rondonópolis (MT), Barcarena, Belém, Itaituba, Munguba, Santarém (PA), Manaus (AM), Porto Velho, Vilhena (RO), Itajaí (SC), Macapá (AP), Fortaleza (CE) and Maceio (AL).*

[2] *Fuel logistics bases with shared operations with other distributors.*

[3] *Ultragaz bottling bases: Caucaia (CE), Suape – Cabo de Santo Agostinho (PE), Aracaju (SE), Juazeiro, Mataripe (BA), Betim (MG), Barra de São Francisco, Aracruz (ES), Duque de Caxias (RJ), São José dos Campos, Capuava – Mauá, Santos, Ribeirão Preto, Paulínia, Barueri (SP), Canoas (RS), Araucária (PR), Senador Canedo (GO) and Miramar (PA).*

For more details on the Ultra Group's financial operations, access its website here: **https://ri.ultra.com.br/**

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ESG INITIATIVES

We have highlighted below the main ESG initiatives of each of the businesses.

ULTRAGAZ: INNOVATION AND ENERGY SOLUTIONS

The company has consolidated its existing strong operation in the LPG market and is prepared to pursue new opportunities for growth, innovation and diversification. In 2022, Ultragaz completed the acquisitions of Stella Energia and NEOgás, marking its entry into the renewable electricity and compressed natural gas market segments.

OPERATIONAL EXCELLENCE | as a pathway to reduce costs and GHG emissions, improve safety and customer service: automation of bases; delivery of some gas bottles using electric tricycles – a pilot program was carried out in Recife (PE), with the aim expanding it to other regions in the future.

INNOVATION | Ultragaz as an innovation platform: process for developing new solutions and offering differentiated products and services.

STANDARDIZATION | Ultragaz developed the concept of a standard operations base, seeking to standardize the infrastructure of all its bases, prioritizing efficiency and sustainability. The two most recent operations bases, in Miramar (PA) and Mucuripe (CE), have already been built according to this concept with common attributes, such as, reducing heat islands, reducing water use, preventing damage to the environment and storing and collecting recyclable materials.

WASTE | in 2022, the company reduced the amount of waste generated in operations and sent to landfills by 50% and by the end of the year, six of its 39 bases had achieved the objective of Zero Waste to Landfill.

VEHICLE FLEET | conversion of its fleet of light delivery vehicles to run on ethanol, and pilot programs to use electric and gas-powered trucks to transport LPG bottles.

For more information see **Ultragaz's Sustainability Report for 2022**.



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ULTRACARGO: EXPANSION

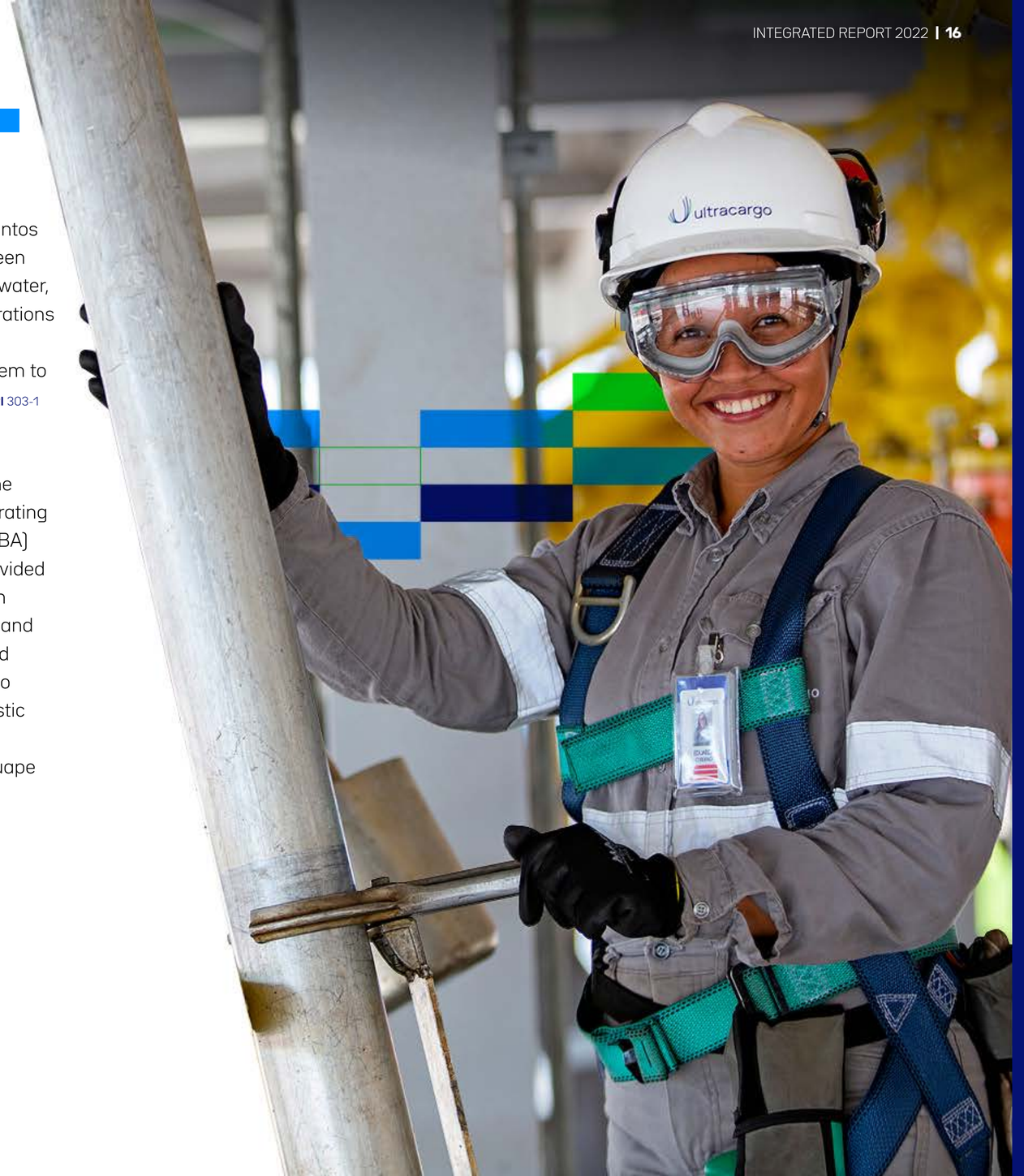
Ultracargo's results increased in 2022 due to capacity expansions and increased productivity and operational efficiency. The company is evaluating a number of new opportunities in order to continue to increase its results. Looking ahead, the company sees attractive opportunities in energy transition and, particularly, in the handling of bio-fuels.

ECO-EFFICIENT OPERATIONS AND SAFETY | the company made good progress in the areas of safety, productivity and eco-efficiency by means of its Operations System (SOUL) and its Digital Transformation Program (*Conecta*),

INNOVATION AND EFFICIENCY | Ultracargo started using a new vertical tank cleaning system that saves 1,000 liters of water per hour when washing tanks, helping to reduce water consumption.

REDUCTION IN FRESH WATER WITHDRAWAL | the facilities at the Santos (SP) and Itaqui (MA) terminals have been adapted to maximize the reuse of rainwater, the Vila do Conde terminal began operations with the reuse system in place. The feasibility of expanding the same system to other locations is being evaluated. GRI 303-1

ACTIONS TO IMPROVE WASTE SEPARATION | Ultracargo improved the waste separation processes at its operating units in Itaqui (SP) Suape (PE), Aratu (BA) and Santos (SP). To achieve this, it provided specific training content for inclusion in the daily forums for discussing health and safety best practices. It also distributed reusable silicone cups in all locations to reduce the waste from disposable plastic cups. Furthermore, it introduced the composting of organic waste at the Suape (PE) Terminal. GRI 306-2



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IPIRANGA: RECOVERY AND PROFITABILITY

Ipiranga has been making good progress in improving its performance in several ESG themes. Since 2014, it has been carbon-neutral in Scope 1 and 2 emissions and, in 2018, it pioneered the provision of a corridor of electric vehicle (EV) charging points along the main highway linking São Paulo (SP) and Rio de Janeiro (RJ). In the short term, Ipiranga's strategy has focused on sales recovery and improved profitability but, in the medium and long terms, it aims to improve its operational efficiency and to become a platform for the distribution of bio-fuels, thereby continuing to fulfil its role of providing mobility services for the Brazilian population.

LOGISTICS OPTIMIZATION PLAN | the optimization of the processes to increase both efficiency and the level of service; the development of trading activities and new supply models; and, selective and profitable investments, aligned with the strategies defined for each region.

ENERGY | Ipiranga expanded its project of installing solar generation plants. They will supply the company's network of around 900 service stations and franchises, distributed across 15 regions. In total they will provide 60 GWh/year of clean energy thereby reducing CO_2 emissions by an estimated 11,000 tons/year.

SAFETY | the theme of safety in the company was further reinforced in 2022 with the launch of Ipiranga's Golden Rules, which established mandatory safety principles that must be rigorously followed by both the company's own employees and third-party service providers.

COMMUNITY AND DIVERSITY | a fundamental pillar in attracting, developing and retaining talented employees, which aims to develop and diversify the workforce. As an expression of the company's commitment to local development, it provides training programs for residents of the communities surrounding its operations.



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THE ULTRA GROUP'S PERFORMANCE IN RATINGS AND INDICES

MSCI ESG Ratings: The Group evolved from an A rating to an AA rating, a clear demonstration of the company's progress in ESG.

FTSE4Good Index Series: In 2022 the Group obtained na average score of 3.0 and is currently included in the FTSE4Good Emerging Index and the FTSE4Good Emerging Latin America Index.

CDP Carbon Disclosure Project: Once again the Group achieved a B score in the Climate Change dimension of the CDP index. This reflected the important advances made in climate governance, operations and ESG strategy, reflecting the increased maturity of these themes within the Group.

ICO2 B3 (B3 Carbon Efficiency Index): For the 11th successive year, the Ultra Group was included in the ICO2 B3 index. The inclusion of the Group in this important index demonstrated the transparency of our GHG emissions and our commitment to the discussions to promote a low-carbon, more resilient and transparent economy.

IGC (Differentiated Corporate Governance Index) and ITAG (Differentiated Tag Along Index): The Ultra Group has been included in the B3 series of indices since 2011.

- The Ultra Group was awarded **1st place** in the energy sector in the *Merco Responsibilidade ESG 2022* ranking, placing it among the **100 most responsible companies in ESG** in Brazil.
- Another important mark of recognition was the achievement of **8th place** in the **Sustainability** category and **17th place** in the **Corporate Governance** category in the ***Estadão Empresas Mais* ranking**.
- The **Ultra Group's Integrated Report for 2021** won the **24th *Abrasca* Annual Report Award**, in the category of publicly-traded companies with revenues of over R$ 3 billion, in recognition of its clarity, transparency, quality and quantity of information, and innovative structure.

MSCI FTSE4Good CDP ICO2 B3 IGC B3 ITAG B3

100%

of electricity supplied from certified renewable sources

Since 2021, the Ultra Group has only purchased certified renewable energy, either through I-RECs or through the purchase of renewable energy in the free market. Due to the traceability of its energy consumption, the company could prove that 100% of this energy came from renewable sources. This allowed the company to offset its Scope 2 indirect GHG emissions from the purchase of electricity.

Instituto Amazônia

+21

In July, Ultrapar entered into a partnership with *Instituto Amazônia+21*, an organization created by the National Confederation of Industry (CNI) to promote sustainable and innovative businesses in the Amazon Region. By joining this partnership, which is focused on developing partnerships and initiatives to support sustainable businesses, the Ultra Group aimed to foster closer relations between the supported initiatives and its own business in the region. By collaborating with the generation of sustainable businesses, it seeks to promote the preservation of the Amazon forest in its natural state.

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OUR OPERATIONS

Manufactured and Financial Capitals

GRI 2-6

Throughout its 85 years of history in the Brazilian market, the Ultra group has been continuously perfecting its management model, with agility and innovation. Ultrapar is responsible for the Group's financial, corporate and investor relations activities.

In recent Years, the Group has made significant changes in the composition of its portfolio of businesses, and in its capital allocation process. These moves were aimed at leveraging its value creation and sustainability, as well as ensuring greater complementarity and synergy among its businesses.

In 2022, the Group completed the divestment of Oxiteno and Extrafarma, enabling it to strengthen its position in the energy and infrastructure sectors, as well as reinforcing its financial strength.

The Group currently operates in a vertically-integrated manner in the energy sector and in the infrastructure sector, through Ipiranga, Ultragaz and Ultracargo. GRI 203-2

- **Ultragaz:** provides energy solutions for businesses and is a pioneer in the national market for the distribution of liquefied petroleum gas (LPG). In the household segment, the main product is bottled LPG which is distributed through the company's network of resellers. In the business segment, Ultragaz develops innovative and efficient energy solutions for condominiums, shops, services, industries and agribusiness. The company's bulk LPG operations are carried out by transporting the product in a fleet of company-owned trucks to the storage units located at the customers' facilities. The company is also expanding into new sources of energy, such as renewable electricity, compressed natural gas (CNG) and bio-methane.

- **Ultracargo:** is the largest independent company in Brazil for the storage of bulk liquids. It operates in the main Brazilian ports through its own terminals and has a complete and modern infrastructure for storing chemical products, petrochemicals, fuels, bio-fuels and vegetable oils.

- **Ipiranga:** the company's main activity is the distribution of fuels for transport purposes. The company's network is composed of service stations, AmPm convenience stores, Iconic oil-change operations (a joint venture with Chevron, the Brazilian market leader in lubricants), main partner of the startup Pró-Frotas and Jet Oil automotive service units. Ipiranga also operates in the B2B market, supplying fuel and managing the fuel supply of medium and large companies in a diverse range of industry segments.

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ECO-EFFICIENT OPERATIONS

GRI 3-3 Management of material topics - Eco-efficient Operations

The Ultra Group considers the efficient use of natural resources to be part of its management model. It seeks to go beyond that which is established by law, and to continuously evolve its practices. It aims to minimize its impact on the environment, reduce its consumption of energy and water and decrease waste generation. A reduction in these inputs will also contribute directly to improving the Group's cost competitiveness. In addition, improving the management of eco-efficient operations will lead to better relations with the authorities, minimize the Group's legal risks and enhance its reputation.

By making progress in addressing eco-efficiency challenges, the Group is fostering innovation and creativity in the search for differentiated market solutions, including with partners, other companies in the sector, or on its own.

The work group for Eco-efficient Operations acts as a platform for exchanging experiences and seeking shared solutions between the businesses or with external partners that can contribute to the Group's evolution on this topic. This work group is composed of employees from Ultrapar and the businesses and held meetings every two months during 2022.

The Ultra Group's risks associated with eco-efficient operations are mainly regulatory and operational risks. For example, the use of water, especially in areas of water stress, the generation and disposal of waste and the contamination of soil and water, all of which can result in significant costs.

The management of environmental impacts is carried out through specific policies and management systems. The processes for the prevention, mitigation and management of impacts are centralized, and based on international standards.

Specialist technical teams collect and monitor data on the consumption of energy, water, gas, diesel and coolant, among other inputs, in order to identify the risks and opportunities related to eco-efficient operations.

Each Ultra Group business has a specific policy for managing the topic. The Sustainability Policies of Ultragaz and Ipiranga can be accessed at the links here and here respectively.

For more information on eco-efficient operations see the **GRI Appendix** below.



THE ULTRA GROUP'S AMBITION

Ensure a level of excellence in the environmental management of operations, by the efficient use of natural resources and the optimization of waste management.

ESG TARGETS FOR 2030

- Continue to consume 100% of electricity from certified renewable sources

  STATUS IN 2022
  100% of the electricity consumed was from renewable and certified sources

- Zero spills with a risk of contamination of soil and water

  STATUS IN 2022
  Occurrence of an event with loss of secondary containment, resulting in a spillage of 23 m^3. A remediation plan has already been implemented

- Zero-waste to landfill: no waste (hazardous or non-hazardous) to be sent to landfills, achieved through more sustainable solutions

  STATUS IN 2022
  69% of waste was destined for landfill

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WASTE MANAGEMENT GRI 306-1 | 306-2 | 306-3

In 2022, a study of waste was carried out at the Group's headquarters to assess the main types generated, the methods of collection and the destination of each type. Following this study, an action plan was prepared with the aim of ensuring the best destination of each type of waste, from both social and environmental perspectives. It also included a review of the Group's partners, processes and communication. Furthermore, a communication plan focused on employee engagement is under development, and will be deployed in 2023. By monitoring the amount of waste generated by type, it will be possible to monitor whether the action plans are effective and adjust them when necessary. As a result, we expect to reduce the waste destined to landfills, and also the usage of single-use recyclable materials, thus contributing to achieving the Group's targets for waste.

The definition of specific targets for waste in the ESG Plan for 2030, has resulted in improved structural practices for reducing waste in our operations. Gradually, the topic has progressed in all our operations, contributing to improved performance and reduced impact.

In 2022, the total amount of waste generated by the Ultra Group amounted to 29,298 tons, a reduction of 41% compared to 2021. The reduction of total waste in 2022 was mainly due to the divestment of Oxiteno and Extrafarma, whose amounts of waste were included in the total for 2021.

In **Ultrapar**, there was an increase of 41% in the generation of waste in 2022, compared to 2021, due to the return of employees to working in the office, and the renovations carried out on the headquarters building aimed at renewing the infrastructure. The total waste amounted to 103 tons, consisting mainly of organic and recyclable waste from human activity in the operation, with a minor impact on the value chain. The data on waste generation by type is monitored monthly, in order to ensure the most appropriate destination of each type, considering social and environmental factors. Partners provide guarantees related to recyclable materials and the environmentally correct destination of waste. Ultrapar's activities do not result in significant amounts of waste and 6% of its waste was sent for recycling.

Ultragaz, generated 2,034 tons of waste in 2022, an increase of 24% compared to 2021. The increase in volume was due to renovation work at the company's units in São José dos Campos (SP) and Mataripe (SP). It is worth highlighting that 77% of the waste was destined for recovery, mainly recycling.

The total waste generated in **Ultracargo** was 25,082 tons, a reduction of 4% compared to 2021. The waste was generated in its port terminal operations, and the total included the effluents that are in a category defined by law as waste. Four percent of waste was destined for reuse, recycling and other treatments such as composting

Ipiranga generated 2,079 tons of waste, a reduction of 32% compared to 2021. Of this total, 29% were destined for recovery operations. In Ipiranga's head office the organic waste generated in its restaurant is composted and the company has maintained a recyclable material sorting center for the last seven years with the aim of increasing the efficiency of the separation of types of waste and reducing the amount sent to landfills. The company also implemented awareness actions that aimed to minimize the environmental impacts from waste by prioritizing the avoidance of waste generation, increasing reuse/recycling processes and reducing the amount sent to landfills. One of the results of these awareness actions was a 70% reduction in the number of disposable cups purchased by the headquarters.

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Amount of waste (t) GRI 306-3 | 306-4 | 306-5 SASB EM-RM-150a.1

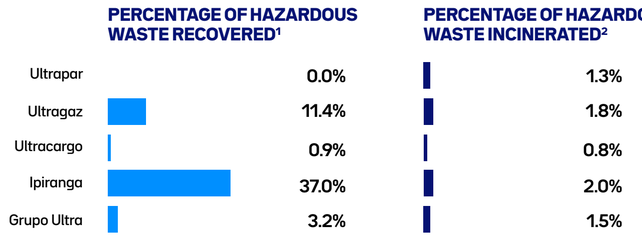
The Ultra Group			
	2020[1]	2021[1]	2022
Waste generated	**45,998.6**	**49,936.0**	**29,298.3**
Hazardous waste - Class I	33,758.6	31,627.1	24,690.8
Non-hazardous waste - Class II	12,240.0	18,308.9	4,607.4
Recovered waste	**4,443.5**	**4,569.0**	**2,774.8**
Hazardous waste - Class I	1,706.4	1,209.9	792.4
Non-hazardous waste - Class II	2,737.1	3,359.0	1,982.4
Waste destined for final disposal	**41,476.9**	**46,023.2**	**26,696.9**
Hazardous waste - Class I	32,052.1	30,429.2	23,859,7
Non-hazardous waste - Class II	9,424.7	15,594.0	2,769.3

1. The total volumes of hazardous and non-hazardous waste for 2020 and 2021 have been restated in this report, changing the total volumes reported in the 2021 report. GRI 2-4

In 2022, the Ultra Group recycled 3.2% of the hazardous waste generated and sent 1.5% to be incinerated. Ipiranga's performance in recovering 37% of its hazardous waste was the highest among the Group's companies. Ultragaz also performed well and recovered 11% of its hazardous waste. Ultracargo and Ultrapar recovered 1% and zero of their hazardous waste respectively. The percentages of hazardous waste sent for incineration were as follows: Ultrapar 1.3%; Ultragaz 28%; Ultracargo 1%; and Ipiranga 2%.

SASB EM-RM-150a.1

Amount of hazardous waste generated, and percentage recycled SASB EM-RM-150a.1



1. *The percentages were calculated by dividing the amounts of hazardous waste recovered by the amounts of hazardous waste generated.*

2. *The percentages were calculated by dividing the amounts of hazardous waste incinerated by the amounts of hazardous waste generated.*

For more information see the **GRI Appendix**.

ENERGY CONSUMPTION MANAGEMENT GRI 302-1 | 302-2 | 302-3 | 302-4

In 2022, the total energy consumption of the **Ultra Group** was 485,905 GJ, composed of 58,253 GJ from renewable fuel sources, 244,436 GJ from non-renewable fuel sources, and 183,216 GJ from purchased energy. There was a significant drop in the Group's total energy consumption compared to the previous year, mainly due to the divestments of Oxiteno and Extrafarma. In 2022, Ultrapar reduced consumption by 3,896 GJ, due to no longer utilizing the Ed. Margarida Igel building, which it had used until 2021.

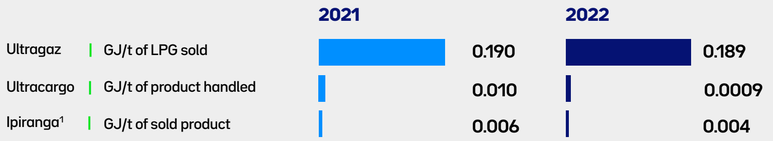
In 2022, **Ultragaz** reduced its energy consumption by 32,047 GJ, a decrease of 1.77% compared to 2021. By December, 90% of its electricity consumption was from certificated renewable sources purchased in the free energy market. Ultragaz was the only Group company to record energy consumption outside the organization due to the monitoring of the fuel consumption of third-party fleets, resellers and employee air travel. The company's total energy consumption for 2022 was 1,461,955 GJ, a variation of 2% compared to 2021.

Ultracargo's energy consumption in 2022 was 68,555 GJ, a reduction of 4% compared to 2021. This included the fuel consumption of its vehicle fleet and terminal operations, and purchased electricity.

As of 2022, **Ipiranga**'s indicators will be accounted for in the operational control approach. Thus, energy consumption was 86,028.69 GJ, 20% less than 2021, excluding data from AmPm and units operated by third parties in which Ipiranga has an equity interest.

In 2022, **Ultragaz**'s energy intensity was 0.189 GJ/t of LPG sold. The energy intensities of **Ultracargo** and **Ipiranga** were 0.0009 GJ/t of product handled and 0.004 GJ/t of product sold, respectively. These results were not significantly different compared to 2021.

Energy intensity inside the organization, by business GRI 302-3



1. *The calculation for Ipiranga for 2021 included data for Millenium, Iconic and AmPm. These companies were not included in 2022.*

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WATER RESOURCE MANAGEMENT

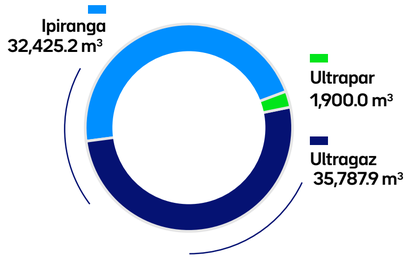
GRI 303-1 | 303-3 | 303-4 | 303-5

Ultrapar withdrew fresh water from the local distribution network and reused rainwater. Ultracargo's terminal in Santos (SP) occasionally used water delivered by tanker truck. The Group is committed to reducing both water consumption and the volume of fresh water withdrawn, and this is a priority in water-stressed regions. Since its water consumption is not large compared to other industrial sectors this theme was not included in the Group's material topics nor has the Group assumed public commitments. However, despite this, water management is one of the Group's priorities. Water consumption is closely monitored, and there are ongoing efforts to reduce it in all the companies.

TOTAL WATER CONSUMPTION - m³

GRI 303-5

2022[1]



The Ultra Group

70,113.14 m³

[1] The volume of water consumed was calculated as the volume of water withdrawn minus the volume of water discharged. This indicator began to be reported in 2022 and so there is no historical data available. No water was consumed in water-stressed regions. Ultracargo's effluents were treated as waste not effluent and reported in the GRI indicator 306-3.

For more information see the **GRI Appendix**.

The **Ultra Group's** total water consumption in 2022 was 70,113 m³. It is worth pointing out that this consumption reflected the volume of water withdrawn that was effectively used in the operational processes of the Group's businesses and excluded water discharged or returned to water bodies.

Ultrapar has no industrial operations and consumed only 1,900 m³, due mainly to evaporation in office air-conditioning systems. On the other hand, **Ultragaz** and **Ipiranga** recorded 35,788 m³ and 32,425 m³, respectively. Due to the legislation, **Ultracargo** classified its water discharge as waste rather than as effluent.

The total withdrawal of water in 2022 for the **Ultra Group** was 281,523 m³. This represented a reduction of 16% compared to 2021. With regard to the Group's individual businesses, there were reductions in Ultragaz, Ultracargo and Ipiranga, of 6%, 24% and 21%, respectively.

In 2022, **Ultrapar**'s discharge of water increased by 11% compared to the previous year. The total water discharged by the **Ultra Group** was 137,116 m³, a reduction of 21% compared to the previous year. One of the main factors for this reduction was the disinvestment of Oxiteno and Extrafarma in 2021. In the businesses, **Ultragaz** reduced its discharge of water by 24% due to its efforts to reduce water consumption in its bases. This resulted from the reduced discharge of both domestic and industrial effluents. **Ipiranga** reduced its discharge of water by 20% in 2022 due to the exclusion of Millenium, Iconic and AmPm, which had been included in 2021.

Ultracargo's total water withdrawal in 2022 represented a 24% reduction compared to the previous year. In 2021, a high volume of surface water was captured for hydrostatic tests in tanks in Santos (SP), which was not repeated this year in the same proportion.

Total water withdrawal per source[1], (m³)

GRI 303-3 **SASB** EM-RM-140a.1

The Ultra Group			
	2020	**2021**[3]	**2022**
Surface water[2]	15,993.0	37,275.0	8,355.8
Ground water	75,198.4	55,433.7	56,771.7
Water production	0.0	0.0	1,177.9
Water from third parties	230,886.1	242,969.5	215,217.8
Total water withdrawal	**322,077.5**	**335,678.2**	**281,523.2**

1. No water was withdrawn in water-stressed regions or from seawater for the years 2020, 2021 and 2022. All water withdrawn was fresh water (≤1,000 mg/L of total dissolved solids).
2. Water withdrawn from surface areas included the collection of rainwater and other sources
3. In 2022, the classifications were changed. The total reported for 2021 was restated.

Total water discharged per source[1], (m³)

GRI 303-4

The Ultra Group			
	2020[2]	**2021**[2]	**2022**
Surface water	n/a	n/a	16,617.8
Ground water	n/a	n/a	22,115.7
Water from third parties	n/a	n/a	98,382.8
Total water discharged[1]	**140,988.0**	**173,494.0**	**137,116.3**

1. No water was discharged in water-stressed regions for the years 2020, 2021 and 2022.
2. n/a: In 2022, the classifications were changed There is no historic data available for the new classifications for 2021. The total reported for Ultragaz for 2021 was restated.
3. The discharge of Ultracargo's effluents was treated as waste not effluents and reported in the GRI indicator 306-3.

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OUR GOVERNANCE AND STRATEGY

Intellectual Capital

Ultrapar Participações SA ("Ultrapar"), the holding company that controls the Ultra Group's businesses, is a 100% Brazilian-owned company, headquartered in São Paulo (SP). It operates in the energy and infrastructure sectors in Brazil through its subsidiaries Ipiranga, Ultragaz and Ultracargo. Ultrapar has been a publicly-traded company since 1999, and its shares are listed on the stock exchanges of São Paulo (B3 S.A.) and New York (NYSE). GRI 2-1

In its 85 years of history, the Ultra Group has been investing in businesses that are essential for the economic development of Brazil. Its journey has been characterized by a pioneering spirit, innovation and high standards of integrity and governance.

In 2020, the Group began a process of building a common overarching sustainability strategy for all its subsidiary companies based Group on the organization's matrix of material topics, which have also been incorporated in the Group's overall business strategy. GRI 3-1

During the year, the Ultra Group undertook a comprehensive review of all its activities, with the aim of creating a more complementary and synergistic portfolio of businesses. As a result, in 2022, the Group completed the divestment of its subsidiaries Oxiteno (in April) and Extrafarma (in August). The Group is now better prepared for a new cycle of growth and long-term value creation.

The Group is now totally engaged in building a better, more agile and adaptable organization aimed at long-term business success by focusing its business activities in the energy and infrastructure sectors. To achieve this, it seeks to: make its operations safer; serve its customers better; promote an integrated perspective in decision-making; continue to inspire the confidence of its stakeholders; create an increasingly stimulating and inclusive environment for employees; and invest responsibly with a focus on energy transition.

The Group's ESG Plan for 2030 was launched in 2022. It is composed of seven strategic material topics and it defines the commitments and goals for the Group's ESG actions. They cover all the key social, environmental, governance and financial factors that are intrinsic to ensuring the Group's long-term business continuity and success.

In addition, the Ultra Group has aligned the goals and targets in the ESG Plan for 2030 with the UN Sustainable Development Goals with the intention of contributing to the public agenda on sustainability.

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GOVERNANCE AND INTEGRITY

GRI 2-24 | 3-3 Management of material topics - Governance and integrity | 203-2

The Ultra Group believes in the importance of governance and integrity for the long-term continuity of its business. Its ambition is to be a protagonist in these matters, actively seeking to positively influence employees, partners, sector peers and the general business environment in the adoption of best practices in governance and ethical conduct. In view of its long history and the good reputation it enjoys in society, the Ultra Group understands that it has a role to play in influencing its value chain. It seeks to encourage its business partners to increasingly adopt sustainable business practices and to strengthen management models that combine good financial results with good environmental, social and governance practices.

The highlights of the initiatives already implemented to achieve these goals were as follows:

CREDIBILITY | the Group has an Integrity Program that follows the guidelines established in its Code of Ethics. The program has been approved by the Board of Directors and is supervised by the Conduct Committee, which was established in 2004, and has an independent chairman. In 2022, the Code of Ethics and the Policy for Anti-Corruption and Relations with Public and Private Agents were revised, and employees were communicated and received training on the theme in order to disseminate and reinforce the content of the updated guidelines. The Group also has Corporate Policies for Competitive Practices, and Conflict of Interests and Transactions with Related Parties. The former contains the legislation, best practices and standards for fair competition, and the latter sets out the guidelines for transparency and independence in external relations. All information or decisions involving conflict of interests were recorded in the committee's minutes and, respecting confidentiality, were made publicly available on the Group's website. **GRI** 2-15

CULTURE OF INTEGRITY | in order to evolve in the development of the organization's culture of integrity, since 2018, the Group has carried out regular surveys to measure the level of maturity already achieved on the theme. In the last survey, the organization was ranked at the second level of the Hearts & Minds Matrix and the goal is to evolve even further in the coming years. The Integrity Program's actions have used various training formats to promote a culture of integrity, and these training courses were also made available to business partners and critical third parties, to encourage ethical behavior in commercial relations.



THE ULTRA GROUP'S AMBITION

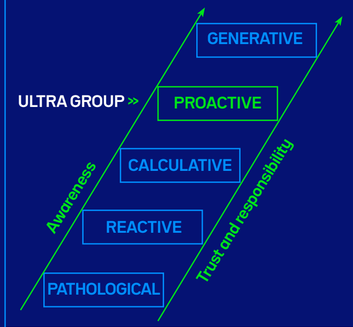
To be a protagonist in promoting governance and integrity, positively influencing the wider business environment through the adoption of best practices in governance and ethical conduct.

ESG TARGETS FOR 2030

- Achieve a culture of integrity at the highest level and ensure the adoption of best corporate governance practices.

STATUS IN 2022

In the last edition of the Hearts & Minds survey, carried out in 2020, the organization was classified at the Initial Proactive level, which is the second level in the Hearts & Minds matrix. In 2022, we continued with the resultant action plans, in order to make further progress in implementing a culture of integrity within the organization



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CANAL ABERTO | the *Canal Aberto* is the Group's official communication channel for employees and other stakeholders to register reports on potential occurrences of misconduct or non-compliance with the law, as well as to clarify doubts related to corporate policies and norms. It is managed by an independent, external company and can be accessed through the internet from anywhere in Brazil. Information on its use is available to all stakeholders in the Code of Ethics, in this report and on a dedicated page on the Investor Relations website. Furthermore, training in its use is specifically included in the integration process for new employees and in the Integrity Program. All the reports received are forwarded to the Risk, Compliance and Audit Directorate. The indicators for the *Canal Aberto* are monitored by the Conduct Committee and, if necessary, cases are taken to the Board of Directors. The reports considered to be valid or partially valid were addressed by specific improvement measures and they also contributed to further developing the Group's control instruments. The *Canal Aberto* is available 24 hours a day, in Portuguese and in English, and can be accessed via the website canalaberto.com.br or by calling 0800 701 7172, and both options have accessibility tools.

GRI 2-25 | 2-26



In 2022, the main requests for guidance received through the *Canal Aberto* were related to conflict of interests (37%), internal procedures (29%), compliance with norms (20%) and misconduct (18%).

NUMBER AND PERCENTAGE OF REPORTS RECEIVED AND RESPONDED

GRI 2-26

	2020	2021	2022
No. of reports received	35	43	53
No. of reports received and responded	35	42	52
	100%	98%	98%

The main concerns raised were related to: conflicts in relations (49%); misconduct in sales or administrative practices (38%); and financial fraud (6%). GRI 2-26

NUMBER OF CONCERNS THAT WERE RAISED AND PERCENTAGE OF CONCERNS THAT WERE ADDRESSED AND RESOLVED OR FOUND TO BE UNSUBSTANTIATED

GRI 2-26

	2020	2021	2022
No. of concerns received	409	439	466
No. of concerns that were addressed, resolved or found to be unsubstantiated	409	439	446
	100%	100%	96%

Following the verification of reports, the actions and consequences included, but were not limited to: transfer or dismissal of employees, adjustments to procedures, training, guidance and feedback. The Integrity team monitors the results of the actions implemented. Of the total cases received in 2022, only 13% were considered to be outside the scope of the *Canal Aberto*, demonstrating the maturity of the target audience in using the tool. Of the reports investigated, more than 60% were confirmed as totally or partially justified and appropriate actions were taken. The reports which were registered in 2022 but were still under investigation will be addressed in the first quarter of 2023. GRI 2-26

INFORMATION SECURITY | the Group has a specific Information Security area which, based on the General Law for the Protection of Data (LGPD), has created a Privacy Program and set up a Committee for the Protection of Personal Data.

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INTEGRITY PROGRAM

GRI 205-2

The Group has developed a robust Integrity Program, which incorporated the principles expressed in its Code of Ethics and corporate policies. The program is supervised by the Conduct Committee, which is composed of five members. The program establishes the topics for communication and training during the year, such as: fighting corruption; fair competitive practices; conflicts of interest; and combating harassment and discrimination.

The Group's management of governance and integrity issues includes the implementation of controls, campaigns to raise awareness among employees and business partners through training and continuous communication, and the carrying out of reputation surveys. Furthermore, a Behavior Evaluation is carried out in each business to assess the effectiveness of the Integrity Program. In the last evaluation, carried out by an independent consultancy in 2021, the Ultra Group was classified as having an Initial Proactive profile for its compliance culture, that is, it has achieved a strong level of adherence and pro-activity at all levels of the organization.

EMPLOYEES WHO WERE COMMUNICATED AND/OR TRAINED IN ANTI-CORRUPTION POLICIES AND PROCEDURES, BY FUNCTIONAL CATEGORY

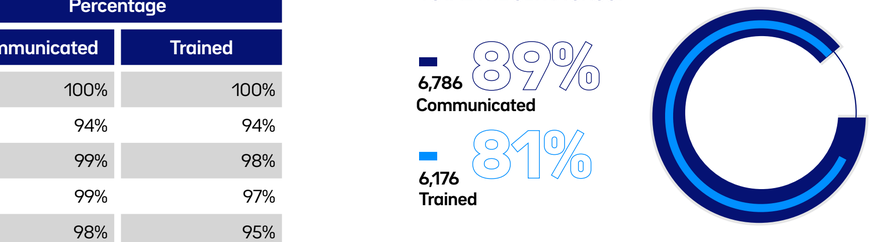
THE ULTRA GROUP GRI 205-2

Functional category	Total number		Percentage	
	Communicated	Trained	Communicated	Trained
CEO	4	4	100%	100%
Director	32	32	94%	94%
Manager	326	321	99%	98%
Coordinator	618	609	99%	97%
Administrator	3,373	3,295	98%	95%
Operator	2,434	1,916	77%	61%

TOTAL THE ULTRA GROUP

6,786 89%
Communicated

6,176 81%
Trained



In 2022, a number of actions were taken to disseminate the Integrity Program guidelines, including the Integrity Dialogues and the Integrity Meetings, in which the revisions of the Code of Ethics and the Anti-Corruption Policy were launched. For 2023, the goal is to advance further in promoting a culture of integrity in the Group's value chains through communication campaigns and face-to-face training courses with topics designed for each audience.

Considering all the policies and training courses related to the theme of integrity, the average effectiveness of employee participation was more than 90%. In 2022, 6,786 Ultra Group employees were communicated and 6,176 were trained in anti-corruption policies and procedures.

In Ultrapar, 100% of employees were communicated, and 97% were trained in anti-corruption policies and procedures. For the other companies the numbers were: Ultragaz, 80% communicated and 65% trained; Ultracargo, 99% communicated and 98% trained; and, Ipiranga, 97% communicated and 95% trained.





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COMBATING DISCRIMINATION

GRI 406-1

The Ultra Group analyzed all the reports received through the *Canal Aberto*, including cases of discrimination. Reports received through other channels were shared with the Ultra Integrity area and registered in the *Canal Aberto*, ensuring they were processed in an independent, diligent and confidential manner.

In 2022, 23 reports of discrimination were received, an increase compared to the 18 reports received in 2021. Of the total number of reports received, eight were considered to contain elements of discrimination, and appropriate actions were taken. At year-end 2022, two reports were still under investigation and 13 had been considered to be unsubstantiated.

The consequences included dismissals, warnings and monitoring of the employee's conduct by his/her manager and HR, as well as guidance, such as training and reinforcement of the integrity guidelines.

Throughout 2022, the Ultra Group's businesses promoted communication campaigns and provided training courses aimed at strengthening the organization's culture of integrity, including the fight against discrimination. Among the various actions, we would highlight the integrity week events and the conversation circles promoted by the businesses, and the ongoing training and guidance provided by managers to their operations employees during the Daily Safety Dialogues (DSD).



ANTI-CORRUPTION

GRI 205-1 | 205-3 | SASB EM-RM-520a.1

In 2022, 100% of the Ultra Group's operations were submitted to an assessment of risks related to corruption. To organize the assessment of the risks, the Group's business activities and operations were first broken down into the following sectors: holding company, oil, gas and storage. Ultrapar was considered to be a single activity, and was fully evaluated using a risk matrix prepared by the Risk Management area, which reports to the Risks, Integrity and Audit Directorate.

The Group's tools for managing risks related to corruption are the Corporate Anti-Corruption Policy, and a number of specific communications on the theme. Further measures included: employees received periodic training on the theme; anti-corruption clauses were included in contracts; an integrated risk matrix was used to assess the risk of illegal or unethical practices; reputation research was carried out before signing contracts with business partners, suppliers and service providers; payments made to critical suppliers and donations and sponsorships made by the Ultra Group were monitored as was the sharing of sensitive information.

The Group also shared its integrity initiatives with opinion makers and society in general, through external publications, such as the Integrated Report, Integrity Program Results Report, CVM Reference Form, SEC 20-F report, presentations and participation in benchmark indices.

In 2022, the Ultra Group did not record any confirmed cases of corruption. The Group analyzed all the reports received through the *Canal Aberto*, including reports of suspected corruption. After the verification of the reports, action plans were adopted to address the points identified and mitigate the risks involved.

The Ultra Group is a signatory of the UN Global Compact, and has made commitments towards contributing to the achievement of the UN Sustainable Development Goals. The SDG 16: Peace, justice and strong institutions, includes the exchange of experiences regarding the understanding of the risks and opportunities in the fight against corruption.

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GOVERNANCE POLICIES

GRI 2-22 | 2-23 | 2-24

The Ultra Group has eight corporate governance policies and a Code of Ethics. They were approved by the Board of Directors and are applicable to all the Group's businesses, in Brazil and abroad. These policies aim to preserve the Group's standards of governance, ethics and integrity, ensure the security and privacy of data, protect the interests of shareholders and guarantee the independence of the Board of Directors.

They are as follows:

- Code of Ethics
- Corporate Policy for Senior Management Compensation
- Corporate Policy for Disclosure of Material Facts and Securities Trading
- Corporate Policy for Appointing Members of the Board of Directors and its Advisory Committees, and Directors
- Corporate Policy for Privacy and Data Protection
- Corporate Policy for Competitive Practices
- Corporate Policy for Risk Management
- Corporate Policy for Anti-Corruption and Relations with the Public and Private Sectors
- Corporate Policy for Conflicts of Interest and Transactions with Related Parties

All these policies are available on the Ultra Group's Investor Relations website here.

The Code of Ethics has guidelines for topics such as: human rights; diversity, health and safety; the environment; and employee management. They define the Group's expected conducts for all employees in their relations with external representatives, business partners, customers, suppliers and service providers. It is mandatory that all employees hired formally sign a declaration agreeing to conform to the Group's policies and Code of Ethics.

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GOVERNANCE STRUCTURE AND COMPOSITION

GRI 2-9 | 2-10 | 2-12 | 2-18

The Ultra Group's corporate governance structure consists of the Board of Directors, the Fiscal Board, the Conduct Committee and three Board Advisory Committees, namely: People, Auditing and Risks and Strategy. The Board of Directors, supported by the Advisory Committees, is responsible for defining the Group's strategy, providing overall guidance for all the Group's companies and evaluating the impacts of the organization on the economy, the environment and people in general.

The Group has a Corporate Policy for Appointing Members of the Board of Directors, its Advisory Committees and the Senior Management of the companies The policy has established criteria and procedures for nominating and evaluating the members of these bodies. At least once during each mandate, the Group carries out an evaluation of the functioning of the Board of Directors and the Advisory Committees. The evaluation covers the composition, operation, skills, dedication and effectiveness of these bodies and is a fundamental input to the process for nominating members. This evaluation, which is carried out either internally or by an independent specialized company, is discussed by the Board.

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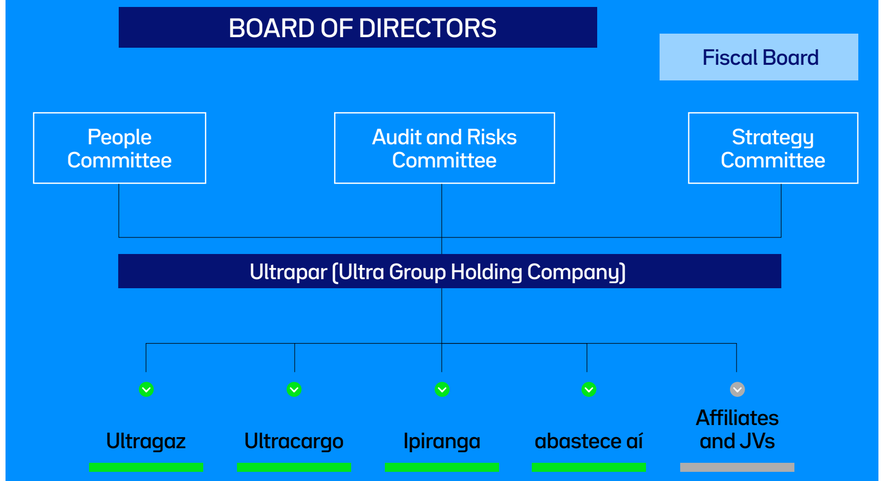
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In terms of gender diversity, the Group's ambition for the Board of Directors is to achieve a level of

33%

of women by 2030.

During the year, there were some movements and changes of Board Members. However, in April 2023 there will be an election of a new Board of Directors. The results of the election will be disclosed in the Group's official documents and on its Investor Relations website. In February 2023, the Board voted to re-elect Marcos Lutz to the position of CEO, with a new term of two years, starting in April 2023.



BOARD OF DIRECTORS GRI 2-11

Up until the publication of this report, the current Board of Directors, whose mandates expire in March 23, had the following composition:

Pedro Wongtschowski	Chairman
Frederico Pinheiro Fleury Curado	Vice-Chairman
Ana Paula Vitali Janes Vescovi	Independent Board Member
Flavia Buarque de Almeida	Independent Board Member
Jorge Marques de Toledo Camargo	Independent Board Member
José Galló	Independent Board Member
José Luiz Alquéres	Independent Board Member
José Maurício Pereira Coelho	Independent Board Member
Alexandre Teixeira de Assumpção Saigh	Board Member
Otávio Lopes Castello Branco Neto	Board Member

An Independent Board Member is a person who: is not a direct or indirect controlling shareholder of the Group; does not have his/her voting rights at the Board of Directors' meetings tied to a shareholders' agreement that has as its object matters related to the Group; is not a spouse, partner or relative, in a direct or indirect line, to the second degree, of the controlling shareholder, of the Group's manager or of the manager of the controlling shareholder; and has not been an employee or director of the Group or its controlling shareholder in the last three years. Furthermore, no situations were identified that could imply a loss of independence, due to the characteristics, magnitude or amplitude of relations with any of the Group's companies.

None of the Board Members currently holds an executive position in any of the Ultra Group's companies. They are remunerated exclusively for their activities on the Board of Directors and Advisory Committees, following the Corporate Policy for Senior Management Compensation. This policy, which was approved by the Board, established that the compensation for Board Members was to be composed of a fixed monthly fee and the payment of social security contributions. The amounts paid are based on annual market surveys of senior management compensation practices. GRI 2-19 | 2-20

The Corporate Policy for Senior Management Compensation is publicly available on the Ultra Group's Investor Relations website.

As a group, the Board Members possess a balanced combination of skills and professional experiences that are directly relevant to the Ultra Group's strategy. Their core competencies include:

- senior leadership positions and people management experience;
- industry knowledge in the oil and gas and logistics infrastructure value chains, and in the chemical, retail and consumer goods sectors;
- portfolio management;
- finance, accounting and economics;
- corporate governance and risk management;
- government relations and corporate affairs;
- technology and innovation;
- sustainability.

In 2022, the training carried out with senior management focused on Ethics and Transparency.

GRI 2-17

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The main responsibilities of the Board of Directors are:

- Establish the general guidelines for the Group's businesses and controlled companies;
- Appoint and dismiss the Group's senior management and supervise their management decision-making;
- Establish the individual compensation of the members of the Board of Directors, based on a proposal prepared by the People Committee and the total compensation approved by the Annual General Meeting;
- Define the general criteria for the compensation and benefits policy for the Group's senior management and employees
- Propose the allocation of the adjusted net income for the year to the Annual General Assembly and approve the preparation of financial statements for periods shorter than the fiscal year, as well as the distribution of dividends based on such statements;
- Decide, within the authorized capital limits, on the issuance of shares, debentures convertible into shares and subscription warrants.
- Authorize the acquisition of Ultrapar shares to be held in treasury;
- Appoint and dismiss the independent auditors;
- Give an opinion, in favor or against, in relation to any offer by Ultrapar to buy back its own shares via a public offering;
- Approve corporate policies, according to proposals submitted by the appropriate Group bodies.

In 2022, the Board of Directors held nine meetings, and the extracts of the minutes that affect third parties are available on the Group's Investor Relations website.

FISCAL BOARD

The Fiscal Board is composed of three independent members[1]: Flavio César Maia Luz (Chairman), Geraldo Toffanello and Nilson Martiniano Moreira.

BOARD ADVISORY COMMITTEES

GRI 2-16

The Board of Directors has three statutory Advisory Committees which are currently composed exclusively of Board Members. The current mandates, approved at the Board meeting on 14 April 2021, will expire in April 2023.

Audit and Risks Committee

It is composed of three independent members[1]: Ana Paula Vescovi (Coordinator), Jorge Marques de Toledo Camargo and José Maurício Pereira Coelho.

Its main responsibilities are: issue an opinion on the appointment and dismissal of independent audit services; monitor internal audits; analyze the annual management report and the financial statements of



Ultrapar and its subsidiaries and propose recommendations when necessary; and evaluate and monitor the Group's risk exposures and corporate policies.

People Committee

It is composed mainly of members of the Board of Directors, of which at least two must be independent members. The committee is coordinated by José Galló and the other members are Frederico Pinheiro Fleury Curado, Alexandre Teixeira de Assumpção Saigh and José Luiz Alquéres.

Its main responsibilities are: propose criteria and guidelines for the compensation policy to the Board of Directors; and provide assistance in the Group's senior management succession process.

Strategy Committee

The majority of the committee's participants are Board Members. Currently, it is composed of: Pedro Wongtschowski (Coordinator), Frederico Pinheiro Fleury Curado, Jorge Marques de Toledo Camargo and Flávia Buarque de Almeida. Its main responsibilities are: provide overall guidance in the preparation and monitoring of strategic plans and budgets; and approve the capital allocation strategy.
The processes for the nomination and selection of members for the Board of Directors and its Advisory Committees are described in the Corporate Policy for Appointing Members of the Board of Directors, its Committees and Directors. They consider criteria such as the complementarity of skills, number of years of experience and relevance to the Group's businesses, academic training, time available to perform his/her duties and diversity.

For more information on the Group's governance structure see the **Investor Relations website**.

[1] *An Independent Board Member is a person who: is not a direct or indirect controlling shareholder of the Group; does not have his/her voting rights at the Board of Directors' meetings tied to a shareholders' agreement that has as its object matters related to the Group; is not a spouse, partner or relative, in a direct or indirect line, to the second degree, of the controlling shareholder, of the Group's manager or of the manager of the controlling shareholder; and has not been an employee or director of the Group or its controlling shareholder in the last three years. . Furthermore, no situations were identified that could imply a loss of independence, due to the characteristics, magnitude or amplitude of relations with any of the Group's companies.*

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ADVANCES IN RISK MANAGEMENT

GRI 2-13 | 2-25 | 3-3 Management of material topics - Governance and Integrity

The Group's risk management approach follows the guidelines established in the Corporate Risk Management Policy, updated and approved in 2021 by the Board of Directors. This policy defines the main aspects of the risks to be monitored, and the risk mitigation instruments, as well as the roles and responsibilities of those involved in the risk management process. Risks are grouped into the following categories: Strategic and Sustainability; Operational; Financial and Capital Markets; and, Integrity and Cyber.

With the support and coordination of the Corporate Risk Management area, each business conducts discussions and assesses scenarios to develop its own risk matrix, based on the specific characteristics of its sectors of activity. The Corporate Risk Management area is responsible for preparing the Ultra Group's consolidated risk matrix and validating it with the CEOs and Directors of the businesses, the Audit and Risk Committee and the Board of Directors.

In 2022, a detailed evaluation of the Group's risk matrix was carried out in order to ensure it was aligned with the material topics.

As a result, at least one ESG aspect was included in the evaluation of each risk category, for example, in the case of human capital the issue of diversity was added to the list of risks applying to the theme of people.

Another important advance was the improvement in our climate risk analysis, by incorporating the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The project teams of Ultrapar and the businesses worked together to develop methodologies and analyze the risks, establish roles and responsibilities for their management, and prepare action plans. In 2023, we will have the challenge of further improving our management of the subject, mainly in the evaluation of the possible financial impacts arising from climate change.

The identification of our consolidated climate risks and the preparation of concrete actions on how we should mitigate them, were preconditions to support the strategic planning process. The next step is to prioritize the climate risk mitigation actions to ensure we achieve the Group's established goals, by making all our businesses more resilient to climate impacts and preparing them for the transition to a low-carbon economy. The Group has made solid progress in establishing an inventory of climate risks, and has improved its understanding of all risks thanks to the good work done by these dedicated project teams.

In addition, the Internal Audit area monitors the procedures and controls of all the businesses, identifying risks and opportunities. This information is used to periodically update the risk matrix and also contributes to making ongoing improvements to the business risk management process. The area also conducts internal operational audits based on the Annual Audit Plan approved by the Committee for Audit and Risks. Furthermore, the area provides support for the preparation of the Group's financial statements and the obtention of the certification of the organization's internal controls required by the Sarbanes-Oxley (SOX) Law, for the United States capital markets.



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CLIMATE RISK MATRIX

GRI 202-2 | **TCFD**

CLASSIFICATION	RISK	DESCRIPTION	RISK MANAGEMENT APPROACH
Energy Transition Risk: Regulatory	Carbon pricing - voluntary market	As a major player in the Oil and Gas sector, the Ultra Group understands the importance of carbon pricing and it already offsets part of its carbon emissions in the voluntary market. Ipiranga, for example, has been carbon neutral since 2014. With the fluctuations in the price of carbon in the voluntary market, as well as in the stocks of available credits, the Group is exposed to the risk of increased costs in acquiring credits.	The Ultra Group's ESG Plan for 2030 established a goal that all of its businesses should be carbon neutral (Scopes 1 and 2) from 2025. In addition, the performance goals of the energy transition strategy encourage the Group's companies to carry out their operations more efficiently, minimizing climate impacts. Thus, the better the companies' performances, the lower both the emissions and the need to acquire carbon credits, and therefore, the lower the Group's risk exposure to carbon price fluctuations.
Energy Transition Risk: Regulatory	Carbon pricing - regulated market	The debate around carbon pricing, either through voluntary emissions trading or through regulatory measures and taxation, is gaining momentum in Brazil. In 2022, Federal Decree 11,075 was approved. It establishes procedures for the preparation of Sectorial Plans for Mitigating Climate Change and institutes the National System for the Reduction of Greenhouse Gas Emissions. There are still many uncertainties regarding carbon pricing mechanisms, and so they represent potential risks for the Ultra Group's companies.	The Group has been monitoring and contributing to the developments in the evolution of a regulated carbon market in Brazil. In addition, together with the Brazilian Institute of Petroleum, the Group collaborated on the preparation of a greenhouse gas (GHG) emissions inventory for the Oil and Gas sector, in line with Federal Decree 11,075. It is not yet possible to make a conclusive analysis of the possible financial impacts on the Group's businesses. This will be estimated as soon as a definitive mechanism for regulating emissions in the country is implemented.
Energy Transition Risk: Market and Technological	Substitution of existing products by alternatives with lower GHG emissions	The emergence and evolution of new large-scale technologies with GHG reduction potential, as well as customer behavior in search of products with a lower carbon footprint, could impact the Ultra Group's businesses. In the case of Ultragaz, the expansion of the natural gas supply network and increased gas consumption may lead to a reduction in the demand for LPG, which is the company's main product. In the case of Ipiranga, technologies that result in the replacement of fossil fuels (electric vehicles, for example) can lead to a loss of market share. For Ultracargo, in turn, the storage mix would change with a reduction in the demand for handling fossil fuels.	Grupo Ultra's positioning in energy transition has the main objectives of contributing to the transition to a low-carbon economy and adapting the Group's portfolio of businesses, its products and its performance to this new market reality. For some time, the Group has been seeking to reposition its portfolio towards more sustainable businesses. Noteworthy examples were the acquisitions of Stella Energia (renewable energy) and NEOgás (bio-methane) by Ultragaz. Ultracargo's terminals are multi-purpose and enable the company to adapt its operations to handle a range of products including bio-fuels. Ipiranga is a pioneer in electric charging at service stations and its strategy is to offer a mix of products and services in line with consumer demand.
Energy Transition Risk: Regulatory	Increased ambition to use renewable fuels and achieve its RenovaBio targets **Applies only to Ipiranga.*	The increase in the share of bio-fuels in Ipiranga's total sales mix, as well as the increase in its RenovaBio targets, may result in an increase in operating costs due to the higher costs of acquiring raw materials and CBIOs.	In 2022, the Ultra Group, through Ipiranga, spent R$ 638.5 million to acquire CBIOs. This expense will vary from year to year, depending on the Group's growth, and the market prices of the certificates. The acquisition of CBIOs is a legal requirement and, therefore, the Group understands that it is an intrinsic risk for the business. Even so, Grupo Ultra works to promote improvements in the regulatory framework of the program that could, in addition to strengthening public policy, bring greater predictability and security to its operation.
Physical Risks	Water scarcity, flooding, storms, and increases in sea level	The physical risks identified as relevant for the Ultra Group's operations have the potential to adversely impact the businesses' operations. Water scarcity, for example, can impact safety, as water is used to fight fires. Other climate risks, such as flooding and storms, could result in production stoppages, interruption of critical supplies, and physical damage to infrastructure. An increase in sea level is an important risk to operations, since the Group's companies have operations in coastal regions and ports.	In 2022, we prepared an inventory of all the climate risks that could impact the Group's companies. The main sources of information were insurance underwriting reports and studies produced by consultancies for the National Agency for Water-based Transport (Antaq) and for the Group's companies. Risks were categorized and we identified the internal functional areas that would be responsible for climate risk management. These areas initiated the preparation of action plans for risk control and mitigation. The Group's companies intend to make progress in establishing action plans in 2023 and, in the near future, estimating the financial impacts.

Note: these risks apply to all the Group's businesses (Ultragaz, Ultracargo and Ipiranga).

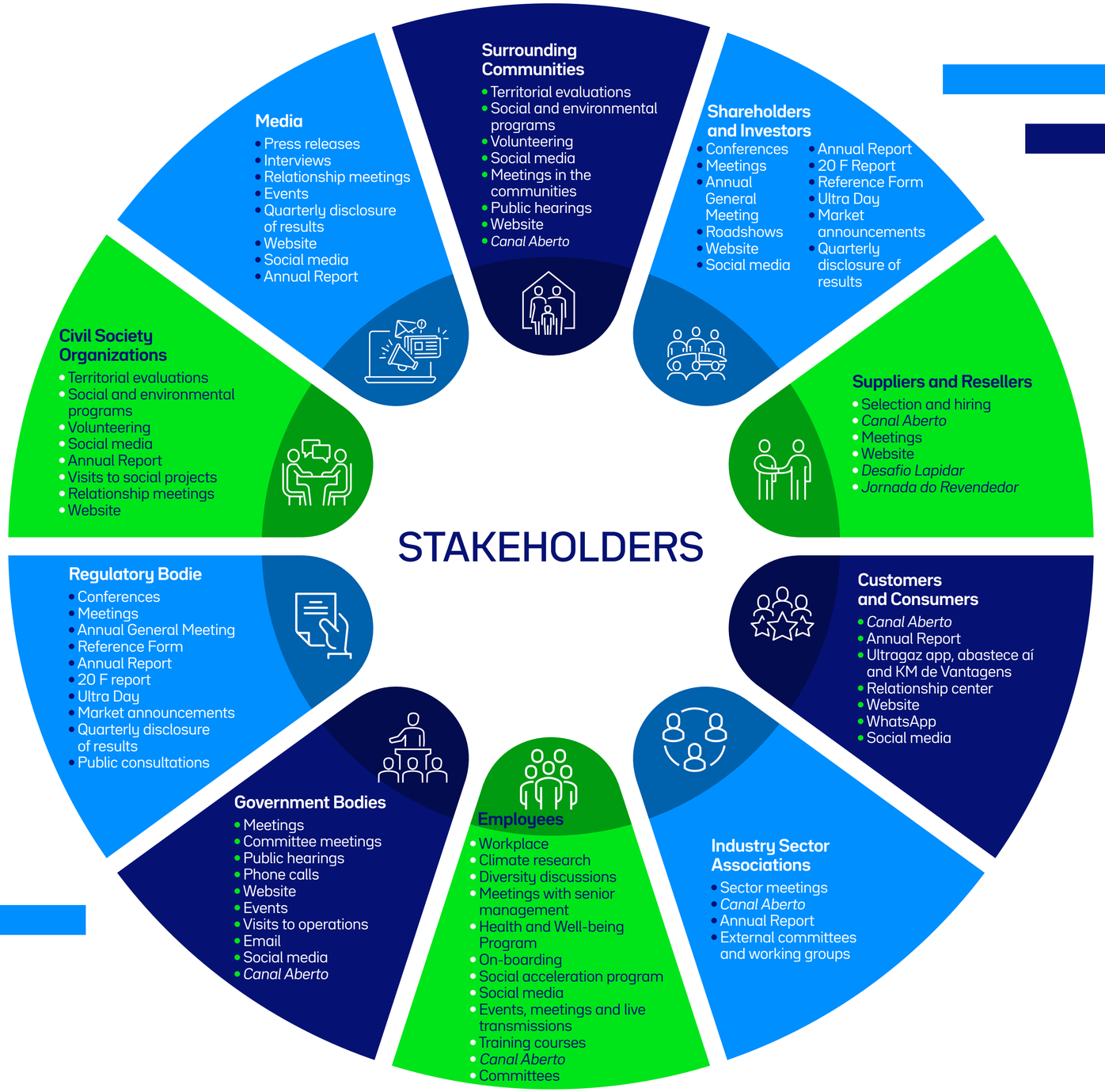
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STAKEHOLDER RELATIONS

GRI 2-29

During the construction of the Group's materiality matrix, we identified and consulted the main stakeholder groups that impact, or are impacted by, the Group's operations, namely: the surrounding communities; shareholders and investors; suppliers and resellers; customers and consumers; industry associations; employees; government and regulatory bodies; civil society organizations; and the media.

For each of these stakeholder groups we developed specific actions:



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REGULATORY ISSUES AND PUBLIC POLICIES

EM-RM-530a.1 **GRI** 203-2

The Ultra Group has an Institutional and Government Relations area dedicated to the monitoring of, and positioning in, strategic public policies that could impact the Group's businesses or civil society.

The area's mission is to focus on improving the business environment, by working to reduce unfair competitive practices and the regulatory burden, in order bring more legal certainty to the market. The area communicates with the stakeholders responsible for decision-making both directly and indirectly, through sector associations and civil society entities, encouraging debate and the search for the most appropriate solutions.

The major themes monitored by the area on an ongoing basis, are as follows:

- regulatory environment
- energy transition
- tax simplification
- infrastructure
- irregular markets

The topic of energy transition is a high priority for the Ultra Group.

We seek to be an active protagonist in the search for competitive and environmentally efficient solutions to reduce the carbon intensity of our operations and value chains.

As a way of contributing to accelerating the energy transition process and of achieving the Brazilian Nationally Determined Contribution (NDC) to reducing global GHG emissions, we are participating in the discussions on the development of a carbon market. We believe that this market should have the following features: balanced sectoral challenges; a governance structure that promotes the participation of regulated sectors; mechanisms to reduce illegal deforestation and incentives for forest preservation; support for the promotion of carbon pricing initiatives that leverage the ability of companies to take responsibility for their own emissions, thereby contributing to the advancement of the global climate agenda.

We also believe it necessary to open up the bio-fuels market to include new technological advances and allow unrestricted importation and freedom of contractual arrangements between economic agents. The resultant increase in availability of supply and reduction in costs of renewable fuels will lead to their representing an increasing share of Brazil's energy mix, and contribute to a structural reduction in energy prices throughout the country.

The organized market for carbon-credit trading in Brazil began in 2020 with the purchase and sale of CBios under the rules of the RenovaBio program. This was an important milestone for the liquid fuels sector and also demonstrated the sector's potential for contributing to the achievement of the UN Sustainable Development Goals (SDGs) for 2030. The co-existence of the pursuit of these important goals and a functioning carbon market will be fundamental for taking the next steps to establish the relevant public policies.

It is also extremely important to discuss Brazil's tax and regulatory model. The current system is complex, inhibits investments and provides little incentive for innovation. This results in a volatile and inefficient process of price formation. With respect to the fuels sector, it is fundamental to implement a single-phase system where (i) the first link in the supply chain is taxed with a fixed value per unit ("ad rem") and (ii) there is a national unified system of tax rates to ensure that there are no incentives for tax evasion or logistical inefficiencies

We believe that a better regulatory and tax environment will increase the country's investments and competitiveness. Brazil is one of the world leaders in the production of bio-fuels, and has an expanding and increasingly efficient logistics network. The country has all the necessary conditions to be a protagonist in the global energy transition process in equilibrium with its own economic development.



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OUR PEOPLE

Human Capital

If we can positively impact the lives of millions of Brazilians, as we do through the delivery of our essential products and services, then we owe it to ourselves to at least do the same for our 9,778 employees. Of this total, 31% are women and 69% are men. In geographical terms, 68% are located in the Southeast Region of Brazil, 13% in the Northeast Region, 11% in the South Region, 5% in the Center-West Region and 2% in the North Region. There was a decrease in the number of employees in 2022 compared to the previous year due to the divestment of Oxiteno and Extrafarma.

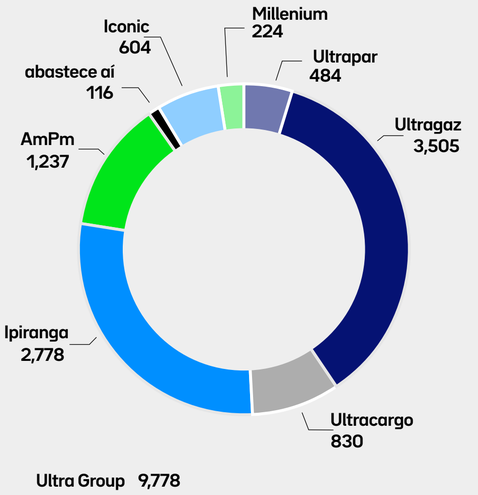
GRI 2-7

People are at the core of our strategy. The Ultra Group's actions are guided by ethics and respect. The Group promotes a workplace environment that values and encourages the professional growth of all its employees.

ULTRA GROUP - EMPLOYEES*

GRI 2-7

2022



Ultra Group 9,778

**The total number of employees in the Ultra Group is the sum of the employees in the Group's companies, namely: Ultrapar, Ultragaz, Ultracargo, Ipiranga, Abastece Aí, AmPm, Iconic and Millenium.*

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The Group invests continuously in the training of its employees with the aim of developing future leaders for the organization, and for society. The key characteristics of the Group's management approach are as follows:

- Safety as the first priority
- Strategic vision
- Inspirational leadership
- Entrepreneurship
- Team development
- Continuous improvement mindset
- Autonomy with responsibility
- Customer focus



INOVA 2030 DISPARA PROJECT

The Group is participating in the *Inova 2030 Dispara* Project, an initiative linked to the UN Global Compact. This project is a training and development acceleration program for young intrapreneurs which aims to develop employees and promote projects that create shared value that positively impact both the Group and society. In the project presentation phase, the teams from Ultracargo, Ipiranga, Ultragaz and AmPm presented solutions focused on transforming social and environmental challenges into opportunities for the Group's businesses and for the surrounding communities, in line with the UN Sustainable Development Goals. The results were, firstly, the identification and engagement of our talented young employees in these themes, and secondly, their practical training in innovation, impacts and entrepreneurship, which stimulated the generation of new ideas for improving the businesses in terms of sustainability and care for the environment.

The potential projects were also presented to the Ultra Group's Innovation Committee, so that the possibilities for the continuity and implementation of the projects could be evaluated.

Network Brazil
WE SUPPORT

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INCLUSIVE CULTURE AND DIVERSITY

GRI 3-3 Management of material topics - Inclusive culture and diversity

An inclusive and diverse workplace environment is one of the Group's overall ambitions and, currently, the Group's businesses are at different stages of maturity in developing and implementing their diversity and inclusion strategies. Based on the commitment to embed an inclusive culture and diversity throughout the Group, a number of initiatives were carried out in all the businesses with the aim of achieving our goals.

Ultrapar and the businesses encourage diversity and do not tolerate, under any circumstances, discrimination or prejudice of any kind, whether related to gender, race, religion, age, political conviction, marital status, sexual orientation, disability, place of birth, social class, or any other factor.

GRI 406-1

The Ultra Group seeks to ensure a more diverse representation in all areas of the organization, beginning with the recruitment process and entry programs for talented young people. Diversity leads to a plurality of perspectives on the Group's strategic themes, enabling it to build strategies that are more relevant and attuned to society as a whole.

The Group has established a Diversity Committee, which is developing a tactical and strategic plan to promote and monitor actions related to an inclusive organizational environment, diversity in leadership and an inclusive and safe workplace for all employees. It has also developed policies, guidelines and initiatives aimed at the attraction, retention, development and engagement of its employees. These include: the Internship Program; Young Apprentice Program; language course incentives; graduate and MBA course incentives; and actions aimed at increasing operational efficiency, such as the variable compensation program linked to individual and collective financial goals. **GRI** 2-24



THE ULTRA GROUP'S AMBITION

Promote an inclusive workplace environment, enabling the full development of all employees and where each person can realize his/her potential with improved prospects and a larger contribution to the decision-making process.

ESG TARGETS FOR 2030

- Achieve a 50% level of gender and ethnic equity in senior management positions and 33% in the Board of Directors

STATUS IN 2022

- 38% of gender and ethnic equity in senior management positions
- 20% in the Board of Directors

- Ensure an inclusive environment that can be measured and recognized in internal climate surveys

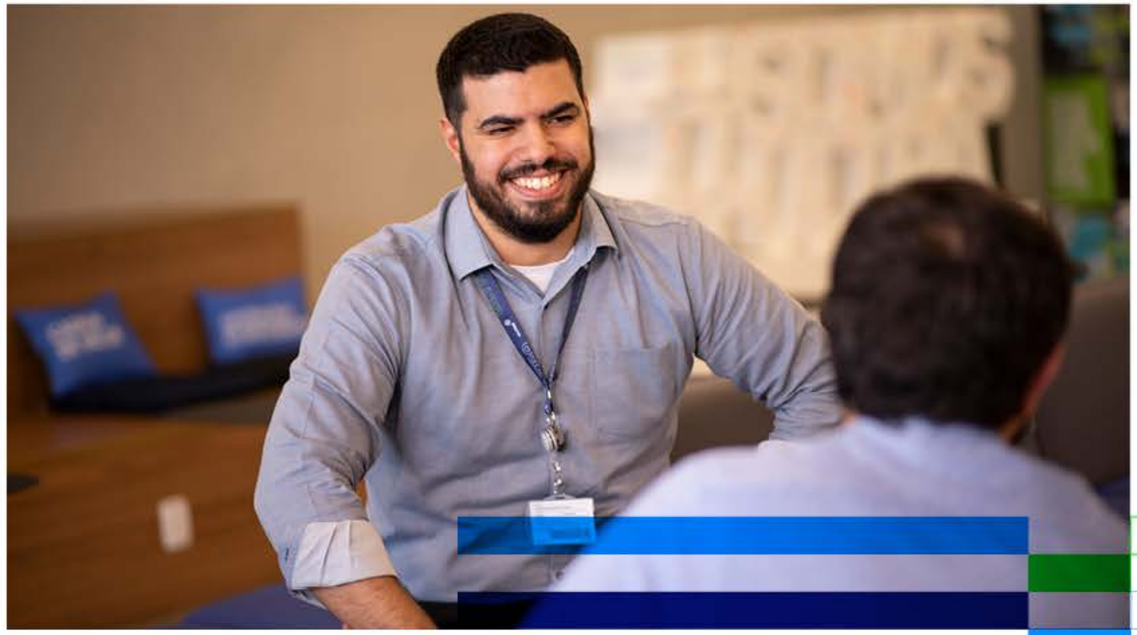
STATUS IN 2022

- 76% satisfaction rating in the Organizational Climate Survey

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The long-standing challenges in the Brazilian labor market, especially, regarding gender and race, inspired the Group to select inclusion and diversity as one of its material topics and commitments for 2030. Taking 2020 as the base scenario, the Group has established goals to increase gender and ethnic equity in the Board of Directors and senior management positions in all its companies, considering aspects of accessibility, respect and representativeness.

Some of the Group's businesses have already implemented their own affirmative action initiatives, such as: the establishment of quotas for young people who identify as black in the selection process for the Internship Programs at Ipiranga and Ultragaz; provision of training courses for operators for residents of the communities surrounding Ultracargo's installations, with at least 50% of the places allocated to women; and the inclusion of specific questions in the organizational climate survey aimed at measuring discrimination within the businesses.



Our purpose

Over the next three years, the Group intends to promote a more equitable, diverse and inclusive workplace, thereby enhancing its corporate culture, employer reputation and performance.

To this end, we are investing in an action plan consisting of several important work fronts that aim to enable the Ultra Group to achieve its goals on these themes over the next three years. These main work fronts are listed in the table on the right.

- **REPRESENTATIVENESS:** we want to retain and train minority groups in order to be a diverse and inclusive organization. Our actions in 2022 were focused on planning and prioritizing our activities. Following this, in 2023, we will invest in an internal employee talent program, by identifying development gaps, and establishing hiring targets for minority groups.
- **ORGANIZATIONAL ENVIRONMENT:** provide a safe and welcoming workplace environment where all people can be themselves. In 2023, we will identify the requirements and barriers to create an inclusive environment. Furthermore, we will communicate our existing policies and carry out a campaign on the links between an inclusive environment and emotional health. We also plan to carry out a further edition of the internal census.
- **LEADERSHIP DEVELOPMENT:** support for leadership development, based on the creation of programs focused on awareness, education and co-mentoring. We will invest in the development of inclusive leaders, as well as reinforcing their role and responsibilities.

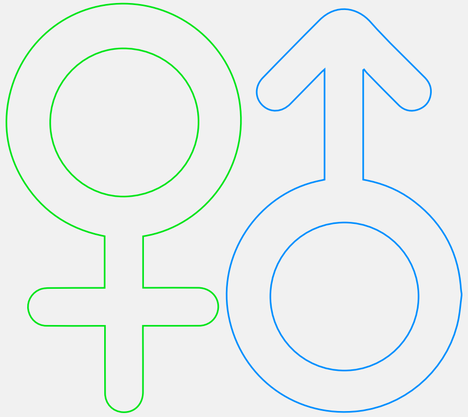
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EMPLOYEE DIVERSITY GRI 2-7 | 405-1

Of the total number of the Ultra Group's employees 65% were between 30 and 50 years old, and 25% were under 30 years old. The percentage of employees with disabilities was 3%, of which 5% were in the administrative category and 3% in the operations category. In terms of ethnicity, the workforce is composed of 56% who identify as white, 31% who identify as brown, and 10% who identify as black, a 2% increase compared to 2021.

WOMEN

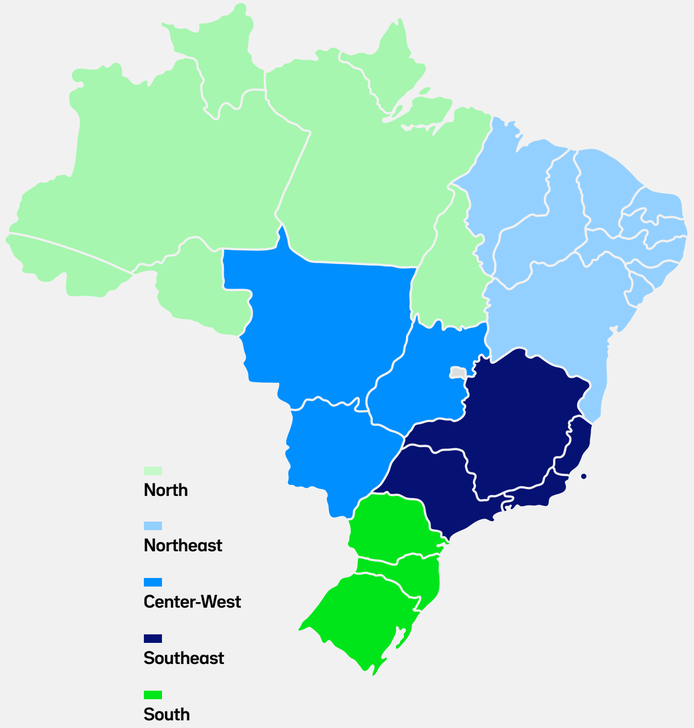
ULTRAPAR 54%
ULTRAGAZ 21%
ULTRACARGO 18%
IPIRANGA 27%
ABASTECE AÍ 39%
AMPM 69%
ICONIC 25%
MILLENIUM 33%



MEN

ULTRAPAR 46%
ULTRAGAZ 79%
ULTRACARGO 82%
IPIRANGA 73%
ABASTECE AÍ 61%
AMPM 31%
ICONIC 75%
MILLENIUM 67%

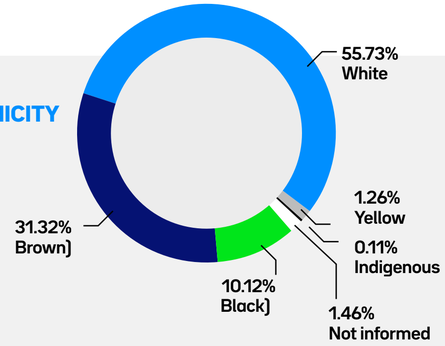
REGIONS

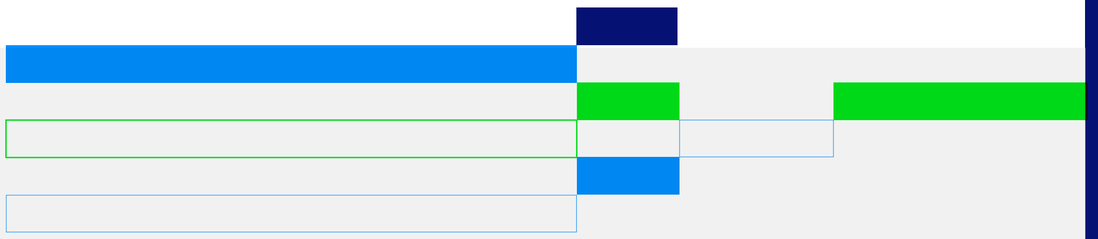


- **ULTRAPAR** 100% in the Southeast
- **ULTRAGAZ** 1% in the North, 21% in the Northeast, 5% in the Center-West, 59% in the Southeast and 14% in the South
- **ULTRACARGO** 4% in the North, 44% in the Northeast and 52% in the Southeast
- **IPIRANGA** 5% in the North, 7% in the Northeast, 5% in the Center-West, 71% in the Southeast and 13% in the South
- **ABASTECE AÍ** 100% in the Southeast
- **AMPM** 2% in the Northeast, 12% in the Center-West, 77% in the Southeast and 9% in the South
- **ICONIC** 1% in the North/ Northeast, 1% in the Center-West, 96% in the Southeast and 2% in the South
- **MILLENIUM** 31% in the Center-West, 30% in the Southeast e 39% in the South

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PERCENTAGE OF EMPLOYEES BY FUNCTIONAL CATEGORY AND ETHNICITY
THE ULTRA GROUP - 2022





PERCENTAGE OF EMPLOYEES AND MEMBERS OF THE GOVERNANCE BODY, BY FUNCTIONAL CATEGORY, GENDER, AGE RANGE AND PEOPLE WITH DISABILITIES GRI 405-1
THE ULTRA GROUP - 2022

FUNCTIONAL CATEGORY	GENDER[1]		AGE RANGE			PEOPLE WITH DISABILITIES
	women	men	<30	30-50	>50	
Board of Directors	20.0%	80.0%	0.0%	0.0%	100%	0.0%
CEO	0.0%	100.0%	0.0%	42.8%	57.1%	0.0%
Director	27.0%	72.9%	0.0%	66.6%	33.3%	0.0%
Manager	25.6%	74.3%	4.5%	82.1%	13.3%	0.5%
Coordinator	35.1%	64.9%	8.6%	82.8%	8.5%	0.9%
Administrator	41.5%	58.4%	28.5%	65.7%	5.7%	4.5%
Operator	21.2%	78.7%	25.5%	59.7%	14.6%	3.1%
Total	**30.9%**	**69.0%**	**24.5%**	**64.8%**	**10.5%**	**3.4%**

[1] The category "not informed" and "others" for gender were not available

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MAIN INITIATIVES TO PROMOTE DIVERSITY AND INCLUSION



Ultrapar

- **Diversity manifesto and strategy**
  Ultrapar launched its Diversity Manifesto, in order to provide guidelines for future discussions on the theme.

- **Women On Board (WOB)**
  The Ultra Group was awarded the Women On Board (WOB) Certificate. WOB is an independent civil society organization supported by the UN Women initiative. The award recognized the progress made by the Group in having at least two women on its Board of Directors.

- Ultrapar adhered to the **Citizen Company Program** and increased the period of maternity leave from 120 to 180 days and paternity leave from 15 to 20 days.

- Created the **Committee for Diversity and Inclusion**. It will be responsible for coordinating the implementation of an action plan composed of more than 40 initiatives over the next three years.

Ultragaz

- **Diversity and inclusion**
  Ultragaz established its positioning on the theme of Diversity and Inclusion, with the definition of its strategic priorities and action fronts on the theme.

- **Mentoring for women**
  Mentoring program for women in administrative positions with the objective of developing leadership skills. There were 14 participants in the program which lasted seven months.

- **Future Leaders**
  The objective of this initiative was to build a succession pipeline composed exclusively of women. There were 30 participants who received training in negotiation, finance and taxation, consumer behavior, non-violent communication, assertive leadership and management conduct.

- **Parental leave**
  Ultragaz approved an increase in the period of parental leave, including for LGBTQIA+ couples in line with the guidelines of the Citizen Company Initiative, which the company adhered to in 2021.

Ultracargo

- **Inclusion and diversity consultancy**
  Ultracargo hired an external consultancy company to support the construction of a robust inclusion and diversity program, with the co-participation of employees.

- **Parental leave**
  Ultracargo joined the Citizen Company Program, committing to increasingly promote respect for inclusion and diversity in its workplace environments. As a result of its adhesion, the company extended maternity leave to 180 days and paternity leave to 20 days, including adoption processes.

- **Training Program for Logistics** Operators for people living in the communities around Ultracargo's terminals in Bahia which reserved at least 50% of the vacancies for women.

- **Leadership development**
  Ultracargo partnered with the LIT Platform of the Saint Paul Business School for training in leadership development. By the end of 2022 more than 110 employees were actively using the platform.

Ipiranga

- **Trainee Program**
  - The Ipiranga Trainee Program: 58% of the vacancies were allocated to women; 17% to people who identified as black or brown; and 33% to people who identified as LGBTQIA+.
  - Ipiranga Talent Internship Program: 72% of the vacancies and 54% of the new hires were filled by people who identified as black or brown.

- ***Construa* Program**
  The *Construa* Program is a development program exclusively for people with disabilities who are administrative consultants working in Ipiranga's sales area. The program lasts for 12 months and the 10 participants will undergo on-the-job training in the network and business market area.

- **Career development**
  The 2nd edition of Women Speed: a mentoring program to accelerate the inclusion of women in the succession pipeline for Ipiranga's senior management positions. In the 1st edition of Women Speed, 33% of the participants were promoted.

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HEALTH AND SAFETY

GRI 3-3 Management of material topics - Health and safety | 403-1 | 403-2 | 403-7 | 403-8 | 403-10 **SASB** EM-RM-320a.2

Ensuring a safe workplace environment and quality of life for employees, and providing support for the communities surrounding its business operations, are priority commitments for the Group. The commitment on safety also extends to third-party staff and suppliers and processes.

Ultrapar and the businesses have health and safety management systems that are based on international standards. The health and safety indicators are closely monitored, including for example, accident frequency rates, incidence of occupational diseases and the number of lost days, and the evolution of procedures and programs related to both own employees and fixed third-party staff.

By means of the Risk Management Program (PGR) and the Occupational Health Medical Control Program (PCMSO), trained technical teams promptly identify the risks and dangers in the execution of activities. All incidents and accidents at work are analyzed and result in improvements to management systems, incorporation of corrective measures, reinforcement of prevention practices and training and changes in the workplace environment, when necessary. In addition, all safety indicators are monitored and a specific corporate work group serves as a platform for exchanging experiences and seeking shared solutions between the businesses. **GRI** 403-3 | 403-7

The Group's occupational health and safety system has a number of security parameters to restrict the access to confidential information. Access is controlled by a token and only authorized users can consult employee health data. The system complies with the applicable Regulatory Norms of the Ministry of Labor (NR 4, 5, 6, 7, 9 and 23).

The theme of safety is managed in an integrated manner under the responsibility of the Safety Committee. This committee is composed of members of senior management and reports to the Board of Directors. The committee played a leading role in defining the targets for the material topic on health and safety in the preparation of the Group's ESG goals for 2030. It meets regularly, according to an agenda determined at the beginning of each year, and is coordinated by one of the CEOs of the businesses, on a rotating basis. In 2022, the committee was coordinated by Décio Amaral, CEO of Ultracargo, and focused on preparing the Plan for the Transformation of the Safety Culture, as well as other safety-related matters. In addition, safety is a recurring and obligatory item on the agendas of the meetings held by the Board of Directors and senior management. **GRI** 403-4



THE ULTRA GROUP'S AMBITION

Ensure a strong health and safety culture, with processes and performance indices at a high level of excellence, ensuring a high quality of life for employees and the safety of the communities surrounding our operations.

ESG TARGETS FOR 2030

- Reduce the lost-time accident frequency rate by 50%

STATUS IN 2022
- 1.24 for the lost-time accident frequency rate

- Reduce the process accident frequency rate by 70%

STATUS IN 2022
- 1.03 for the process accident frequency rate

- Ensure that employees receive attendance in health and quality of life programs

STATUS IN 2022
- We made progress in the process for defining the eligible programs, and which will be detailed in 2023

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The most significant impacts related to safety are present in the operations of our businesses and suppliers. The Group is constantly working to ensure that all the businesses adopt health and safety policies and practices that minimize these risks.

In 2022, none of the Ultra Group companies registered any occurrence of occupational diseases.



Ultragaz's health and safety management system covers all employees and third parties who work in the company's operations. The company's contracts with suppliers oblige them to meet the same requirements in their own internal operations. Each operational unit undergoes an annual internal audit to measure its degree of compliance with the Health, Safety and Environment (HSE) processes. The annual average level of compliance in relation to the implementation of HSE procedures in internal audits was around 83% for the year, compared to the target of 75%. Work-related health risks were identified through process mapping. The following risks were identified: physical (noise); chemical (painting booth, exposure to LPG); ergonomic (carrying heavy loads, physical exertion, hyper-flexion of the spinal column, elevation of the upper limbs above shoulder level associated with weight bearing, triggering of work-related musculoskeletal disorder (WMSD)). Actions were taken to eliminate or mitigate each identified risk.

In **Ultracargo**, all employees and outsourced workers working in operations were covered by the company's health and safety management system, which is audited internally and externally. Third-party management was carried out by a partner company, which checked all documentation and only allowed employees to enter terminals that were 100% in compliance with the standards.

Ipiranga's health and safety management system ensured the identification of work-related risks and the company carried out occupational medical exams to monitor the health and well-being of its employees. The system was audited internally and excluded the third-party staff who were not under the organization's control. Potential occupational health risks, such as chemical, physical, biological and ergonomic, were identified through the Risk Management Program (RMP). The company seeks solutions to eliminate or mitigate all occupational risks and provides guidance and collective and individual protection equipment to employees and third parties. It also carries out infrastructure works when necessary.

DAY-TO-DAY SAFETY PRACTICES

In order to engage all employees in a permanent, day-to-day commitment to exercising safety practices the Group has instituted the following measures: training courses; communication campaigns; risk assessments and inspections; safety discussion forums; channels for reporting deviations; regular medical monitoring of employees; and the formation of internal fire brigades. Representatives of the Ultra Group businesses meet periodically with the Internal Commissions for Accident Prevention (CIPAs). These meetings discuss all topics related to accident prevention, health and safety prevention campaigns, ergonomics, and other related themes of interest to the employee. All employees can access the *Canal Aberto* to report situations that present, or potentially present, safety risks or that violate the Group's safety guidelines.

GRI 403-5

The third-party contract staff who work in Ultrapar and the businesses also undergo training courses in safety. They are obliged to comply with the Group's safety policies and practices and are included in awareness campaigns and other forms of engagement actions, such as the activities organized in the Internal Occupational Accident Prevention Weeks (Sipats).

The Ultra Group has instituted the following safety initiatives:

- Ergonomic Work Analysis
- Emergency Action Plan
- Vaccination campaigns
- Psychological monitoring
- New employee integration program
- Chronic disease monitoring programs
- Accident monitoring projects

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HEALTH AND SAFETY TRAINING

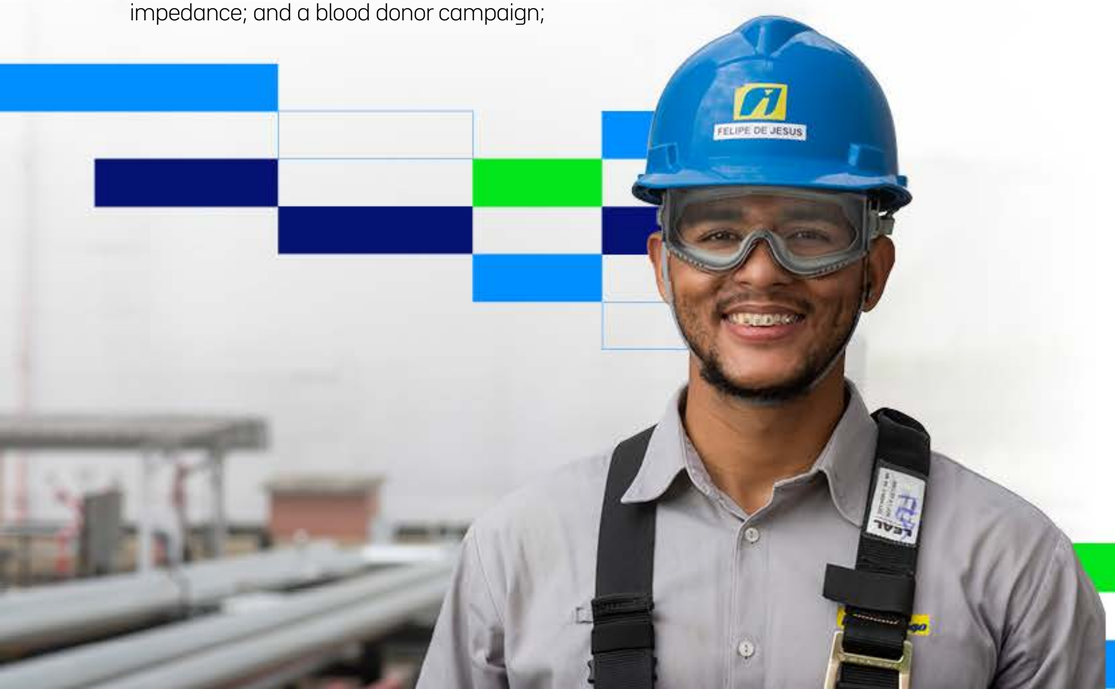
GRI 403-5

In 2022, the Group provided the following health and safety training courses for its employees:

- Campaigns: Green April, Yellow May, Yellow September, Pink October and Blue November;
- Active Health Program: Identification of the employees eligible to participate in this program which was developed in partnership with the health-care operator SulAmérica and focused on pregnant women, chronic diseases and mental health;
- Health Week: live transmissions; medical consultations to measure blood pressure, blood glucose, body mass index (BMI), bio-impedance; and a blood donor campaign;
- Site abandonment simulations;
- Lectures from experts, simulations and a safety blitz (SIPAT).

Ultracargo has developed an Occupational Risk Management Program, which establishes roles and responsibilities, tools, ways of measuring, risk analysis, risk classification, qualification, quantification and actions such as training linked to identified risks and forms of control.

All occupational incidents and accidents are analyzed and are used as the basis for improvements in management systems, corrective measures, reinforcement of prevention and training and physical infrastructure changes in the workplace, when necessary.



In 2022, **Ultrapar** recoded two accidents involving outsourced employees who worked in its office.

Ultragaz has a system for identifying and evaluating hazards and risks in its processes. A critical analysis of this process is carried out annually, and based on this, tactical and/or operational plans are defined to focus efforts and actions on possible risk mitigation opportunities. As a result, there has been a measurable improvement and the number of accidents has reduced year on year. In 2022, there were 15 work-related accidents (with and without leave) involving employees. There were no work-related accidents involving outsourced workers, with serious consequences and high-potential incidents.

In **Ultracargo**, the total number of high-potential incidents was 4 accidents in 2022, 1 with direct employees and 3 with third-party employees, and 6 near accidents were also recorded.

Occupational hazards are identified in the work permit issuance process, in the preliminary risk analysis, in the hazard and risk matrix, and in work instructions.

Ipiranga uses risk analysis techniques, to identify the possible causes of dangerous work-related scenarios and then recommendations are developed to implement improvements and protection devices in its processes and operations. In 2022, there were 6 work-related accidents (with and without lost-time) with employees and two high-potential work incidents. In relation to outsourced workers, there were 8 accidents (with and without lost-time) and 6 high-potential work incidents. In addition and despite all the efforts made to offer maximum safety to professionals, unfortunately, there were three fatalities resulting from accidents at work with outsourced employees, caused by non-compliance with safety procedures.

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Health and safety numbers and frequency rates[1] for employees GRI 403-9 SASB EM-RM-320a.1	The Ultra Group - 2022			
	Ultrapar	Ultragaz	Ultracargo	Ipiranga
No. of fatalities from work-related accidents	0	0	0	0
Frequency rate of fatalities from work-related accidents	0.0	0.0	0.0	0.0
No. of accidents (with and without lost-time)	0	15	1	6
Accident frequency rate	0.0	2.2	0.5	1.0
No. of work-related accidents with serious consequences	0	0	0	0
Frequency rate of accidents with serious consequences	0.0	0.0	0.0	0.0
No. of work-related accidents with mandatory reporting	0	15	1	6
Frequency rate of work-related accidents with mandatory reporting	0.0	2.2	0.3	1.0
No. of lost days	0	163	131	318
Severity rate	0.0	24.5	75.0	53.9
No. of high-potential work incidents	0	0	0	2
No. of near misses	0	29	6	10
No. of hours worked	1,120,044	6,633,613	1,759,478	5,894,634

1. The frequency rates were calculated as follows: Total occurrences x 1,000,000/ man-hours worked Main types of accidents recorded in the year (employees/outsourced workers): Ultrapar: sprained ankle and fall from ladder; Ultragaz: crushed limb, blows to the body and sprained ankle; Ultracargo: crushed finger, electric shock and cuts to the foot or hand; and Ipiranga: fall at the same level, entrapment, attrition, abrasion, perforation, cuts and collision of vehicles.

Health and safety numbers and frequency rates[1] for contractors working in company-controlled environments GRI 403-9	The Ultra Group - 2022			
	Ultrapar	Ultragaz	Ultracargo	Ipiranga
No. of fatalities from work-related accidents	0	0	0	3
Frequency rate of fatalities from work-related accidents	0.0	0.0	0.0	0.2
No. of accidents (with and without lost-time)	2	0	3	8
Accident frequency rate	6.2	0.0	1.7	0.6
No. of work-related accidents with serious consequences	0	0	0	0
Frequency rate of accidents with serious consequences	0.0	0.0	0.0	0.0
No. of work-related accidents with mandatory reporting	2	41	3	8
Frequency rate of work-related accidents with mandatory reporting	6.2	4.2	1.7	0.6
No. of lost days	6	430	115	18,085
Severity rate	18.6	44.9	65.6	1,542
No. of high-potential work incidents	0	0	0	6
No. of near misses	0	0	2	39
No. of hours worked	321,370	9,563,949	1,752,600	11,730,804

1. The frequency rates were calculated as follows: Total occurrences x 1,000,000/ man-hours worked. Main types of accidents recorded in the year (employees/outsourced workers): Ultrapar: sprained ankle and fall from a ladder; Ultragaz: crushed limb, blows to the body and sprained ankle; Ultracargo: crushed finger, electric shock and cuts to the foot or hand; and Ipiranga: fall at the same level, entrapment, attrition, abrasion, perforation, cuts and collision of vehicles.

HEALTH-CARE BENEFITS

GRI 403-6

With the aim of promoting a safe and healthy environment and quality of life for its employees and their dependents, the Ultra Group has extended some of its benefits to include employees' children. These include: medical and dental attendance; assistance to employees who have a child with a disability due to neurological problems; support for those unable to perform physical work; daycare support; and the provision of a gift pack of items for the new-born baby and mother.

Together with its health-care plan operator, the Ultrapar identified the main health factors affecting its workforce. Based on this evaluation it provided appropriate programs to meet these specific needs, in addition to maintaining the existing Gympass benefit that subsidizes employee access to sports and physical activities.

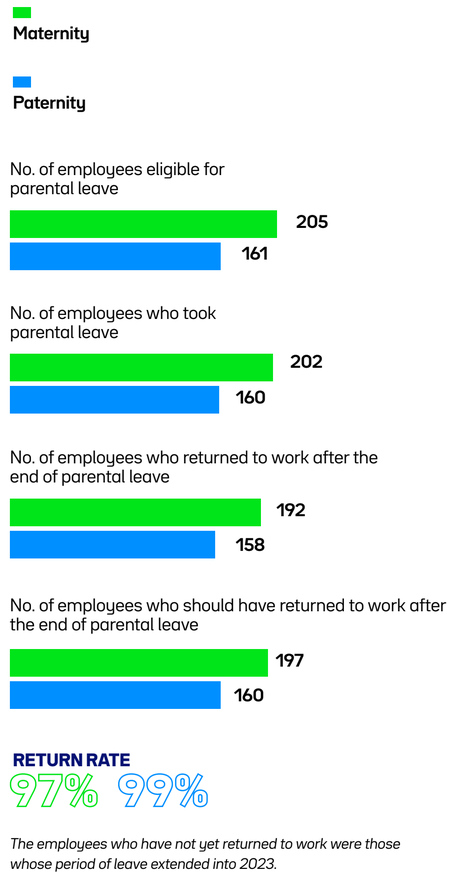
All the Ultra Group's businesses adhered to the Citizen Company Program and increased maternity leave by 60 days to a total of 180 days, and paternity leave by 15 days to a total of 20 days.

In 2022, the Ultra Group had return rates of 97% and 99% for maternity and paternity leave respectively.

For more information see the **GRI Appendix**. **GRI** 401-3

MATERNITY AND PATERNITY LEAVE **GRI** 401-3

THE ULTRA GROUP 2022



RETURN RATE

97% 99%

The employees who have not yet returned to work were those whose period of leave extended into 2023.

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Ultrapar and the businesses each have their own policies that encourage the home/office hybrid model of working. For specific eligible groups of employees, individual hour-bank agreements are also available, facilitating the balance between personal and work activities.

In order to meet the targets for the Group's material topic of health and safety, a number of initiatives were developed, with an emphasis on Well-being Programs, Health Risk Prevention and ISO 45001 certification, as shown in the table below:

MAIN INITIATIVES IN HEALTH AND SAFETY

Well-being Programs

The Group's corporate health area monitors employee health through their responses to the weekly questionnaires of the *Ultra Bem Estar* project.

When necessary, individualized treatment and assistance is offered. **Ultragaz** has its own well-being initiative called *Valoriza.*

In 2022, **Ultracargo** launched a well-being initiative called the *Cuidar Bem* Program, which includes actions aimed at preserving the physical and mental health and quality of life of its employees and their families.

Ipiranga partnered with a digital platform that provides online consultations with specialized health and well-being professionals and access to content on self-care and self-knowledge.

Prevention of health risks

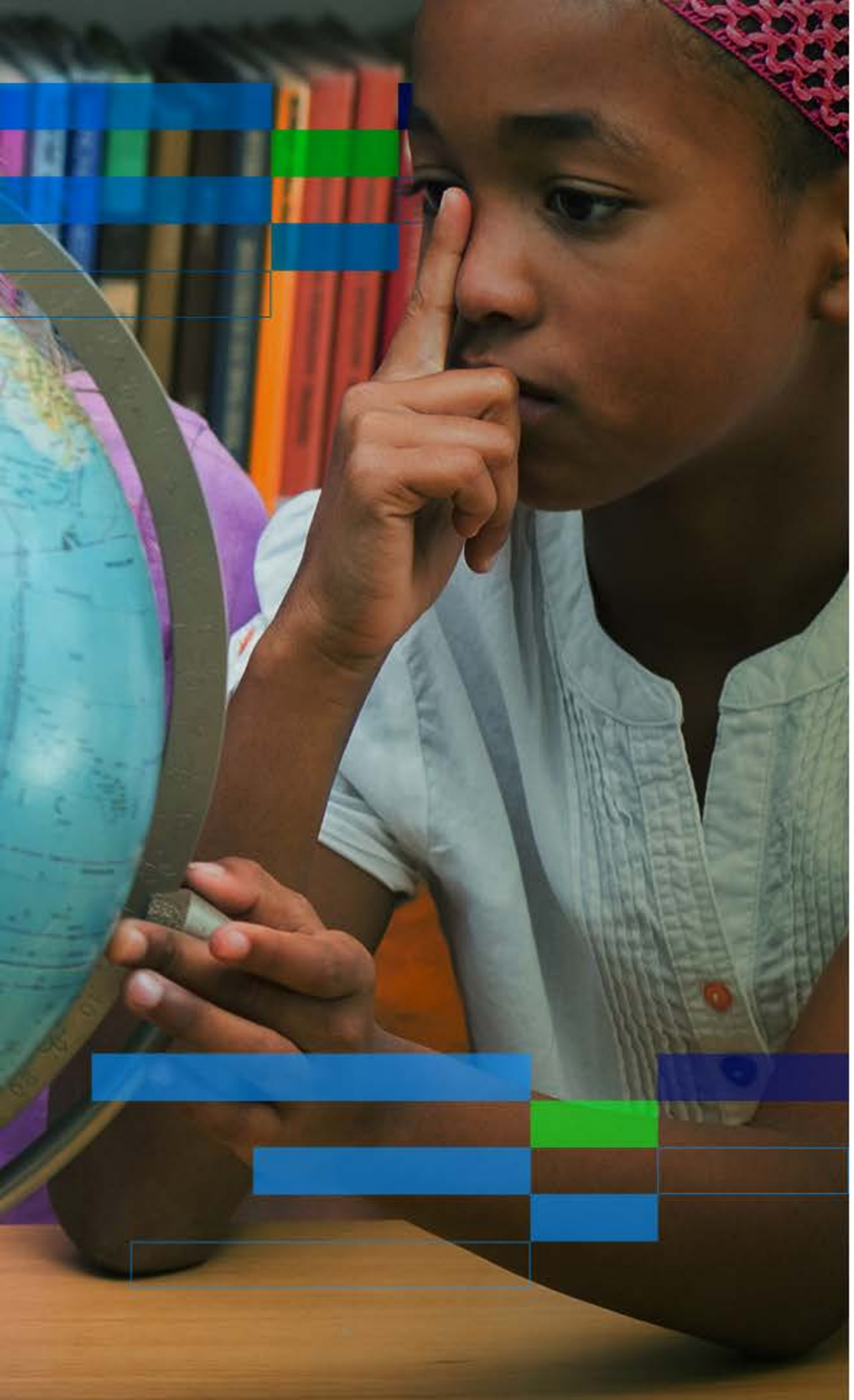
In 2021, **Ultragaz**, **Ultracargo** and Ipiranga carried out assessments of the level of maturity of the safety culture in their respective companies and, based on the results, established new strategic plans for the prevention of health and safety risks.

ISO 45001

All **Ultracargo**'s terminals (except for the recently-opened Vila do Conde terminal), and Ipiranga's pool base in Betim (MG) have been certified for occupational health and safety under ISO 45001.



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OUR ACTIVITIES IN THE SURROUNDING COMMUNITIES

Social and Relationship Capital

RESPONSIBILITY FOR THE SURROUNDING COMMUNITIES

GRI 3-3 Management of material topic - Responsibility for the community | 203-2

The Ultra Group is committed to operating in a responsible, transparent and socially inclusive way, and with consideration for the local communities surrounding its operations. It seeks to establish on-going relations with community representatives and to generate opportunities for local development through programs and initiatives that are executed through social investment and voluntary support. The *Canal Aberto* (for more information see page 26), is a communication channel through which employees and the Group's third-party suppliers and partners can ask questions, clarify doubts or report deviations from the Group's Code of Ethics, compliance policies or standards of behavior. This channel is also available to the surrounding communities.

THE ULTRA GROUP'S AMBITION

Act responsibly regarding the communities surrounding our operations, generating opportunities for local development.

ESG TARGETS FOR 2030

- Invest in initiatives and partnerships that promote high-quality education, and employment and income generation in the communities surrounding our operations

STATUS IN 2022

- R$ 20.6 million invested in projects in education, employment and income generation and emergency actions, of which R$ 10.4 million were funded by tax incentives and R$ 10.2 million by own resources

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The management of the negative impacts, both actual and potential, of the Group's activities in the communities surrounding its operations is carried out directly by the businesses involved, based on principles of responsibility, transparency and actions to mitigate or reduce impacts. Due to the nature of its activities, Ultrapar does not have a systematic process for evaluating impacts. GRI 413-2

The Ultra Group has revitalized the Ultra Institute. All the businesses now participate in its governance and it will be responsible for coordinating all the Group's efforts and investments in social impact initiatives.

The initiatives and projects in the Ultra Group's ESG agenda demonstrate its commitment to a responsible and systemic course of action in relation to the priority communities surrounding its business operations. Using both its own resources and those of the tax incentive laws, the Group supports actions and projects in the communities and maintains an on-going dialogue with their representatives, thereby contributing to social prosperity, and providing opportunities for the transformation of people's lives.

In 2022, the Ultra Group supported cultural, sports, employment training and education projects in a number of locations surrounding its operations.

In line with its related ESG commitment for 2030, the Group's priority for the coming years will be on the economic and social development of the communities surrounding the Group's operations, focused on education and employment and income generation.

In 2022, we invested in a total of 101 initiatives, consisting of:

- **38** projects funded with tax incentives in four regions of Brazil: North, Northeast, Southeast and South
- **30** projects funded with own resources
- **33** emergency actions
- + than **50,000** people were benefited, directly or indirectly

INVESTMENTS IN SOCIAL PROJECTS AND ACTIONS

Company	Fiscal incentive resources	Own resources	Emergency actions	Total
Ultrapar	R$ 6,945,785	R$ 3,331,456	R$ 645,487	R$ 10,922,728
Ultragaz	R$ 1,154,666	R$ 785,762	R$ 256,740	R$ 2,389,522
Ultracargo	R$ 1,082,916	R$ 838,896	R$ 129,980	R$ 2,051,793
Ipiranga	R$ 1,233,900	R$ 3,817,826	R$ 235,150	R$ 5,286,876
AmPm	-	-	R$ 30,285	R$ 30,285
TOTAL Ultra Group	**R$ 10,417,268**	**R$ 8,773,940**	**R$ 1,489,995**	**R$ 20,681,204**



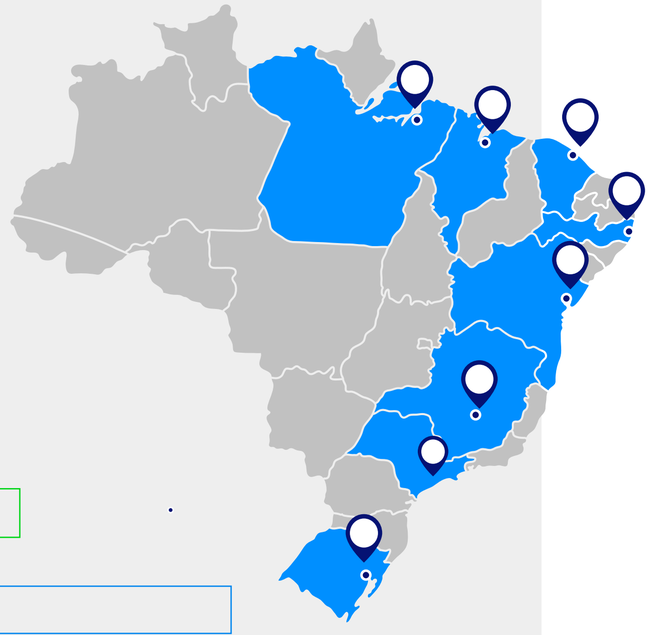
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INVESTMENTS IN THE SURROUNDING COMMUNITIES

GRI 413-1

In 2022, we carried out a series of initiatives, of which the most important were:

Priority Territories | we carried out evaluations in six priority territories surrounding the companies' operations with the aim of developing actions aligned to the Ultra Group's social impact strategies. The territories evaluated were: Cubatão (SP), Canoas (RS), Betim (MG), Barcarena (PA), Itaqui (MA) and Candeias (BA). After carrying out the evaluations, we developed a Systemic Impact Strategy and an Impact Monitoring Plan. Following this, Ultracargo and Ultragaz carried out additional evaluations in Suape (PE), and Ipiranga in Fortaleza (CE). The Ultra Group prioritized initiatives directed at children, adolescents and women in vulnerable circumstances. A training program for women was implemented in four of the six territories evaluated, in partnership with the NGOs consulted during the evaluation.



***Lapidando Talentos* Program |** in line with the Ultra Group's overall guidelines, and in partnership with the *Pedra Bruta* NGO, Ultragaz supported a program that provided extra tuition on Saturdays for talented apprentices from public schools in poor communities in the municipality of Franca (SP). The program was complemented by a website called *Pluga Cuca* that enabled the students to access the lessons at any time, and without charge. The program lasts for seven years and attends 110 students per year.

Production Operator Program for Women | Ipiranga invested in the training of women, who lived in the communities surrounding its operations, for future employment as production operators in the oil and gas sector. In 2022, two editions of the program were held, in Paulínia (SP) and Fortaleza (CE), in which 85% of the participants completed the training course and 20% were hired after the completion of the program.

Social Acceleration Program | 86 employees of the Ultra Group acted as voluntary consultants for 13 NGOs. They focused on education, employment and female entrepreneurship in the Greater São Paulo (SP) and Campinas (SP) areas. They worked in teams and followed a methodology based on design thinking. The mission of each team was to work with an NGO to find a solution for a management challenge faced by that NGO. The results of this first edition were as follows: 9,000 people were benefited; 400 solutions were proposed for the management problems; 16 hours of work for each team; and 102 employees were registered in the volunteer program.

The Rocinha School of Music | Ultragaz supported a program that offered free courses in playing musical instruments, choir singing, musical perception and theory, and group and orchestra practice. The program was attended by 250 children and adolescents who lived in socially-vulnerable circumstances in the Rocinha (RJ) shanty-town and surrounding communities, contributing to keeping them safe from the actions of criminals.

Escola de Música da Rocinha

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Beach clean-up | with the aim of raising the awareness of its employees in relation to social and environmental impacts, Ultragaz, in partnership with the Instituto Mar Azul, carried out its first corporate voluntary initiative in which employees participated in a beach clean-up in Santos (SP). In total, 162 kilos of waste were collected in one hour, including polystyrene, cigarette butts and plastic, all of which were destined for recycling or landfill.

Social and Emotional Dialogues Project | Ultracargo: participated in a partnership with the Ayrton Senna Institute to implement a project to develop the social and emotional skills of students in the 6th to 9th grades of municipal schools in São Luís (MA). By the end of 2022, the project had been implemented in 20 schools and had provided training for around 130 teachers responsible for approximately 7,000 students.

Instituto Ayrton Senna
Educação do futuro, agora.



***Associação Cactus* |** at the end of 2022, the company entered into another partnership, this time with *Associação Cactus*, an organization that seeks to improve the skills of students in the public education network through tutoring in mathematics. The project has already been implemented in Cabo de Santo Agostinho (PE) and Ipojuca (PE).

ASSOCIAÇÃO CACTUS
QUEBRE O CICLO

Production Operator Training Program | in line with the Ultra Group's "Education" social goal, and with a focus on the communities surrounding its terminals, in 2022, Ultracargo held another edition of the Production Operator Training Program, in which it offered a free training course for candidates living in the communities near its operations. In this edition there were 25 participants, all residents of the communities near the Aratu (BA) terminal. The selection process prioritized the participation of women (56%).

***Ajudôu* Project |** supported by Ipiranga, the *Ajudôu* project offered judo classes to 320 children in the public school network in the municipalities of Betim, Governador Valadares and Montes Claros, all located in the State of Minas Gerais.

Ajudôu.org

Volunteer Program: *Gente Ipiranga Gera Gentileza* (Ipiranga People Generate Kindness) **|** carried out a number of initiatives in 2022, including, presentations to schools on safety, donation of toys and warm clothes, mentoring for young people, and a blood donation campaign. In total, the program involved more than 450 volunteers who contributed more than 2,500 hours of their time, benefiting more than 3,000 people.

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REVITALIZATION OF THE ULTRA INSTITUTE

GRI 3-3Management of material topic - Responsibility for the surrounding communities

Due to the importance of the topic, and in order to increase the impact of its social initiatives, the Group revitalized the governance structure and scope of activities of the Ultra Institute.

The main objective of the Institute is to strengthen the management and coordination of the Group's numerous social impact initiatives, while at the same time respecting the autonomy of the businesses and expanding the actions in the priority territories. In 2022, the Ultra Institute established an Advisory Board composed of representatives from each business and two external members. The Board meets bimonthly to deliberate on the social impact initiatives.

One of the first initiatives under the new approach was an evaluation of the reality of six priority territories* where one or more of the Group's companies was present. Based on this evaluation, it was possible to carry out activities in a number of municipalities.

** Ultracargo and Ultragaz later expanded the scope of the evaluation to include the municipality of Suape (PE). as did Ipiranga in Fortaleza (CE).*

Based on the evaluations of the communities in these territories and discussions both internally and with external organizations, it was decided to focus the efforts of the Ultra Institute on **Education** and **Entrepreneurship**. The Group believes that these are the key factors that are necessary to produce profound structural improvements in Brazilian society. Action on these themes contributes to six of the UN's SDGs:



It is important to note that, even though it will focus its social action strategy in the communities on these two themes, the Group will always support emergency actions. In addition, at the local and national levels, projects funded by tax incentives will continue to be developed in accordance with the specific tax incentive law, namely: Fund for the Elderly; Culture Incentive Law; Sports Incentive Law; Municipal Fund for Children and Adolescents (Funcad); National Program for Supporting Oncology Care (Pronon); and the National Program for Supporting Health-care for Persons with Disabilities (Pronas – PCD). Priority will be given to projects that are aligned with the Group's main strategic objectives. The Institute has set up some pilot projects focused on combating school absenteeism and dropouts, and offering training courses to women in situations of social vulnerability.

In 2022, we partnered with *Comunitas* which is a civil society organization specialized in modeling and implementing sustainable partnerships between entities in the public and private sectors. The aim is to generate a greater impact from social investment, through a focus on improving public services and, consequently, the lives of the general population. Its activities are based on a methodology composed of six dimensions: connecting, inspiring, thinking, training, doing and testing. **GRI** 413-1

Through this partnership, the Ultra Group participated in the *Juntos* Program and the *Bisc* Network, seeking to generate positive impacts for society through its actions, responsible approach and relations with the communities where it operates.

Comunitas

MAIN ACTIVITIES OF THE ULTRA INSTITUTE

Quality Education and Training

TARGET AUDIENCE:
children and adolescents

- Projects funded with tax incentives
- Social acceleration program/ volunteering
- Projects funded with own resources
- Partnerships

Employment and income generation

TARGET AUDIENCE:
people in a situation of social vulnerability – unemployed, entrepreneurs, family breadwinners who need income to support his/her family

- Projects focusing on entrepreneurship and employability
- Social acceleration program/volunteering
- Partnerships

Emergency actions

Emergency actions to support families at risk

- Emergency donations
- Disaster monitoring and follow-up
- Community distribution actions and monitoring by Group volunteers

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VALUE CHAIN

GRI 3-3 Management of material topic - Value Chain

The Group's value chain management is committed to ensuring that all selected suppliers and resellers are engaging with ESG practices. It encourages suppliers, resellers and other business partners to go beyond the legal requirements in the areas of the protection of human rights, labor practices, environmental standards, ethical conduct and health and safety practices.

With the aim of building a value chain where commercial relations are ethical and transparent, Ultrapar is carrying out the following initiatives to achieve its goals in this area:

PURCHASING DEPARTMENT GOVERNANCE | Ultrapar created the corporate Purchasing Governance area, linked to the CSC, to support and monitor the interactions between the suppliers and the technical managers responsible for the supply contracts. Furthermore, it developed the Ultra Supplier Booklet that provides information to the suppliers on the measurement processes, invoicing and payments and defines the correct communication channel for responding to suppliers' questions. Ultracargo also set up a Purchasing Governance area, focused on supplier management. Em 2022, Ultracargo disseminated its Responsible Sourcing Policy to its suppliers, to provide guidelines for best ESG practices in the Group's priority material topics.

***MEU APLICATIVO PARCEIRO* (MY PARTNER APP)** | created by Ultragaz, the app focuses on the reseller network. It connects more than 90% of the resellers and offers solutions and support for the financial and operational management of the reseller, including promotional materials and training.

RESELLER EXCELLENCE PROGRAM (*DESAFIO LAPIDAR*) | focused on reseller training, the program was developed by Ultragaz and rewards partners for the progress made on their training journey. In 2022, 60% of the reseller network participated voluntarily in the program, of which 98% made progress compared to the previous year, as a result of their closer relations with the company.

CDP SUPPLY CHAIN | Ultragaz is an individual member of the CDP Supply Chain, in addition to reporting to the CDP through the Ultra Group. The CDP provides a questionnaire and a methodology for companies to gather environmental information, for example, GHG emissions, from their suppliers. The results of the questionnaires help all parties involved to identify and respond to environmental risks and opportunities.

SUPPLIER APPROVAL PROGRAM | Ultracargo utilizes an approval process for screening its suppliers that requires information on governance, social and environmental practices. In 2022, the company prepared a Responsible Sourcing Booklet, which is available to all suppliers on its sourcing platform. Acceptance of the terms of the booklet is mandatory for all new supply contracts carried out after its publication last December.

The Ultra Group's activities have generated around

76,000

indirect jobs in its network of resellers and franchises. **GRI** 203-2

ENGAGEMENT | one of Ipiranga's objectives in 2022 was to promote closer relations with its customers and resellers. To achieve this, the company invested in improving the relations with its business partners through a number of actions during the year, such as, visits to resellers by the CEO and directors,

THE ULTRA GROUP'S AMBITION

Influence, encourage and monitor the adoption of best ESG practices in the value chains of all the businesses.

ESG TARGETS FOR 2030

- Ensure that 100% of critical suppliers adopt excellent ESG practices

STATUS 2022

- The Ultra Group's businesses have been working together to define the critical aspects of its value chains. In 2022, the Group carried out more than 13,500 reputation searches in relation to business partners

- Ensure that 100% of selected resellers adopt ESG practices or commitments

STATUS 2022

- In relation to our resellers, we made progress in identifying selected partners, in addition to promoting training on ESG practices in their operations

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a sales convention with more than 5,000 participants, and the reactivation of the *Clube de Millhão*, which stimulated reseller relations and recognition. In partnership with Estácio de Sá University, the company launched Ipiranga's Technical Diploma in Service Station Management, an exclusive course aimed at improving the management and service quality of our resellers.

VALUE CHAIN | in 2022, with a focus on disseminating best ESG practices among its suppliers, Ipiranga revised its Supplier Policy and Booklet on Sustainability for Suppliers, which together set out the social and environmental guidelines that must followed by all its business partners. Also, during the year, the company identified its critical suppliers and revised their contractual clauses to incorporate ESG topics, reinforcing the obligation to be in compliance with the above-mentioned guidelines, with regular audits during the term of the contract.

MOVER | this is a pioneering program in the market that aims.to increase the levels of efficiency and safety, in an integrated manner, in the operations of the company's transport partners.

Ipiranga carries out a comprehensive evaluation of the partner's operations using safety, efficiency and productivity criteria, in order to encourage the partner to adopt the best technological practices in the sector, improving the management of transport risks and enhancing the management of vehicle fleets. The transport partners were evaluated and ranked according to 30 indicators covering safety, level of service efficiency and competitiveness. Based on their position in the ranking they were given recognition and rewarded in four categories: diamond, gold silver and bronze.

Furthermore, there are consequences for partners that do not achieve the minimum requirement in the ranking, ensuring that only suppliers with adequate ESG practices are admitted into the company's value chain.







SUPPLIER INTEGRITY AND ETHICS

Another aspect of the Ultra Group's ESG matrix is the maintenance of best practices in the Group's value chain. The Group seeks to encourage suppliers, resellers and other business partners to go beyond the legal requirements and actively pursue best practices in human rights, working conditions, respect for the environment, ethical behavior, and health and safety.

The Group's Code of Ethics and corporate policies related to integrity, also extend to its partners in the value chain, in order to promote transparent, impersonal, technical, honest and fair processes for all the parties involved.

Ultrapar and the businesses independently manage their respective value chains, based on the guidelines of the Group's Integrity Program. In some of the Group's businesses, the screening of suppliers is carried out in an even more comprehensive way. It can include a reputation analysis, evaluations of social and environmental aspects, audits, clauses related to aspects of sustainability in supply contracts, and other mechanisms.

The reputation analysis includes the use of official black lists of suppliers linked to allegations of the use of child labor or forced or compulsory labor. If identified, the Integrity team will evaluate the seriousness of the allegations in depth and may decide to block the registration of this supplier. In 2022, no suppliers were identified as having a risk or occurrence of child labor or forced or compulsory labor. **GRI** 408-1 | 409-1

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SCREENING OF SUPPLIERS BASED ON SOCIAL AND ENVIRONMENTAL CRITERIA

GRI 308-1 | GRI 414-1

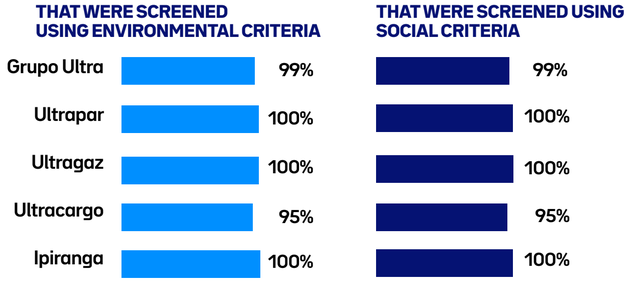
In 2022, 99% of the Ultra Group's new suppliers were contracted after being screened for environmental criteria. It is worth noting that there are still significant differences in the practices of the Group's companies on this theme. Ultrapar uses environmental screening criteria in 100% of its new supplier contracts as does Ultragaz. The company has a formal internal guideline that determines that all suppliers are evaluated and approved through reputational analysis.

Furthermore, in relation to social themes, 99% of new suppliers were screened using social criteria. There were also some differences among the businesses on the approach to this topic. Ultrapar, Ultragaz and Ipiranga used social criteria to screen 100% of their new supplier contracts.

In Ultracargo, the supplier was asked to inform the status of its Environmental Operations License and also to respond to a questionnaire on Health, Safety and Environment Policies and Procedures, such as labor documentation, effluent and waste disposal, risk management, programs internal audit, employee training, emergency plan, and the availability of Personal Protective Equipment. In addition, the supplier undertook (whether agreeing or not) to minimize the impacts of its suppliers' activities, use natural resources responsibly and build a culture of environmental protection among its employees, service providers, suppliers and customers. In Ipiranga, new suppliers were evaluated in the registration process using the reputation evaluation platform that consulted judicial processes, national and international black lists, articles in the media and other public sources, in particular, IBAMA and Forced Labor.

PERCENTAGE OF NEW SUPPLIERS

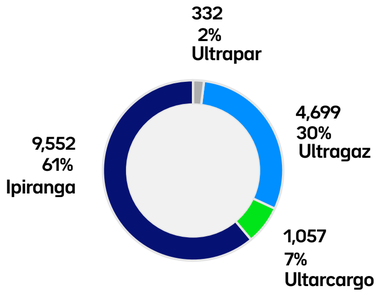
GRI 308-1 | 414-1



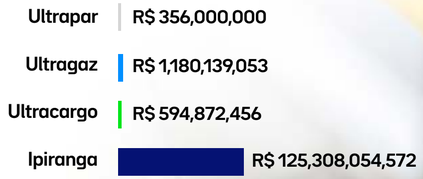
SUPPLIER INTEGRITY AND ETHICS

GRI 2-6

TOTAL NUMBER OF SUPPLIERS BY BUSINESS



TOTAL PURCHASES BY BUSINESS



At year-end 2022, the Ultra Group had a total of

15,640

registered suppliers, an increase of **14%** compared to 2021. (**13,720** suppliers)

The Group's total purchases during the year amounted to

R$ 127.1 billion

GRI 2-6



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OUR COMMITMENT TO A LOW-CARBON ECONOMY

Natural Capital

The Ultra Group is one of the largest Brazilian business groups and, aware of its importance, it has embraced the opportunity to employ its significant resources to drive forward the transition towards a low-carbon economy.

The climate emergency, geopolitical issues, energy security and social and economic impacts are challenges that need to be considered in the transition of the energy mix.

The Ultra Group seeks to take actions to mitigate the impacts of its operations on the environment, and is always thinking about how its businesses can contribute to accelerating the energy transition agenda in Brazil.

THE ULTRA GROUP'S AMBITION

Plan and implement strategies aimed at achieving the transition to a low-carbon economy.

ESG TARGETS FOR 2030

- Implement measures to reduce or mitigate GHG emissions in our operations to achieve carbon neutrality from 2025

STATUS IN 2022

- Total GHG emissions:

  Scope 1: 33,673 tCO_2e (29.6% offset)

  Scope 2: 2,431 tCO_2e (100% offset)

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ENERGY TRANSITION

GRI 3-3 Management of material topics - Energy transition

As a major player in the distribution of fuels through Ipiranga, in the distribution of LPG through Ultragaz and in the storage of fuels through Ultracargo, the Ultra Group is closely monitoring the deepening climate change crisis and the actions and trends aimed at de-carbonizing the economy.

The main impacts for the Group on this topic relate to a reduction in the consumption of fossil fuel products since they are transported, stored and distributed by the Group's businesses.

Therefore, the Ultra Group's main goal is to implement measures to reduce and mitigate the GHG emissions produced in its operations, in order to achieve carbon neutrality in Scope 1 and 2 emissions from 2025. A specialized strategic planning consultancy was hired to provide technical support to senior management on the alternative scenarios associated with climate change. Based on the results, new projects were initiated to reduce current GHG emissions and increased investments were made to strengthen the Group's research and development capability in order to find alternative energy sources and more energy efficient solutions for customers.

Reflecting the critical importance of the topic for the Group, the management structure for energy transition starts at the highest level. The Board of Directors approves policies, targets and investment decisions that impact the Group's energy transition objectives. The CEOs of Ultrapar and the businesses ensure compliance with the energy transition agenda in the planning and execution of their business strategies, including their budgets. The Sustainability areas in Ultrapar and the businesses have specialized professionals dedicated to the topic who provide technical guidance for the operational areas and monitoring of action plans. The Strategic Planning area defines the financial assumptions for climate issues that are included in the strategies of the individual businesses. Finally, the Risk Management area ensures the appropriate management of climate risks and reports on them to the Board of Directors and the relevant committees.

The Ultra Group believes in Brazil's potential to be a leading player in the transition to a low-carbon economy. It further believes that this can be achieved in an orderly and efficient manner, without affecting the supply of energy for the population, or negatively impacting value chains and the country's economic development.
In the Group's view, however, to achieve this it is necessary to change the regulatory and tax models of the fuels sector, which, in their current formats, inhibit investments in new technologies and infrastructure and restrict competitiveness in the sector. To contribute to the discussion, Ipiranga participates in the Energy Transition Committee of the Brazilian Institute for Oil and Gas (IBP). It also conducted a study on the impact of carbon pricing on the sector and supported the IBP in preparing the first inventory of GHG emissions for the oil and gas sector (more information on this subject later in this section). Ipiranga is a member of the Brazilian Business Council for Sustainable Development (CEBDS), and actively participates in the themes related to the company's priority agenda.

In all cases, our actions will reinforce the Ultra Group's foundations for the long-term growth and sustainability of the organization. We will continue to develop our ESG strategy, seeking a balance between the pursuit of our business objectives and our contribution to solving the challenges faced by society. It is a process of continuous learning. We remain aware and alert to the direction and pace of energy transition and will adapt our strategic planning and management approach accordingly, as and when necessary.

THE ULTRA GROUP'S STRATEGY FOR ENERGY TRANSITION

The Ultra Group seeks to stimulate and support its businesses to establish plans and commitments that enable them to act as catalysts in advancing the topic in their respective business sectors. The businesses will also be protagonists in the search for competitive and environmentally efficient solutions to reduce the carbon intensity of their operations and the net GHG emissions throughout their sectors' value chains.

The Group is structuring its efforts in energy transition by harnessing its substantial resources in innovation, technological development, investments, new business models and partnerships with other companies and organizations, and advancing in three main fronts, as follows:



PERFORMANCE | ensure the reduction of the Group's total GHG Emissions (Scope 1 - Direct Emissions and Scope 2 - Energy Indirect Emissions), in line with the best global practices in each industry sector and neutralize net carbon emissions, with complementary compensation strategies.



PRODUCTS | based on the Group's recent inventory of GHG emissions for each business (Scope 1 Direct Emissions, Scope 2 - Energy Indirect Emissions and Scope 3 - Other Indirect Emissions), analyze the generation and impact of emissions throughout the businesses' value chains and develop strategies to promote the necessary transformation in customer and consumer demand, aiming to maximize the proportion of renewable products and energy sources in our range of products and services.



PORTFOLIO | the Group will consider the potential for gains in energy efficiency, reduction of GHG emissions and alignment with the challenges for the country's energy transition when evaluating and taking decisions on its investment options.

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GHG EMISSIONS

GRI 305-1 | 305-2 | 305-3 **SASB** EM-RM-110a.1

In 2022, the **Ultra Group**'s total GHG emissions (Scopes 1, 2 and 3) were 836,445 tCO_2e. This represented a reduction of 44% compared to 2021, largely due to the divestment of Oxiteno and Extrafarma which were not included in the calculation for 2022 as they were no longer part of the Group.

GHG EMISSIONS[1] (t CO_2e)

GRI GRI 305-1 | 305-2 | 305-3

DIRECT EMISSIONS (SCOPE 1)

2020	469,377.2
2021	471,123.5
2022	33,673.1

ENERGY INDIRECT EMISSIONS (SCOPE 2)[2]

2020	153,672.8
2021	159,562.8
2022	2,431.5

OTHER INDIRECT EMISSIONS (SCOPE 3)

2020	911,566.7
2021	870,815.0
2022	800,340.7

TOTAL EMISSIONS (SCOPES 1+2+3)

2020	1,534,616.7
2021	1,501,501.4
2022	836,445.4

BIOGENIC EMISSIONS (SCOPE 1)

2020	5,968.9
2021	5,572.0
2022	17,620.9

BIOGENIC EMISSIONS (SCOPE 3)

2020	56,940.4
2021	58,592.4
2022	43,990.95

[1] The base year for calculating GHG emissions for Ultrapar and Ultragaz was 2020. The base year for Ipiranga was 2018. The calculations were based on the figures for Global Warming Potential (GWP) defined by the Brazilian GHG Protocol Program.

[2] The calculation of the emissions for the purchase of electricity (Scope 2) adopted the location-based approach. For companies located in Brazil, the calculation considered the emission factor of the National Interconnected System (SIN) for electricity distribution.

Ultrapar recorded a significant increase in its total GHG emissions due, firstly, to including the emissions of its own vehicle fleet in its direct and biogenic emissions (Scope 1) and, secondly, to initiating the reporting of Scope 3 emissions.

Ultragaz recorded a 4% reduction in its total emissions (Scopes 1, 2 and 3). The reduction in Scope 1 emissions was due to reductions in its company-owned bases, stores and vehicle fleet. Its Scope 2 emissions in both 2021 and 2022 were fully compensated by the acquisition of international renewable energy certificates (I-REC). Ultragaz succeeded in reducing its Scope 1 GHG emissions by 7%, compared to 2021, due to the substitution of fossil fuels by ethanol in its fleet of light vehicles.

In 2022, **Ipiranga**'s activities gradually normalized following the disruptions of the Covid-19 pandemic, and consequently the company registered an increase in its Scope 1 emissions mainly due to increases in the fuel consumption of the company-owned vehicle fleet. The reduction in the company's Scope 2 emissions was due to a 60% reduction in the emission factor of the national electricity distribution grid, since its electricity consumption remained constant. The increase in Scope 3 emissions was mainly due to the higher volume of fuel imported via maritime transport. In addition, for the second year, the company purchased Renewable Energy Certificates (I-RECs) from wind generation projects, equivalent to the entire amount of purchased electrical energy consumed in 2022, resulting in zero Scope 2 emissions under the purchase choice approach. For this reason, the purchase of carbon credits in 2022 related only to the compensation of Scope 1 emissions, as it had done since 2014.

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GHG EMISSIONS[1] (t CO_2e) GRI 305-1

	ULTRAPAR[3]	ULTRAGAZ	ULTRACARGO	IPIRANGA
DIRECT EMISSIONS (SCOPE 1)				
2020	12.5	15,383.1	10,715.2	8,854.7
2021	23.1	16,605.5	5,814.4	8,948.4
2022[3]	129.0	15,403.9	8,164.9	9.975.3
ENERGY INDIRECT EMISSIONS (SCOPE 2)[2]				
2020	280.5	1,363.4	569.0	1,229.7
2021	348.0	2.524.4	1,358.2	2.474.9
2022[3]	372.4	863.0	513.9	682.2
OTHER INDIRECT EMISSIONS (SCOPE 3)				
2020	0	125,542.1	739.0	613,552.2
2021	0	112,488.5	1,019.2	591,361.5
2022[3]	81.2	110,418.3	3,072.6	686,768.6
TOTAL EMISSIONS (SCOPES 1 + 2 + 3)				
2020	293.0	142,288.6	12,023.2	623,636.6
2021	371.1	131,618.4	8,191.8	602,784.9
2022[3]	582.6	126,685.2	11,751.4	697,426.2
BIOGENIC EMISSIONS (SCOPE 1)				
2020	0	2,378.0	1,956.5	1,203.9
2021	2.0	2,359.0	2,111.4	1,155.2
2022[3]	28.7	3,392.7	13,093.4	1,106.0
BIOGENIC EMISSIONS (SCOPE 3)				
2020	0	16,162.0	28.0	37,377.3
2021	0	15,431.0	45.0	40,342.0
2022[3]	0.6	4,880.0	442.8	38,667.5

Ultragaz's GHG intensity for 2022 was 0.0096 tCO_2e/t of LPG sold, a reduction of 15% compared to 2021. The company reduced its GHG emissions by 2,863.4 tCO_2e in the year. It also decreased its total Scopes 1 and 2 emissions by 15% compared to 2021. This was due, firstly, to a reduction in its Scope 1 emissions from the lower utilization of its light-vehicle fleet, and, secondly, a 66% reduction in Scope 2 emissions due to the decrease in the purchased electricity emission factor.

GRI 305-4 | 305-5

Ultracargo's GHG intensity was 0,0012 tCO_2e/t of product handled with a variation of 11%, and **Ipiranga**'s was 0.0006 tCO2e/t of product sold, unchanged from the previous year. GRI 305-4

[1] The base year for calculating GHG emissions for Ultrapar and Ultragaz was 2020. The base year for Ipiranga was 2018. The calculations were based on the figures for Global Warming Potential (GWP) defined by the Brazilian GHG Protocol Program.

[2] The calculation of the emissions for the purchase of electricity (Scope 2) adopted the location-based approach. For companies located in Brazil, the calculation considered the emission factor of the National Interconnected System (SIN) for electricity distribution. The Group's Scope 2 emissions were totally offset by the purchase of international renewable energy certificates (I-REC).

[3] In Ultrapar, the gases included in the Scope 1 calculations were CO_2, CH_4, NO_2, N_2O, PFC, HFC, SF6, NF3, R-410, and for Scope 2 and Scope 3 it was CO_2. In Ultragaz, the gases included in the calculations for Scopes 1, 2 and 3 were CO_2, CH_4 and N_2O. In Ipiranga, the gases included in the calculations for Scopes 1 and 3 were CO_2, CH_4, NO_2 and for Scope 2 it was CO_2. In 2022, Ipiranga no longer controlled the AmPm distribution centers (CDs), so the data for these units was excluded from the company's GHG inventory. Data did not include emissions of Millenium, AmPm and Iconic, which were now independent companies.

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ENERGY TRANSITION IN THE BUSINESSES

The main initiatives to ensure the sustainability of the Group's businesses are listed below:

ULTRAGAZ

- Held meetings with suppliers to promote their engagement in the Carbon Disclosure Project (CDP)'s Climate Change and Water Resources Program.
- Signed up to the Commitment to the Climate Program, promoted by the Ekos Institute aimed at encouraging responsible actions that addressed the climate emergency.
- Made investments in the adoption of transition energies and substituted the use of diesel and fuel oil in several applications. The highlights for the year were the acquisitions of Stella Energia and NEOgás. For more information see the section on Portfolio of companies.

ULTRACARGO

- Ultracargo owns and operates multipurpose terminals and is constantly evaluating opportunities to become an important logistics platform in the transition to a low-carbon economy. In 2022, bio-fuels accounted for 9% of the total volume of products handled at its terminals.
- Acquired an International Renewable Energy Certificate (I-REC) from Votorantim Energia, attesting that 100% of its purchased energy came from renewable sources. As a result, its Scope 2 - Indirect Energy GHG Emissions were reduced to zero.
- In the second semester, the company provided training courses for the strategic areas of the business on the themes of climate change, GHG emissions and forms of mitigation.
- In 2022, identified alternative solutions for the reduction of its process and stationary energy emissions, and it plans to implement them in the near future.

IPIRANGA

- The company is a pioneer in installing electric vehicle (EV) charging points. In partnership with BMW, it has installed charging points in 41 service stations in 21 municipalities.
- Installed EV charging points in six service stations along the *Presidente Dutra* highways in partnership with BMW and EDP, that links the cities of São Paulo (SP) and Rio de Janeiro (RJ).
- Installed 46 points for exchanging the batteries of electric motorcycles, in partnership with Voltz, an Ultra Group subsidiary.

In 2022, the Ultra Group's improved score in the ranking in the Carbon Disclosure Project (CDP) was highlighted by the CDP. The CDP is a non-profit organization that mobilizes investors, companies and governments towards building a truly sustainable economy. The Group advanced to a B score compared to a C score in the previous year.

The Ultra Group participated in the preparation of the GHG emission inventory for the Oil and Gas Sector, organized by the Brazilian Institute of Petroleum and Gas (IBP), This will be used to support the process of de-carbonizing the oil and gas sector by 2050. The goal was to identify the amounts and distribution of the sector's GHG emissions and also the current de-carbonization actions and their impacts. The inventory aggregated information on 37 companies. The Ultra Group companies are all active in the downstream activities of the Oil and Gas value chain, namely, the production of derivatives and bio-fuels, logistics and distribution, sales and B2B. The inventory will serve as the basis for contributing to the sector's energy transition strategy, and to public policies on climate change.

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PORTFOLIO OF COMPANIES



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ULTRAGAZ

Ultragaz is a nationally recognized brand that has an outstanding reputation for innovation. It is an energy solutions company and the largest distributor of Liquefied Petroleum Gas (LPG) in Brazil. It is expanding its operations to include new types of energy products and services, such as compressed natural gas (CNG) and bio-methane. In doing so, it takes advantage of its widespread distribution network and its long-standing relations with customers, due to the excellence of its services in the distribution of LPG.

In the LPG market, it has 39 operating bases and operates in two sales segments: bulk sales to commercial, industrial and residential condominium customers; and bottled gas sales to households and some small and medium-sized businesses.

Present in
23
Brazilian States and the Federal District

59,000
business customers, with an average contract term of 51 months and 1.2 million deliveries/year.

In the residential sector, it serves
11 million
households

3,505
direct employees

Recurring EBITDA:
R$ 1,172 million
in 2022, 61% higher than in 2021

Net income
R$ 11,483 million
(18% higher than in 2021)

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ULTRAGAZ AND THE ESG AGENDA

The company's value creation process is based on four types of energy: Innovation Energy, Human Energy, Citizenship Energy and Ethical Energy.

INNOVATION ENERGY

- Logistics: 97% of the company's light-vehicle delivery fleet was fueled with ethanol; pilot studies were carried out with two electric and one LPG-fueled trucks for the delivery of bottled LPG; 500 electric tricycles provided to resellers for the delivery of bottles

HUMAN ENERGY

- Implemented a diversity program which received a 79% satisfaction rating in the 2021 organizational climate survey
- Accelerated the training of women for leadership positions. For example, developed the Future Leaders Program, a succession pipeline exclusively for women, with 30 participants in 2022

CITIZENSHIP ENERGY

- R$ 2 millions of social investment
- R$ 88,400 for sponsoring corporate volunteering initiatives
- R$ 449,000 in donations (emergency actions)

ETHICAL ENERGY

- More than 3,500 hours of training in integrity policies
- Contracts with suppliers incorporated clauses on anti-corruption, privacy law (LGPD) and reputation analysis

One of Ultragaz's strategic priorities is digital transformation. The company invested in the creation of squads and links to startups and innovation hubs to leverage results. For example, one of the company's innovative and pioneering initiatives in the sector that brought the company closer to its end consumers was the increase in its sales made via apps and market platforms.

The highlights of the company's digital transformation actions were the technological initiatives that focused on creating closer and stronger relations with the customer, namely:

- Ultragaz 24h self-service attendance
- Ully digital assistant
- Digital gas voucher
- Partnerships and communication channels

For business customers, 24 solutions were launched, of which the highlights were:

- Seed and grain dryers
- Industrial laundries
- Laundrettes (in partnership with OMO)
- Self-service portal for business customers

ACQUISITIONS, PARTNERSHIPS AND NEW UNITS

In 2022, Ultragaz acquired Stella Energia, a renewable energy trading company, in which UVC Investimentos (Ultrapar's venture capital arm) had been a shareholder since 2021. This was Ultragaz's first step in entering the electricity market, in line with its strategy to expand its range of energy solutions for customers. This new business segment leverages the company's delivery network, sales strength, brand name and its vast base of corporate and residential customers. Stella Energia is a startup with approximately 19,000 active customers and a maximum potential power output of approximately 85 MWp. It also operates an electricity trading platform that connects generators of renewable energy with consumers.

Also in 2022, the company acquired NEOgás, a pioneering company in the transport of compressed natural gas (CNG) in Brazil and a market leader, operating in the industrial, vehicular and infrastructure projects segments in partnership with natural gas distributors. The acquisition also represented the timely entry of Ultragaz in the markets for the distribution of methane and bio-methane. These acquisitions were in line with Ultragaz's strategy of expanding the range of energy solutions offered to its industrial customers, taking advantage of its vast delivery network, sales strength and brand name.

In the North and Northeast Regions of Brazil, the highlight was the inauguration of the bases in Mucuripe (CE) and Miramar (PA), which will allow Ultragaz to expand its share of the LPG market in these regions.

ESG AWARDS AND RECOGNITION



ANPEI Call for Cases Award – The technical committee of the Innovation 2022 Conference, organized by the National Association for Research and Development of Innovative Companies (ANPEI), selected Ultragaz's grain and seed dryer project as one of the 24 award winners in its Call for Cases event. This innovation increases the precision and improves the technology of the seed and grain drying process.

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ULTRACARGO

Ultracargo is the market leader in Brazil in operating independent liquid bulk terminals. The company had record results in 2022, due to the increases in the volumes of products handled as a result of capacity expansions and gains in efficiency and productivity.

955,000 m³
of total static storage capacity

7 million
tons of products handled

830
employees

R$ 867 million
of net revenue (22% higher than 2021)

R$ 510 million
of EBITDA (29% higher than 2021) - a record level

SOUL AND CONECTA

In 2022, the company made progress in the implementation of *SOUL* (Ultracargo Operations System), an operations management model focused on the continuous improvement of processes, reduction of waste and optimization of the terminal operation model. The company's obtained gains by reducing costs and optimizing the use of assets, which, in addition, improved its sustainability indicators. Also noteworthy were the improvements in customer service, with a reduction in loading times and an improvement in the level of service.

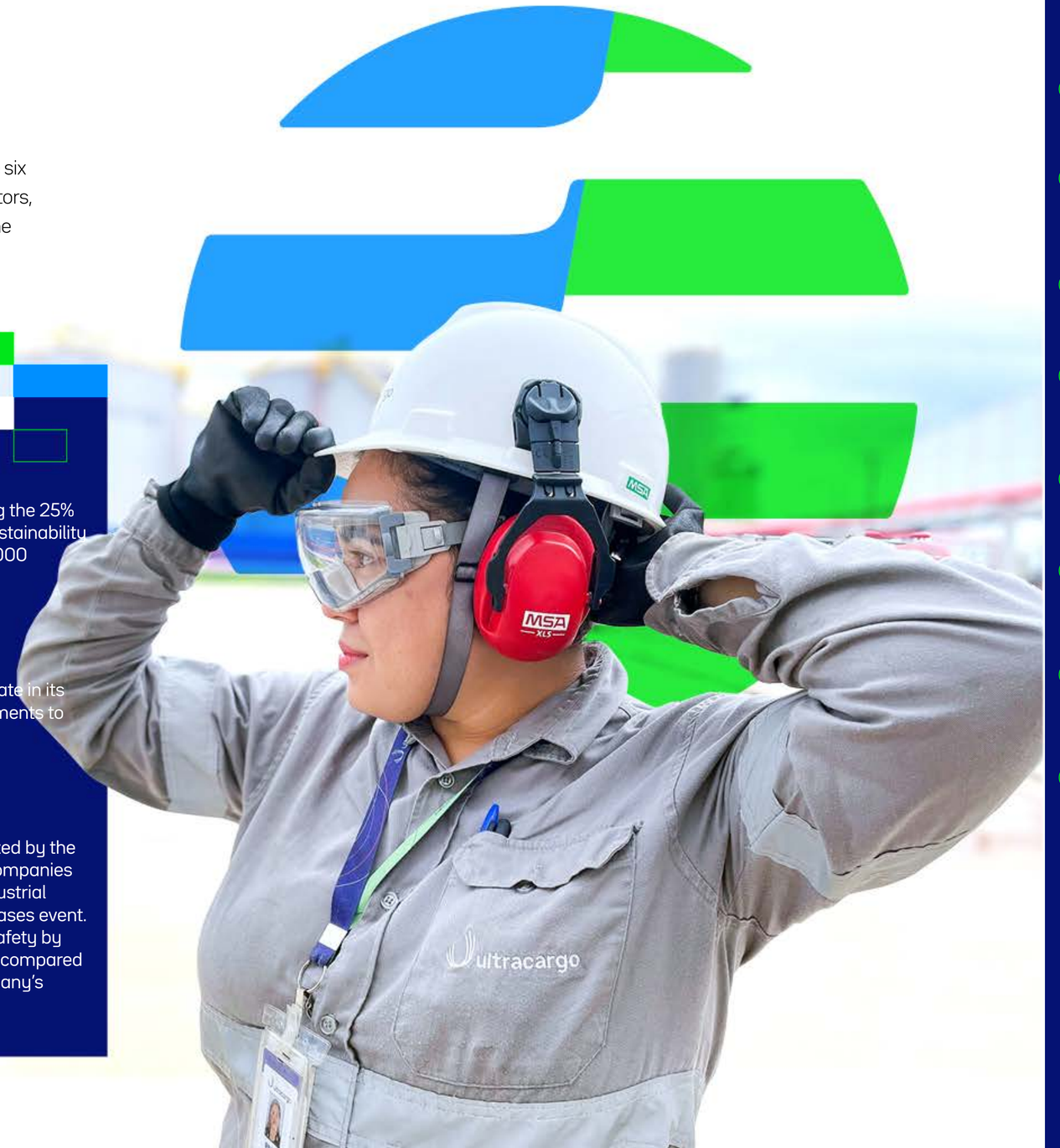
In addition, Ultracargo strengthened the capabilities of *Conecta*, its digital transformation initiative. The Conecta initiative is aimed at helping the company to improve its systems and processes, obtain optimization gains in its supply chain and innovate in the level of customer service. In 2022, the company reduced costs, optimized purchases and improved cost management. In turn, customers also benefited by being able to manage their inventories online, and automating the check-in and check-out processes, among other service improvements.

Both projects contributed to increasing the company's operational efficiency. Some examples were as follows; in Santos (SP) the average time in minutes of road movements was reduced by 10%; in Itaqui (MA) and Aratu (BA) the productivity per ton handled per employee increased by 8% and 7%, respectively.

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ULTRACARGO AND THE ESG AGENDA

The six main themes highlighted by Ultracargo in its ESG agenda were related to the company's business strategy, and based on its Safety and Social and Environmental Responsibility Guidelines. Each of the six themes has a set of goals and indicators, which were regularly monitored by the company's management.



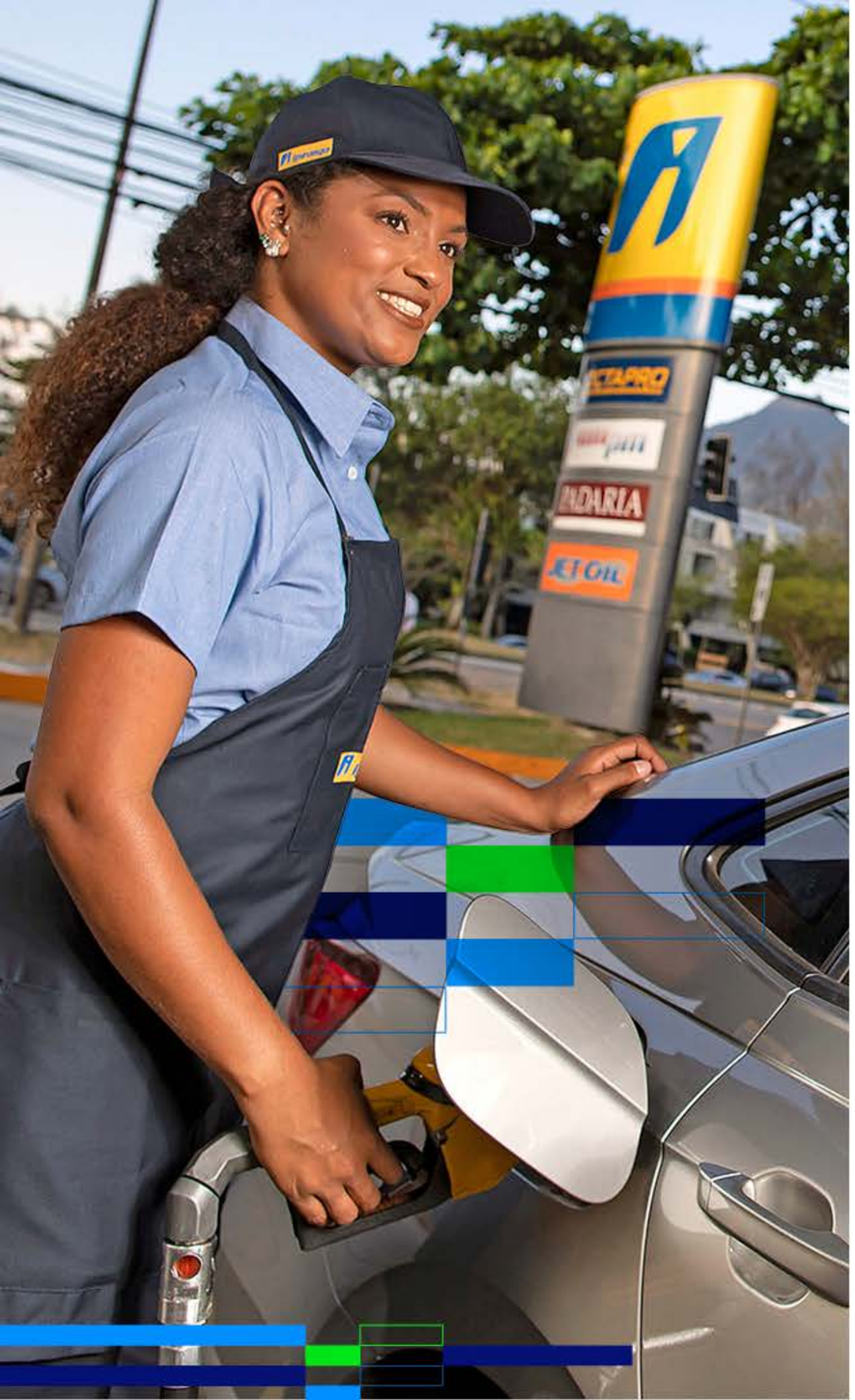
ESG AWARDS AND RECOGNITION

EcoVadis Award
Ultracargo was awarded a silver medal by EcoVadis for being among the 25% best evaluated companies on its platform. EcoVadis is the largest sustainability assessment platform in the world, having assessed more than 100,000 organizations worldwide.

GHG Protocol Silver Certificate
The company was awarded the Brazilian GHG Protocol silver certificate in its first year of reporting. This program enables companies and governments to identify, quantify and manage their GHG emissions.

Participation in the ANPEI Call for Cases event
The technical committee of the Innovation 2022 Conference, organized by the National Association for Research and Development of Innovative Companies (ANPEI), selected Ultracargo's project on the external cleaning of industrial tanks and equipment as one of the 24 award winners in its Call for Cases event. The new method of cleaning tanks, in addition to ensuring process safety by avoiding the need for an industrial climber, saves up to 92% of water compared to conventional cleaning, thereby contributing to achieving the company's sustainability goals.

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IPIRANGA

In 2022, Ipiranga restructured its operations aimed at increasing results and profitability, focusing on four fronts, as follows: Pricing Intelligence; Logistics and Distribution; Supply and Trading; and Network Management and Engagement.

Since 2021, the company has been working on improving processes to obtain gains in operational efficiency. It has made progress in its logistics planning through the implementation of an integrated technological platform. The platform provides greater visibility, intelligence and reaction power. It also optimizes the active management of the order cycle, from the entry point to the receipt of the delivery. In 2022, Ipiranga implemented an upgraded version of its pricing intelligence tool to provide increased visibility of the market dynamics and volatility of each price zone, as well as being more transparent and digital. In addition, the company intensified its relations with resellers through a series of actions and events that took place over the year.

Ipiranga has shareholdings in the following companies: Ionic, which is a joint venture focused on lubricant sales and services, with Chevron, the market leader in lubricants in Brazil; Transportadora Sulbrasileira de Gás, which operates a natural gas pipeline; and Pró-Frotas, which is a startup in the area of vehicle fleet management.

1,100 Jet Oil workshops, the largest franchise network of automotive services in Brazil

1,600 AmPm stores, the leading brand in service station convenience stores

34 million participants in the *Km de Vantagens* loyalty program on the abastece aí platform

6,700 service stations, distributed in 26 States and the Federal District

R$ 131,338 million of net revenue (32% higher than 2021)

R$ 2,147 million of recurring EBITDA (24% higher than 2021)

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IPIRANGA AND THE ESG AGENDA

Ipiranga has made good progress in its management of sustainability themes with the objective of ensuring that the company's decision-making processes include an evaluation of ESG aspects. The company has made formal public commitments on these themes, and which have been incorporated it is business strategy, aiming to create value for its main stakeholder groups.

INITIATIVES AIMED AT INCREASING MOBILITY AND ADAPTING TO THE ENERGY TRANSITION

In partnership with Voltz, in 2022, Ipiranga implemented a project to install points for exchanging the batteries of electric motorcycles in 20 service stations, using Turbo. In addition, it was a sponsor of the study entitled Commercial Transport, Net Zero 2050: Pathways for the De-carbonization of Road Transport in Brazil, coordinated by the Brazil Network of the UN Global Compact.

CO_2 Neutral

Ipiranga has been carbon neutral since 2014 by offsetting all its direct emissions (Scope 1) and its indirect emissions for purchased electricity consumption (Scope 2).

ACTIONS IN THE SURROUNDING COMMUNITIES

In 2022, Ipiranga, with support from SENAI, launched the *Operação Mulher* program which provides training for female production operators. In the event, 85% of the participants completed the training course and 20% were hired. In 2022, the company sponsored another edition of the Health on the Highway Program. The program provided medical attendances and services to truck drivers, motorists, travelers and the communities surrounding the Ipiranga service stations located on the main highways in 22 Brazilian States. The program provided more than 26,500 free attendances, such as medical consultations, exams and vaccines, and organized around 80 events, in addition to carrying out actions to raise awareness in relation to the risks of alcohol consumption and sexually transmitted diseases. The company used the tax incentive laws to support two projects which benefited 770 children in the States of Minas Gerais and Rio Grande do Sul. Ipiranga also supported the restoration of the Ipiranga Museum, located in the city of São Paulo (SP), which reopened in 2022. Attentive to the emergency needs of the communities surrounding its operations, the company donated more than 2,000 basic food packages to victims of flooding in the States of Bahia, Minas Gerais and Rio de Janeiro, with the support of the NGOs that work in these regions.

INTEGRITY

Ipiranga promoted and disseminated a culture of integrity through internal discussion forums in specific areas and provided training courses on the legislation and ethical competitive practices for employees and resellers. The company also established a program of integrity discussion forums in its operations areas, involving more than 700 employees per month, and covering 12 themes related to ethical conduct, promotional gifts, donations, sponsorships, safety, sustainability, diversity and inclusion among others. Furthermore, the company included training sessions on business ethics and integrity in practice in the agenda of the annual sales convention, with the aim of reinforcing the message on the company's ethical commitments with 150 managers and several hundred resellers.

Laço amarelo

Ipiranga was recognized with the *Laço Amarelo* (Yellow Ribbon) award for its campaign, in partnership with *Pró-Frotas*, to raise awareness about the importance of traffic safety.

POSITIONING

CADE administrative decision
Ipiranga moved an Annulment Action, with a financial guarantee covering the applied fine, through which it requested an injunction and immediate suspension of the CADE administrative decision, and, on merit, the complete annulment of this decision, including the consideration as the illegal use of evidence that had been illegally obtained. The requirement to pay the fine was suspended and the legal process has not reached a final judgement but is pending further definition.

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This appendix contains data that complements the information addressed above in the main body of the report.

ECO-EFFICIENT OPERATIONS

GRI 302-1. Energy consumption within the organization

Energy consumed[1] (GJ)	The Ultra Group		
	2020	2021	2022
Fuels from non-renewable sources	5,623,249.3	5,831,262.1	244,435.7
Fuels from renewable sources	121,029.7	115,232.6	58,252.9
Purchased energy	3,117,072.9	2,994,423.0	58,252.9
Total energy consumed	**8,861,351.9**	**8,940,917.7**	**485,904.9**

1. No Ultra Group company sold energy in the years 2020. 2021 and 2022.

Total energy consumed, by company	2020	2021	2022
The Ultra Group	**503,038.9**	**509,028.1**	**485,904.9**
Ultrapar	17,288.1	14,664.7	10,768.2
Ultragaz	312,766.5	320,527.0	320,552.9
Ultracargo	80,075.3	66,038.1	68,555.2
Ipiranga	92,909.0	107,797.0	86,028.6
Oxiteno	8,231,011.6	8,311,231.4	n/a[1]
Extrafarma	127,301.0	120,658.4	n/a [1]

1. n/a: The companies Oxiteno and Extrafarma were divested and no longer part of the Ultra Group in 2022.

GRI 303-3. Water withdrawal

Total water withdrawal, by source[1], (m³)	2022			
	Ultrapar	Ultragaz[1]	Ultracargo	Ipiranga
Surface water[2]	199.0	1,183.9	2,930.4	4,042.4
Ground water	9,481.0	35,321.2	0.0	11,969.5
Water production	0.0	0.0	1,177.9	0.0
Water from third parties	120.0	72,117.8	72,186.1	72,688.7
Total water withdrawal	**9,800.0**	**108,622.9**	**74,573.8**	**88,700.6**

1, No water was withdrawn in water-stressed regions or from seawater for the years 2020, 2021 and 2022. All water withdrawn was fresh water (≤1,000 mg/L of total dissolved solids).
2. Water withdrawn from surface areas included the collection of rainwater and other sources.

GRI 303-4. Discharge of water

Total water discharged, by source[1] (m³)	2022		
	Ultrapar	Ultragaz[2]	Ipiranga
Surface water	0.0	16.579.4	38.4
Ground water	0.0	0.0	22,115.7
Water from third parties	7,947.0	55,538.4	34,121.3
Total water discharged[3]	**7,947.0**	**72,117.82**	**56,275.4**

1. No water was discharged in water-stressed regions for the years 2020. 2021 and 2022.
2. The total reported in this report for Ultragaz for 2021 was restated.
3. Ultracargo's effluents were classified as waste and included in the GRI 306-3 indicator.

GRI 306-3. Significant spills

IPIRANGA

In 2022, there was a gasoline spill at an Ipiranga location, in an estimated volume of 90 m³. which occurred during the unloading of a tanker truck. Of this total, 67 m³ were recovered and 23 m³ were considered as lost volume. The relevant official bodies were informed of the incident and an assessment of environmental impacts and soil remediation was carried out.
The company has established a goal of zero spills with soil and water contamination at its operating units. The specific management actions to be taken regarding spills are defined in the Safety Program. They include inspections at units, training and engagement of employees and continuous improvement of procedures. Furthermore, the company is continually investing to improve the physical conditions of its installations. In addition, preventive actions to avoid the occurrence of spills are part of the risk management process which aims to guarantee the integrity of spill barriers and protection systems, with periodic monitoring of anomaly frequency rates and process accidents.

Total number and volume of significant spills - Ipiranga 2022		
	Number	Volume (m³)
Tier 1[1]	2	92.3 m³
Tier 2[2]	10	4.8 m³

1. Tier 1 = Alcohol and Gasoline >=1000kg / Diesel >=2000kg.
2. Tier 2 = Alcohol and Gasoline >= 100kg to <1000kg / Diesel >=200kg and <2000kg.

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GRI 306-3. Significant spills, 306-4 Transport of hazardous waste, 306-5 Bodies of water affected by discharges and/or runoff

Waste (t) GRI 306-3, 306-4 and 306-5	The Ultra Group - 2022*			
	Ultrapar	Ultragaz	Ultracargo	Ipiranga
Waste generated	**102.8**	**2,034.7**	**25,081.7**	**2,079.1**
Hazardous waste - Class I	0.9	540.3	22,729.3	1,420.3
Non-hazardous waste - Class II	101.9	1,494.3	2,352.3	658.8
Waste recovered	**6.4**	**972.9**	**1,187.2**	**608.3**
Hazardous waste - Class I	0.0	61.7	204.6	526.0
Non-hazardous waste - Class II	6.4	911.1	982.6	82.3
Waste destined for final disposal	**96.4**	**1,061.8**	**24,044.8**	**1,426.0**
Hazardous waste - Class I	0.9	478.6	22,524.7	855.5
Non-hazardous waste - Class II	95.5	583.2	1,520.0	570.5

*The calculation for Ipiranga for 2021 included data for Millenium. Iconic and AmPm. The data for these companies was excluded in 2022.

GRI 306-4. Waste not destined for final disposal

Waste not destined for disposal, by type of recovery operation[1] (t)		Ultrapar	Ultragaz	Ultracargo	Ipiranga	Grupo Ultra
Class I Waste - hazardous	Preparation for reuse	0.0	0.0	167.4	0.0	167.4
	Recycling	0.0	35.5	11.2	14.7	61.3
	Other operations	0.0	26.2	26.0	511.3	537.5
	Total	**0.0**	**61.7**	**204.6**	**526.0**	**792.3**
Class II waste - non-hazardous	Preparation for reuse	0.0	0.0	10.3	0.0	10.4
	Recycling	6.4	851.7	822.0	82.3	1,763.0
	Other operations	0.0	59.3	150.3	0.0	150.3
	Total	**6.4**	**911.1**	**982.6**	**82.3**	**1,923.7**
TOTAL		**6.4**	**972.9**	**1,187.2**	**608.3**	**2,716.0**

1. All recovery operations were carried out outside the organization, with the exception of 0.5 tons of Ultrapar's non-hazardous waste which was recovered within the organization..

GRI 306-5. Waste destined for final disposal

Waste destined for disposal, by type of recovery operation (t) GRI 306-5		Ultrapar	Ultragaz	Ultracargo	Ipiranga	Grupo Ultra
Class I Waste - hazardous	Incineration (with energy recovery)	0.0	0.0	155.6	0.0	295.7
	Incineration (without energy recovery)	0.01	9.6	36.4	28.7	74.9
	Contained landfill	0.0	0.2	0.0	11.9	12.1
	Other operations	0.9	468.7	22,332.6	814.9	23,616.4
	Total	**0.9**	**478.6**	**22,524.7**	**855.5**	**23,999.2**
Class II waste - non-hazardous	Incineration (with energy recovery)	0.0	0.0	150.3	0.0	150.3
	Incineration (without energy recovery)	0.0	17.1	0.0	0.0	17.1
	Contained landfill	95.5	467.7	1,369.7	476.0	2,417.6
	Other operations	0.0	98.4	0.0	94.5	252.7
	Total	**95.5**	**583.2**	**1,520.0**	**570.5**	**2,837.8**
TOTAL		**96.4**	**1,061.8**	**24,044.8**	**1,426.0**	**26,837.0**

GRI 2-25. Processes to remediate negative impacts

The management of negative impacts, both actual and potential, of the Group's activities in the communities surrounding its operations was carried out directly by the businesses involved, based on principles of responsibility, transparency and actions to mitigate/reduce impacts.

ULTRAGAZ

Ultragaz carried out regular surveys in the surrounding communities, which sought to identify the main demands of the local population and to ensure that its actions were in line with its social and environmental investment policy. The health and safety and environmental protection processes maintained by the company also included the management of possible impacts on the surrounding communities.

ULTRACARGO

Ultracargo regularly monitored its external impacts such as soil and groundwater quality, rainwater discharge and noise and emission levels, and took steps to minimize any impacts on the surrounding communities. Ultracargo had the technical and operational support of companies specialized in emergency services. which provided, among other items, spillage containment barriers and infrastructure.

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IPIRANGA

Ipiranga monitored the quality of soil, air, groundwater and surface water and the noise levels of heavy vehicle traffic at its operations units and in the surrounding communities. It conducted regular audits of its impacts on the surrounding area using its Integrated Applied Management System (SIGA+). It monitored the indicators of impacts and maintained programs aimed at continuous improvement.

All the businesses have their own specific communication channels. available to all stakeholders, to report possible impacts, clarify doubts and obtain information.

GOVERNANCE AND INTEGRITY

GRI 2-28. Participation in associations

The Ultra Group participates in the following associations:

- *Amazônia+21* - Ultrapar
- Brazilian Bio-gas Association (Abiogás) - Ultragaz
- Brazilian Business Council for Sustainable Development (CEBDS) – Ipiranga
- Brazilian Institute of Oil and Gas (IBP) - Ultragaz and Ipiranga
- Business Pact against the Sexual Exploitation of Children and Adolescents on Brazilian Highways (Childhood Brasil) - Ultragaz. Ultracargo and Ipiranga
- Ibero-American LPG association (AIGLP) - Ultragaz
- Leadership with Values Platform (*Ideia Sustentável*) - Ultragaz
- *+Mulher360* - Ultragaz
- UN Global Compact - Ultrapar, Ultragaz, Ultracargo and Ipiranga
- Women's Empowerment Principles (UN Women and UN Global Compact) - Ipiranga
- World LPG Association (WLPGA) – Ultragaz
- Yes to Racial Equality Seal (*Instituto Identidades Brasil)* - Ipiranga

GRI 205-2. Communication and training on anti-corruption policies and procedures

Number of employees who were communicated and/or trained in anti-corruption policies and procedures, by functional category

Functional category	2022							
	Ultrapar		Ultragaz		Ultracargo		Ipiranga	
	Communicated	Trained	Communicated	Trained	Communicated	Trained	Communicated	Trained
CEO	1	1	1	1	1	1	1	1
Director	10	10	8	8	6	6	8	8
Manager	45	45	119	118	37	36	125	122
Coordinator	51	51	179	175	132	132	256	251
Administrator	339	326	1,225	1,191	222	223	1,587	1,555
Operator	38	36	1,264	772	424	414	708	694
Total	**484**	**469**	**2,796**	**2,265**	**822**	**812**	**2,685**	**2,631**

Percentage of employees who were communicated and/or trained in anti-corruption policies and procedures, by functional category

Functional category	2022							
	Ultrapar		Ultragaz		Ultracargo		Ipiranga	
	Communicated	Trained	Communicated	Trained	Communicated	Trained	Communicated	Trained
CEO	100%	100%	100%	100%	100%	100%	100%	100%
Director	100%	100%	80%	80%	100%	100%	100%	100%
Manager	100%	100%	98%	97%	100%	97%	100%	98%
Coordinator	100%	100%	95%	93%	100%	100%	100%	98%
Administrator	100%	96%	95%	92%	99%	100%	99%	97%
Operator	100%	95%	67%	41%	98%	96%	90%	89%
Total	**100%**	**97%**	**80%**	**65%**	**99%**	**98%**	**97%**	**95%**

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Percentage of employees who were communicated and/or trained in anti-corruption policies and procedures, by functional category												
Functional category	2021											
	Ultrapar		Ultragaz		Ultracargo		Ipiranga		Oxiteno		Extrafarma	
	Communicated	Trained	Communicated	Trained	Communicated	Trained	Communicated	Trained	Communicated	Trained	Communicated	Trained
CEO	100%	40%	100%	100%	100%	100%	100%	40%	100%	100%	100%	100%
Director	100%		100%		100%		100%		100%		100%	
Manager	93%	85%	97%	97%	100%	100%	100%	81%	99%	95%	100%	100%
Coordinator	72%	72%	83%	81%	100%	100%	100%	94%	99%	97%	100%	100%
Administrator	98%	98%	96%	95%	100%	100%	100%	90%	99%	95%	100%	100%
Operator	0%	80%	92%	94%	100%	99.50%	67%	60%	100%	94%	100%	100%
Total	**96%**	**91%**	**98%**	**94%**	**100%**	**99.80%**	**93%**	**76%**	**99%**	**94%**	**100%**	**100%**

GRI 206-1, SASB EM-RM-520a.1. Lawsuits for unfair competition, trust and monopoly practices

In 2022, the Ultra Group registered a total of eight lawsuits, pending or closed, referring to allegations of unfair competition, violations of antitrust and anti-monopoly law, three of which in Ultragaz and five in Ipiranga. With regard to Ultragaz, the lawsuits are ongoing, without any judgments or other types of final decisions. They are as follows:

- Annulment Action No. 0027922-21.2009.4.01.3400 - Triângulo Mineiro (1999-2000);
- ACP Promoted by MP nº 0313269-59.2002.8.13.0702 - Triângulo Mineiro (1999-2000);
- Public Civil Action - Process No. 0012251-70.2005.8.18.0140 - Piauí/Teresina.

In Ipiranga, of the five lawsuits currently pending on anticompetitive practices two were filed by the company itself to try to annul the condemnatory decisions and respective fines applied by the Administrative Council for Economic Defense (CADE). These lawsuits came within the scope of the *Operaçao Mão Invisível* (Invisible Hand Operation) and the *Joinville* Operation. They were concerned with allegations of unified conduct influence in resale, not to the formation of a cartel. Another action was related to a Public Civil Action (ACP), also within the scope of the *Operação Mão Invisível*, which investigated an allegation of the formation of a cartel. Ipiranga was cleared of this allegation at the administrative level by CADE. Finally, the other two lawsuits are Public Civil Actions that were filed more than 20 years ago against all fuel distributors in the region, and present a remote chance of loss.

2-27. Compliance with laws and regulations

In 2022, the Ultra Group received five sanctions due to non-compliance with environmental laws and regulations. all in Ipiranga. No significant fines were applied.

Significant fines due to non-compliance with environmental laws and regulations				
Company	2020	2021[1]	2022	
			Significant fines	Non-monetary sanctions
Ultrapar	R$ 0.00	R$ 0.00	R$ 0.00	0
Ultragaz	R$ 0.00	R$ 0.00	R$ 0.00	0
Ultracargo	R$ 0.00	R$ 518,090.00[2]	R$ 0.00	0
Ipiranga	R$ 0.00	R$ 0.00	R$ 0.00	5

1. Oxiteno and Extrafarma were divested and no longer part of the Ultra Group in 2022.

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OUR PEOPLE

GRI 2-7. Employees

Number of employees, by gender	The Ultra Group			
	2021[1]		2022	
	Women	Men	Women	Men
By gender	6,479	9,800	3,027	6,751
By type of employment contract				
Permanent	6,471	9,771	3,027	6,751
Temporary	8	29	0	0
By type of employment[2]				
Full-time	5,877	9,777	3,024	6,737
Part-time	4	25	3	14
By region				
North	2,123		210	
Northeast	4,672		1,297	
Center-West	410		523	
Southeast	7,236		6,679	
South	1,039		1,069	
International operations[3]	593		n/a	
Total number of employees	**16,279**		**9,778**	

1. The total number of employees and other workers at abastece aí and in the joint venture with União Vopak were 298 and 32. respectively. The employees of UVC Investimentos were included in the figures for Ultrapar. All employees working in the fuels market segment, in all the Ultra Group businesses, were included in the figures for Ipiranga.
2. There were no employees with a type of employment in the category "without guarantee of working hours".
3. n/a: The international operations in 2021 related to Oxiteno. The company was divested and no longer included in the Ultra Group in 2022.

Number of employees, by category and gender	The Ultra Group - 2022[1]							
	Ultrapar		Ultragaz		Ultracargo		Ipiranga	
	Women	Men	Women	Men	Women	Men	Women	Men
By gender	259	225	735	2,770	153	677	754	2,024
By type of employment contract[2]								
Permanent	259	225	735	2,770	153	677	754	2,024
Temporary	0	0	0	0	0	0	0	0
By type of employment								
Full-time	259	225	734	2,758	153	677	752	2,022
Part-time	0	0	1	12	0	0	2	2
By region								
North	0		46		30		130	
Northeast	0		722		367		182	
Center-West	0		174		0		128	
Southeast	484		2,080		433		1,968	
South	0		483		0		370	
Total number of employees	**484**		**3,505**		**830**		**2,778**	

1. Oxiteno and Extrafarma were divested and were no longer part of the Ultra Group in 2022.
2. There were no employees with a type of employment in the category "without guarantee of working hours".
n/a: The international operations in 2021 related to Oxiteno. The company was divested and no longer included in the Ultra Group in 2022.

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GRI 2-7. Employees

Number of employees, by functional category and gender	The Ultra Group - 2022[1]							
	abastece aí		AmPm		Iconic		Millenium	
	Women	Men	Women	Men	Women	Men	Women	Men
By gender	45	71	856	381	152	452	73	151
By type of employment contract								
Permanent	45	71	856	381	152	452	73	151
Temporary	0	0	0	0	0	0	0	0
By type of employment[2]								
Full-time	45	71	856	381	152	452	73	151
Part-time	0	0	0	0	0	0	0	0
By region								
North		0		0		4		0
Northeast		0		22		4		0
Center-West		0		146		5		70
Southeast		116		953		578		67
South		0		116		13		87
Total number of employees		**116**		**1,237**		**604**		**224**

1. Oxiteno and Extrafarma were divested and no longer part of the Ultra Group in 2022.
2. There were no employees with a type of employment in the category "without guarantee of working hours".
n/a: The international operations in 2021 related to Oxiteno. The company was divested and no longer included in the Ultra Group in 2022.

Region	Ultrapar[1]	Ultragaz					Ultracargo[1]			Ipiranga[2]				
	Southeast	North	Northeast	Center-West	Southeast	South	North	Northeast	Southeast	North	Northeast	Center-West	Southeast	South
By type of employment contract														
Permanent	484	46	722	174	2,080	483	30	367	433	130	182	128	1,968	370
Temporary	0	0	3	0	7	1	0	0	0	0	0	0		0
By type of employment[2]														
Full-time	484	46	720	174	2,069	483	30	367	433	130	181	128	1,965	370
Part-time	0	0	2	0	11	0	0	0	0	0	1	0	3	0
Total number of employees	**484**	**46**	**722**	**174**	**2,080**	**483**	**30**	**367**	**433**	**130**	**182**	**128**	**1,968**	**370**

1. Ultrapar did not have employees in the North, Northeast, Center-West and South Regions. Ultracargo did not have employees in the Center-West and South Regions.
2. There were no employees with a type of employment in the cate-gory "without guarantee of working hours".

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GRI 2-7. Employees

Region[1]	abastece aí[1]	AmPm[1]				Iconic					Millenum		
	Southeast	Northeast	Center-West	Southeast	South	North	Northeast	Center-West	Southeast	South	Center-West	Southeast	South
By type of employment contract													
Permanent	116	22	146	953	116	4	4	5	578	13	70	67	87
Temporary	0	0	0	0	0	0	0	0	0	0	0	0	0
By type of employment[2]													
Full-time	116	22	146	953	116	4	4	5	578	13	70	67	87
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0
Total number of employees	**116**	**22**	**146**	**953**	**116**	**4**	**4**	**5**	**578**	**13**	**70**	**67**	**87**

1. abastece aí did not have employees in the North, Northeast, Center-West and South Regions. AmPm did not have employees in the North Region, Millenium did not have employees in the North and Northeast Regions.
2. There were no employees with a type of employment in the category "without guarantee of working hours".

GRI 2-30. Collective bargaining agreements

In 2022, 98% of the Ultra Group's employees were covered by collective bargaining agreements. Employees in senior management positions were not covered by such agreements.

Percentage of total employees covered by collective bargaining agreements			
Company	**2020**	**2021**	**2022**
The Ultra Group	**ND**	**ND**	**98%**
Ultrapar	100%	100%	98%
Ultragaz	n/a	100%	100%
Ultracargo	n/a	99%	99%
Ipiranga	n/a	96%	95%
abastece aí	n/a	n/a	100%
AmPm	n/a	n/a	98%
Iconic	n/a	n/a	95%
Millenium	n/a	n/a	100%

GRI 401-1. Hiring rate of new employees and turnover

In 2022, the Ultra Group hired 4,658 new employees, which represented 48% of the total number of employees in the Group. There were 2,688 terminations during the year and the turnover rate was 27%. The turnover rate this year increased for employees under 30 years old (35%) and for women (29%) and was concentrated in the Southeast region, where there was a turnover rate of 116%. The high turnover in abastece aí was due to the changes in its strategy. The workforce was reorganized in the first quarter with the replacement of its senior management and changes to its organizational structure. Due to this, and to the search for information technology specialists in the market, there were increases in both voluntary and involuntary turnovers. In the case of AmPm, there was an increase in hiring at the beginning of the year due to the spin-off of the company from Ipiranga. Although AmPm is now independent it continues to be part of Ipiranga's business ecosystem. In addition, AmPm opened a number of new stores during 2022.

Total number and hiring rate of employees hired, and turnover rate - Ultra Group				
Year	**Hires**	**Hiring rate**	**Terminations**	**Turnover rate**
2020	2,374	15%	n/a	17%
2021	3,374	22%	n/a	21%
2022	4,658	48%	2,688	27%

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GRI 401-1. Hiring rate of new employees and turnover

Total number and hiring rate of employees hired, and turnover rate	The Ultra Group - 2022			
	Hires		Terminations	
	Total number	Hiring rate	Total number	Turnover rate
Age range				
Less than 30 years old	2,370	73%	1,128	35%
From 30 to 50 years old	2,197	25%	1,400	16%
More than 50 years old	91	7%	160	12%
Total	**4,658**	**48%**	**2,688**	**27%**
Gender				
Men	2,019	21%	1,495	16%
Women	2,634	66%	1,193	29%
Others	0	0%	0	0%
Not informed	0	0%	0	0%
Total	**4,658**	**48%**	**2,688**	**27%**
Region				
North	38	11%	28	8%
Northeast	324	20%	285	17%
Center-West	501	73%	267	40%
South	417	30%	250	3%
Southeast	3,378	36%	1,858	116%
Total	**4,658**	**48%**	**2,688**	**27%**

Number of employees hired and terminated in 2022, by company								
	Ultrapar		Ultragaz		Ultracargo		Ipiranga	
	Hires	Terminations	Hires	Terminations	Hires	Terminations	Hires	Terminations
By age range								
Less than 30 years old	51	36	216	121	67	45	645	302
From 30 to 50 years old	73	79	380	323	121	147	677	418
More than 50 years old	2	7	10	55	6	10	22	37
Total	**126**	**122**	**606**	**499**	**194**	**202**	**1,344**	**757**
By gender								
Men	55	71	350	366	140	158	683	446
Women	71	51	256	133	54	44	661	311
Others	0	0	0	0	0	0	0	0
Not informed	0	0	0	0	0	0	0	0
Total	**126**	**122**	**606**	**499**	**194**	**202**	**1,344**	**757**
By region								
North	0	0	10	6	14	7	14	15
Northeast	0	0	116	83	75	98	73	61
Center-West	0	0	40	28	0	0	123	61
South	0	0	92	80	0	0	105	80
Southeast	126	122	348	302	105	97	1,029	540
Total	**126**	**122**	**606**	**499**	**194**	**202**	**1,344**	**757**

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GRI 401-1. Hiring rate of new employees and turnover

Number of employees hired and terminated in 2022, by company

	abastece aí		AmPm		Iconic		Millenium	
	Hires	Terminations	Hires	Terminations	Hires	Terminations	Hires	Terminations
By age range								
Less than 30 years old	19	15	1,271	568	38	11	63	30
From 30 to 50 years old	40	68	787	293	60	45	59	27
More than 50 years old	3	4	36	15	0	31	12	1
Total	**62**	**87**	**2,094**	**876**	**98**	**87**	**134**	**58**
By gender								
Men	37	56	597	293	60	69	97	36
Women	25	31	1,497	583	38	18	37	22
Others	0	0	0	0	0	0	0	0
Not informed	0	0	0	0	0	0	0	0
Total	**62**	**87**	**2,094**	**876**	**98**	**87**	**134**	**58**
By region								
North	0	0	0	0	0	0	0	0
Northeast	0	0	59	42	1	1	0	0
Center-West	0	0	309	145	1	0	28	33
South	0	0	154	73	0	3	66	14
Southeast	62	87	1,572	616	96	83	40	11
Total	**62**	**87**	**2,094**	**876**	**98**	**87**	**134**	**58**

Hiring rate and turnover rate in 2022, by company

	Ultrapar		Ultragaz		Ultracargo		Ipiranga	
	Hiring rate	Turnover rate	Hiring rate	Turnover rate	Hiring rate	Turnover rate	Hiring rate	Turnover rate
By age range								
Less than 30 years old	31%	22%	37%	20%	40%	33%	81%	38%
From 30 to 50 years old	25%	27%	17%	14%	20%	22%	35%	21%
More than 50 years old	8%	29%	2%	9%	11%	14%	11%	18%
Total	**26%**	**25%**	**17%**	**14%**	**23%**	**24%**	**48%**	**41%**
By gender								
Men	24%	32%	13%	13%	21%	22%	34%	22%
Women	27%	20%	35%	18%	35%	32%	88%	91%
Others	0%	0%	0%	0%	0%	0%	0%	0%
Not informed	0%	0%	0%	0%	0%	0%	0%	0%
Total	**26%**	**25%**	**17%**	**14%**	**23%**	**24%**	**48%**	**41%**
By region								
North	0%	0%	22%	13%	47%	35%	11%	12%
Northeast	0%	0%	16%	11%	20%	24%	40%	34%
Center-West	0%	0%	23%	16%	0%	0%	96%	47%
South	0%	0%	19%	17%	0%	0%	28%	22%
Southeast	26%	25%	17%	15%	24%	23%	52%	27%
Total	**26%**	**25%**	**17%**	**14%**	**23%**	**24%**	**48%**	**41%**

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GRI 401-1. Hiring rate of new employees and turnover

Hiring rate and turnover rate in 2022, by company								
	abastece aí		AmPm[1]		Iconic		Millenium	
	Hiring rate	Turnover rate	Hiring rate	Turnover rate	Hiring rate	Turnover rate	Hiring rate	Turnover rate
By age range								
Less than 30 years old	79%	63%	197%	88%	45%	13%	68%	33%
From 30 to 50 years old	45%	76%	140%	52%	14%	10%	53%	24%
More than 50 years old	100%	133%	124%	52%	0%	0%	60%	5%
Total	**53%**	**75%**	**169%**	**71%**	**16%**	**14%**	**60%**	**26%**
By gender								
Men	52%	79%	157%	77%	13%	15%	64%	24%
Women	56%	69%	175%	68%	25%	12%	51%	30%
Others	0%	0%	0%	0%	0%	0%	0%	0%
Not informed	0%	0%	0%	0%	0%	0%	0%	0%
Total	**53%**	**75%**	**169%**	**71%**	**16%**	**14%**	**60%**	**26%**
By region								
North	0%	0%	0%	0%	0%	0%	0%	0%
Northeast	0%	0%	268%	191%	25%	25%	0%	0%
Center-West	0%	0%	212%	99%	20%	0%	40%	47%
South	0%	0%	133%	63%	0%	23%	76%	16%
Southeast	53%	75%	165%	65%	17%	14%	60%	16%
Total	**53%**	**75%**	**169%**	**71%**	**16%**	**14%**	**60%**	**26%**

Note: 1. In AmPm, terminations due to store closures were not included.

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GRI 401-3. Maternity and paternity leave

In 2022, the Ultra Group had return rates of 99% and 99% for maternity and paternity leave respectively.

Maternity and paternity leave		2022								
Description	Maternity/paternity	Ultrapar	Ultragaz	Ultracargo[1]	Ipiranga	abastece aí	AmPm	Iconic[2]	Millenium	Grupo Ultra
No. of employees eligible for parental leave	Maternity	13	28	7	29	1	98	16	1	193
	Paternity	0	74	17	50	0	3	13	0	157
No. of employees who took parental leave	Maternity	13	28	7	29	1	98	16	1	193
	Paternity	0	74	17	50	0	3	13	0	157
No. of employees who returned to work after the end of parental leave	Maternity	10	26	4	29	1	98	13	1	182
	Paternity	0	69	17	50	0	3	12	0	154
No. of employees who should have returned to work after the end of parental leave	Maternity	10	28	4	29	1	98	13	1	184
	Paternity	0	74	17	50	0	3	12	0	156
Return rate	Maternity	100%	93%	100%	100%	100%	100%	100%	0%	99%
	Paternity	n/a	97%	100%	100%	n/a	100%	100%	0%	99%

1. Ultracargo: of the 7 employees who took leave in 2022, 4 had already returned to their activities, and the 3 who had not returned were still on leave until 2023.
2. Of the employees who took leave, 4 were still on leave. One employee on paternity leave and 3 on maternity leave.
n/a (not applicable): no employees took paternity leave.

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GRI 405-1. Diversity in governance bodies and employees

Percentage of employees and members of the governance body, by functional category, gender, age range and people with disabilities

Functional category	The Ultra Group - 2021							
	Gender				Age range			People with disabilities
	Not informed	Others*	Men	Women	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	
Board of Directors	0.0%	0.0%	82%	18%	0.0%	0.0%	100.0%	0.0%
CEO Director	0.0%	0.0%	73%	27%	0.0%	43%	57%	0.0%
Manager	3%	0%	70%	27%	0%	43%	57%	0%
Coordinator	1%	0%	69%	30%	5%	80%	15%	1%
Administrator	1%	0%	57%	43%	31%	63%	6%	4%
Operator	16%	1%	54%	29%	32%	58%	10%	4%
Total	**10%**	**0%**	**56%**	**33%**	**29%**	**61%**	**10%**	**3%**

*The "other" gender classification used in the year 2021 referred to non-binary.

Percentage of employees by functional category and ethnicity

Functional category	The Ultra Group - 2021					
	Black	Brown	White	Yellow	Indigenous	Not informed
Board of Directors	0%	0%	100%	0%	0%	0%
CEO Director	0%	7%	91%	0%	0%	2%
Manager	2%	5%	86%	1%	0%	6%
Coordinator	4%	17%	71%	2%	0%	6%
Administrator	5%	22%	63%	1%	0.2%	8%
Operator	10%	42%	31%	1%	0.4%	15%
Total	**8%**	**34%**	**45%**	**1%**	**0.3%**	**12%**

Percentage of employees by functional category, age range and people with disabilities

Functional category	Ultrapar - 2022					
	Gender		Age range			People with disabilities
	Men	Women	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	
Board of Directors	80%	20%	0%	0%	100%	0%
CEO	100%	0%	0%	0%	100%	0%
Director	70%	30%	0%	70%	30%	0%
Manager	56%	44%	4%	87%	9%	4%
Coordinator	47%	53%	8%	88%	4%	0%
Administrator	47%	53%	40%	56%	4%	1%
Operator	24%	76%	68%	29%	3%	16%
Total	**46%**	**54%**	**35%**	**61%**	**5%**	**3%**

Percentage of employees by functional category and ethnicity

Functional category	Ultrapar - 2022					
	Black	Brown	White	Yellow	Indigenous	Not informed
Board of Directors	0%	0%	100%	0%	0%	0%
CEO	0%	0%	100%	0%	0%	0%
Director	0%	0%	90%	0%	0%	10%
Manager	2%	2%	84%	4%	0%	7%
Coordinator	4%	2%	82%	4%	0%	8%
Administrator	6%	13%	63%	1%	0%	18%
Operator	11%	32%	58%	0%	0%	0%
Total	**5%**	**12%**	**67%**	**2%**	**0%**	**14%**

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GRI 405-1. Diversity in governance bodies and employees

Percentage of employees by functional category, age range and people with disabilities

Functional category	Ultragaz - 2022					
	Gender		Age range			People with disabilities
	Men	Women	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	
CEO	100%	0%	0%	0%	100%	0%
Director	70%	30%	0%	60%	40%	0%
Manager	86%	14%	9%	78%	13%	0%
Coordinator	66%	34%	9%	81%	10%	1%
Administrator	55%	45%	27%	67%	6%	4%
Operator	96%	4%	11%	63%	26%	5%
Total	**79%**	**21%**	**17%**	**66%**	**18%**	**4%**

Percentage of employees by functional category and ethnicity

Ultragaz - 2022						
Functional category	Black	Brown	White	Yellow	Indigenous	Not informed
CEO	0%	0%	100%	0%	0%	0%
Director	0%	0%	100%	0%	0%	0%
Manager	0%	22%	77%	1%	0%	0%
Coordinator	4%	22%	72%	2%	0%	0%
Administrator	6%	27%	63%	2%	0%	2%
Operator	14%	37%	46%	1%	0%	3%
Total[1]	**10%**	**32%**	**55%**	**1%**	**0%**	**2%**

Percentage of employees by functional category, age range and people with disabilities

Functional category	Ultracargo - 2022					
	Gender		Age range			People with disabilities
	Men	Women	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	
CEO	100%	0%	0%	0%	100%	0%
Director	100%	0%	0%	67%	33%	0%
Manager	76%	24%	0%	89%	11%	0%
Coordinator	73%	27%	9%	80%	11%	2%
Administrator	61%	39%	27%	64%	8%	9%
Operator	95%	5%	22%	74%	4%	3%
Total	**82%**	**18%**	**20%**	**73%**	**7%**	**4%**

Percentage of employees by functional category and ethnicity

Ultracargo - 2022						
Functional category	Black	Brown	White	Yellow	Indigenous	Not informed
CEO	0%	0%	100%	0%	0%	0%
Director	0%	0%	100%	0%	0%	0%
Manager	5%	5%	89%	0%	0%	0%
Coordinator	13%	31%	52%	5%	0%	0%
Administrator	8%	37%	54%	1%	0.4%	0%
Operator	19%	47%	32%	1%	0%	0%
Total[1]	**14%**	**40%**	**44%**	**2%**	**0.1%**	**0%**

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GRI 405-1. Diversity in governance bodies and employees

Percentage of employees by functional category, age range and people with disabilities						
Functional category	Ipiranga - 2022					
	Gender		Age range			People with disabilities
	Men	Women	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	
CEO	100%	0%	0%	0%	100%	0%
Director	63%	38%	0%	50%	50%	0%
Manager	68%	32%	0%	82%	18%	0%
Coordinator	66%	34%	10%	81%	10%	1%
Administrator	64%	36%	29%	66%	6%	5%
Operator	95%	5%	19%	73%	8%	1%
Total	**73%**	**27%**	**23%**	**70%**	**7%**	**3%**

Percentage of employees by functional category and ethnicity						
Ipiranga - 2022						
Functional category	Black	Brown	White	Yellow	Indigenous	Not informed
CEO	0%	0%	100%	0%	0%	0%
Director	0%	13%	88%	0%	0%	0%
Manager	2%	8%	90%	0%	0%	0%
Coordinator	2%	14%	82%	2%	0%	0%
Administrator	6%	28%	65%	1%	0.2%	0%
Operator	12%	41%	46%	1%	0.3%	0%
Total[1]	**7%**	**29%**	**62%**	**1%**	**0.2%**	**0%**

Percentage of employees by functional category, age range and people with disabilities						
Functional category	abastece aí - 2022					
	Gender		Age range			People with disabilities
	Men	Women	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	
CEO	100%	0%	0%	100%	0%	0%
Director	33%	67%	0%	100%	0%	0%
Manager	80%	20%	0%	90%	10%	0%
Coordinator	67%	33%	4%	94%	2%	2%
Administrator	53%	47%	43%	55%	2%	0%
Operator	0%	0%	0%	0%	0%	0%
Total	**61%**	**39%**	**21%**	**77%**	**3%**	**1%**

Percentage of employees by functional category and ethnicity						
abastece aí - 2022						
Functional category	Black	Brown	White	Yellow	Indigenous	Not informed
CEO	0%	0%	100%	0%	0%	0%
Director	0%	0%	100%	0%	0%	0%
Manager	10%	0%	90%	0%	0%	0%
Coordinator	4%	25%	69%	2%	0%	0%
Administrator	14%	18%	63%	6%	0%	0%
Operator	0%	0%	0%	0%	0%	0%
Total	**9%**	**19%**	**69%**	**3%**	**0%**	**0%**

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GRI 405-1. Diversity in governance bodies and employees

Percentage of employees by functional category, age range and people with disabilities						
Functional category	AmPm - 2022					
	Gender		Age range			People with disabilities
	Men	Women	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	
CEO	100%	0%	0%	100%	0%	0%
Director	80%	20%	0%	80%	20%	0%
Manager	86%	14%	0%	100%	0%	0%
Coordinator	42%	58%	13%	88%	0%	4%
Administrator	54%	46%	26%	71%	3%	4%
Operator	23%	77%	61%	37%	2%	1%
Total	**31%**	**69%**	**52%**	**46%**	**2%**	**2%**

Percentage of employees by functional category, age range and people with disabilities						
Functional category	Iconic - 2022					
	Gender		Age range			People with disabilities
	Men	Women	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	
CEO	100%	0%	0%	100%	0%	0%
Director	80%	20%	0%	80%	20%	0%
Manager	67%	33%	4%	79%	17%	0%
Coordinator	61%	39%	6%	94%	0%	0%
Administrator	61%	39%	20%	71%	10%	4%
Operator	96%	4%	8%	73%	19%	3%
Total	**75%**	**25%**	**14%**	**73%**	**13%**	**3%**

Percentage of employees by functional category and ethnicity						
AmPm - 2022						
Functional category	Black	Brown	White	Yellow	Indigenous	Not informed
CEO	0%	0%	100%	0%	0%	0%
Director	0%	0%	100%	0%	0%	0%
Manager	7%	14%	79%	0%	0%	0%
Coordinator	4%	13%	79%	4%	0%	0%
Administrator	9%	22%	68%	1%	0.4%	0%
Operator	17%	42%	39%	1%	0.3%	0%
Total	**15%**	**37%**	**47%**	**1%**	**0.3%**	**0%**

Percentage of employees by functional category and ethnicity						
Iconic - 2022						
Functional category	Black	Brown	White	Yellow	Indigenous	Not informed
CEO	0%	0%	100%	0%	0%	0%
Director	0%	0%	100%	0%	0%	0%
Manager	0%	13%	83%	4%	0%	0%
Coordinator	0%	17%	83%	0%	0%	0%
Administrator	8%	21%	70%	2%	0%	0%
Operator	14%	38%	47%	1%	0%	0%
Total	**9%**	**27%**	**63%**	**1%**	**0%**	**0%**

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GRI 405-1. Diversity in governance bodies and employees

Percentage of employees by functional category, age range and people with disabilities

Functional category	Millenium - 2022					
	Gender		Age range			People with disabilities
	Men	Women	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	
CEO	n/a	n/a	n/a	n/a	n/a	n/a
Director	100%	0%	0%	0%	100%	0%
Manager	80%	20%	20%	70%	10%	0%
Coordinator	60%	40%	0%	80%	20%	0%
Administrator	36%	64%	45%	55%	0%	0%
Operator	68%	32%	44%	47%	9%	0%
Total	**67%**	**33%**	**41%**	**50%**	**9%**	**0%**

Percentage of employees by functional category and ethnicity

Millenium - 2022						
Functional category	Black	Brown	White	Yellow	Indigenous	Not informed
CEO	0%	0%	0%	0%	0%	0%
Director	0%	0%	100%	0%	0%	0%
Manager	15%	50%	35%	0%	0%	0%
Coordinator	0%	40%	60%	0%	0%	0%
Administrator	27%	55%	18%	0%	0%	0%
Operator	17%	47%	36%	0%	0%	0%
Total	**17%**	**47%**	**36%**	**0%**	**0%**	**0%**

GRI 405-2. Ratio of basic salary and remuneration of women to and men

In 2022, the ratio of the average remuneration of women compared to men was monitored using the indicator reported annually in this report. This ratio was higher for women compared to men: in Ultrapar, for managers; in Ultracargo, for coordinators; and in Millenium, for coordinators and operators. For Ultragaz. the ratio demonstrated equality for women and men, for managers.

When compared to 2021, with the exception of the director category, all other ratios increased. demonstrating the progress made in achieving the company's commitment to improving gender equity. In Ultragaz and Ultracargo, there was a small increase in the remuneration ratio of women compared to men for the operator category.

Ratio of the base salary to remuneration for women and men[1] - 2022

Functional category	Ultrapar	Ultragaz	Ultracargo	Ipiranga	abastece aí	AmPm	Iconic	Millenium
Director	75%	100%	n/a	93%	96%	76%	82%	n/a
Manager	105% | 102%	85%	92% | 93%	97% | 96%	70%	75%	84% | 81%	89%
Coordinator	85%	94%	106% | 104%	100% | 96%	80%	92%	77% | 73%	163% | 138%
Administrator	81%	92%	84% | 83%	97% | 92%	82%	99%	82% | 80%	64% | 86%
Operator	80%	93%	87% | 80%	102%	n/a	94%	81% | 75%	102%

1. The ratio was calculated by dividing the average remuneration of women by that of men. In cases where the calculation indicated different results when applied to the base salary without and with bonuses, the two results were presented in sequence, starting with the comparison of base salaries without bonuses.
2. The indicator did not include data for Ipiranga for strategic reasons. In 2022, abastece aí, AmPm, Iconic and Milenium started to report separately. Up until 2021, they were included in Ipiranga's results.
n/a: not applicable. The ratio could not be calculated for the CEO category since it contained only one employee. There were no women in the manager category in Millenium and there were no employees in the operator category in abastece aí.

Ratio of the base salary to remuneration for women and men[1] - 2021

Functional category	Base salary (R$) \| Remuneration (R$)	2021					
		Ultrapar	Ultragaz	Ultracargo	Oxiteno[2]	Ipiranga	Extrafarma
Director		79%	120%	n/a[2]	41%	107%	92%
Manager		95%	90%	101%	100% | 98%	88% | 86%	77%
Coordinator		97%	96%	115% | 113%	114% | 100%	107% | 101%	114%
Administrator		77%	94%	88% | 87%	102% | 103%	94% | 92%	98%
Operator		79%	91%	82% | 79%	95% | 96%	80% | 72%	108%

1. The ratio was calculated by dividing the average remuneration of women by that of men. In cases where the calculation indicated different results when applied to the base salary without and with bonuses, the two results were presented in sequence, starting with the comparison of base salaries without bonuses.
n/a: not applicable. There were no women at this functional level.

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HEALTH AND SAFETY

GRI 403-9. Work-related injuries

Health and safety numbers and frequency rates[1] for employees	The Ultra Group - 2021			
	Ultrapar	Ultragaz[2]	Ultracargo	Ipiranga
No. of fatalities from work-related accidents	0	0	0	0
Frequency rate of fatalities from work-related accidents	0	0.0	0	0
No. of accidents (with and without lost-time)	1	20	2	13
Accident frequency rate	0.8	3.1	1.1	2.1
No. of work-related accidents with serious consequences	0	1	0	0
Frequency rate of work-related accidents with serious consequences	0	1	0	0
No. of work-related accidents with mandatory reporting	0	9	2	0
Frequency rate of work-related accidents with mandatory reporting	0	1.4	1.1	0
No. of lost days	0	107	70	178
Severity rate	0	16.2	41.2	29.4
No. of high-potential work incidents	0	n/a	n/a	19
No. of near misses	0	25	5	n/d
No. of hours worked	1,252,680	6,393,424	1,698,624	6,038,667

n/a: information not available.
1. The frequency rates were calculated as follows: Total occurrences x 1.000.000/ man-hours worked Main types of accidents recorded in the year (employees/ outsourced workers): Ultrapar: road accident during a business trip (both for employees and third parties); Ultracargo: contact with a chemical product and sprain (employees); impact from or against something (outsourced); Ipiranga: fall. limb entrapment, impact from or against something.
2. The data for 2021 reported in last year's report was restated in this report. **GRI 2-4**

Health and safety numbers and frequency rates[1] for third parties working in company-controlled environments	The Ultra Group - 2021			
	Ultrapar	Ultragaz[2]	Ultracargo	Ipiranga
No. of fatalities from work-related accidents	0	2	0	0
Frequency rate of fatalities from work-related accidents	0	0.2	0	0
No. of accidents (with and without lost-time)	0	34	4	1
Accident frequency rate	0	3.6	1.2	1.4
No. of work-related accidents with serious consequences	0	2	0	0
Frequency rate of work-related accidents with serious consequences	0	0.2	0	0
No. of work-related accidents with mandatory reporting	0	32	4	1
Frequency rate of work-related accidents with mandatory reporting	0	3.3	1.2	1.4
No. of lost days	0	10,471	322	60
Severity rate	0	1,311.4	101.9	83.7
No. of high-potential work incidents	n/a	n/a	n/a	n/a
No. of near misses	n/a	n/a	11	n/a
No. of hours worked	320,980	9,532,489	3,160,042	716,545

n/a: information not available.
1. The frequency rates were calculated as follows: Total occurrences x 1.000.000/ man-hours worked Main types of accidents recorded during the year (employees/outsourced workers): Ultrapar: road accident during a business trip (both for employees and third parties); Ultracargo: contact with a chemical product and sprain (employees); impact from or against something (outsourced); Ipiranga: fall, limb entrapment, impact from or against something.
2. The data for 2021 reported in last year's report was restated in this report. **GRI 2-4**

SASB EM-RM-540a.1. Process Safety Event (PSE) Rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)

SASB EM-RM-540a.2. Challenges to Safety Systems Indicator Rate (Tier 3)

SASB EM-RM-540a.1 and 540a.2[1]	2021[2]			2022		
	Ultragaz	Ultracargo	Ipiranga	Ultragaz	Ultracargo	Ipiranga
Process Safety Event Rates - Tier 1	0.063	0.082	0.028	0.003	0.000	0.051
Process Safety Event Rates - Tier 2	0.000	0.041	0.426	0.005	0.170	0.253
Challenges to Safety Systems Indicator Rate (Tier 3)	1.846	1.070	3.586	0.063	0.455	5.760

1. The frequency rates were calculated as follows: Total occurrences x 200.000/ man-hours worked. The indicator was not calculated for Ultrapar since it was not applicable.
2. Oxiteno and Extrafarma were divested in 2021 and so were no longer part of the Ultra Group in 2022. In 2021, the rates for Tier 1 and Tier 2 were 0.025 and 0.326. respectively.

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SASB EM-RM-540a.3. Discussion of measurement of Operating Discipline and Management System Performance through Tier 4 Indicators

To identify and manage the performance indicator for its management system, **Ultracargo** monitored the Operations Reliability Index (ICO) and used the indicators of proactive tools, such as the Safe Work Permit (PTS), the Attitude-Focused Approach (AFA), the Task Cycle Verification (VCT) and the Safety Assessment Process (ASP). The ICO is measured at each Ultracargo's terminal individually, and then the results are aggregated to calculate an overall ICO for the company.
In relation to the level of criticality, Ultracargo had a reduction in the number of processes classified as Tier 1. The increase in the number of Tier 2 process events was related to the thermal expansion of products confined in its pipework and the integrity of the equipment.
In 2022, **Ipiranga** launched the Golden Rules, inviolable principles to be followed by employees and service pipes, in addition to expanding the *Caçadores de Risco* Program - official program for reporting deviations with the objective of strengthening risk perception and propagating safe behaviors in our operation. In addition, the main indicators are monitored by the committees in the management routines and, through the SIGA+ Integrated Management System, audits are carried out at the units in order to verify the performance and promote the continuous improvement of the requirements.

GRI 404-1. Average hours of training, per year, per employee

Average hours of training per employee	2022							
	Ultrapar	Ultragaz	Ultracargo	Ipiranga	abastece aí	AmPm	Iconic	Millenium
Gender								
Men	32.1	20.1	28.3	15.0	1.6	65.0	8.3	0.1
Women	37.6	26.0	22.7	16.5	1.6	56.0	7.2	0.2
Total	**35.1**	**23.1**	**27.4**	**15.4**	**1.6**	**9.1**	**8.0**	**0.2**
Functional category								
CEO	24.9	11.6	41.3	6.8	1.6	58.0	1.5	3.1
Director		11.7						
Manager	28.3	62.1	128.4	23.8	2	79	1.2	3.1
Coordinator	54.4	12.0	39.4	102.3	1.6	94	10.3	3.1
Administrator	64.4	26.9	8.4	3.1	1.6	61	11.8	3.1
Operator	54.8	16.0	24.6	11.6	-	49.0	5.4	0.1
Total	**35.1**	**23.1**	**27.4**	**15.4**	**1.6**	**9.1**	**8.0**	**0.2**

RESPONSIBILITY FOR THE SURROUNDING COMMUNITIES

GRI 413-2. Operations with significant actual and potential negative impacts on local communities

Ultragaz monitored the impacts of its operations on the surrounding communities, and carried out appropriate mitigation measures when necessary. The company carried out a risk analysis at all its units to evaluate the potential impacts on these communities. The risk analysis resulted in a set of recommendations in relation to safety, procedures, operational criteria, maintenance and training, in order to ensure a low probability of the occurrence of adverse impacts, such as a fire or a product spill. In addition, the company prepared other studies and reports and carried out regular inspections to verify and remediate potential alterations in the quality of the soil, water and air, and the level of noise impacting these communities. The main procedures to manage impacts were: air emissions management; monitoring of black smoke; effluent management; waste management; and guidelines for preparing the GHG emission inventory.

Ultracargo regularly monitored its external impacts such as soil and groundwater quality. rainwater discharge and noise and emission levels, and took steps to minimize any impacts on the surrounding communities. Ultracargo has the technical and operational support of companies specialized in emergency services. which provide, among other items, spillage containment barriers and infrastructure for preventing and combating emergencies. In addition, it monitored and maintained its vehicle fleet and had equipment to control the atmospheric emissions from the storage and handling of volatile products. The company continued to comply with its financial obligations assumed in the Conduct Adjustment Term (TAC). signed in 2019 with the Public Prosecutor, to compensate for the impacts on the river estuary in Santos (SP) due to a fire on its premises in 2015.

Ipiranga's operations, some risks of the nature of the activity are related to the compromising of soil and water quality due to spillage of fuel products or inadequate disposal of waste and/or industrial effluents, increased traffic of heavy vehicles in the region and generation of noise from the activity. Impacts were identified through risk analysis studies, soil and air monitoring reports, among others, which the company periodically monitors. In addition, in 2022, Ipiranga also developed its Social and Environmental Risk Matrix, with the aim of identifying potential social, environmental and technological impacts of its operations and directing the efforts of its relationship strategy with the surrounding communities.

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VALUE CHAIN

GRI 418-1. Substantiated complaints concerning breaches of customer privacy and losses of customer data

abastece aí is a digital wallet and loyalty program that offers cashback to customers refueling at Ipiranga service stations. The company was informed by the Brazilian Central Bank that there had been a data breach due to failures in its payment systems. No customer passwords, transaction information, financial balances or any other information protected by bank secrecy rules were exposed. The company would like to emphasize that the measures applicable to this investigation are already being taken.

In 2022. Grupo Ultra did not receive any complaints related to privacy and did not identify breaches, theft or loss of data of customers and other stakeholders. In the case of Ultrapar, it should be noted that the procedure for receiving requests from Data Owners has been improved. Previously, requests had to be forwarded to the Privacy Office's e-mail address. Currently, a link has been made available on Ultrapar's institutional and Institutional Relations websites, which directs the Data Owner to the One Trust page, where there are options to apply filters to the demand and so speed up the procedure.

OUR COMMITMENT TO A LOW-CARBON ECONOMY

GRI 305-4. GHG emissions intensity

GHG emissions intensity[1] (Scope 1 + Scope 2) (tCO_2e)	Units	2020	2021	2022[2]
Ultragaz	tCO_2e/t of LPG sold	0.0097	0.0097	0.0091
Ultracargo	tCO_2e/t of product handled	0.0017	0.0111	0.0012
Ipiranga	tCO_2e/t of product sold	0.0006	0.0006	0.0006

1. The data on GHG emissions was prepared according to the criteria and methodology of the Corporate Accounting and Reporting Standard for GHG Emissions of the Kyoto Protocol.
2. In Ultracargo, the gases included in the calculations for Scope 1 were CO_2, CH_4, NO_2, N_2O, PFC, HFC, SF_6, NF_3, R-410, and for Scopes 2 and 3 it was CO_2. In Ultragaz, the gases included in the calculations for Scopes 1, 2 and 3 were CO_2, CH_4 and N_2O. In Ipiranga, the gases included in the calculations for Scopes 1 and 3 were CO_2, CH_4, NO_2 and for Scope 2 it was CO_2. In 2022, Ipiranga no longer controlled the AmPm distribution centers (CDs), and so the emissions data for these units were excluded from the company's GHG inventory.

GRI 305-7. Emissions of NOx, SOx and other significant atmospheric emissions SASB EM-RM-120a.1

Significant atmospheric emissions[1]	Ultragaz		Ipiranga[2]	
	2021	2022	2021	2022
Volatile Organic Compounds (VOCs)	n/a	n/a	624.9 t	624.0 t
R22	18.7 kg	12.9 kg	n/a	n/a
N_2O	0.9 t	0.8 t	n/a	n/a

n/a: information not available, Ipiranga did not monitor emissions of R22 and N_2O, and Ultragaz did not monitor emissions of volatile organic compounds (VOCs).
1. The atmospheric emissions of NOX, SOx, persistent organic pollutants (POP), hazardous atmospheric pollutants (HAP) and particulate matter (PM) were not monitored by the Ultra Group companies.
2. Ipiranga carried out emission studies at its units in the State of São Paulo, namely: Barueri, Cubatão, Paulínia, Presidente Prudente, São Caetano, Bagé, Cruz Alta and Santa Maria. The studies were a technical requirement of the State's environmental agency in order to obtain the environmental licenses to operate.

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GRI, SASB AND UNGP CONTENT LISTS



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DECLARATION OF USE | Grupo Ultra reported in accordance with the GRI Standards for the period from January 1 to December 31, 2022.
GRI 1 | GRI 1 – Foundation 2021
APPLICABLE SECTORAL STANDARDS | – GRI 11: Oil and gas sector 2021

GRI Standards	Content	Location of information	Omission	UN Global Compact
General Disclosures				
GRI 2: General Disclosures 2021	**The organization and its reporting practices**			
	2-1 Organizational details	24		
	2-2 Entities included in the organization's sustainability reporting	The entities included in this report are the same ones considered in our Financial Statements, available at the following link: https://ri.ultra.com.br/listresultados.aspx?idCanal=uROJzemFkz35f8Ig49mOew		
	2-3 Reporting period, frequency and contact point	5		
	2-4 Restatements of information	The information from previous reports that has been restated in this report has been indicated throughout the report.		
	2-5 External assurance			
	Activities and workers			
	2-6 Activities, value chain and other business relationships	19, 55		
	2-7 Employees	All employment contracts, permanent and temporary, followed Brazilian law.		Principle 6
	2-8 Workers who are not employees		Information not available: the Ultra Group is making improvements to its people management system to include the third-party staff in its operations.	
	Governance			
	2-9 Governance structure and composition	29		
	2-10 Nomination and selection of the highest governance body	29		
	2-11 Chair of the highest governance body	30		
	2-12 Role of the highest governance body in overseeing the management of impacts	29		
	2-13 Delegation of responsibility for managing impacts	32		
	2-14 Role of the highest governance body in sustainability reporting	5		
	2-15 Conflicts of interest	25		Principle 10
	2-16 Communication of critical concerns	31		
	2-17 Collective knowledge of the highest governance body	30		
	2-18 Evaluation of the performance of the highest governance body	29		
	2-19 Remuneration policies	30		
	2-20 Process to determine remuneration	30		
	2-21 Annual total compensation ratio		This information is available in the Group's Reference Form at: https:// ri. ultra. com.br/listgroup.aspx?idCanal=2eme57XgVSfiFgnt6jdVUQ ==&ano=2021	
	Strategy, policies and practices			
	2-22 Statement on sustainable development strategy	29		
	2-23 Policy commitments	29		

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GRI Standards	Content	Location of information	Omission	UN Global Compact
General Disclosures				
GRI 2: General Disclosures 2021	**Strategy, policies and practices**			
	2-24 Embedding policy commitments	25, 29, 38		
	2-25 Processes to remediate negative impacts	26, 32, 70		
	2-26 Mechanisms for seeking advice and raising concerns	26		
	2-27 Compliance with laws and regulations	72		
	2-28 Membership associations	71		
	Stakeholder engagement			
	2-29 Approach to stakeholder engagement	34		
	2-30 Collective bargaining agreements	75 Employees were free to join trade unions and collective associations. 98% of employees were covered by collective bargaining agreements.		Principle 3
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	6, 10, 24		-
	3-2 List of material topics	8		-
Energy Transition				
GRI 3: Material Topics 2021	3-3 Management of material topics	57		Principles 7, 8 e 9
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	33		Principle 7
GRI 302: Energy 2016	302-1 Energy consumption within the organization	22, 69		Principles 7, 8 e 9
	302-2 Energy consumption outside of the organization	22 Ultrapar, Ultracargo and Ipiranga companies did not monitor energy consumption outside the organization.		
	302-3 Energy intensity	22 Ultrapar did not report energy intensity data. Its energy consumption was due only to the occupation of the headquarters building and was not significant.		
	302-4 Reduction of energy consumption	22 Ultrapar, Ultracargo and Ipiranga did not implement projects to reduce energy consumption in 2022.		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	58, 59		
	305-2 Energy indirect (Scope 2) GHG emissions	58, 59		
	305-3 Other indirect (Scope 3) GHG emissions	58, 59		
	305-4 GHG emissions intensity	59, 87		
	305-5 Reduction of GHG emissions	59 Ultrapar, Ultracargo and Ipiranga did not implement any projects focused on reducing GHG emissions during the year.		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	87 Ultracargo did not monitor the indicator and Ultrapar did not have any sources of such emissions due to the nature of its activities.		

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GRI Standards	Content	Location of information	Omission	UN Global Compact
Eco-Efficient Operations				
GRI 3: Material Topics 2021	3-3 Management of material topics	20		Principles 7, 8 and 9
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	16, 23		
	303-2 Management of water discharge-related impacts	The Group used the public water and sanitation networks as its main source for water withdrawal and main destination for effluent discharge. In some cases, it withdrew water from groundwater sources and discharged effluents into water bodies. For more Information on the management of this topic and the description of the Group's use of water, see pages 16 and 23.		
	303-3 Water withdrawal	23, 69		
	303-4 Water discharge	23, 69		
	303-5 Water consumption	23		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	21		
	306-2 Management of significant waste-related impacts	16, 21		
	306-3 Waste generated	21, 22, 23, 69, 70 For Ultracargo and Ultragaz there were no significant spills recorded in 2022.	This indicator is not applicable to Ultrapar.	
	306-4 Waste diverted from disposal	22, 70		
	306-5 Waste directed to disposal	22, 70		
GRI 306: Effluents and Waste 2016	306-3 Significant spills	No significant spills occurred in Ultracargo or Ultragaz in 2022. This indicator was not applicable to Ultrapar.		
Responsibility for the Surrounding Communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	48, 52		Principle 1
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	19, 25, 35, 48, 53		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	50, 52		
	413-2 Operations with significant actual and potential negative impacts on local communities	49, 86		
Inclusive Culture and Diversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	38		Principle 6
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	75, 76, 77, 78		
	401-3 Parental leave	46, 79	The retention rate was not reported this year but will be included in the report for 2023.	
GRI 404: Training and Education 2016	404-1 Annual average hours of training per employee	86		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	40, 41, 80, 81, 82, 83, 84		
	405-2 Ratio of basic salary and remuneration of women to men	84		
GRI 406: Nondiscrimination 2016	406-1 Incidents of discrimination and corrective actions taken	28, 38		

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GRI Standards	Content	Location of information	Omission	UN Global Compact
Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	43		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	43		
	403-2 Hazard identification, risk assessment, and incident investigation	43		
	403-3 Occupational health services	43		
	403-4 Worker participation, consultation, and communication on occupational health and safety	43		
	403-5 Worker training on occupational health and safety	44, 45		
	403-6 Promotion of worker health	46		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	43		
	403-8 Workers covered by an occupational health and safety management system	43		
	403-9 Work-related injuries	46, 85		
	403-10 Work-related ill health	43		
Governance and Integrity				
GRI 3: Material Topics 2021	3-3 Management of material topics	25, 32		Principle 10
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	28		
	205-2 Communication and training about anti-corruption policies and procedures	27, 71		
	205-3 Confirmed incidents of corruption and actions taken	28		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	72		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	87		
Value Chain				
GRI 3: Material Topics 2021	3-3 Management of material topics	53		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	55		Principle 8
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	54		Principle 5
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	54		Principle 4

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OIL & GAS: REFINING & MARKETING

SASB Standards	Code	Accounting Metric	Location	Omission
Greenhouse Gas Emissions	EM-RM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	58	
	EM-RM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	33	
Air Quality	EM-RM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N20), (2) SOx, (3) particulate matter (PM10), (4) H2S, and (5) volatile organic compounds (VOCs)	87	
	EM-RM-120a.2	Number of refineries in or near areas of dense population		Indicator not applicable. The company does not have refineries.
Water Management	EM-RM-140a.1	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	23	
	EM-RM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	There were no incidents of non-compliance in water quality standards and regulations.	
Hazardous Materials Management	EM-RM-150a.1	Amount of hazardous waste generated, percentage recycled	22	
	EM-RM-150a.2	(1) Number of underground storage tanks (USTs), (2) number of UST releases requiring cleanup, and (3) percentage in states with USTfinancial assurance funds	In Ultragaz, in 2022, two tanks were removed from the ground in its base in Araçatuba. The tanks were empty and so there was no risk of a spillage occurring. The tanks were disposed of properly, in accordance with the applicable legislation.	Not applicable to Ultrapar, Ultracargo and Ipiranga.
Workforce Health & Safety	EM-RM-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	46	
	EM-RM-320a.2	Discussion of management systems used to integrate a culture of safety	43	
Product Specifications & Clean Fuel Blends	EM-RM-410a.1	Percentage of Renewable Volume Obligation (RVO) met through: (1) production of renewable fuels, (2) purchase of "separated" renewable identification numbers (RIN)		This indicator was not applicable to Ultrapar, Ultragaz, Ultracargo and Ipiranga.
	EM-RM-410a.2	Total addressable market and share of market for advanced biofuels and associated infrastructure		This indicator was not applicable to Ultrapar, Ultragaz, Ultracargo and Ipiranga.
Pricing Integrity & Transparency	EM-RM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with price fixing or price manipulation	28, 72	
Management of the Legal & Regulatory Environment	EM-RM-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	35	
Critical Incident Risk Management	EM-RM-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)	85	
	EM-RM-540a.2	Challenges to Safety Systems indicator rate (Tier 3)	85	
	EM-RM-540a.3	Discussion of measurement of Operating Discipline and Management System Performance through Tier 4 Indicators	86	Ultragaz does not monitor this indicator. Not applicable to Ultrapar.
Activity Metric	EM-RM-000.A	Refining throughput of crude oil and other feedstocks		
	EM-RM-000.B	Refining operating capacity		

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a) Describe how the Board supervises the risks and opportunities related to climate change	29 - 31
b) Describe the role of the Board in the evaluation of the risks and opportunities related to climate change	29 - 31
2. STRATEGY **Disclose the actual and potential impacts of the risks and opportunities related to climate change on the organization's business activities, strategy and financial planning, whenever the information is relevant**	
a) Describe the risks and opportunities related to climate change that the organization has identified for the short, medium and long terms	32 - 33, 56 - 60
b) Describe the impacts of the risks and opportunities related to climate change on the organization's business activities, strategy and financial planning	32 - 33, 56 - 60
c) Describe the resilience of the organization's strategy, considering a range of scenarios for climate change, including a scenario of 2° C or less	32 - 33, 56 - 60
3. RISK MANAGEMENT **Disclose how the organization identifies, evaluates and manages the risks related to climate change**	
a) Describe the organization's processes to identify and evaluate the risks related to climate change	32 - 33
b) Describe the organization's processes to manage the risks related to climate change	32 - 33
c) Describe how the organization's processes to identify, evaluate and manage the risks related to climate change are integrated into the organization's general risk management	32 - 33
4. METRICS AND TARGETS **Disclose the organization's metrics and targets for evaluating and managing the risks and opportunities of climate change, whenever the information is relevant**	
a) Inform the organization's metrics and targets for evaluating and managing the risks and opportunities of climate change in accordance with its strategy and risk management process	9, 18, 56
b) Inform the organization's Scope 1 and Scope 2 greenhouse gas emissions, and Scope 3 if relevant, and the associated risks	58 - 59
c) Describe the organization's targets for managing the risks and opportunities of climate change, and its performance against these targets	58 - 60

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Ultrapar Participações S.A.

Independent Auditor´s Limited Assurance Report
on the Non-Financial Information
Contained in the Integrated Report

Deloitte Touche Tohmatsu Auditores Independentes Ltda.

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(Convenience Translation into English from the Original Previously Issued in Portuguese)

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT
ON THE NON-FINANCIAL INFORMATION CONTAINED IN THE INTEGRATED REPORT

To Shareholders, Directors and Management of
Ultrapar Participações S.A.

Introduction

We have been hired by Ultrapar Participações S.A. ("Ultra Group" or "Company") to present our limited assurance report on the non-financial information contained in the Company's "Integrated Report 2022", for the year ended December 31, 2022.

Our limited assurance does not extend to information from prior periods, or any other information disclosed in conjunction with the Integrated Report, including any embedded images, audio files or videos.

Responsibilities of Ultra Group´s Management

The management of the Ultra Group is responsible for:

- Select and establish appropriate criteria for the preparation of the information contained in the Integrated Report;
- Prepare the information according to the criteria and guidelines of the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and CPC Orientation 09 – Relato Integrado (OCPC 09), correlates with the basic conceptual structure of the Integrated Report, elaborated by the International Integrated Reporting Council (IIRC); and
- Design, implement, and maintain internal control over information relevant to the preparation of information in the Integrated Report, which is free of material misstatement, whether caused by fraud or error.

Independent auditor´s responsibility

Our responsibility is to express a conclusion on the non-financial information contained in the Integrated Report 2022, based on the limited assurance work conducted in accordance with Technical Communication CT 03/2022 issued by CFC, and based on NBC TO 3000 – Trabalhos de Asseguração Diferente de Auditoria e Revisão, also issued by CFC, which is equivalent to the international standard ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information, issued by the International Auditing and Assurance Standards Board (IAASB). These standards require the auditor to comply with ethical requirements, independence and other related responsibilities, including the application of the Norma Brasileira de Controle de Qualidade (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on compliance with applicable ethical requirements, professional standards, and legal and regulatory requirements.

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Additionally, these standards require that the work should be planned and conducted with the objective of obtaining limited assurance that the non-financial information contained in the Integrated Report 2022 takes as a whole is free of material misstatements.

A limited assurance work conducted in accordance with NBC TO 3000 (ISAE 3000) consists mainly of inquiries to the management of the Ultra Group and other professionals of the Company who are involved in the elaboration of the information, as well as the application of analytical procedures to obtain evidence that enables us to conclude, in the form of a limited assurance, about the information taken as a whole. Limited assurance work also requires additional procedures to be carried out, when the independent auditor becomes aware of matters that lead him to believe that the information disclosed in the Integrated Report taken as a whole may present material misstatements.

The selected procedures were based on our understanding of the aspects related to the compilation, materiality and presentation of the information contained in the Integrated Report 2022, other circumstances of the work and our consideration of areas and processes associated with the material information disclosed in the Integrated Report 2022, in which material misstatements could exist. The procedures included, among others:

a) The planning of the work, considering the relevance, volume of quantitative and qualitative information, and the operational and internal control systems that served as the basis for the elaboration of the information in the Integrated Report 2022;

b) The understanding of the calculation methodology and procedures for compiling the indicators by means of inquiries with the managers responsible for preparing the information;

c) The application of analytical procedures on quantitative information and inquiries on qualitative information and its correlation with the indicators disclosed in the Integrated Report 2022; and

d) For cases where non-financial data correlate with financial indicators, the comparison of these indicators with financial statements and/or accounting records.

The limited assurance work also included adherence to the guidelines and criteria of the GRI, SASB and OCPC 09 structure applicable in the elaboration of the information contained in the Integrated Report 2022.

We believe that the evidence obtained in our work is sufficient and appropriate to base our conclusion on the limited form.

Scope and limitations

The procedures performed in limited assurance work vary in nature and time and are less extensive than in reasonable assurance work. Consequently, the level of assurance obtained in limited assurance work is substantially lower than that obtained if a reasonable assurance work had been carried out. If we had conducted a reasonable assurance work, we could have identified other issues and possible distortions that may exist in the information contained in the Integrated Report 2022. Therefore, we do not express an opinion on this information.

The non-financial data are subject to more inherent limitations than financial data, given the nature and diversity of the methods used to determine, calculate or estimate such data. Qualitative interpretations of materiality, relevance and accuracy of data are subject to individual assumptions and judgments. Additionally, we do not perform any work on data that was informed for the previous periods, nor in relation to future projections and goals.

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The preparation and presentation of sustainability indicators followed the criteria of GRI and SASB, therefore, do not have the objective of ensuring compliance with social, economic, environmental or engineering laws and regulations. However, these standards prescribe the presentation and disclosure of any breaches of such regulations when significant penalties or fines occurred. Our assurance report must be read and understood in this context, inherent to the selected criteria (GRI and SASB).

Conclusion

Based on the procedures described in this report and the evidence obtained, nothing has come to our attention that leads us to believe that the non-financial information contained in the Integrated Report for the year ending December 31, 2022 of the Ultra Group was not prepared, In all relevant respects, according to GRI, SASB and OCPC 09 criteria and guidelines.

The Integrated Report 2022 have been translated into English for the convenience of readers outside Brazil.

Sao Paulo, March 17, 2023

Deloitte Touche Tohmatsu

DELOITTE TOUCHE TOHMATSU
Auditores Independentes Ltda.
CRC NO. 2 SP 011609/O-8

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Accountant
CRC NO. 1 SP 293443/O-5

2023SP021009

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