ULTRA

INTEGRATED REPORT

2021

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Introduction

<IR> BASIS FOR PREPARATION AND PRESENTATION



Employees of the Ultra Group Holding.

GRI 102-40 | 102-46 | 102-50 | 102-54 | 102-56

The Ultra Group's Integrated Report 2021 presents information on the Group's main activities and performance during the year, as well as its strategic priorities and objectives for the future. It covers financial and operational dimensions, and environmental, social and governance (ESG) aspects.

In this edition of the Group's report, the presentation has adhered to the main international reporting standards in order to demonstrate how the Group generates value for its strategic stakeholders, namely: shareholders, employees, resellers, customers, suppliers and the communities surrounding its operations. The report reflects the advances made by the Group in the application of integrated thinking, in line with the guidelines of the International Integrated Reporting Council (IIRC). The report demonstrates how the Ultra Group utilizes the various forms of capital on which its performance depends, and how this influences its results over time.

All of the topics and content required by the IIRC guidelines for integrated reporting have been covered, without any omissions. Furthermore, the Group's performance has been presented according to the indicators and metrics recommended by the following international standards:

- Global Reporting Initiative (GRI) Standards for Sustainability Reporting
- Sustainability Accounting Standards Board (SASB)
- International Financial Reporting Standards (IFRS)

Additionally, for the first time, and in order to reinforce the Group's commitment to transparency, the content related to the GRI and IIRC methodologies was independently verified by the auditing company KPMG.

The information in the report refers to the period from January 1st to December 31st, 2021 and covers both the Holding and all the businesses controlled by the Group, namely: Ultragaz, Ultracargo, Oxiteno, Ipiranga and Extrafarma. Due to the Group's ongoing divestment program, Oxiteno and Extrafarma have been considered, in a priority manner, only within the scope of the performance indicators. The context for the Group's strategy and future prospects prioritizes the remaining businesses in its portfolio, namely: Ultragaz, Ultracargo and Ipiranga.

For the first time, the Ultra Group's integrated report has been independently verified by an auditing company.

NOTES FOR READING THE REPORT

GRI and SASB
Refer to the respective indicators in the report content

<IR> Indicates the sections where IIRC integrated reporting elements were adopted



indicate the correlation between the report chapters and the various forms of capital



... indicate the correlation between the report chapters and the United Nations Sustainable Development Goals (SDGs)

GRI 102-53 For questions and comments contact: sustentabilidade@ultra.com.br

Notes: to facilitate the reading of the report, some of the decimal points of the GRI indicators have been rounded and standardized in each graph or table. This can generate minor differences between the items and the totals for each business and the Group as a whole.

As a rule, the GRI and SASB information for Oxiteno relates to its industrial units in Brazil, Mexico, Uruguay and the United States and its sales offices in Brazil and Mexico. Any exceptions have been mentioned in the relevant indicators.

THE CONTENTS LISTS OF THE GRI AND SASB INDICATORS BEGIN ON PAGE 116

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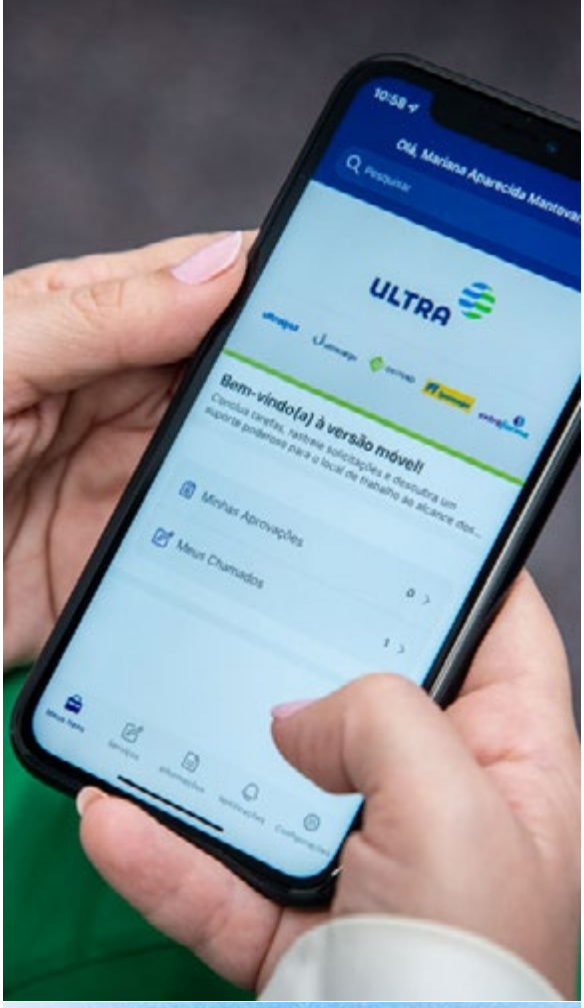
Materiality matrix

GRI 102-40 | 102-42 | 102-43 | 102-44 | 102-49

In 2021, following the finalization of its sustainability strategy and its alignment to its business strategy, the Ultra Group updated its materiality matrix, which had been first prepared in 2019. The separate topics of data privacy and ethics in the previous version were incorporated in a more comprehensive topic entitled Governance and Integrity that takes an overarching perspective of the corporate governance structure.

It is also important to note that the process of preparing the original materiality matrix in 2019 was based on the analysis of: studies on sustainability issues; legislation and standards applicable to the Group; publications in the media; and industry studies for the relevant sectors of each business. In addition, the Ultra Group's main stakeholder groups were consulted through an online survey, namely: senior management (the Board of Directors and the Ultrapar Executive Board); shareholders and investors; employees; regulatory and supervisory bodies; sectoral and civil society entities; and the media.

Each business has prepared its own materiality matrix, aligned to the Ultra Group's strategic priorities, but which go deeper into specific topics, in line with each sector's individual characteristics. They also take account of the level of maturity of each business in sustainability management.



GET THE REPORT

The report is available on the websites:

ultra.com.br

ri.ultra.com.br

FOR MORE INFORMATION ON THE ULTRA GROUP'S SUSTAINABILITY STRATEGY SEE PAGE 27

MATERIAL TOPICS

GRI 102-47

GOVERNANCE AND INTEGRITY
Commitment to promote a business environment that is governed by ethics, compliance and transparency in relations with all stakeholders.

ENERGY TRANSITION
Participation in the long-term structural trends of the evolution of energy systems through the gradual replacement of fossil fuels by renewable energy sources, and in the production, distribution and consumption of energy.

ECO-EFFICIENT OPERATIONS
Commitment to promote the efficient use of electricity, the reduction of water consumption and the appropriate management of waste disposal in its operations, including the prevention of soil and water contamination.

RESPONSIBILITY FOR THE SURROUNDING COMMUNITIES
Transparent and socially inclusive actions in the communities surrounding its operations, aimed at improving communications and promoting local development.

VALUE CHAIN
Value chain management focused on the improvement of the ESG practices of suppliers, resellers and other business partners.

INCLUSIVE CULTURE AND DIVERSITY
Commitment to the development of the Group's human capital by ensuring equal opportunities for professional development, through the consolidation of an inclusive workplace environment.

HEALTH AND SAFETY
Continuous improvement in health and safety management to ensure a safe and healthy workplace environment for employees, third parties and suppliers.

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Highlights in 2021

R$ 119 billion
of net revenue
+ 46% vs. 2020

R$ 4.1 billion
of recurring adjusted EBITDA
+ 22% vs. 2020

R$ 1.9 billion
in investments
+ 27% vs. 2020

RESILIENT PORTFOLIO:
record results at Ultragaz, Ultracargo and Oxiteno and a gradual recovery at Ipiranga and Extrafarma



SUSTAINABILITY STRATEGY
consolidated and ESG 2030 targets approved by the Board of Directors

ESG TARGETS
variable remuneration of senior management now also linked to ESG target performance

CERTIFICATIONS

Certification by Women on Board, for the level of female representation on the Board of Directors (for the period 2021-2023)

Renewable energy certificates (I-RECs) for electricity consumption, with a positive impact on the Group's carbon footprint

Great Places to Work (GPTW) Award for the Holding

ULTRA GROUP JOINED THE UN GLOBAL COMPACT, reinforcing the commitments of the Holding and the businesses to the principles of the pact and to the SDGs

Safety assessments carried out in Ultragaz, Ultracargo and Ipiranga and the definition of new strategic plans to improve the safety culture in the businesses

R$ 1.4 billion

paid in remuneration for work (salaries and benefits)

R$ 21 million

invested in social responsibility actions and to combat the Covid-19 pandemic

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Message from the Management

GRI 102-14

The year of 2021 was one of significant transformations for the Ultra Group. Ultragaz, Ultracargo and Oxiteno registered record results and profitability in 2021. Ipiranga and Extrafarma, in turn, had lower results in the first semester and, even with an improvement in their operations from the second semester onwards, they didn't reach the expected levels of profitability. In this sense, we have implemented a series of operational changes and adjustments geared towards recovering Ipiranga's profitable growth trajectory over the course of 2022 and 2023.

We made significant progress in our portfolio review strategy, with the signing of the sale agreements of Oxiteno and Extrafarma (still pending approval from the Brazilian competition authority), in addition to the conclusion of the sale of our equity interest in ConectCar.

It's worth mentioning the significant renovation of our management and governance structure carried out in 2021, strengthening the pillars for Ultra Group's progress and perpetuity. In April, three new members were elected to Ultrapar's Board of Directors, adding even more experience and skills to the Company. The succession of the executive leadership position of Ultra Group and Ipiranga was also carried out, as well as the establishment and subsequent beginning of the process for the succession plan for the Ultrapar's Chairman of the Board of Directors, with the conclusion being expected for April 2023. In addition, we also highlight the renewal of the group of managers of the Ultra Group and its businesses.

In 2021, despite the challenges imposed by the coronavirus pandemic, we continued to provide quality products and services to Brazilian society, without any interruption and also keeping in mind our strict commitment to our employees' health and safety. We continue focused on supporting society's efforts to combat the pandemic, by donating hospital supplies, basic food baskets, LPG and hygiene items. Considering both 2020 and 2021, our



PEDRO WONGTSCHOWSKI
Chairman of the Board of Directors



FREDERICO FLEURY CURADO
Chief Executive Officer until Dec/21 and current Vice-chairman of the Board of Directors



MARCOS MARINHO LUTZ
Chief Executive Officer from Jan/22

contributions to support combating the pandemic amounted to R$ 45 million.

At the same time, we consolidated our sustainability strategy, which became an intrinsic part of the Company's strategic plan, strengthening the integrated perspective in the decision-making process, considering financial, social, environmental and corporate governance topics. Another highlight was the establishment of the Ultrapar's Sustainability and Corporate Affairs executive position, in March 2021. Also, we would like to reiterate that the above-mentioned integrated perspective guided the preparation of the report, and its content was validated by the Board of Directors.

As to our consolidated financial results, net revenues totaled R$ 119 billion, 46% higher than 2020, as a result of higher revenues in all businesses, except Extrafarma. The Company achieved an EBITDA of R$ 4.1 billion, excluding the effects of Extrafarma's impairment and the capital gain from ConectCar's sale, and a net income of R$ 884 million in 2021, of which R$ 404 million should be distributed as dividends to shareholders. We also highlight the post-investment operational cash generation, which amounted R$ 1.3 billion and contributed to the reduction of our financial leverage in an annual comparison. In September, we issued an Agribusiness Receivables Certificate (locally known as "CRA") in the amount of R$ 960 million and with a cost of 102.75% of the CDI rate (Brazilian interbank deposit), extending our debt profile. As a result, we ended the year with a cash position of R$ 6.7 billion and an average debt duration of 4.6 years.

Ultrapar enters 2022 strengthened to increase long-term value creation for its shareholders and other stakeholders and ready for a new cycle of growth.

We would like to thank all our employees for their commitment and engagement throughout the year and our other stakeholders for trusting our company.

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OUR BUSINESSES

IN THIS SECTION

we have presented a brief profile of the Ultra Group and each of the businesses in its portfolio.

OVERVIEW OF THE ORGANIZATION AND ITS EXTERNAL ENVIRONMENT



An employee of the Ultra Group's Holding.



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GRI 102-2 | 102-5 | 102-6

The Ultra Group, which will celebrate 85 years of business activities in 2022, has more than 16 thousand employees. The Group operates in the following industry sectors: vertical integration in energy and infrastructure; specialized distribution and retail segments, through Ipiranga, Extrafarma and Ultragaz; the manufacture of surfactants and specialty chemicals, through Oxiteno; and the storage of bulk liquids, through Ultracargo. The Ultra Group's Holding is responsible for financial, corporate and investor relations activities. The Holding also manages the Group's Shared Services Center (CSC), located in the municipality of Campinas (SP).

The Ultra Group is a publicly-listed company and its shares are traded on the Brasil, Bolsa, Balcão (B3) Stock Exchange, in São Paulo (SP), and on the New York Stock Exchange (NYSE), since 1999. The Ultra Group's market value was R $ 16 billion at year-end December 31st, 2021.

The Ultra Group will celebrate 85 years of business activities in 2022



An employee of the Ultra Group's Holding.



Purpose GRI 102-16

We create value for society by investing in companies that are sustainable and essential to people's daily lives.

Business principles

Safety first

Management integrity and transparency

Financial discipline and strength

Customer satisfaction as the basis for success

Recognizing and developing people

Operational excellence

Drivers

Act as a controlling or reference shareholder in high quality companies

Strong market positioning and/or market potential

Tangible competitive advantage

Competent leadership team

Robust capacity for cash generation and return on capital

Social and environmental responsibility

Adherence to the Ultra Group's business principles

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ULTRA GROUP: Providing essential services for Brazil

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

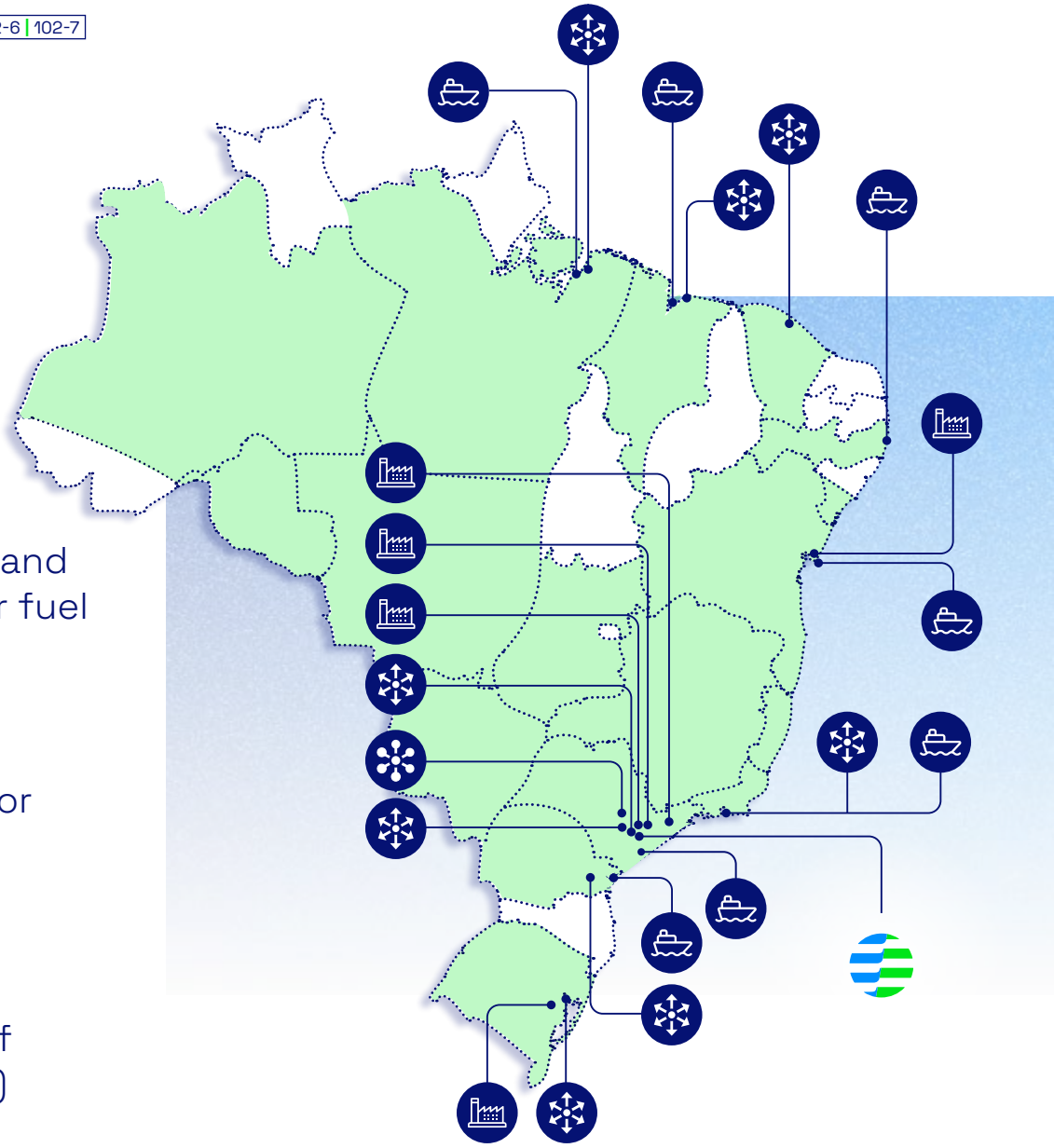
DISTRIBUTION STRUCTURE

7 port terminals (Ultracargo)

39 bases and own pools[1] for fuel distribution

19 bases for bottling and

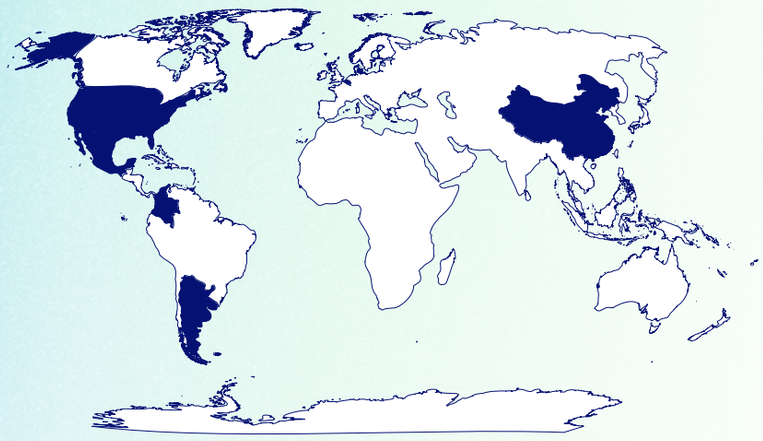
20 bases for storage/ distribution of LPG (Ultragaz)



STATES WHERE THE GROUP HAS BOTTLING BASES (ULTRAGAZ)[2] AND COMPANY-OWNED DISTRIBUTION BASES (IPIRANGA)[3]. IN ADDITION, ULTRAGAZ HAS 20 SATELLITE BASES. IPIRANGA HAS TEN COMPANY-OWNED POOLS.

PRESENT IN THE UNITED STATES, MEXICO, URUGUAY, ARGENTINA, COLOMBIA, CHINA AND BELGIUM

industrial units, R&D laboratories and Oxiteno offices



PORT TERMINALS (Ultracargo)

Aratu (BA), Itaqui (MA), Paranaguá[4] (PR), Rio de Janeiro (RJ), Santos (SP), Suape (PE) and Vila do Conde (PA)

ULTRA GROUP HEADQUARTERS

São Paulo (SP)

HOLDING'S CSC

Campinas (SP)

INDUSTRIAL UNITS (Oxiteno)

Camaçari (BA), Mauá (SP), Suzano (SP), Tremembé (SP), Triunfo (RS)

DISTRIBUTION CENTERS (AmPm and Extrafarma)

AmPm: Cajamar (SP), Rio de Janeiro (RJ), São José dos Pinhais (PR) and Nova Santa Rita (RS)

Extrafarma: Guarulhos (SP), Benevides (PA), Aquiraz (CE) and São Luís (MA)

1. Fuel logistics bases shared with other distributors.
2. 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).
3. Ipiranga's company-owned distribution bases: Bagé, Canoas, Cruz Alta, Santa Maria (RS), Cascavel, Guarapuava (PR), Barueri, Bauru, Cubatão, Ourinhos, Paulínia, Presidente Prudente, São Caetano do Sul, São José do Rio Preto (SP), Governador Valadares, Montes Claros (MG), Duque de Caxias (RJ), Campo Grande (MS), Cuiabá, Rondonopolis (MT), Barcarena, Belém, Itaituba, Munguba, Santarém (PA), Manaus (AM), Porto Velho, Vilhena (RO)
4. Joint venture between Ultracargo and União Vopak.

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OUR PORTFOLIO

ULTRAGAZ

COMBINING ENERGIES



Network **5,600 resellers**

PRESENCE

23 States and the Federal District

58 thousand business customers (industry, commerce and services, condominiums and special gas customers)

19 bottling bases and 20 satellite bases for storage and distribution of LPG

ULTRACARGO

LEADING COMPANY IN THE EVOLUTION OF PORT LOGISTICS



TERMINALS IN SEVEN PORTS[1] IN STRATEGIC REGIONS OF BRAZIL

(storage and handling of chemicals, petrochemicals, fuels, bio-fuels and vegetable oils)

874 thousand m³ average static storage capacity

+5% vs. 2020

1. Joint venture with União Vopak in the port of Paranaguá (PR).

IPIRANGA

PASSION FOR FACILITATING PEOPLE'S LIVES AND MOBILITY



1,841 stores and 842 AmPm bakeries (convenience store network)

4 AmPm distribution centers

7,104 reseller's service stations

1,149 JetOil units (automotive service franchise)

5 thousand business customers

39 operational bases and company-owned pools[1]

AND MORE

- Controls ICONIC (a joint venture with Chevron, the market leader in automotive lubricants in Brazil;
- Holds a stake in Transportadora Sulbrasileira de Gás (TSB)

1. It also maintains 16 offices in third-party pools and has 41 third-party storage contracts.

OXITENO

EVOLUTION BY CHEMISTRY



11 INDUSTRIAL UNITS (Brazil, United States, Mexico and Uruguay)

AND MORE

2 Global R&D centers, 3 R&D laboratories and 8 sales offices (in South America, North America, Europe and Asia)

EXTRAFARMA

SO YOU CAN LIVE BETTER



399 stores, in 10 States

4 distribution centers

117 own-brand products (Be Better)

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STRATEGY AND PROSPECTS



IN THIS SECTION

Ultra Group's presents its operating strategy, the recent changes aimed at rationalizing its portfolio, and the general strategic guidelines of the businesses that remain under the Group's management.

STRATEGY AND RESOURCE ALLOCATION | PROSPECTS| BUSINESS MODEL

INTELLECTUAL CAPITAL



The Ultracargo terminal in Vila do Conde (PA).

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The Ultra Group undertook a strategic review of its business portfolio in 2021 seeking to achieve a greater degree of agility, complementarity and synergy among its main businesses, thereby reinforcing its strong market positions in the Brazilian energy and infrastructure value chains.

In addition to proceeding with its investment plans and the expansion of its existing businesses, the Group is constantly looking for opportunities to increase the scale of its operations and also to respond to the challenges of decarbonizing the economy.

The divestment of Oxiteno, Extrafarma and ConectCar (see the table below) were a direct result of this change in focus and will also contribute to strengthening the Group's cash position and investment capacity.

Furthermore, in 2021, the Group terminated ts negotiations with Petrobrás for the acquisition of the Alberto Pasqualini (Refap) oil refinery, located in Canoas (RS), due to certain critical conditions not being met.

ULTRA GROUP'S STRATEGIC OBJECTIVES



Profitability in core business activities, leveraged by proximity to the customer, operational efficiency, digital intelligence and development of economies of scale

Main business activities are concentrated in the energy and infrastructure value chains, with an increasing focus on energy transition

Leveraging of digital initiatives

PORTFOLIO RATIONALIZATION (2021)

GRI 102-10

MAY

EXTRAFARMA
↓
PAGUE MENOS

AMOUNT
R$ 700 million

JUNE

CONECTCAR
↓
PORTO SEGURO

AMOUNT
R$ 165 million

AUGUST

OXITENO
↓
INDORAMA VENTURES

AMOUNT
US$ 1.3 billion

Payment of US$ 1.15 billion at the closing of the transaction and US$ 150 million in two years.

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BUSINESS STRATEGY

Ultragaz

Ultragaz continued to intensify its actions focused on innovation and increased proximity to its customers in the business, household and reseller segments. In 2021, it renewed its brand image and summarized its strategy in the phrase *Somando Energias* (Combining Energies), which represents its purpose of improving people's lives by using its experience and capacity to innovate in creating energy solutions for individuals and businesses. It seeks to achieve this purpose through annual launches of solutions in the customer segments for industry, commerce and services, agribusiness, and condominiums and households. One of the highlights in 2021 was the launch of the agribusiness solution called *Ultragaz Secagem de Grãos* - Arroz (Ultragaz Grain Drying - Rice), which, by using temperature and humidity sensors, controls the grain drying process, thereby optimizing energy consumption and reducing costs for the farmer.

In addition, it continues its pathway to increasingly digitize its solutions, enabling the evolution of its relationship strategies with customers in the business, household and reseller network segments. At the end of 2021, the Ultragaz app, launched the previous year, had recorded over 1.7 million downloads. With regard to its infrastructure, the start-up of bottling operations in Miramar (PA) and storage and distribution in Mucuripe (CE), in the first quarter of 2022, will allow Ultragaz to participate in the expected expansion of the LPG markets in the North and Northeast regions of Brazil.

Ultracargo

The investments in capacity increases and productivity gains in **Ultracargo** resulted in increased efficiency and value generation for customers, and contributed to the record revenues recorded in the last quarter of 2021. The company continued with its objective of expanding its activities in strategic port terminals, especially in the North and Northeast regions, and of increasing the size of its port operations to capture opportunities in the bulk liquids handling sector. In 2021, it accelerated the completion of the expansion project in the Itaqui port terminal (MA), which added 46 thousand m³ of capacity, and it made a successful bid in an auction for a concession in an additional area in the same port for the construction of a new terminal, which will be connected to the existing one and will add a static capacity of 79 thousand m³. The start of operations at the new terminal in the port of Vila do Conde (PA) was also brought forward by one year. It has a capacity of 110 thousand m³, and marked Ultracargo's market entry in the North region of Brazil. The other priorities of the company are the continuous improvement of its operations, based on the lean production and six sigma concepts, and the digital transformation of its business activities.

Ipiranga

Ipiranga is committed to the continuous evolution of the value proposition of the complete service station, and one of its priorities is to leverage operational and logistical efficiency. In 2021, the company's focused on restructuring the Transport, Planning and Logistics Execution areas and reviewing two of its main processes: advanced model of sales and operations planning (S&OP) integrated to its strategy, and order to cash. Another strategic pillar is pricing. The company has already achieved an improvement in margins after establishing an area dedicated to Pricing Intelligence.

An employee of the Holding in an AmPm area in the Holding's office in Campinas (SP).



To increase the quality of its network, and the services provided to consumers, the company has carried out a number of initiatives including establishing an exclusive relationship strategy for large resellers. Ipiranga also aims to selectively expand its network, in line with its plans to increase efficiency. In 2021, Ipiranga closed down 340 service stations and opened 337, so at year-end the network consisted of 7,104 units, only three less than at the previous year-end. Using an approach that it calls "engagement through enchantment" the company is committed to strengthening the value of its brand in the eyes of its main stakeholders (employees, resellers, business customers and end consumers). In 2021, the Ipiranga brand was elected the 13th most valuable brand in Brazil in the ranking published by the Interbrand consultancy.

The strategic pillars of the **AmPm** business are aimed at strengthening the value proposal for franchisees, consolidating company-owned stores, improving the quality of the services offered through a differentiated consumer experience and exclusive own-brand products, and operational excellence. The plan to gradually expand the network will focus on quality and increasing the number of stores near the distribution centers. In 2021, AmPm made good progress in refurbishing its stores and in incorporating its digital package, which together improve the consumer's experience and strengthen the brand's presence in a variety of channels. The company also accelerated the program of opening company-owned stores, enabling it to continually develop the package of solutions offered to franchisees. By December, the company had implemented the new AmPm store concept in 162 stores, incorporated the digital package in 450 stores, and increased the number of company-owned stores to 206.

KMV/abastece aí

The ***E-aí Clube de Automobilistas*** (E-aí Motorists' Club) is a digital platform that combines the ***KM de Vantagens*** loyalty program and the ***abastece aí*** digital payments app. The platform upgraded and strengthened its technology in 2021, and ended the year with 2.8 million active accounts in the digital wallet and 36 million registered customers in the loyalty program. The platform has been run independently of Ipiranga since 2020 and its operational strategy is to continually improve the user experience when filling-up with fuel, increase the partner base and invest in the ongoing development of new products and services that are important to the motorist and the surrounding mobility eco-system.

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PUBLIC POLICIES AND THE REGULATORY ENVIRONMENT SASB EM-RM-530A.1

The Ultra Group has an Institutional and Governmental Relations area that reports to the Corporate Development and Advocacy Executive Directorate. The area monitors regulatory issues and public policies to identify those that could impact the strategy, prospects and results of the Group or the individual companies in the portfolio.

The area's work includes relations with many different stakeholder groups (government authorities, representative associations, the media and opinion makers, academia and organized civil society) and these interactions are carried out in accordance with the best practices in ethics and integrity, such as the formal registration of meetings in a dedicated system, and with the support of the compliance team.

Some of the most important themes currently monitored by the team are as follows: tax simplification; combating the irregular marketing of fuels; infrastructure; energy transition; and bio-fuels FOR MORE INFORMATION ON THESE LATTER TWO TOPICS SEE PAGE 61.

The simplification of taxes in the sector, which is supported by the Group, would have positive effects on the efforts to combat irregularities in the fuel market, such as: tax evasion; adulteration of fuels; and volumetric fraud (tampering with the pump and the amount of fuel supplied). These irregularities cause damage to all the participants in the fuel distribution value chain. The government receives less tax, regulated resellers and distributors lose revenue and consumers purchase lower quality or less fuel.

Employees of the Ultra Group's Holding.



Sustainability

The Ultra Group made substantial progress in implementing its sustainability agenda in 2021 with the strengthening of the management structure, definition of the strategic guidelines and discussions on the material topics in the various internal forums.

At the beginning of 2021, the Group created the Sustainability and Corporate Affairs Department in order to reinforce the management of the challenges related to the environmental, social and governance agenda. The department reports to the recently created Corporate Development and Advocacy Executive Directorate. It should be noted that the businesses also have structures dedicated to sustainability, which address the characteristics and specific challenges of each company.

Multidisciplinary work-groups were set up, one for each material topic. In total they held more than 100 meetings throughout the year, with the involvement of approximately 250 people from the Holding and the businesses. Under the coordination of the Sustainability Directorate, the discussions in the work-groups deepened the organization's understanding of the impacts and opportunities related to each material topic and enabled them to define the organization's future ambitions.

Topics related to ESG issues were also included in the agendas of the monthly meetings of the Ultrapar Executive Board and the business advisory boards, as well as in those for the meetings of the Board of Directors and its advisory committees.

This broad movement of discussing, listening and learning by all parties was essential for the construction of a common vision, called the sustainability macro-strategy, which has now been incorporated in a structured way into the Group's overall strategy. This process culminated in the definition of the Ultra Group's sustainability commitments, and its targets for 2030. These commitments and targets were approved by the Ultrapar Executive Board and by the Board of Directors.

In 2022, the work-groups will continue to meet in order to monitor the execution of the action plan for each material topic in order to enable the Group to achieve its long-term sustainability commitments.

UN GLOBAL COMPACT
Rede Brasil

Towards the end of 2021, the Ultra Group became a signatory of the United Nations Global Compact (UNGP). The Group's adherence to the UNGP reinforced the commitments of the Holding and each of its businesses to the defense of human rights, labor rights, the environment and anti-corruption practices.

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An employee
of Oxiteno.



PRESENCE IN RATINGS AND ESG INDEXES

The Ultra Group has been included in a number of indices that assess and rank organizations according to their performance in environmental, social and governance criteria. The Group has been included in the following ratings and indexes:

- **MSCI ESG** (Morgan Stanley Capital International): the index assesses an organization's exposures to ESG risks and the quality of its risk management processes. The classification is as follows: leader (grades AAA and AA); average (grades A, BBB and BB); and laggard (grades B and CCC). In October 2021, the Group was rated A.

- **FTSE4Good:** a series of indices that measure the performance of organizations in ESG practices. Scores range from 0 to 5 for each factor (environmental, social and governance). In June 2021, the Group obtained an average score of 3.0. It currently is included in two indices: FTSE4Good Emerging Index and FTSE4Good Emerging Latin America Index.

- **ICDPR70** (CDP Brazil Climate Resilience Index): The Group has been included in the portfolio until March 31, 2022. Its inclusion was due to its performance in the Carbon Disclosure Project (CDP) 2020 Climate Change Questionnaire, in which it obtained a B score.

- **ICO2** (Carbon Efficient Index): The Group has been included in the B3's portfolio since 2012.

- **IGC** (Differentiated Corporate Governance Index) and **ITAG** (Differentiated Tag Along Index): The Group has been included in these B3 portfolios since 2011.

MSCI FTSE4Good CDP DISCLOSURE INSIGHT ACTION ICO2 B3 IGC B3 ITAG B3

SUSTAINABILITY MANAGEMENT MODEL

BOARD OF DIRECTORS

ULTRAPAR EXECUTIVE BOARD

MAIN RESPONSIBILITIES

Definition of positioning and priorities

Monitoring the progress in achieving the strategy and the sustainability targets

SUSTAINABILITY AND CORPORATE AFFAIRS DIRECTORATE

MAIN RESPONSIBILITIES

Definition of sustainability guidelines

Management and coordination of the sustainability strategy and the related action plans

WORK-GROUPS ON THE 7 MATERIAL TOPICS

(composed of specialists from the Holding and the businesses)

MAIN RESPONSIBILITIES

Implementation of the strategy and monitoring of results

ULTRA ultragaz ultracargo Ipiranga OXITENO extrafarma

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Sustainability pathway: evolving together

Over the last three years, the Ultra Group has strengthened its sustainability structure and increased its knowledge about its material topics and their impacts.

2019

Ultra Group carried out its first materiality study, covering all its businesses

2020

Creation of work-groups for each material topic

Ultracargo, Ipiranga and Extrafarma completed their first materiality matrix processes

Ipiranga launched its new sustainability strategy

Ultragaz launched a new Strategic Sustainability Plan

Oxiteno consolidated its Strategic Sustainability Plan, and established ESG targets for 2030

2021

Creation of the Sustainability and Corporate Affairs Directorate reporting to the recently established Corporate Development and Advocacy Executive Directorate

The Ultra Group's material topics were updated

The work-groups deepened the Group's understanding of each material topic and worked on defining targets

Ultragaz launched an initiative called Jornada ESG - Ultragaz mais sustentável (ESG Journey - a more Sustainable Ultragaz), with an ESG positioning based on activity in four dimensions of energy, namely: Human, Innovation, Citizenship and Ethical.

Ultracargo launched a new Strategic Sustainability Plan

Ipiranga established the theme sustainability as one of its strategic initiatives, supported by a structure, investment and monitoring by senior management, and launched an action plan to embed a culture of sustainability.

2022

Definition of the Ultra Group's public commitments, with a focus on 2030

Sustainability targets were included in the performance evaluations for the variable remuneration of the Group's entire senior management team

Sustainability is a journey of continuous evolution. The good progress made by the Group so far was due to the pro-active participation of all its businesses.

The consequences of the Covid-19 pandemic, the resolutions of the 26th United Nations Conference of the Parts on Climate Change (COP 26) and the demands by society in general have increased the importance and visibility of the themes of governance and integrity, energy transition, responsibility for the surrounding communities and health and safety. To better respond to this scenario, the Group is reviewing its targets for these themes.

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Innovation

The capacity and ability to innovate are essential to ensuring the long-term continuity of the Ultra Group. The Group established an Innovation Committee in 2019. This forum seeks to foster a culture of innovation and promotes the sharing of experiences between the Holding, *UVC Investimentos* and the businesses. In 2021, the committee met five times. The Group also has a number of work-groups dedicated to innovation topics, which are organized on an ad hoc basis throughout the year for in-depth discussions on the most relevant topics.

In line with the Group's management model, the businesses also have the autonomy to establish their own innovation and research and development structures.

The search for new ideas has expanded in the Group following the creation of *UVC Investimentos* (UVC) in 2020. It is a venture capital fund with R$ 150 million to be invested until 2029. Its mission is to generate a profitable return on capital by investing in start-ups that operate in areas relevant to the Ultra Group's main areas of activity or that are, or could be, disruptive to its businesses.

The fund's operating strategy made progress in 2021. It prioritized its prospecting for start-ups in four areas: sustainability (environmental), clean energy, urban mobility and new retail trends, all aiming to originate new avenues of growth for the Group. Since the fund was established, R$ 56 million has been committed to direct investments in six start-ups and in indirect. investments in a portfolio of start-ups via two other venture capital funds.

In addition to generating a profitable return on capital, UVC seeks to expand the Group's participation in the innovation ecosystem, strengthen the relations with start-ups and, together with the Holding's Innovation Com-

INNOVATION COMMITTEE RESULTS

298
initiatives cataloged
(56 in 2021)

5 cross-cutting initiatives
(presented by one of the businesses on the committee and which attracted the interest of other Group businesses)

INNOVATION EVENT 2021

> 700 participants

> 6 hours of presentations

8 external speakers

UVC INVESTIMENTOS

R$ 150 million
for investment in start-ups by 2029

R$ 56 million
already committed

For more information, access the link:
www.uvcinvestimentos.com.br

mittee, to leverage the stimulation of a culture of innovation and the identification of strategic synergies between the businesses. In 2021, the UVC team held more than 200 meetings with start-ups and other players in the innovation ecosystem (venture capital funds, corporate venture capital initiatives and innovation hubs, among others). The UVC team also participated in monthly meetings with the Ultra Group's internal innovation teams.

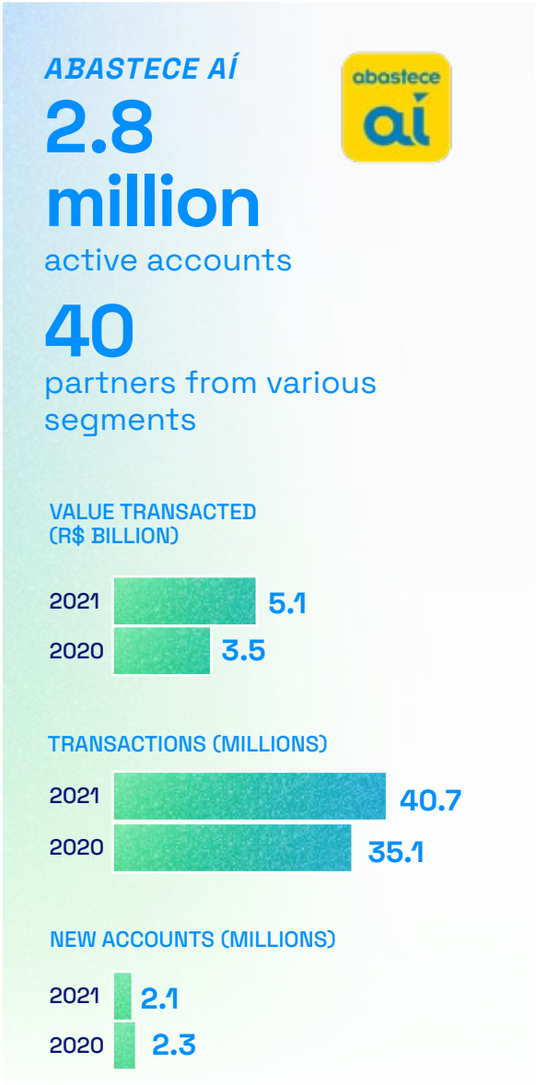
ABASTECE AÍ: LEVERAGING THE RELATIONS BETWEEN CUSTOMERS AND RESELLERS

The *abastece aí* platform, which originated as a fuel supply discount program within Ipiranga's relationship program (*Km de Vantagens – KMV*), has now evolved and is focused on the motorist. It has expanded the benefits and range of services it offers to consumers, through an easy-to-use and flexible format for digital payments combined with rewards in the form of cash-back. The cash-back rewards can be used for purchases at partner institutions, the direct payment of bills and cash transfers via the PIX payments system to other individuals. In this way, the platform generates savings for users and more business for an expanding partner base.

In 2022, the platform will focus on consolidating its positioning in the motorist segment, improving the user experience for both *KMV* and *abastece aí* customers.

abastece aí originated as a digital service, and it continues to evolve, using an agile methodology approach, to continually improve the user experience. As a result, *abastece aí* is also contributing to promoting the dissemination of the skills of the new frontiers in innovation in both the Holding and the businesses. abastece aí has a team of 138 employees, composed mainly of specialists in programming, design, marketing, mobile data development and data intelligence, among others.

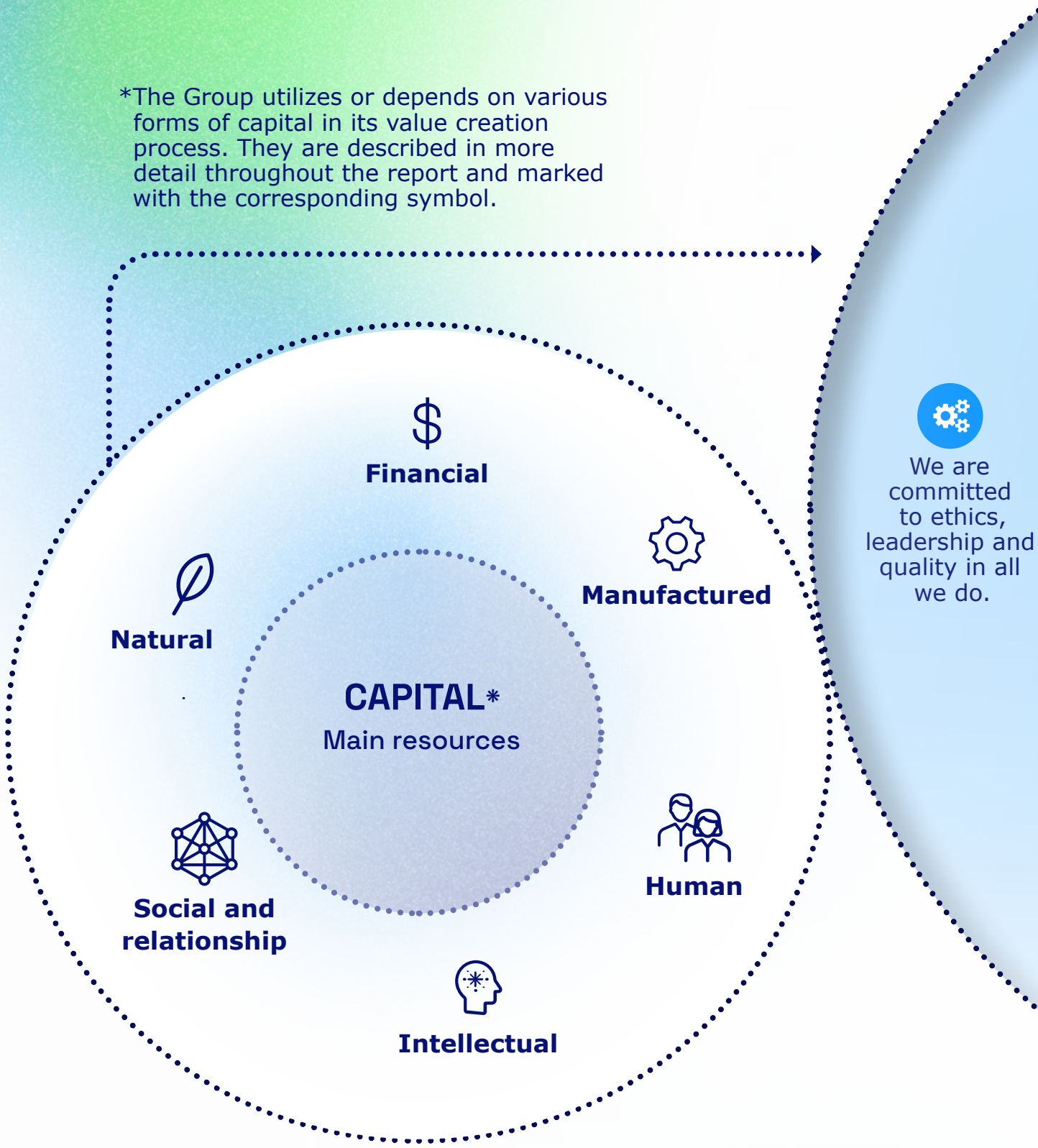
abastece aí also generates repeat sales and customer loyalty for the Ipiranga service stations, representing a competitive differential in customer retention and value generation.



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BUSINESS MODEL

*The Group utilizes or depends on various forms of capital in its value creation process. They are described in more detail throughout the report and marked with the corresponding symbol.



We are specialists in asset management and resource allocation.

We strive to be the best shareholder in the businessses.

We generate efficiency and synergies that create new financial levers.

ULTRA

HOW WE GENERATE VALUE

Our portfolio of traditional and complementary brands, coupled with our extensive distribution channels throughout Brazil, enable us to deliver essential services nationwide. The main contributions of the Holding to the businesses are:

Our governance structure and practices guarantee alignment of interests and institutional strength.

Our human capital has specialized knowledge.

We invest in innovation to achieve digital transformation and new business.

The integration of our ESG targets multiplies our potential as agents of societal transformation.

OUR BUSINESSES

ULTRA

ultragaz

ultracargo

Ipiranga

OXITENO

extrafarma

VALUE CREATED

Results are enhanced by the businesses acting together

R$ 119 BILLION of net revenue.

STRUCTURE our extensive distribution channels enable us to deliver essential services nationwide.

Relations with **51.3 MILLION** consumers.

76 THOUSAND JOBS created indirectly through resellers and franchises.

OPORTUNIDADES EM TRANSIÇÃO ENERGÉTICA: skills, scale and structure to work together with society to address the challenges of decarbonization.

Commitment to the **DEVELOPMENT OF THE SURROUNDING COMMUNITIES.**

IMPACT

As participants in a value chain, our businesses generate **IMPACTS LINKED TO THE CONSUMPTION OF FOSSIL FUELS.**

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PERFORMANCE



IN THIS SECTION

we have presented the Ultra Group's results and highlights for 2021 regarding our financial performance and seven material topics.



Ultragaz's bottling base in Miramar (PA).

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Financial performance

PROSPECTS | PERFORMANCE

FINANCIAL CAPITAL



The office of the Ultra Group's Holding in Campinas (SP).

Ultrapar recorded net revenues of R$ 119 billion in 2021, an increase of 46% compared to 2020, due to higher revenues in all its businesses, except Extrafarma, with the highlight being Ipiranga. The cost of goods sold and services provided at Ultrapar was R$ 112 billion in 2021, an increase of 48% compared to 2020, also due to higher costs in all businesses, except Extrafarma.

Ultrapar recorded a gross profit of R$ 7.1 billion in 2021, an increase of 26% in the annual comparison, due to the increase in the consolidated profit of all the businesses, especially Ipiranga, which had been the business most affected by the pandemic in 2020.

Ultrapar's selling, marketing, general and administrative expenses increased 24%, due to the effects of inflation and the contingency expenses on several fronts throughout 2020, in addition to other specific effects across all businesses in 2021.

The other operating results line decreased 44% compared to 2020, mainly due to the lower provision for extraordinary tax credits at Oxiteno and the higher level of cost recognition related to Renovabio's targets at Ipiranga, partially offset by (i) higher provision for extraordinary tax credits and higher merchandising revenues from suppliers at Ipiranga and (ii) receipt of insurance reimbursement for business interruption losses from an incident at Oleoquímica (occurred in 2017) at Oxiteno in 2021.

The disposal of property line increased 141% compared to 2020, due to the higher results from sales of real estate assets and the capital gain from the sale of ConectCar, both in Ipiranga.

In 2021, an effect of R$ 428 million was recorded in the line of impairment, because of the impairment of Extrafarma's assets arising from the sale agreement of Extrafarma to *Pague Menos*.

Ultrapar's recurring Adjusted EBITDA reached R$ 4.1 billion in 2021, an increase of 22% compared to 2020, mainly due to the increase in EBITDA at Oxiteno, Ipiranga and Ultracargo, partially offset by higher Holding expenses and lower EBITDA at Extrafarma. Ultragaz's EBITDA remained stable.

The total expense for depreciation and amortization[1] in 2021 amounted to R$ 1.7 billion, an increase of 7% compared to 2020, due to the investments over the period.

Ultrapar posted an operating income of R$ 1.9 billion in 2021, a result 4% higher than 2020.

Ultrapar reported a net financial expense[2] of R$ 910 million in 2021, compared to R$ 269 million in 2020, mainly due to the negative effect of the mark-to-market of the hedges and a higher debt cost, because of higher interest rates.

Ultrapar's net income reached R$ 884 million in 2021, a reduction of 5% compared to 2020, due to higher net financial expenses and higher depreciation, partially offset by higher EBITDA in the period and lower taxes.

1. Includes amortization of assets of contracts with clients – exclusive rights.
2. Does not include the result of the cash flow hedge from bonds.

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ULTRA GROUP'S INCOME STATEMENT – R$ MILLION GRI 102-7

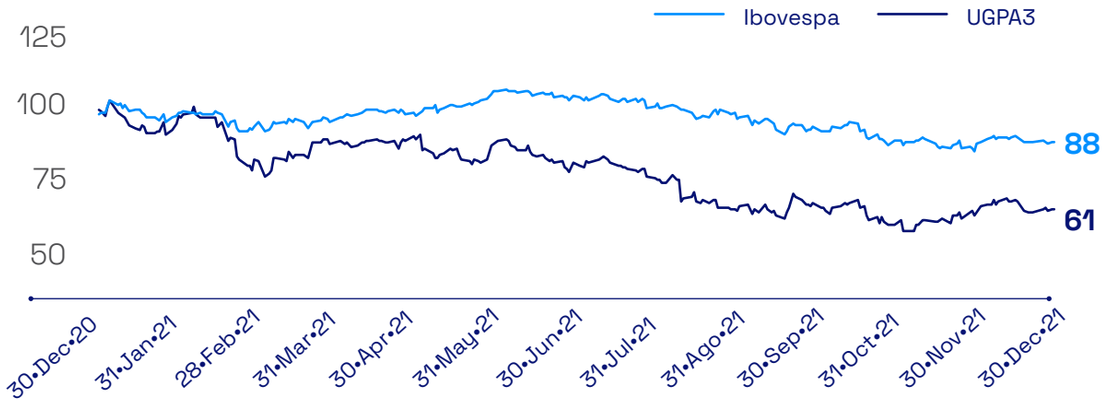
	2021	2020	Variation 2021 X 2020
Net revenues	**118,799**	**81,241**	**46%**
(-) Cost of goods sold and services provided	(111,729)	(75,628)	48%
(=) Gross profit	**7,069**	**5,613**	**26%**
(-) Selling, marketing, general and administrative expenses	(5,062)	(4,098)	24%
(-) Other operating results	123	221	- 44%
(-) Gain on disposal of property, plant and equipment and intangibles	183	76	141%
(-) Impairment	(428)	-	NA
(=) Operating income	**1,886**	**1,812**	**4%**
(-) Financial result	(910)	(269)	238%
(-) Share of profit of subsidiaries, joint ventures and associates	(18)	(44)	- 60%
(=) Income before income and social contribution taxes	**959**	**1,499**	**- 36%**
(-) Income and social contribution taxes	(75)	(571)	**- 87%**
(=) Net income	884	928	- 5%
(+) Income and social contribution taxes	75	571	- 87%
(+) Financial result	910	269	238%
(+) Depreciation and amortization	1,377	1,267	9%
(=) CVM EBITDA	**3,246**	**3,036**	**7%**
(+) Cash flow hedge from bonds	176	154	15%
(+) Amortization of contractual asset with customers – exclusive rights (Ipiranga and Ultragaz)	283	289	- 2%
(=) Adjusted EBITDA	**3,704**	**3,479**	**6%**
(=) Recurring Adjusted EBITDA[1]	**4,055**	**3,311**	**22%**

1. **Excludes non-recurring effects: 2020 –** extraordinary PIS/Cofins tax credits of R$ 156 million in Oxiteno and R$ 12 million in Ultracargo. **2021** – impairment of R$ 428 million in Extrafarma and capital gain from Conect-Car's sale of R$ 76 million in Ipiranga.

CAPITAL MARKETS

Ultrapar's combined average daily financial volume on the B3 and the NYSE totaled R$ 159 million/day in 2021 (-12%). Ultrapar's share price ended 2021 quoted at R$ 14.54 on the B3, a depreciation of 39% in the year, while the Ibovespa stock in dex fell by 12%. On the NYSE, Ultrapar's share price decreased 42% in the year, while the Dow Jones stock index appreciated 19%. Ultrapar ended 2021 with a market cap of R$ 16 billion.

PERFORMANCE OF UGPA3 X IBOVESPA – 2021 (DEC 30, 2020 = 100)

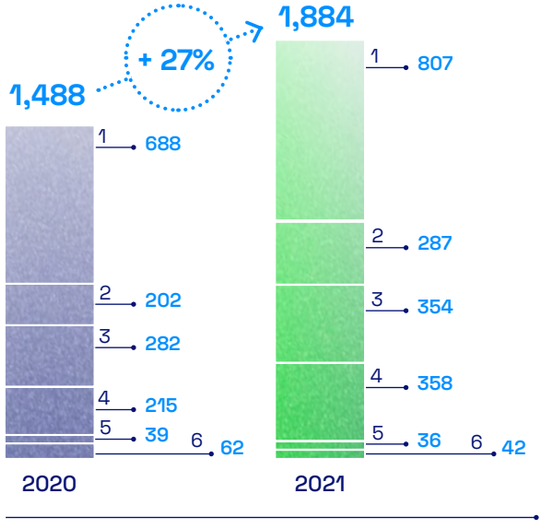


INVESTMENTS

In 2021, Ultrapar's investments, net of divestments and receivables, totaled R$ 1.9 billion, 27% higher than for 2020, mainly due to lower investments in 2020 as a cash contingency measure, due to the uncertainties imposed by the pandemic and lower market growth.

The Group's financial performance is described in detail in the 2021 Management Report, which is available in the financial statements.

ORGANIC INVESTMENTS BY BUSINESS – R$ MILLION



Subtitle:

1. Ipiranga
2. Oxiteno
3. Ultragaz
4. Ultracargo
5. Extrafarma
6. Other

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Governance and integrity

GOVERNANCE | RISK MANAGEMENT | PERFORMANCE

INTELLECTUAL CAPITAL

ALIGNMENT TO THE SDGS



An employee of the Ultra Group's Holding.

GRI 102-18 | 103-1 | 103-2 | 103-3

The Ultra Group's long history and its commitment to best corporate governance and integrity practices have been recognized by the market and they enable the Group to positively influence the country's business environment and its entire value chain. Since 2011, the shares of the Ultra Group have been listed on the Novo Mercado (New Market) segment of the B3 Stock Exchange. This segment only lists companies that have the highest standards of corporate governance. The Group's American Depositary Receipts (ADRs) on Nasdaq are rated Level III, which is also the highest standard of governance and transparency on this US stock exchange. The Group's decision-making structure has also been recognized by the market due to its appropriate balancing of the interests of controlling and minority shareholders, who have had the right to a 100% tag along since the year 2000.

The Group's highest governance body is the Board of Directors. At year-end 2021, it was composed of 11 members, of whom 54% were independent directors and 18% were women. None of the members currently holds an executive role in the Ultra Group businesses. Members are remunerated exclusively for their activities on the Board and on the Advisory Committees.

The Group's bylaws establish the roles and responsibilities of the governance bodies, which also have their own respective internal regulations. The Board is responsible for defining the Group's overall strategy, taking into consideration the impacts of the organization's activities on society and the environment. It determines the allocation of capital and the level of exposure to risks, supervises the senior management of the businesses and organizes the succession process.

Board members undergo an evaluation process at least once during each term of office. The most recent evaluation was carried out in 2020 and aimed to measure the dimensions related to the composition and functioning of the Board and the skills, dedication and effectiveness of its members.

GROUP AMBITION

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

The composition of the Board at year-end December 31, 2021 was approved at the Ordinary and Extraordinary General Meeting (AGOE) held in April 2021, with members having an expected term of office of two years. As a result of a leadership succession process, carried out during 2021 and finalized in early 2022, certain changes were made to the composition of the Board FOR MORE INFORMATION SEE THE SECTION BELOW ENTITLED RENEWAL.

In 2021, the Board of Directors met 13 times. The evolution in sustainability management was on the agenda of two meetings during the year. The Board evaluated and validated the updated materiality matrix and the long-term commitments and targets established by the Group. The integration of sustainability targets into the strategic planning process and the validation of the risk matrix, which began to include the material sustainability topics, were also on the agenda of certain meetings.

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RENEWAL

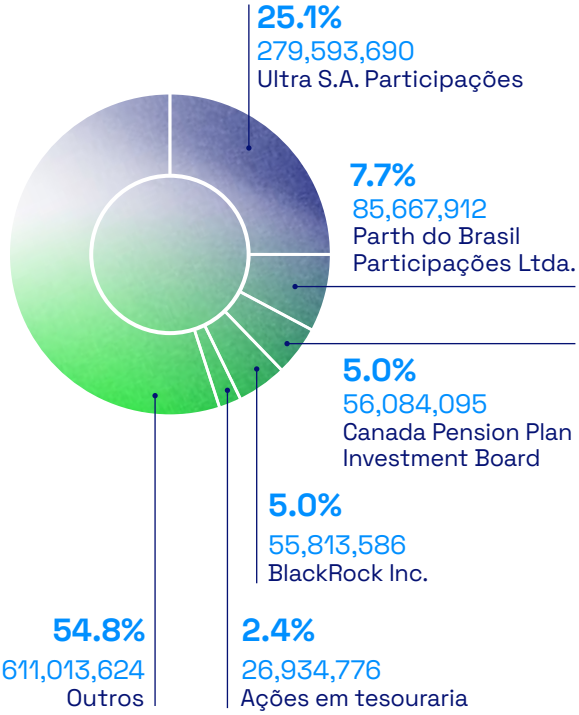
In 2021, the Ultra Group announced a plan for the succession and renewal of its senior management. The process was designed to ensure the continuity of the existing strategy, while also preparing the Group for a new cycle of growth. The Chairman of the Board of Directors, Pedro Wongtschowski, communicated his intention to leave the Board in April 2023. Consequently, in September 2021, the Board decided to prepare Marcos Marinho Lutz, then a Board member, then a for a potential recommendation to fill the position of Chairman of the Board. In January 2022, Marcos Marinho Lutz assumed the position of CEO of Ultrapar with a term of office until April 2023. This period will enable him to be fully immersed in the activities of the Group's various businesses. Marcos has considerable experience in holding senior leadership positions in companies in the energy and infrastructure sectors.

Frederico Pinheiro Fleury Curado, previously CEO of the Ultra Group until the end of 2021, assumed the position of Vice-Chairman on the Board of Directors at the beginning of 2022. He will be able to make a valuable contribution to the Board's decision-making due to his strategic vision and extensive experience in each of the Group's businesses that he obtained in his previous position. He took over the position previously held by Lucio de Castro Andrade Filho, who retired after 45 years of dedicated service to the Group.

The senior management renewal process also included the appointment of Marcelo Araújo, formerly the CEO of Ipiranga, to the Corporate Development and Advocacy Executive Directorate. This is a new position created in the Holding in 2021, that will oversee the corporate areas of Sustainability, Institutional Relations, Communication, Legal and Compliance, Risks and Internal Audit. Leonardo Linden took over the position of CEO of Ipiranga in October 2021. He has had a long career in the fuel sectors in Brazil and in the United States. Prior to taking on the new position, he held the position of Sales Director in Ipiranga, and his move was also part of the planned succession process.

All these changes followed the Corporate Policy for the Appointment of Members of the Board of Directors, Advisory Committees and Ultrapar Executive Board. The selection criteria considered the diversity of knowledge, professional experience and availability of time for the positions.

SHAREHOLDER COMPOSITION[1] (%)



TOTAL
1,115,107,683

1. Data as of December 31st, 2021

COMPOSITION OF THE BOARD OF DIRECTORS AT 31/12/2021

Member	Position	Independent member[1]
Pedro Wongtschowski	Chairman	No
Lucio de Castro Andrade Filho[2]	Vice-Chairman	
Alexandre Teixeira de Assumpção Saigh	Member	Yes
Ana Paula Vitali Janes Vescovi		
Flavia Buarque de Almeida		
Jorge Marques de Toledo Camargo		
José Galló		
José Luiz Alquéres		
José Maurício Pereira Coelho		
Marcos Marinho Lutz[3]		No
Otávio Lopes Castello Branco Neto		

1. The member is not a direct or indirect controlling shareholder of the Group; does not have the 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 collateral line, to the second degree, of the controlling shareholder, of the Group's manager or 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.

2. The member left the Board of Directors in January 2022. The vacant position on the committee was assumed by Frederico Pinheiro Fleury Curado.

3. The member left the Board of Directors in January 2022 to assume the position of CEO of Ultrapar.

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The curricula of the Board Members are available in the Governance section of the Investor Relations website at: ri.ultra.com.br.

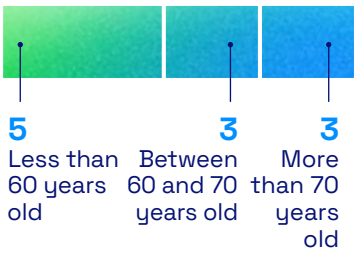
NUMBER OF DIRECTORS ON THE BOARD OF DIRECTORS WHO HAVE THE SKILLS AND EXPERIENCE LISTED BELOW[1]

Experience as a CEO/senior manager and in people management	11
Portfolio management	7
Oil and gas value chain and logistics infrastructure	7
Chemical, retail and consumer goods	4
Finance, accounting and economics	7
Corporate governance and risk management	9
Government relations and corporate affairs	9
Technology and innovation	6
Energy mix and sustainability	5

BOARD MEMBERS BY GENDER[1]



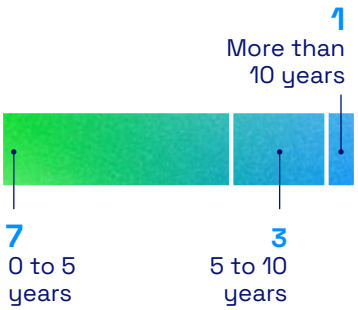
BOARD MEMBERS BY AGE RANGE[1]



AVERAGE AGE

62 years old

MEMBERS OF THE BOARD BY YEARS OF SERVICE[1]



AVERAGE YEARS OF SERVICE

5 years

1. Refers to the composition of the Board of Directors in December 2021.

ADVISORY COMMITTEES TO THE BOARD OF DIRECTORS

The Board has three statutory Advisory Committees which are composed exclusively of Board Members. The current term of service, approved at the Board meeting on 14th April 2021, will run until April 2023.

Each committee met 9 times in 2021.

PEOPLE

MAIN RESPONSIBILITIES

- Propose to the Board of Directors the parameters and guidelines of the Senior Management Remuneration Policy
- Provide support in the processes for the appointment, development and succession of the organization's principal senior managers and key employees
- Monitor the performance evaluation process of the senior managers

COMPOSITION

Coordinator
José Galló

Members
Alexandre Teixeira de Assumpção Saigh

Lucio de Castro Andrade Filho[1]

José Luiz Alquéres

AUDIT AND RISKS

MAIN RESPONSIBILITIES

- Assess the effectiveness of the systems for internal controls and risk management
- Review the Management Report, Quarterly Reports and Financial Statements
- Monitor the activities of the Risks, Compliance and Audit Directorate
- Monitor the risks and strategic action plans for sustainability, finance, cyber, compliance and operations risks, through the integrated risk matrix
- It is composed of three members, all of whom are independent members.

COMPOSITION

Coordinator
Ana Paula Vescovi

Members
Jorge Marques de Toledo Camargo

José Maurício Pereira Coelho

STRATEGY

MAIN RESPONSIBILITIES

- Assist the Board of Directors by providing general guidelines for the businesses, as well as outlining strategic partnerships and investment plans
- Guide and monitor the strategic planning and budgeting processes
- Define the capital allocation and portfolio management strategy, including mergers and acquisitions

COMPOSITION

Coordinator
Pedro Wongtschowski

Members
Jorge Marques de Toledo Camargo

Flávia Buarque de Almeida

Marcos Marinho Lutz [2]

1. The member left the organization in January 2022 and his place on the committee was assumed by Frederico Pinheiro Fleury Curado.

2. The member was appointed CEO of the Ultrapar Executive Board in January 2022, and ceased to be a member of the committee. The vacant position on the committee was assumed by Frederico Pinheiro Fleury Curado.

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CONTROL BODIES

The Ultra Group's control systems, which include the Audit and Risk Committee, the Fiscal Board and the Conduct Committee, are evaluated in accordance with the guidelines set by the Committee of Sponsoring Organizations (COSO) of the Treadway Commission.

The Fiscal Board operates on an ad hoc basis. It meets at the request of the Shareholders General Meeting in order to monitor the actions of the Board of Directors and senior management.

COMPOSITION OF THE FISCAL BOARD[1]

Coordinator and independent member
Flavio César Maia Luz

Independent members
Geraldo Toffanello
William Bezerra Cavalcanti Filho

COMPOSITION OF THE CONDUCT COMMITTEE[1]

Coordinator and independent member
Marcelo Fernandez Trindade

Members
Andre Brickmann Areno
Legal Director

Fernanda Teves de Souza
Risks, Compliance and Audit Director

Julio Cesar Nogueira
Controller and CSC Director

Lucio de Castro Andrade Filho[2]
Representative of the Board of Directors

1. Refers to the composition in December 2021.

2. The member left the organization in January 2022 and his place on the committee was assumed by Frederico Pinheiro Fleury Curado.

Its responsibilities include: analyzing the management report and the financial statements; inspecting the actions of the company's management; and verifying the fulfillment of management's legal and statutory duties. It is composed of three standing members and three substitutes, with a one-year term of office and remuneration as determined by law.

The Conduct Committee, which is a non-statutory body, is responsible for supervising the organization's performance in relation to the Ethics and Compliance Program FOR MORE INFORMATION SEE PAGE 51 and for recommending the actions to be taken in cases of violations of the Code of Ethics or corporate compliance policies. The committee reports to the Board of Directors, which is responsible for electing and removing the committee's members.

ULTRAPAR EXECUTIVE BOARD

The Ultrapar Executive Board is a statutory body composed of: the CEOs of Ultragaz, Ultracargo, Oxiteno and Ipiranga; the CEO of Ultrapar; the Director for Finance and for Investor Relations; and the Executive Director for Corporate Development and Advocacy. The Board's responsibilities are: orient the execution of the strategic plan and monitor the operational and financial management of the businesses and their progress in achieving environmental, social and governance (ESG) targets.

Business Advisory Committees

Each business is supported by an Advisory Committee, composed of the CEO of the business; the Director for Finance and Investor Relations of Ultrapar; and by external specialists. The committee monitors the execution of the strategy and analyzes in more depth the financial and sustainability results of the operations. In 2021, a specific Advisory Committee was created to monitor the AmPm operations.

COMPOSITION OF THE ULTRAPAR EXECUTIVE BOARD





CEO OF ULTRAPAR

Frederico Pinheiro Fleury Curado
(until December 2021)

Marcos Marinho Lutz
(from January 2022)



FINANCE AND INVESTOR RELATIONS DIRECTOR

Rodrigo de Almeida Pizzinatto



CORPORATE DEVELOPMENT AND ADVOCACY EXECUTIVE DIRECTOR

Marcelo Pereira Malta de Araujo



CEO, ULTRAGAZ

Tabajara Bertelli Costa



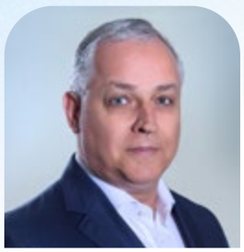
CEO, ULTRACARGO

Décio de Sampaio Amaral



CEO, IPIRANGA

Leonardo Remião Linden



CEO, OXITENO

João Benjamin Parolin

The curricula of the members of the Ultrapar Executive Board are available in the Governance section on the Investor Relations website at: ri.ultra.com.br.

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REMUNERATION

The Ultra Group carries out annual market surveys to establish benchmarks in order to ensure it offers an attractive remuneration package for its senior management team. The package consists of:

- Fixed remuneration, defined according to the responsibility and complexity of the position and the professional maturity of its occupant.
- Short-term variable compensation, linked to the annual performance of the business and the achievement of individual goals.
- Long-term variable compensation, based on the allocation of Ultrapar shares, over a long-term horizon.

As of 2022, the variable remuneration of the entire senior management team, in addition to being linked to the annual financial performance (EBITDA and operating cash flow), began to consider the team's performance in achieving the Group's sustainability goals.

THE ULTRA GROUP'S CORPORATE GOVERNANCE STRUCTURE



Ethics and compliance

GRI 102-16 | 103-1 | 103-2 | 103-3

The Ultra Group has always placed a high value on ethics, integrity and transparency. These values are reflected in the Group's good image and reputation in society, in addition to positively influencing its employees, business partners and peers in the sector. The Group's principles and guidelines are expressed in the Code of Ethics, established in 2004, and in the corporate policies for Anti-Corruption, Relations with Public Agents, Competition and Conflict of Interest and Transactions with Related Parties.

The Group has implemented a rigorous Ethics and Compliance Program, which is based on the Code of Ethics and supervised by the Conduct Committee. The Ethics and Compliance Program aims to reinforce and discipline the Group's culture of integrity. It sets annual topics for communication and training, such as: fighting corruption; best competitive practices; conflicts of interest; and combating harassment and discrimination, among others. The Directorate for Risks, Compliance and Audit is responsible for administering the program and is supported in this task by the Compliance areas in the businesses. In 2021, considering the Holding and the businesses, more than 30 employees were dedicated full-time to the topic.

In relation to matters of ethics and compliance, this Directorate reports directly to the Conduct Committee. The committee approves the action plans for the Ethics and Compliance Program and monitors its execution. Senior management and employees receive an annual report on the activities and results of program.

REVISION OF THE CODE OF ETHICS AND ANTI-CORRUPTION POLICY

GRI 102-16

During 2021, the Group worked on revising the Code of Ethics and the Policy for Anti-corruption and Relations with Public Agents, reinforcing the application of its ethical principles and demonstrating its commitment to maintaining its credibility and good reputation. In the case of the Code of Ethics, the aim of the revision was to clarify the Group's positioning and guidelines on topics that have been gaining more visibility in recent years, both internally and in society, such as: data security; social networks; diversity and inclusion; and social and environmental management.

The revised versions were published in the first quarter of 2022, and the Group expects to train all employees on their content by the end of 2022.

EVALUATION OF THE COMPLIANCE CULTURE

At regular intervals, the Group carries out a survey to assess the level of maturity of its culture of compliance, and the effectiveness of the actions of the Ethics and Compliance Program, with the support of a specialized consultancy. In the last survey, in 2020, using the Hearts & Minds methodology, the organization was classified at the Initial Proactive level, the second most advanced level in the Hearts & Minds matrix. In addition, each business received its own specific classification.

Following the analysis of the survey results, plans were drawn up to address the points for improvement identified. More than 60 action plans were formulated and began to be worked on in 2021. In addition to regular communication on the theme, the use of discussion forums was intensified in specific areas so that managers and employees could better understand how the ethics and integrity guidelines applied to their daily work routines.

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The Group also established an initiative to train and raise awareness on the theme among its suppliers especially its critical service providers, defined as those companies that could represent operational and/or reputation risks to the Group. The initiative aimed to stress the importance of ethical principles in its commercial relations with them, and to provide a positive influence on, and practical support to, these important stakeholders to enable them to make progress on the theme. In 2021, the businesses identified their critical suppliers and started to implement the training program, which should be completed during 2022. It should be noted that the Group's business partners (entrepreneurs in the Ipiranga service station network, Ultragaz resellers and AmPm and JetOil franchisees) have always been and continue to be the focus of training and awareness-raising initiatives on ethics and integrity promoted by the Group.

The next survey will be carried out in 2023. Grupo Ultra's goal is to continually improve its profile level in the Hearts & Minds matrix.

OTHER ACTIONS

A further important initiative carried out in 2021 was the reformulation of the process of integrating new employees in relation to the themes of ethics and compliance. Additionally, senior management, in partnership with the Legal and Mergers and Acquisitions areas, provided support in the process of the rationalization of the Ultra Group's portfolio by conducting due diligence studies on competition and compliance issues.

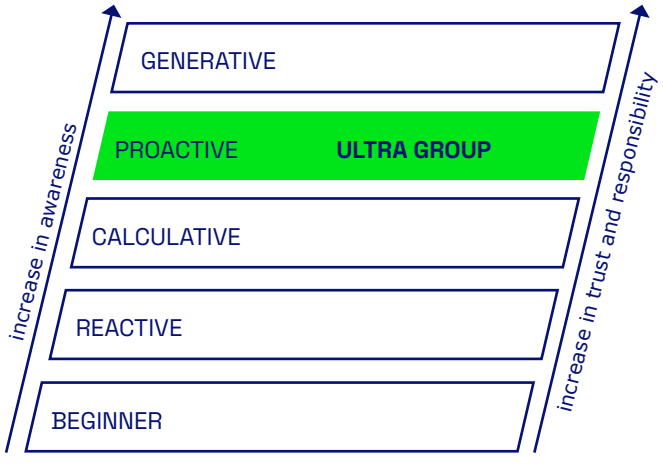
Among the many training courses on these themes, we would highlight the one on the Corporate Policy for Conflicts of Interest and Transactions with Related Parties, which was updated at the end of 2020. By December 2021, 94% of all employees had participated in training courses on the theme of the revised policy.

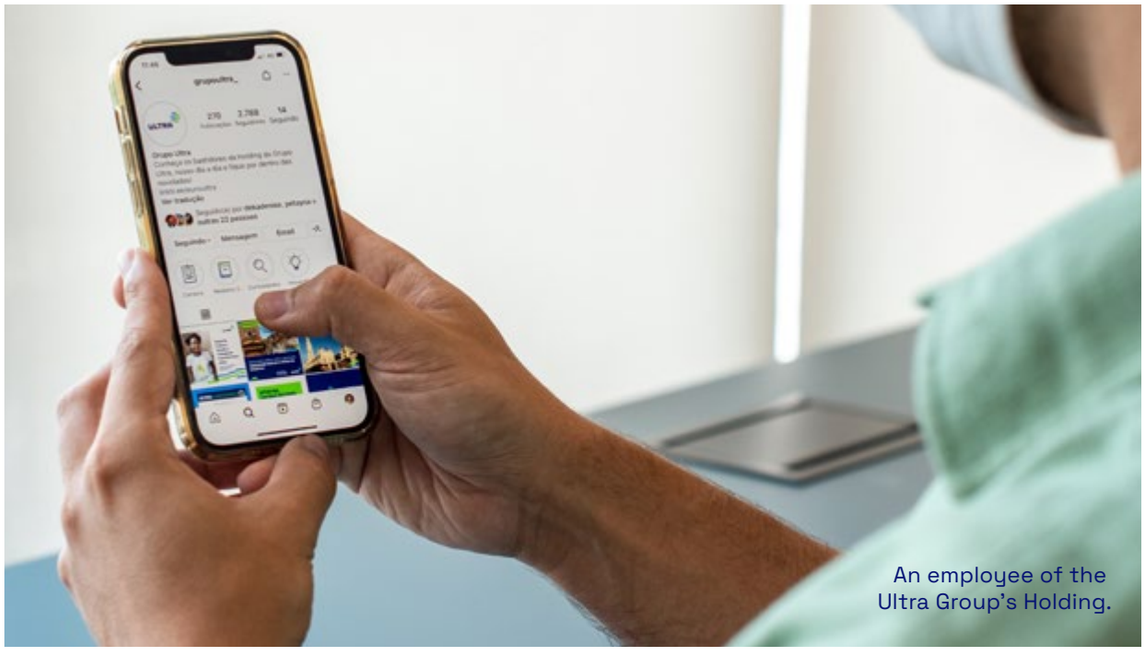
The scope of the Ethics and Compliance Program also includes the monitoring of transactions with related parties and the carrying out reputation research studies on all of the Group's suppliers, service providers and business partners FOR MORE INFORMATION SEE THE SECTION ON VALUE CHAIN.

The risk analysis to identify illegal or unethical practices covered 100% of the operations in the Holding, Ultragaz, Ultracargo, Oxiteno, Ipiranga and Extrafarma. In 2022, the operations of *abastece aí* will be included in the risk analysis process. GRI 205-1

In 2021, there were no confirmed cases of corruption in the Group and no lawsuits related to unfair competition, trust or monopoly practices were initiated. In order to improve its processes and avoid incidents of anticompetitive behavior, such as those investigated by the Brazilian Economic Defense Council (CADE) in its operations code-named Mão Invísivel (Invisible Hand) and Dubai, the Group has established mandatory training courses for employees and offered complementary training for certain specific stakeholder groups, including in particular its critical suppliers. Since 2018, the businesses have trained their resellers on the theme of compliance in relation to their competitive practices, aiming to create a healthier market of free competition and to combat anti-competitive practices. GRI 205-3 | 206-1 SASB EM-RM-520a.1

Ultra Group: second most advanced level in the Hearts & Minds matrix





An employee of the Ultra Group's Holding.

CANAL ABERTO ULTRA GRI 102-17

The *Canal Aberto* (Open Channel), which is administered by an external independent company, is the official communication channel for employees and other stakeholders, in Brazil or abroad, to clarify doubts and record eventual deviations from the Group's Code of Ethics, corporate policies and internal norms. All reports received (anonymous or identified) are forwarded to the Directorate for Risks, Compliance and Audit, which is supported by the Conduct Committee. If necessary, cases are communicated to the Board of Directors. The reports considered to be valid or partially valid will be addressed by specific improvement measures and also contribute to further developing the Group's control instruments.

In 2021, 790 reports were recorded, compared to 834 in 2020 and 808 in 2019. One of the advances in the use of the channel observed during the year was the increase in both the number of more detailed reports, with the inclusion of evidence, and the number of people who provided additional information when requested. The reports received in 2021 were grouped into the following categories: relationship conflicts; moral/sexual harassment; improper administrative or commercial practices; operational and financial deviations; and miscellaneous.

The Group expressly prohibits any form of threat, intimidation or retaliation to anyone who uses the channel to file a report or express a doubt.

Canal aberto ULTRA
Website: canalabertoultra.com.br
Phone: 0800 701 71 72

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COMMUNICATION AND TRAINING IN ANTI-CORRUPTION POLICIES AND PROCEDURES[1] GRI 205-2

Employees communicated (%)	2019	2020	2021
Holding	91	94	96
Ultragaz	86	99	98[2]
Ultracargo	100	100	100
Oxiteno	89	98	99
Ipiranga	82	100	93
Extrafarma	97	96	100
Employees trained (%)			
Holding	91	87	91
Ultragaz	84	98	94[2]
Ultracargo	72	99	100
Oxiteno	84	94	94
Ipiranga	82	99	76[3]
Extrafarma	97	94	100

1. The calculation of this indicator was based on the accumulated number of communications and training courses in 2020 and 2021.

2. Considering only eligible employees in the indicators for anti-corruption and compliance training, Ultragaz registered a percentage rate of 99% for the effective participation of employees in the related training and communication events. The percentage recorded in this report is lower, since the total number of employees used for comparison was the official HR total which included non-eligible employees.

3. The number of employees trained did not include those in the company-owned AmPm stores, due to the expansion of the network in late 2021. These employees will be trained during 2022.

FOR MORE INFORMATION ON THESE INDICATORS FOR 2021 SEE THE SECTION ENTITLED APPENDICES.

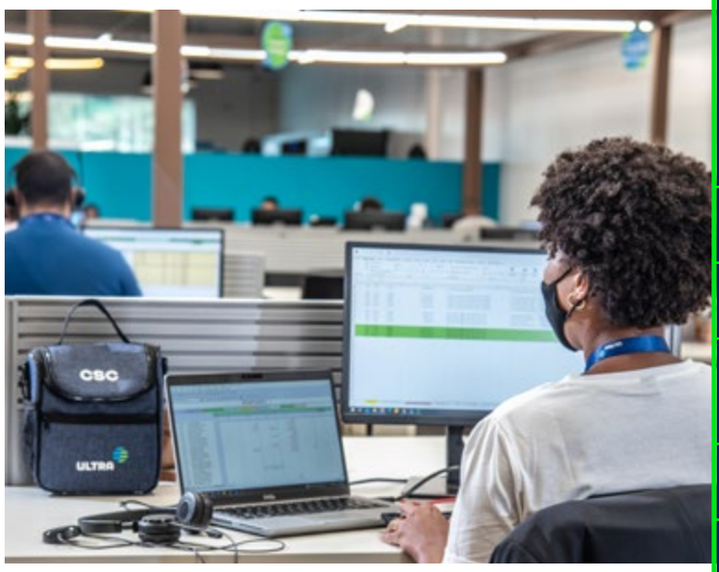
Risk Management

The Ultra Group's risk management activities are oriented by the guidelines laid out in the Corporate Risk Management Policy, which was updated and approved by the Board of Directors in 2021. This policy defines the main aspects to be monitored, and the risk mitigation instruments, as well as the roles and responsibilities of those involved in the process. The Group takes an integrated approach to risk management. It consists of specific risk management processes in each business combined with the management of priority topics by the Group's senior management team.

With the support and coordination of the Directorate for Risks, Compliance and Audit, the Risk Management area of each business carries out an assessment of scenarios to construct its own risk matrix, considering the specific characteristics of the sector. The Corporate Risk Management area is responsible for preparing the Group's consolidate consolidated Risk Matrix and validating it with the Ultrapar Executive Board, the Audit and Risk Committee and the Board of Directors.

The risk matrix maps out each risk according to its level of impact and the degree of exposure. The risks are divided into five categories: strategic and sustainability; financial; cyber; operational; and compliance.

As a consequence of the increase in maturity level of the Group's sustainability management, in 2021, the ESG risks (environmental, social and governance) were elevated to the category of strategic risks. Work is in progress to strengthen the monitoring of ESG risks in each business, and in the organization as a whole.



An employee of the Ultra Group's Holding.

GOVERNANCE OF RISK MANAGEMENT

The Risk Management area reports to the Directorate for Risks, Compliance and Audit, which also oversees the areas of Compliance and Internal Audit. Regarding questions of risk and auditing, this Directorate reports to the Risk and Audit Committee, which in turn reports to the Board of Directors. The Directorate also reports to the Conduct Committee.

The Internal Audit area monitors business procedures and controls, identifies risks and opportunities. It also participates in the periodic updates of the risk matrix and contributes to the continuous improvement of the risk management process. It also conducts internal operational audits, in accordance with the annual Audit Plan approved by the Audit and Risk Committee. It reviews all payments made by the Group and supports the preparation of financial statements and the process of obtaining the SARBANES-OXLEY Law (SOX) certification, which is required for the presentation of the financial statements in the North American market.

RISKS AND OPPORTUNITIES RELATED TO CLIMATE CHANGE

GRI 201-2

The themes of climate change and the energy transition are part of the category of strategic and sustainability risks. They are included in the specific risk matrices of the businesses and in the Ultra Group's consolidated risk matrix. These themes are also considered from different perspectives in the planning of individual departments and in the operating strategy of the businesses and the Ultra Group.

The Directorate for Sustainability and Corporate Affairs coordinates the activities of the workgroup on energy transition. There is also a workgroup on Eco-Efficient Operations, which focuses on issues related to energy efficiency and which correlates to the theme of climate change. This Directorate prepares regular reports for the CEO of the Ultra Group and the Director participates in the meetings of the Ultrapar Executive Board together with the CEO, the CFO, the Corporate Development and Advocacy Executive Director and the CEOs of the businesses. The Ultrapar Executive Board, in turn, reports on topics to the Board of Directors, whenever necessary.

At present, the organization has not estimated the total financial impact that climate change risks could have on the Group's consolidated results. The Group expects to be able to measure this impact in the near future.

In 2021, the Ultra Group prepared an analysis of risks and opportunities linked to climate change in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The table below describes how the main risks related to climate change affect the organization and how the Ultra Group is managing these risks.

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- HOW IT IMPACTS THE GROUP
- HOW THE GROUP MANAGES RISK
- OPPORTUNITIES

PHYSICAL RISK

- The increased number of extreme weather events, such as floods, fires and cyclones, could affect business facilities and production and distribution activities, which might result in the temporary interruption of operations, the inability to meet customer demands and significant financial losses.
- Part of the annual investment program is aimed at improving the operational structure and maintenance of assets. In 2021, R$ 887 million was invested in maintenance, safety and other items.
- The operating units of the businesses have prepared structured emergency response plans.

REPUTATION RISK

- The increased visibility of the climate change agenda could lead to a loss of credibility among consumers, B2B customers, investors, surrounding communities and other stakeholder groups. In turn, this could affect access to capital, revenue generation and the social and environmental licenses to operate.
- The process of consolidation of the Group's sustainability management has accelerated over the last three years.
- Initiatives that reinforce the Group's commitment to transparency, accountability and engagement with stakeholders on the issue of energy transition.
- The Group's positioning in energy transition, the development of less polluting products and services and actions to reduce emissions can contribute to maintaining the positive image of the Group and its businesses, attract new customers and consumers and increase revenues.

FOR MORE INFORMATION ON THE POSITIONING AND INITIATIVES OF THE ULTRA GROUP AND ITS BUSINESSES SEE THE CHAPTER ON ENERGY TRANSITION.

RESOURCE ALLOCATION RISK

- A failure to invest in research & development of new, less carbon-intensive solutions and in the adaptation of its structure to operate with clean energy sources could result in the Group lagging behind its competitors with the consequent risk of a loss of revenue.
- Ultragaz, Ipiranga and Oxiteno have established robust innovation agendas that involve working closely with start-ups, partners and customers. These initiatives have already resulted in new products and services with lower carbon footprints.
- *UVC Investimentos* has been active in the prospecting of start-ups that focus on the environment, clean energy and urban mobility.
- Investments have been made to improve the eco-efficiency of operations and to reduce GHG emissions at Ultracargo, Ultragaz, Ipiranga, Oxiteno and Extrafarma.
- Such investments can guarantee access to new markets, with a consequent increase in revenues.
- Initiatives to increase the eco-efficiency of operations can also result in cost savings for the businesses.

REGULATORY RISK

- Current or future regulations related to carbon pricing may represent additional costs to the businesses. Ipiranga has complied with the provisions of the National Bio-fuels Policy (*RenovaBio*), which came into force in 2020. *RenovaBio* requires the acquisition of an annual quota of Decarbonization Credits (CBios) by fossil fuel distributors. The amount is calculated based on market share.

  In 2021, the acquisition of CBios represented a cost of R$176 million for Ipiranga. 4.7 million CBios were acquired. A study carried out by Ultragaz estimated that a carbon tax on Scope 1 and 2 emissions could have an adverse impact on the business of R$ 874 thousand/year, based on a reference cost of US$ 10 per ton of CO_2e (estimated by the Brazilian Business Council for Sustainable Development/CEBDS).
- The Energy Transition material topic is monitored by the Group's Institutional and Governmental Relations area.
- Regulatory risks linked to energy transition are also on the agendas of the Institutional Relations, Sustentainability and Environment areas of the businesses.
- In complying with *RenovaBio*, Ipiranga has contributed to boosting the Brazilian bio-fuels market.
- Changes in existing regulations could represent opportunities to enter new markets. For example, the possible regulation of the use of LPG in internal combustion engines would benefit Ultragaz.

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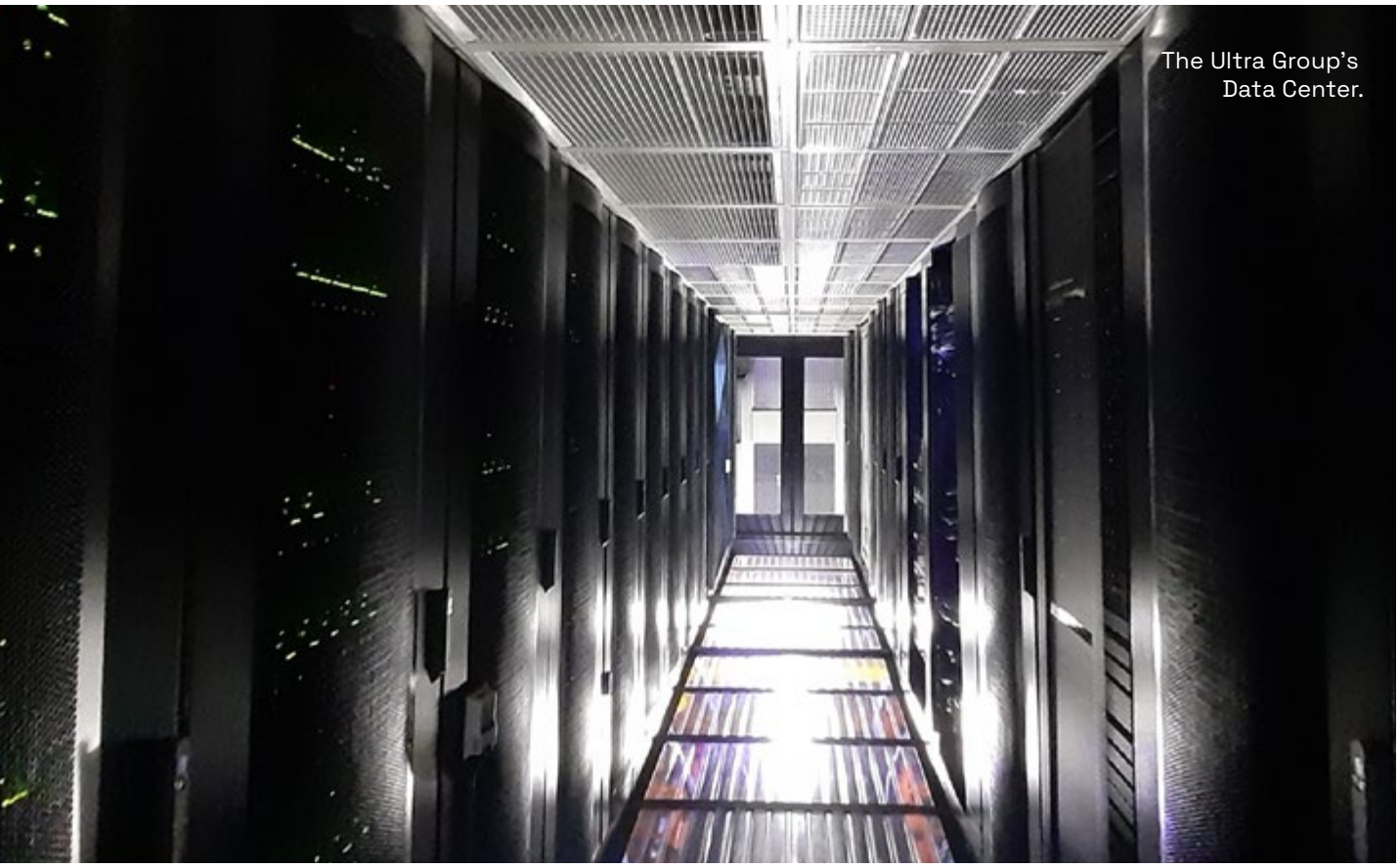
Information security

GRI 103-1 | 103-2 | 103-3

The principles and practices adopted by the Ultra Group to ensure information security and the data privacy of its stakeholder groups (employees, customers, consumers and business partners, among others) were set out in its Information Security Policy, instituted in 2017 and revised in 2021, and in its Corporate Policy on Privacy and Protection of Personal Data, approved in 2020 by the Board of Directors.

As the degree of digitization of data and processes in business has grown over recent years, the Group has been strengthening its organizational structure that deals with information security. In 2019, following the publication of the General Data Protection Law in September 2020, the Group set up an area dedicated to the subject. As its first priority, the area has directed its efforts to meeting all the requirements of the legislation.

To orient and monitor the adaptation of processes and routines in the Holding and each business, the Group developed a Privacy Program and established the Personal Data Protection Committee, reporting to the Ultrapar Executive Board. Furthermore, each business appointed a Personal Data Officer,



The Ultra Group's Data Center.

who is responsible for promoting the privacy and data protection rules and who acts as a communication channel between the business, the owners of personal data and the National Data Protection Authority (ANPD). In addition, training courses and awareness campaigns for employees were carried out. During 2021, the businesses also concluded the implementation of their Privacy Offices and made progress in the adaptation of their processes.

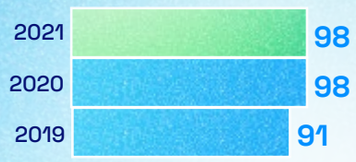
In January 2021, the Ultra Group suffered a cyber-attack and, as a preventive measure, closed down its information technology systems. They were restarted a few days later, with additional layers of security. During the year, several measures were taken to further strengthen the security level of the information technology environment.

Following the cyber-attack, the Group confirmed the disclosure of certain unauthorized copies of data involving the Group's businesses. All appropriate measures were taken, including informing the ANPD. In addition, Ipiranga received a complaint from an owner of personal data via the National Authority for Data Protection (ANPD). The company identified that the problem had been caused by an inconsistency in its records and corrected the information, as solicited by the data owner. GRI 418-1

ESG DASHBOARD

ANTI-CORRUPTION GRI 205-2

EMPLOYEES COMMUNICATED (%) - ULTRA GROUP



EMPLOYEES TRAINED (%) - ULTRA GROUP



100% OF OPERATIONS covered by corruption risk analysis. No confirmed cases of corruption.

Corporate Policy for **Privacy and Protection of Personal Data** in force and the Committee for **Personal Data Protection** established and active.

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Energy Transition

STRATEGY AND RESOURCE ALLOCATION | PROSPECTS | PERFORMANCE

MANUFACTURED CAPITAL

NATURAL CAPITAL

ALIGNMENT TO THE SDGS

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND

Ipiranga's distribution base in Barueri (SP).

GRI 103-1 | 103-2 | 103-3 | 201-2

SASB EM-RM-110a.2 | EM-RM-410a.1 | EM-RM-410a.2

The Ultra Group operates in the distribution of fuels through Ipiranga, of LPG through Ultragaz and in the storage of fuels through Ultracargo. It is closely monitoring the deteriorating climate change scenario and the trends in making the decarbonization of the economy viable.

Today, the Group stores and distributes bio-fuels through Ultracargo and Ipiranga respectively. In 2021, Ipiranga accounted for 17.5% of Brazil's total ethanol sales. The current infrastructure of both businesses has sufficient capacity to handle higher volumes of biodiesel and ethanol in the short term. Their medium and long-term strategic plans already consider the possibility of providing other solutions for low carbon energy.

In the search to migrate its operations increasingly towards products with a lower carbon footprint, Ultracargo, which is already handling ethanol and bio-diesel, is studying the viability of the storage and handling of transition fuels in strategic Brazilian ports.

In addition to distributing bio-fuels and marketing additives that improve engine performance and reduce pollutant emissions, Ipiranga is participating in some initiatives to respond to the trend to electric vehicles (EV) in the automotive sector. The most recent initiative involves the installation of more than 40 EV charging points in its service station network in the States of Rio Grande do Sul and São Paulo. The company has already installed EV charging points in 50 service stations. The six service stations along the *Presidente Dutra* Highway, between São Paulo (SP) and Rio de Janeiro (RJ), registered a 350% increase in the number of EV charges in 2021.

GROUP AMBITION

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

The Ultra Group is actively researching opportunities to enter the natural gas market, through Ultragaz. In addition, Ultragaz is studying new applications for LPG. The Group views both natural gas and LPG as transition fuels, which will complement the supply of intermittent renewable energy sources such as wind and solar.

In terms of capital allocation, the Group's decisions on mergers and acquisitions already consider the risks and opportunities related to the transition of the Brazilian energy mix.

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IN-DEPTH DISCUSSIONS

As one of the Group's material topics, in 2021, energy transition was the subject of in-depth discussions and analysis at all hierarchical levels, from the work-group dedicated to the topic, to the meetings of the Ultrapar Executive Board and the Board of Directors. Specialist consultants were hired to provide support for the discussions among senior management on the implications of energy transition for the Group's strategic planning.

The Group also participated in external forums on the topic. Ipiranga participated in the Energy Transition Committee of the Brazilian Institute for Oil and Gas (IBP). In 2021, a carbon-pricing impact study for the sector was completed. In 2022, the IBP will prepare the first inventory of GHG emissions for the oil and gas sector, with the support of a specialized consultancy.

TECHNOLOGY AS AN ENABLER

In recent years, the Ultra Group has intensified its investments in research and innovation, which are essential to enabling the acceleration of the rate of energy transition. Ultragaz has allocated R$ 21.6 million for the development of innovations in the uses of LPG in 2021. The focus is to find solutions that enable the replacement of more polluting energy sources by LPG, and that prioritize the most efficient consumption of the product, contributing to the reduction of the customer's carbon footprint.

REGULATORY AND TAX ISSUES SASB EM-RM-530A.1

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 or negatively impacting the population, 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 fuel sector, which, in their current formats, inhibit investments in new technologies and infrastructure and restrict competitiveness in the sector.

The changes seen as necessary include a tax reform that provides incentives for the production and competitiveness of the various types of bio-fuel (second-generation ethanol, corn ethanol, bio-diesel and aviation bio-kerosene, among others) and the removal of market restrictions on the import of bio-fuels. Today, only fuel producers are allowed to import bio-fuels. An important advance already achieved concerns the new bio-diesel sales model, which came into force in January 2022. The model allows direct negotiation between distributors and producers, and replaces the previous public auctions arranged by the National Agency for Petroleum, Natural Gas and Bio-fuels (ANP).

THE CARBON DISCLOSURE PROJECT (CDP)

Since 2008, the Ultra Group has responded to the Carbon Disclosure Project (CDP) Questionnaire, under its Disclosure.Insight.Action. Program. The questionnaire is designed to assess a company's performance in the management of the topic of climate change. Furthermore, the questionnaire is aligned to the guidelines of the Task Force on Climate-related Financial Disclosure (TCFD).

In the 2021 questionnaire, the Group received a C score (awareness level). Changes in the CDP's evaluation criteria and the Group's stricter responses to the questionnaire resulted in an assessment that was lower the previous year, when it received a B score (management level), which is still within the average for South American companies FOR MORE INFORMATION SEE THE CDP WEB SITE.

cebds

BUSINESSMEN FOR THE CLIMATE

Aware that the transition to a low carbon economy depends on the collective efforts of governments and private organizations from the most diverse sectors, the Ultra Group signed the letter entitled "Businessmen for the Climate", which was launched in September by the Brazilian Business Council for Sustainable Development (CEBDS).

The letter defended the definition of ambitious climate goals and a high-profile role for Brazil in the global climate change agenda. It was published shortly before the 26th United Nations Conference of the Parts on Climate Change (COP26).



The CDP included the Ultra group in its Brazil Climate Resilience Index (ICDPR70), in 2021

CDP
DISCLOSURE INSIGHT ACTION

GHG EMISSION PERFORMANCE

GRI 305-1 | 305-2 | 305-3 | 305-4

SASB EM-RM-110a.2

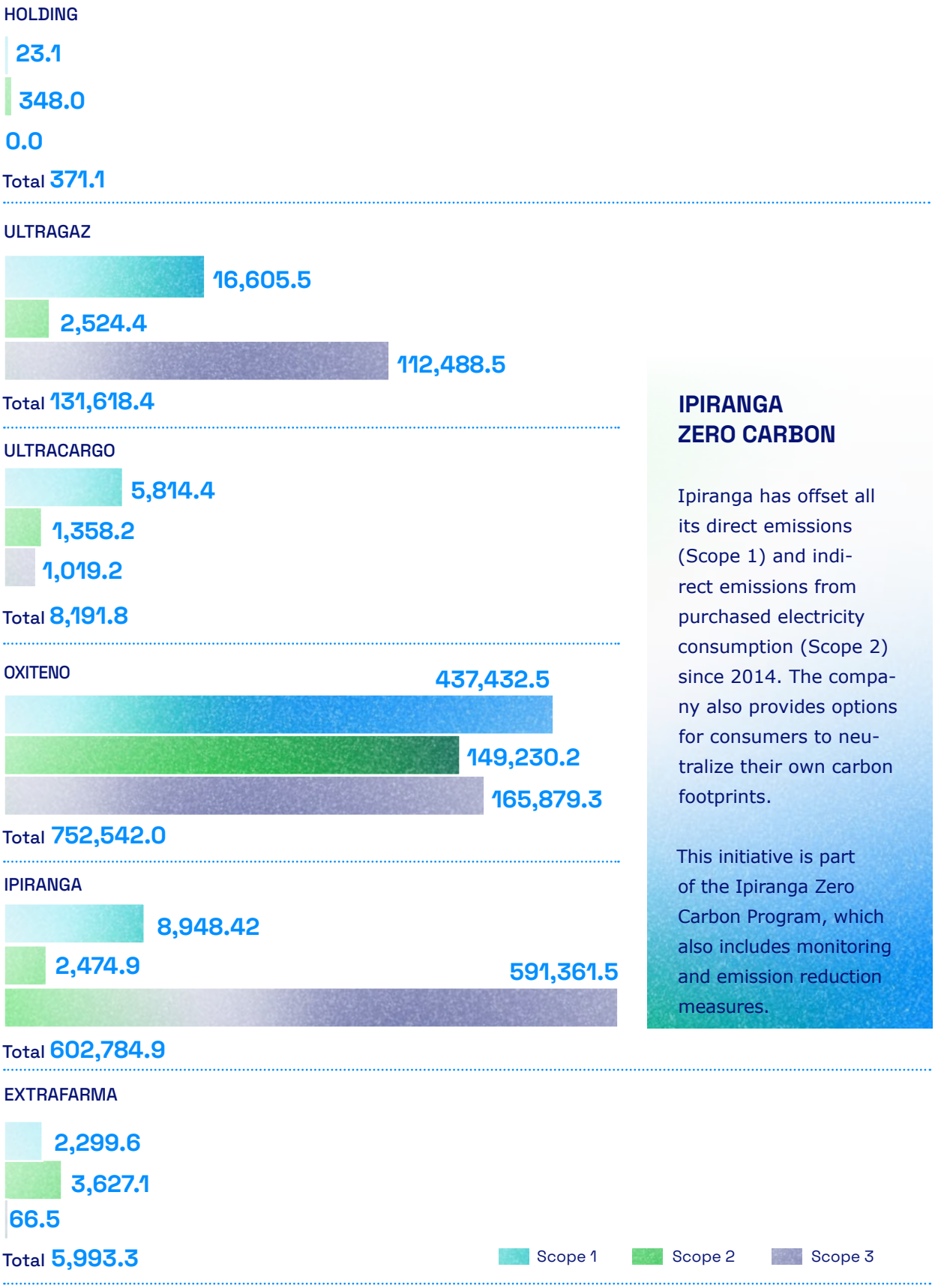
The Group's total GHG emissions for the year reduced by 2% compared to 2020. For the first time the Group's businesses acquired renewable energy certificates (I-RECS) enabling Ultragaz, Ultracargo and Ipiranga to completely offset their emissions from the consumption of purchased electricity. The **Holding**, which itself has a low carbon footprint, acquired the I-RECs in 2022, which will allow it to offset all GHG emissions linked to the consumption of purchased energy in 2021.

Ultragaz's, direct GHG emissions (Scope 1) were 7% higher compared to 2020. The variation was due mainly to an increase in fuel consumption as a result of the expansion of the company-owned fleet of vehicles. Towards the end of the year, the company started to implement a route optimizing project to increase the efficiency of its deliveries to customers in the bulk liquids segment. The project was aimed at reducing the total mileage driven and, consequently, the Scope 1 GHG emissions.

Ultracargo's direct GHG emissions were 45.7% lower compared to 2020. The volatile organic compounds (VOCs) burners at the Santos (SP) terminal are fed by LPG and are the company's largest source of direct GHG emissions. They cannot be replaced due to the legal conditions imposed by the environmental license to operate. The volume of fuels handled at the terminal decreased by around 60% in

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TOTAL GHG EMISSIONS 2021 – BY BUSINESS (tCO_2e) GRI 305-1 | 305-2 | 305-3



IPIRANGA ZERO CARBON

Ipiranga has offset all its direct emissions (Scope 1) and indirect emissions from purchased electricity consumption (Scope 2) since 2014. The company also provides options for consumers to neutralize their own carbon footprints.

This initiative is part of the Ipiranga Zero Carbon Program, which also includes monitoring and emission reduction measures.

2021, which reduced the need to use its VOC burners during the year. Furthermore, in the last quarter, one of the burners was shut down due to a technical fault, also reducing LPG consumption. The company informed the environmental authorities and redirected the flows to another burner.

Oxiteno's direct emissions direct emissions were practically the same as for the previous year (increase of 1.6%). Oxiteno´s continues to use waste gases from partners for the generation of steam in its boilers. Currently, these waste gases represent 8% of the company's energy mix. It also sells the gases produced in the manufacture of ethylene oxide, which can be used as raw materials in other production processes. In 2021, 40,792 tons of CO_2 were sold to White Martins in Camaçari and 7,291 tons of CO_2 to Air Liquide in Mauá (SP).

Ipiranga's total carbon footprint decreased by 3% compared to 2020. Scope 1 emissions increased by 1% and Scope 3 emissions reduced by 4% compared to the previous year. The significant growth in its Scope 2 emissions was due to variations in the GHG emission factor for the National Interconnected System of electricity (SIN).

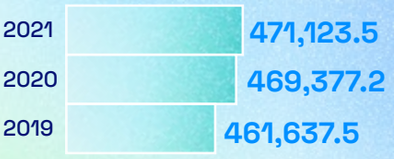
Extrafarma reduced its direct emissions by 56.9% due to a lower consumption of fossil fuels in its generators, and in its company-owned fleet of vehicles, as a result of implementing a route optimization project in 2021. The company's Scope 2 emissions were stable and its reported Scope 3 emissions reduced by 26%, mainly due to the lower number of corporate trips. Extrafarma outsourced part of its distribution of products, but the associated emissions were not considered in the calculation of Scope 3 emissions since they are not monitored.

FOR MORE INFORMATION ON GHG EMISSIONS SEE APPENDICES.

ESG DASHBOARD

TOTAL GHG EMISSIONS – ULTRA GROUP (tCO_2e) GRI 305-1 | 305-2 | 305-3

SCOPE 1 (direct emissions)



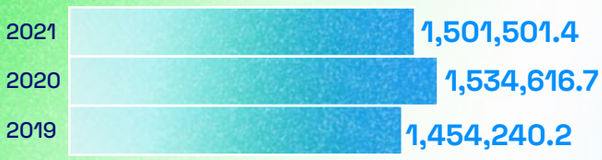
SCOPE 2 (indirect emissions from the consumption of purchased electricity)



SCOPE 3 (other indirect emissions)



TOTAL CARBON FOOTPRINT



EMISSION INTENSITY OF THE BUSINESSES IN 2021 (SCOPES 1 AND 2) GRI 305-4

Business	Emission intensity 2021	Variation 2021 vs. 2020
Holding	0.81 tCO_2e/employee	+ 11.4%
Ultragaz	0.0111 tCO_2e/t of LPG sold	+ 15.6%
Ultracargo	0.0011 tCO_2e/t of product handled	- 78.4%
Oxiteno	0.4400 tCO_2e/t of product produced	+ 2.3%
Ipiranga	0.0006 tCO_2e/t of product sold	no variation
Extrafarma	0.0028 tCO_2e/sales (R$ thousand)	- 65%

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Eco-efficient operations

PERFORMANCE

MANUFACTURED CAPITAL

NATURAL CAPITAL

ALIGNMENT TO THE SDGS



Ultragaz's bottling base in Miramar (PA).

GRI 103-1 | 103-2 | 103-3

Insuring the efficient use of natural resources is one of the drivers in the Ultra Group's management model. The model seeks not only to comply with the legislation, but also to continually develop practices that reduce the Group's impacts on the environment to a minimum.

In addition to its commitments to social and environmental responsibility, the Group aims to ensure that its operations are increasingly eco-efficient. This contributes to reducing costs, driving innovation and maintaining its good reputation with consumers, the media, investors and society in general. As a result of the increasing numbers of companies that require suppliers to comply with social and environmental criteria, the Group's management model, which focuses on eco-efficiency, also strategically positions its businesses that operate, exclusively or partially, in B2B markets.

The Ultra Group's environmental impacts occur mainly in the businesses, which have their own specific policies and management systems that centralize the processes for prevention, mitigation and management of impacts, and which are based on international standards. A number of the operating units have been certified under ISO 14001 for environmental management, as follows: Ultragaz's storage base in Capuava/Mauá (SP); all of Ultracargo's terminals (except for the recently opened terminal in the State of Pará, which is in the process of obtaining certification); the Oxiteno plants in Brazil and Mexico, and Ipiranga's pool in Betim (MG).

Based on the discussions in the eco-efficiency work-group meetings in 2021, three priority areas for action were identified: energy efficiency, reduction of waste and leakages.

GROUP AMBITION

Ensure a level of excellence in the environmental management of operations, reducing the consumption of energy, water and waste generation.

ESG TARGETS 2030

- → **100%** of electricity from **certified** renewable sources
- → **Zero waste to landfill**
- → **Zero leaks** with a loss at secondary containment

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ENVIRONMENTAL PERFORMANCE

Energy

GRI 302-1 | 302-4

In 2021, the Group's total energy consumption was 8.9 million GJ, an increase of 1% compared to 2020. The consumption in the Holding reduced by 15.2%. In the case of the consumption in the businesses, there were reductions of 17.5% in Ultracargo and 5.2% in Extrafarma and increases of 2.5% in Ultragaz, 1% in Oxiteno and 16% in Ipiranga.

Ultragaz recorded an increase in fuel consumption of around 8% during the year, due mainly to the expansion of its company-owned vehicle fleet. On the other hand, its electricity consumption decreased by 11% due to the positive impact of internal awareness campaigns. The reduction in fuel consumption in **Ultracargo** was due to a combination of the lower volume of fuels handled in the Santos terminal and a technical fault with one of the VOC burners in the same terminal in the last quarter, as highlighted in the SECTION ON EMISSION PERFORMANCE ON PAGE 63.

In **Oxiteno**, the higher energy consumption was due to the increased use of fuel to generate steam in the boilers. In **Ipiranga**, the increased consumption was due to the reactivation of an oil-fed boiler in the pool in Paulínia (SP) in 2021, which had been shut down during 2020. In **Extrafarma**, fuel consumption decreased by 27.6%, as a result of a project to optimize the delivery routes of the company-owned vehicle fleet. Also, the company outsourced some of its distribution routes in the State of Maranhão.

TOTAL ENERGY CONSUMPTION (GJ)

GRI 302-1

	2019	2020	2021
Holding	23,406	17,288	14,665
Ultragaz	308,673	312,767	320,528
Ultracargo	70,411	80,075	66,038
Oxiteno	8,043,089	8,231,012	8,311,231
Ipiranga	116,814	92,909	107,797
Extrafarma	116,300	127,301	120,658
Ultra Group	**8,678,694**	**8,861,352**	**8,940,918**

Water

GRI 103-1 | 103-2 | 103-3 | 303-1 | 303-2 | 303-3 | 303-4

The Holding and the businesses are in line with the relevant legislation regarding the use of water. They monitor consumption and discharge and adopt measures to minimize impacts. In 2021, the Ultra Group consumed 5.8 million m³ of water, a reduction of 3% compared to the previous year. All the water withdrawn is fresh water. Of the total volume of water withdrawn by the Group in 2021, more than 90% was consumed in **Oxiteno** due to the nature of its operations. In addition to being a raw material for some products, water is used in the company's production processes, mainly in heating and cooling systems and steam generation. The company has set a target for 2030 to reduce its global water consumption by 10% and increase the volume of reuse water. Today, for example, at the Mauá unit (SP), 96% of its water withdrawal is reuse water. The units treat effluents and discharge them into water bodies in accordance with the standards required by law.

The water consumption of the **Holding**, is low and decreased by 17% during the year compared to 2020. It's consumption is predominantly for domestic use but it also reuses water in its cooling tower. Of the total water represented by the Holding during the year, 14.4% was reuse water. In **Ultragaz**, the activities of washing bottles and painting cabins represented the majority of its water consumption. To minimize the withdrawal of fresh water, the company adopted a closed-circuit system to recirculate water. The company estimated that 90% of the water used in this process is recirculated. The

bottling bases have effluent treatment plants. The water that cannot be reused is removed by certified companies for final discharge. Ultragaz reduced its water consumption by 14% compared to 2020 through a combination of awareness campaigns, improvements to the leakage prevention systems and the pro-active search for improvements by a work-group established to study the theme.

Ultracargo uses reuse water at its terminals in Santos (SP), Itaquí (MA) and Vila do Conde (PA). Furthermore, it reuses water in hydrostatic testing which, in 2021 alone, generated a reduction in water consumption of 36 thousand m³ in the Phase III expansion of the Itaquí terminal and 97 thousand m³ in the construction of the Vila do Conde terminal. SASB EM-RM 140a.1

In **Extrafarma**, the water consumption, which is primarily for domestic use, was 30% lower compared to the previous year. In **Ipiranga**, where water is used mainly in the administrative areas and in the operating units' fire-fighting systems, the consumption was similar to 2020.



WATER SECURITY

For the second consecutive year, the Ultra Group responded to the section on water security within the scope of the CDP questionnaire called Disclosure. Insight.Action. The Group received a B score, attesting to the effectiveness of its water resource management.

For more information
see the CDP website.

WATER WITHDRAWAL[1] (m³) GRI 303-3

	2019	2020	2021
Holding	25,307	10,192	8,412
Ultragaz	123,417	134,426	115,357
Ultracargo	98,833	63,723	98,350
Oxiteno	5,290,975	5.677,101	5,474,818
Ipiranga	121,367	113,736	113,506
Extrafarma	74,682	57,162	40,053
Ultra Group	**5,734,581**	**6,056,340**	**5,850,495**

1. The historical series for Ultracargo and the Ultra Group published in the 2020 Integrated Report have been restated.

FOR MORE INFORMATION ON ENERGY AND WATER CONSUMPTION SEE THE APPENDICES

WATER DISCHARGE (m³) GRI 303-4

	2019	2020	2021
Holding	22,664	8,618	7,070
Ultragaz[1]	55,701	0	0
Ultracargo[1]	24,127	0	0
Oxiteno	2,160,790	2,323,011	2,290,942
Ipiranga	83,324	75,561	70,236
Extrafarma	ND	25,516	31,464
Ultra Group	**ND**	**2,425,492**	**2,399,712**

ND: Information not determined/monitored.

1. The effluents generated by Ultragaz and Ultracargo that are transported with a Waste Transport Manifest (MTR) for external treatment in an Effluent Treatment Station, started to be monitored and included in the waste indicators (GRI 306). As a result, there was a reduction of 83% in the consolidated Group's total volume of water discharged in 2021.

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Waste

GRI 103-1 | 103-2 | 103-3 | 306-3 | 306-4 | 306-5

Of the total waste generated by the Holding and the businesses, 2.6% was recycled or recovered. Considering only hazardous waste, 1.1% was sent for recycling or recovery. SASB EM-RM-150a.1

Ultragaz has a policy of not sending hazardous waste (class I) to landfill, even if it authorized to do so by the official waste control body. The only exception to this policy is asbestos waste, which is sent to landfill, in line with the relevant legislation. All suppliers that carry out waste management for the company are evaluated under a specific approval process. GRI 306-1

Ultracargo also has a specific approval process for suppliers who manage the waste generated in their operations. As part of the constant search for the continuous improvement of its environmental management, in 2021, the company improved the accounting of non-hazardous waste and increased the amount of such waste destined for recycling at its Santos (SP) terminal.

Oxiteno has set targets to reduce the generation of waste per ton produced by 10% by

WASTE MANAGEMENT[1]

GRI 306-3 | 306-4 | 306-5

	Holding		Ultragaz[2]		Ultracargo[2]	
	2020	2021	2020	2021	2020	2021
Generation	**109.1**	**72.9**	**57,989.9**	**97,827.8**	**26,370.8**	**26,166.6**
Hazardous	0.2	0.0	46,672.5	75,336.1	23,934.9	23,451.1
Non-hazardous	108.9	72.9	11,317.4	22,491.7	2,435.9	2,715.5
Recovery[4]	**19.9**	**10.1**	**374.6**	**215.6**	**787.2**	**482.7**
Hazardous	0.0	0.0	96.2	0.0	777.5	281.4
Non-hazardous	19.9	10.1	278.4	215.6	9.7	201.3
Final disposal[5]	**89.3**	**62.8**	**57,615.3**	**97,612.2**	**25,583.6**	**25,683.9**
Hazardous	0.2	0.01	46,576.3	75,336.1	23,157.4	23,169.7
Non-hazardous	89.1	62.8	11,039.9	22,276.1	2,426.2	2,514.2

1. All waste treatment is carried out outside the Group's premises.
Main types of waste (hazardous | non-hazardous):

Holding: organic material, household waste, rubble, recyclables (paper, plastic, cardboard, metal) | ambulatory waste;

Ultragaz: organic waste, recyclables, effluent treatment plant (ETP) sludge, uncontaminated land | paint sludge, batteries, contaminated personal protective equipment (PPE), contaminated soil;

Ultracargo: sweepings, household waste, recyclables | solvents, oils, contaminated rags and PPE, lamp bulbs, batteries;

Oxiteno: recyclables, rubble, effluent treatment plant (ETP) sludge | obsolete or non-conforming raw materials and products, contaminated packaging;

2030 and achieve zero landfill for industrial waste. The waste management process applies to all units, with monthly monitoring of the waste generation and destination indicators. The company actively promotes the recycling and co-processing (for energy recovery) of waste. When this is not possible, waste is incinerated or, as a last resort, sent to certified industrial landfills. Currently, the company only sends waste to industrial landfills in Uruguay, where the options for disposal are restricted, and in Pasadena, United States.

In **Ipiranga**, the impacts from waste generation occur in the company's own activities and in its service stations, due to the storage and distribution of fuels. To manage these impacts, the company has a set of internal procedures and it carries out regular inspections and maintenance at the service stations in its network. The waste management procedures include actions to prevent leaks. They are designed to ensure the integrity of the leak barrier and protection systems. The company also monitors atypical situations and process accidents. The company's headquarters in Rio de Janeiro (RJ) has a center for sorting waste and it sends recyclable materials to waste-picker cooperatives that have now been partners for six years.

	Oxiteno		Ipiranga		Extrafarma		Ultra Group	
	2020[3]	2021	2020	2021	2020	2021	2020	2021
	14,818.4	**18,379.8**	**2,835.6**	**3,045.2**	**621.0**	**631.8**	**102,744.8**	**146,124.1**
	7,403.5	6,188.1	1,778.6	1,298.8	165.0	115.0	79,954.7	106,389.1
	7,414.9	12,191.7	1,057.0	1,746.4	456.0	516.8	22,790.1	39,735.0
	2,530.1	**2,400.2**	**387.1**	**246.7**	**430.0**	**505.8**	**4,528.9**	**3,861.1**
	792.3	821.2	39.3	35.5	0.0	0.0	1,705.3	1,138.1
	1,737.8	1,579.0	347.8	211.2	430.0	505.8	2,823.6	2,723.0
	12,288.3	**15,979.6**	**2,448.5**	**2,794.9**	**183.0**	**126.0**	**98,208.0**	**142,259.4**
	6,611.2	5,366.9	1,739.3	1,275.3	165.0	115.0	78,249.4	105,263.0
	5,677.1	10,612.7	709.2	1,519.6	18.0	11.0	19,958.6	36,996.4

Ipiranga: garden organic waste, sweepings, organic material, recyclables | used oil, residues from cleaning tanks and water and oil separator boxes, residues contaminated with hydrocarbons;

Extrafarma: recyclables, food, diapers | medicines, sharps, infectious waste.

2. The data for the indicator for 2020 differs from that published in the Ultra Group Integrated Report 2020 because of a change in the regulatory reporting of effluents classified as waste and subject to specific transport and treatment. These amounts have now been incorporated into the indicator.

3. The data was restated after the publication of Ultra Group's Integrated Report 2020.

4. Recycling, recovery or reuse.

5. Incineration, co-processing and final disposal in a sanitary landfill.

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ECO-EFFICIENCY INITIATIVES

The Holding and the businesses have carried out a number of projects aimed at increasing eco-efficiency. Some examples are as follows



ZERO WASTE TO LANDFILL

GRI 306-2

Ultragaz has already made progress towards achieving zero waste to landfill. The Mauá (SP) unit was the first unit to commit to the goal and, in July 2021, it was awarded the Zero Landfill Seal, by the company Multilixo.

The initiative avoided approximately 79 tons of waste from being sent to landfills and reduced the costs of waste treatment at the unit by 20%.



RAIN WATER CATCHMENT

Ultracargo's terminal in Santos (SP) has a rainwater catchment system. After being treated, the water is used for the hydrostatic testing of tanks and in the cleaning of common areas, among other uses. In 2021, around 30 thousand m³ of rainwater were reused.

The technology has also been applied in the new terminal in Vila do Conde (PA) and in the recently expanded area of the terminal in Itaqui (MA).

Oxiteno has also adopted this practice. In 2021, 35 thousand m³ of rainwater were collected at the *Oleoquímica* unit, in Camaçari (BA), and 659 m³ in Coatzacoalcos (Mexico).

In **Ultragaz**, the design of the new base in Miramar (PA) included a rainwater catchment system.



RENEWABLE ENERGY

Ultragaz, **Ultracargo** and **Ipiranga** acquired renewable energy certificates (I-RECs) to offset the GHG emissions from their consumption of purchased electricity in 2021, positively impacting the Group's performance in Scope 2 emissions.

The **Holding**, acquired I-RECs in 2022 and they will be used to offset GHG emissions linked to the purchase of energy in 2021.

ESG DASHBOARD

SOLAR ENERGY PLANT

In 2021, Ipiranga expanded its Solar Energy Plant project - more than 14 plants are now under construction. They are expected to generate a total of more than 40 MW h/year and will supply more than 530 service stations and franchises in the network, generating a reduction of 11 thousand tons of CO_2e and annual cost savings of R$ 5 million.

The first plants had been scheduled to go into operation in 2021, but the completion of the project was postponed to 2022.

Extrafarma already owns five solar energy plants in Marabá (PA) and Cedro (CE). The energy produced is used by its network of local distributors, generating credits for the company in its future energy bills. The installed capacity is sufficient to supply 116 stores in the State of Pará and 89 stores in the State of Ceará.

ENERGY CONSUMPTION – ULTRA GROUP (MILLION GJ) GRI 302-1



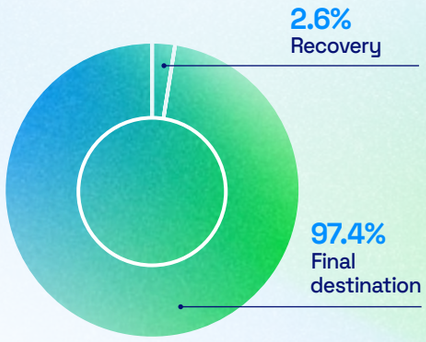
ENERGY INTENSITY OF THE BUSINESSES 2021 GRI 302-3

Business	Energy intensity 2021	Variation 2021 vs. 2020
Ultragaz	0.19 GJ/t of LPG produced	+ 6%
Ultracargo	0.0103 GJ/t of product handled	- 14%
Oxiteno	6.18 GJ/t of product manufactured	+ 6.5%
Ipiranga	0.0060 GJ/t of product sold	+ 11%
Extrafarma	0.0493 GJ/sales (R$ thousand)	no variation

WATER CONSUMPTION - ULTRA GROUP (MILLIONS OF m³) GRI 303-3



WASTE DISPOSAL 2021 – ULTRA GROUP



TOTAL GENERATED: 146,124.1 t

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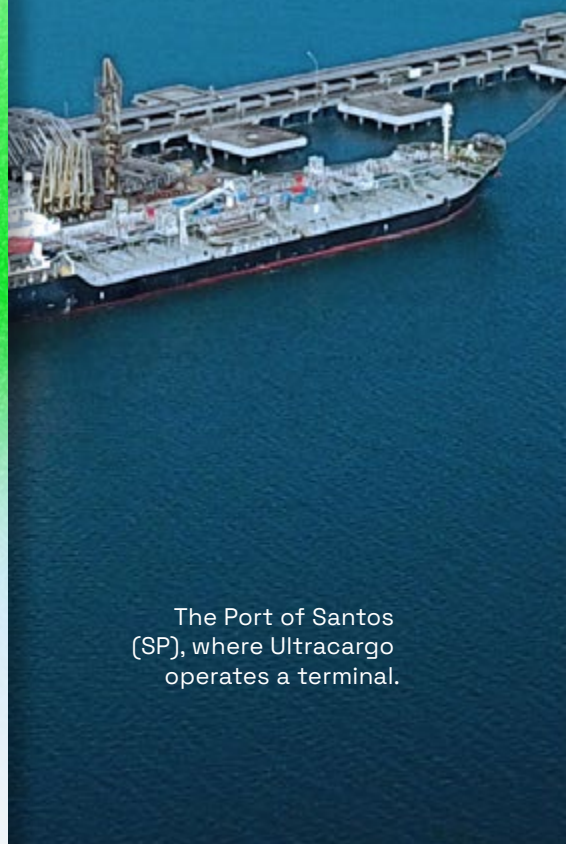
Responsibility for the surrounding communities

PERFORMANCE

SOCIAL AND RELATIONSHIP CAPITAL

ALIGNMENT TO THE SDGS





The Port of Santos (SP), where Ultracargo operates a terminal.

GRI 103-1 | 103-2 | 103-3

The Ultra Group has always been committed to generating a positive impact for society, and especially for the communities surrounding the operations of its businesses.

With the strengthening of its sustainability strategy, and supported by the discussions of the specific work-group focused on the surrounding communities, the Group decided to further enhance its positive impact by establishing two priority areas for action, namely, education and entrepreneurship. The Group believes that these are two important areas that have the potential to produce lasting structural change in Brazilian society.

To get started on these two major themes, the locations and projects that were most connected to the activities of the Group and its businesses were selected as priorities. In order to select specific projects, the Group analyzed public data and considered the perceptions of the civil society organizations that work in the fields of education and employability, such as: the NGO, Movimento Todos pela Educação; the Ayrton Senna Institute; the United Nations Children's Fund (Unicef); and the Maria Cecilia Souto Vidigal Foundation. Six locations, all situated around the businesses' operations, were selected as priorities for carrying out detailed evaluations. The results of these studies will be used to define the Group's social impact strategy for Brazil (see map).

GROUP AMBITION

To act responsibly towards the surrounding communities, generating opportunities for local development.

The strategy will focus on using these evaluations to improve the Group's understanding of the context of these communities. Subsequently, the Group will coordinate its actions on opportunities to support education and entrepreneurship, with the individual initiatives considered important by the businesses in those same communities. The priority is to leverage the combined impact of all actions and ensure that, going forward, the Group acts in a systematic manner and on a scale compatible with its size.

The Ultra Group is developing a Social Responsibility Policy, which will set the guidelines to be followed by all businesses and units.

THE ULTRA GROUP'S NEW SOCIAL IMPACT STRATEGY

Priority locations for community evaluations

1 BARCARENA/PA
Ultracargo and Ipiranga

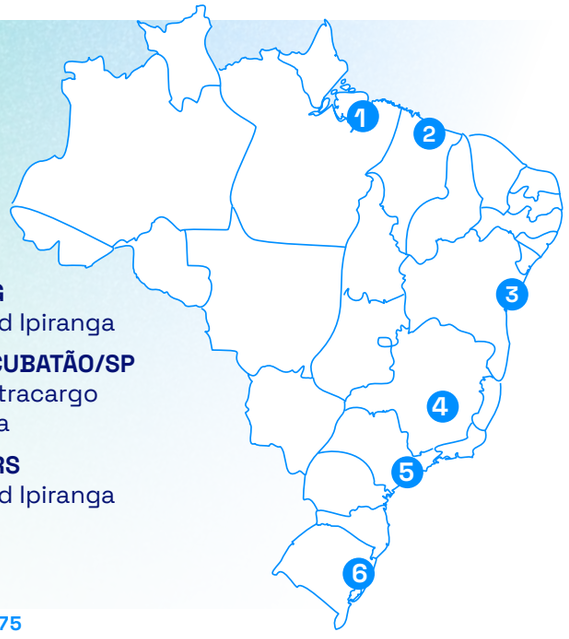
2 SÃO LUÍS-ITAQUI/MA
Ultragaz, Ultracargo and Ipiranga

3 ARATU-CANDEIAS/BA
Ultracargo

4 BETIM/MG
Ultragaz and Ipiranga

5 SANTOS-CUBATÃO/SP
Ultragaz, Ultracargo and Ipiranga

6 CANOAS/RS
Ultragaz and Ipiranga



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INTEGRATED MANAGEMENT

The social impact management model respects the proximity of the businesses to their surrounding communities and gives them the autonomy to identify the main demands of these locations, and to define the initiatives that they have the capacity to structure or support to address these demands.

The Sustainability and Corporate Affairs Directorate monitors the process of all projects that involve tax incentives, verifying that the proposals are aligned to the Group's social action goals and the availability of resources.

Following the definition of the priority themes, the Instituto Ultra, which reports to the Sustainability Directorate, is being revitalized to act as the hub of the Group's social impact knowledge base. The objective is to strengthen the overall management of social impact initiatives and expand the initiatives in the priority locations, while at the same time respecting the autonomy of the businesses.



A participant in the *Ajudôu* project, one of the social initiatives supported by Ipiranga in 2021.

MAIN ACTIONS IN 2021

GRI 413-1

In 2021, R$ 13.3 million was invested, including own resources and tax incentives. This amount did not include the resources allocated to addressing the impacts of the Covid-19 pandemic.

The initiatives focused on professional training, female and youth entrepreneurship, combating sexual violence against children and adolescents, and promoting health, education and diversity. In line with one of the Group's priority causes, **Ultragaz** invested in a number of female empowerment projects. The Women Entrepreneurs project, which was carried out under its volunteering program, in partnership with the NGO Junior Achievement, organized presentations to groups of women interested in opening their own businesses.

Ultracargo entered into a partnership with the Ayrton Senna Institute to develop the social and emotional skills of pupils in the 6th to 9th grades in municipal junior high schools, in São Luís (MA). In 2021, the objective was to mobilize the school network and, in 2022, it is expected to work with 25% of schools in the capital, impacting up to 7 thousand students.

One of **Ipiranga's** social initiatives is its participation in the *Ajudôu* project. This project, which focuses on providing sporting activities for children, offered judo classes after school hours to 300 public school children in the municipalities of Betim, Governador Valadares and Montes Claros, in the State of Minas Gerais.

COMBATING COVID-19

GRI 413-1

R$ 44.8 million
was donated by the Ultra Group to finance actions to combat the Covid-19 pandemic in 2020 and 2021.

R$ 7.7 million in 2021.

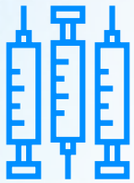
MAIN DONATIONS IN 2021

5 thousand
oxygen concentrators to the Ministry of Health



The Group's contributions to joint initiatives with 11 other companies, totaled more than R$ 35 million.

R$ 1.5 million
to the Butantã Institute



For the acquisition of equipment for its new vaccine production plant.



Movimento *Unidos pela Vacina*
(United for the Vaccine)

R$ 300 thousand
donated in equipment

(refrigeration chambers for vaccines, cooler boxes, and other items). In addition to financing the purchase, the Group provided logistical support for the delivery of equipment to municipalities.

Other donations



- ➜ Basic food baskets
- ➜ Meals (via points redemption in the Km de Vantagens loyalty program)
- ➜ Gas cylinders
- ➜ Face masks, gel alcohol and personal protective equipment (PPE)

Ipiranga



3.7 million
medicines for intubation to the Ministry of Health

Initiative led by the Brazilian Oil and Gas Institute (IBP), with the participation of other companies.

Ultragaz



2 thousand
oxygen cylinders donated to hospitals in São Paulo

The company facilitated the distribution of suppliers to a number of hospitals.

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OTHER INITIATIVES TO COMBAT THE COVID-19 PANDEMIC

Ultragaz participated in an educational campaign focused on the prevention of Covid-19. The company's network of resellers distributed the campaign's educational material in 50 municipalities, reaching more than 10 million people. In partnership with municipal health departments, **Ipiranga** provided doses of a Covid-19 vaccine in some of the events of the *Saúde na Estrada* (Health on the Highway) program. The 2021 edition of this program registered 57,100 attendances in 123 events, which were held at 107 **Ipiranga's** *Rodo Rede* service stations.



MANAGEMENT OF NEGATIVE IMPACTS

GRI 413-2

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/reduce impacts. In addition to the direct contacts between the businesses and the surrounding communities, when necessary, individuals living in the communities can utilize either the specific communication channels of the individual business or the Ultra Group's *Canal Aberto* (FOR MORE INFORMATION ON THE CANAL ABERTO SEE PAGE 53).

Due to the nature of their activities, the **Holding** and **Extrafarma** do not have a systematic process for evaluating impacts on the community.

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

Ultracargo, regularly monitors its external impacts such as soil and groundwater quality, rainwater discharge and noise and emission levels, and takes 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, leak containment barriers and infrastructure for preventing and responding to emergencies. Furthermore, it monitors and maintains its company-owned vehicle fleet and has equipment to control the emissions arising from the storage and handling of volatile products.

The company continues to comply with the financial obligations assumed in the Conduct Adjustment Term (TAC) signed in 2019 with the Public Prosecutor to compensate for the impacts on a river estuary in Santos (SP) resulting from a fire on its premises in 2015.

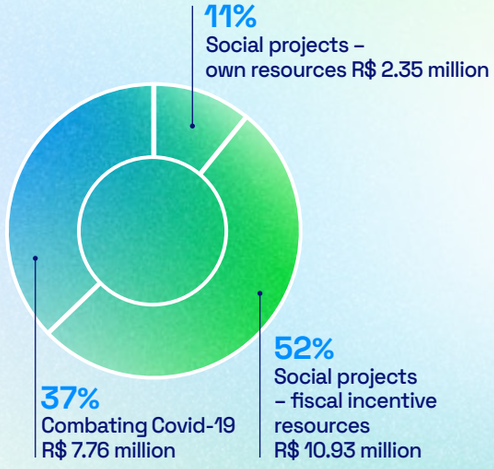
Oxiteno has made a study of the main impacts that could affect the surrounding communities at all its operating units in Brazil. The impacts were classified according to their degree of severity and probability and served as the basis for preparing contingency action plans. At the meetings of the Community Advisory Councils (CCC) for the areas surrounding its operations, the company reported eventual deviations from its operations, informed the negotiations being carried out and listened to the main demands of these communities. In the United States, the company participates in a similar forum, which brings together representatives of the industry sector and the surrounding communities.

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

ESG DASHBOARD

R$ 21 million

Total resources donated by the Ultra Group to society in general in 2021, considering social responsibility initiatives and contributions to combating Covid-19.



Education and entrepreneurship: priority causes in the Ultra Group's new social impact strategy

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Value chain

PERFORMANCE

SOCIAL AND RELATIONSHIP CAPITAL

INTELLECTUAL CAPITAL

HUMAN CAPITAL

ALIGNMENT TO THE SDGS



An employee of an Ultragaz reseller, part of the Group's value chain.

GRI 103-1 | 103-2 | 103-3

The scale and reach of the Ultra Group's value chain are what enables it to offer essential services to people and companies in all regions of Brazil. This strategic character of the value chain has always been valued by the Group, which remains committed to ethical and transparent business practices and to the generation of value for its business partners.

In view of its long history in its industrial sectors and the good reputation it enjoys in society, the Ultra Group understands that it has a responsibility to play a leading role in promoting sustainable practices in its value chain. In particular it must provide support to its extensive network of business partners to enable them to incorporate sustainable business practices and to develop management models that combine good financial results with good social and environmental practices.

In 2021, this perspective gained traction. Based on the discussions in the value chain workgroup regarding its suppliers and resellers, it was possible to define the Group's priorities in fostering the development of its value chain.

SUPPLIER REPUTATION RESEARCH

One of the elements of the Ethics and Compliance Program is to carry out research on the reputations of prospective suppliers of goods or services, resellers and franchisees, prior to signing contracts. On the basis of this research, it is possible to verify whether prospective partners adhere or not to the Ultra Group's principles in relation to ethics and integrity. This process contributes to minimizing the Group's reputation and financial risks in situations of co-responsibility. Furthermore, the process ensures that the Group's partners in the value chain are aware of the high level of importance that the Group gives to compliance.



GROUP AMBITION

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



- → **100%** of critical suppliers with excellent ESG practices
- → **100%** of selected resellers with adequate ESG practices

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During the year, more than 12 thousand reputation research studies were carried out, compared to 15 thousand in 2020.

One of the aspects of the reputation research aims to ensure that prospective suppliers have not been involved in situations of child labor or forced labor. The research checks investigations, lawsuits, complaints in the press and the government register of employers known to have subjected workers to forced labor conditions. In such cases, the Compliance area rigorously evaluates the results of the reputation research and, depending on the facts presented, the Group may decide not to enter into the contract.

It is also worth noting that the supplier contracts contain clauses that prohibit child labor and forced labor and encourage partners to support initiatives and campaigns to combat these practices.

There are also additional documents and procedures. In **Ultragaz**, all critical suppliers (responsible for the supply of materials or services capable of affecting the availability and quality of the company's products) must sign a Term of Commitment to Responsible Action, which includes the prohibition of child and forced labor and the adherence to certain social, environmental and ethical topics.

More than

12 thousand

reputation surveys carried out in 2021.

Ultracargo demonstrates its commitment to defending human rights in its value chain by requiring its registered suppliers to adhere to the requirements of SA 8000, labor relations and other international standards to ensure that its partners are not involved in situations of child labor or forced labor. The company's partners must also be in compliance with the Ultra Group's Code of Ethics and Health, Safety, Environment and Quality standards and procedures. On-site audits are carried out by the Purchasing Area whenever any social or environmental risk is identified.

Oxiteno also has clauses in its Responsible Sourcing Policy that expressly prohibit relations with suppliers linked to child or forced labor. **Ipiranga** has determined that all suppliers must comply with the guidelines in its Supplier Policy, which contains a sustainability booklet with topics related to the protection of human rights.

In 2021, no risks were identified related to child or forced labor or to the exposure of young people to dangerous activities either in the operations of the Group or its suppliers.

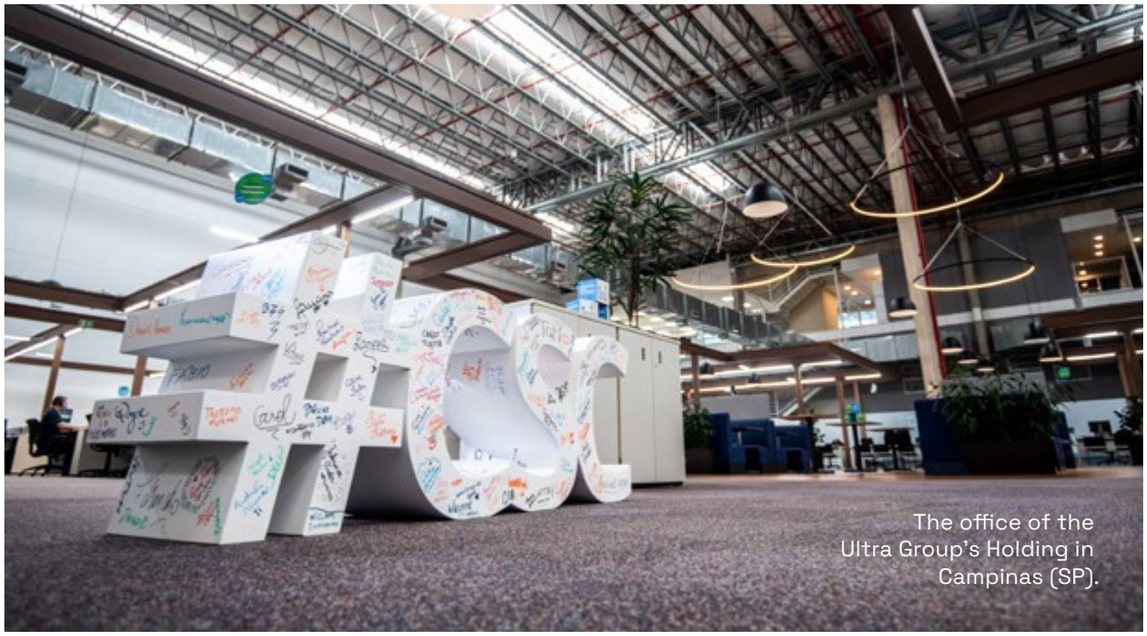
GRI 408-1 | 409-1

SOCIAL AND ENVIRONMENTAL ASSESSMENT OF SUPPLIERS

GRI 308-1 | 414-1

The Holding and the businesses independently manage their respective value chains, based on the Group's general guidelines on compliance. In addition to the reputation surveys, which are carried out for all prospective suppliers, in some businesses suppliers are assessed more comprehensively in relation to their performance in social and environmental aspects.

In **Ultragaz**, the analysis of critical suppliers included the verification of checks as to whether the companies had certifications and other



The office of the Ultra Group's Holding in Campinas (SP).

mandatory documents, supported initiatives for environmental preservation and social responsibility, and prioritized the health and safety of employees. Audits were carried out prior to signing contracts and also during the term of the contract. Due to the Covid-19 pandemic, in 2021, audits were carried out remotely and a process of self-assessment by the partners themselves was instituted. During the year, after a rigorous evaluation process, the company admitted six new companies into its critical group of suppliers.

Ultragaz also encouraged some of its critical suppliers to respond to the Carbon Disclosure Project (CDP) questionnaires on climate change and water resources. In 2021, 95% of invited suppliers responded to the questionnaires. Another initiative during the year was the structuring of a Supplier ESG Engagement Program, which will be implemented in 2022.

Within the scope of its Supplier Approval Program, implemented at the end of 2020 for critical suppliers, **Ultracargo** verified the social and environmental documentation of prospective partners and required them to complete a questionnaire on health, safety and environmental issues. In 2021, of the 565 new registered suppliers, 47 (8.3%) were classified as critical and were subjected to a social and environmental assessment.

In its Supplier Relationship Program, **Oxiteno** encourages partners to respond to the EcoVadis questionnaire, which includes topics related to labor practices, human rights, ethics, sustainable procurement and the environment. The score obtained in the questionnaire enables the company to prioritize the selection of the highest scoring candidates. Based on the results of the questionnaire, Oxiteno also provided support to suppliers in the structuring of improvement plans.

For the indirect suppliers, companies further down its value chain, **Ipiranga** carried out due diligence using automated tools. Suppliers in the transportation sector were audited before the contract was signed and then annually.

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RELATIONS WITH RESELLERS

In 2021, **Ultragaz** intensified its interactions with its reseller network through its app called *Meu Aplicativo Parceiro* (MAP) (My Partner App). This app brought together all of its contents that support the financial and operational management of the reseller, dissemination of marketing materials and training courses. For the resellers' employees, there is another app (called *AmigU*), through which employees have access to campaigns that provide incentives for higher performance, important events and training courses, among other features.

To encourage the continuous development of its resellers, Ultragaz has established a Reseller Excellence Program, called *Desafio Lapidar*, which rewards partners as they



An Ipiranga service station.

progress in performance and quality of services. In 2021, the company structured a new training course on sustainability, which will be made available to resellers in 2022.

In **Ipiranga**, in 2021, a new department was created to manage the different stages of the development of the relationships with the reseller base. Throughout the year, the company organized the Ipiranga Top program, which encourages the adoption of best management practices and recognizes the most engaged resellers. The company also created the communication channel (via WhatsApp) called Fica Ligado (Stay tuned), which enables the rapid dissemination of important information in Ipiranga's network and sales teams.

The company also maintains a specific strategy for the employees in the Ipiranga service stations (known as VIPs), including a series of training courses and awards. More than 40 thousand Ipiranga VIPs and resellers participated in training courses at the company's Retail School, totaling more than 300 thousand hours of training.

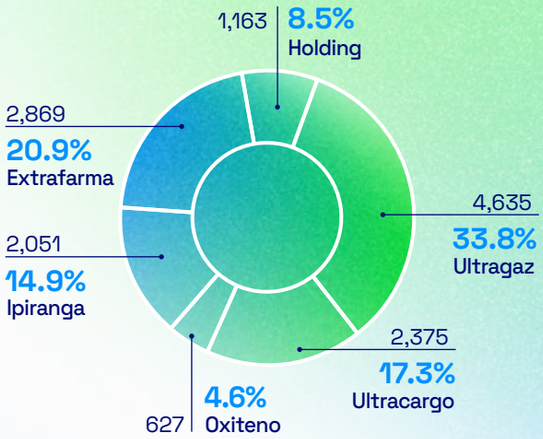
Ipiranga's concern for best safety and environmental practices also underpins its relations with customers in the business market segment and with its network of resellers and franchisees. One of the initiatives reflecting this concern is the Posto Gestão+ web-page, hosted on Ipiranga's network portal, which makes manuals, videos and booklets on safety and the environment available to resellers.

ESG DASHBOARD

76 thousand

INDIRECT JOBS GENERATED IN THE NETWORK OF RESELLERS AND FRANCHISEES (ULTRAGAZ AND IPIRANGA)

SUPPLY CHAIN GRI 102-9



13,720

TOTAL SUPPLIERS ULTRA GROUP - 2021

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Inclusive culture and diversity

PERFORMANCE

SOCIAL AND RELATIONSHIP CAPITAL

INTELLECTUAL CAPITAL

HUMAN CAPITAL

ALIGNMENT TO THE SDGS



An employee of the Ultra Group's Holding.

GRI 103-1 | 103-2 | 103-3

The recognition and development of people is one of the Ultra Group's basic business principles. The Group is focused on ensuringa workplace environment of excellence and respect and that all employees have opportunities for personal development and career progression.

The historical challenges in the Brazilian labor market, especially, regarding gender and race, inspired the Group to select inclusion and diversity as one of its commitments for 2030.

Based on the contributions of the work-group dedicated to the topic, and the market scenario in 2020, the Ultra Group established targets to achieve gender and ethnic equity in the Board of Directors and in senior management positions (directors, executive managers and managers) in the Holding and the businesses, and to ensure an inclusive workplace environment, considering the aspects of accessibility, respect and diversity.

TEAM

At year-end 2021 the Group had 16,300 employees, including those in the Holding, *abastece aí*, *UVC Investimentos* and the five businesses. During the year, 3,374 people were hired, which corresponded to a hiring rate of 21.7%. The consolidated Group turnover was 21.1% (FOR MORE INFORMATION ON THE INDICATORS FOR HIRING AND TURNOVER SEE THE APPENDICES).

GROUP AMBITION

Continuously promote an inclusive workplace environment aimed at the full development of people's potential, diversity and equity.

ESG TARGETS 2030

- Achieve a **50%** level of gender and ethnic equity in senior management and **33%** in the Board of Directors
- Achieve an **85%** level of satisfaction in terms of an inclusive environment

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PROMOTING DIVERSITY

The Holding and the Group's businesses are at different stages of maturity in implementing their inclusion and diversity strategies.

The highlights on the theme for 2021 were as follows:

HOLDING

Manifesto on diversity published

Creating space for future discussions to be addressed in a more assertive and structured way.

Oxiteno and **Extrafarma** developed diversity programs. **Oxiteno** launched the "Together" program in 2021. The company also created affinity groups in its Brazilian operations (women, people with disabilities, LGBTQIA+ and ethnic-racial) and joined the Equity is a Priority Program, of the UN Global Compact and the UN Women organization. Extrafarma carried out a survey, with the participation of 94% of its team, organized awareness events on key dates, and launched a course on diversity on its e-learning platform. **Ultracargo** has not yet formulated a structured approach to this theme.

IPIRANGA

Women Speed (career acceleration)

30 participants, 5 were promoted during the program.

Trainee Program 2021

75% of vacancies filled by women.

Ipiranga Talent Internship Program 2021

50% of vacancies reserved for blacks; 66% of the candidates approved.

Approval of extended parental leave

including for LGBTQIA+ couples.

Strategic Committee established, with senior management participation.

Active affinity groups, with more than 90 participants and weekly meetings.

ULTRAGAZ

Divulged its positioning on inclusion and diversity

Defined strategic priorities and pillars of action on the theme.

100% of senior management participated in training courses

Diversity survey

74% of the company's team recognized Ultragaz's efforts to promote inclusion and diversity.

Women's focus group

Established to discuss future initiatives aimed at female employees.

Mentorship for women

In management positions in operations and sales.

Approval of **extended parental leave.**

WOMEN ON BOARD

In 2021, the Ultra Group was awarded the Women on Board (WOB) seal, which is conceded by an independent initiative supported by the UN Women organization. It is awarded to organizations that have at least two women on their Board of Directors, as is the case for the Ultra Group.

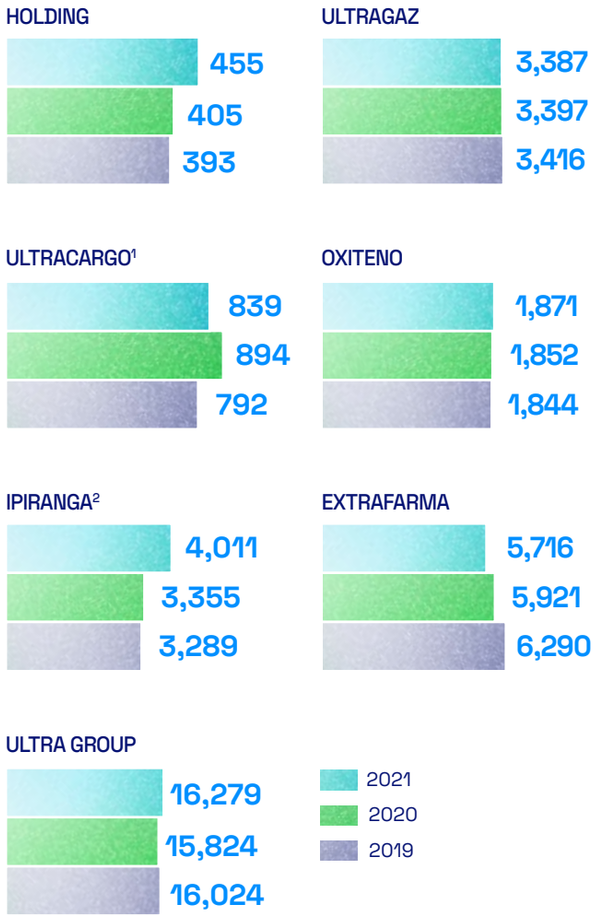
FOR MORE INFORMATION ON THE COMPOSITION OF THE BOARD OF DIRECTORS SEE PAGE 45.



Celebration of the WOB certification: attended by all the Group's women in leadership positions (all participants tested negative for Covid-19).

EMPLOYEES – ULTRA GROUP

GRI 102-8



1. Excludes employees of the joint venture with União Vopak.

2. Consolidates the information from all the Ultra Group businesses in the fuel segment.

FOR MORE INFORMATION ON 2021 SEE THE APPENDICES.

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REMUNERATION EQUITY

The Ultra Group monitors its remuneration indicators by job function especially in relation to gender equity. The only exception is for the position of CEO, since all these positions are currently held by men.

In the Coordinator position, the average remuneration paid to women was higher or equal to that of men in Ultracargo, Oxiteno, Ipiranga and Extrafarma and slightly lower in Ultragaz and the Holding. In management positions, the differences are more significant and, in the case of Director positions, the base salary and the base salary with bonuses for women corresponded, on average, to 88% of the amounts paid to men.

As part of its commitment to diversity, the Group is studying measures to reduce the salary gap between men and women in the near future.

COMMITMENT TO NON-DISCRIMINATION

GRI 406-1

As set out in the Code of Ethics, the Ultra Group does not tolerate any form of discrimination. Within the scope of the Ethics and Compliance Program, actions are carried out to raise awareness on this theme with employees and business partners. The theme is also part of the Group's inclusion and diversity agenda.

REMUNERATION EQUITY BETWEEN WOMEN AND MEN[1] – 2021 GRI 405-2

Proportion of base salary	Holding	Ultragaz	Ultracargo	Oxiteno[2]
Director	79%	120%	NA	41%
Manager	95%	90%	101%	100% | 98%
Coordinator	97%	96%	115% | 113%	114% | 100%
Administrator	77%	94%	88% | 87%	102% | 103%
Operator	79%	91%	82% | 79%	95% | 96%

NA: Not applicable. There are no women at this functional level.

1. The figures in the table were calculated by dividing the average remuneration for women by the average remuneration for men, expressed as a percentage. In cases where the calculation indicated different results when applied to the base salary without and with additional payments, the two results are presented in sequence, starting with the comparison of the base salaries. Additional payments: Holding (short-term incentives from the Profit-sharing Plan - PPR); Ultracargo (additional payment for hazardous and unhealthy work, sales incentives and transfer assistance); Extrafarma (market benefits and variable compensation for store teams).

2. The calculation for the Directors category considered the Group's global operations; the other categories refer to Brazil.

3. Excluding the CEO positions, all of which were held by men, the proportion between the remuneration of women and men increased from 77% to 91%.

In 2021, the *Canal Aberto* received 18 reports on the theme of discrimination, considering the Holding and the businesses, of which 12 were adjudged to be valid or partially valid. In addition to the specific actions to respond to each case, the Group issued a series of communications that reinforced its values and guidelines aimed at combating all forms of disrespect, harassment, prejudice or discrimination in the workplace. Employees that violate the Code of Ethics are subject to disciplinary measures that include warnings, suspensions, sanctions, dismissals and legal proceedings.

	Ipiranga	Extrafarma
	107%	92%
	88% | 86%	77%[3]
	107% | 101%	114%
	94% | 92%	98%
	80% | 72%	108%



An employee working at home.

BEST COMPANIES TO WORK FOR

In partnership with the organization Great Place to Work (GPTW), the **Holding** conducted an organizational climate survey in 2021, with the participation of 84% of all employees. The survey indicated a satisfaction index of 80%, and the company was awarded the "Best Companies to Work For" seal.

In order to survey the current perceptions of the Holding's employees on how they felt represented and respected in the work environment, the climate survey included some questions related to inclusion and diversity. In this aspect, the satisfaction index was 78%.

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CAREER DEVELOPMENT

The Ultra Group's people management model respects the autonomy of the Holding and the businesses to directly manage all their career development processes, based on common Group guidelines.

One of the highlights in the **Holding** were the e-learning training courses designed exclusively for CSC employees. The courses focused on process management and continuous improvement. The e-learning platform registered about 8,100 hours of training completed in 2021.

In partnership with the ISE/IESE Business School, **Ultragaz** created a customized program for the company's senior managers, which prioritized skills related to the strategic pillars of digital transformation, customer service and ESG.

Ultracargo entered into a partnership with the Lit Platform, of the Saint Paul Business School, focused on leadership development. By the end of 2021, 100 employees were actively using the platform.

TRAINING (HOURS/EMPLOYEE)

GRI 404-1

	Holding		Ultragaz		Ultracargo		Oxiteno	
	2020	**2021**	**2020**	**2021**	**2020**	**2021**	**2020**	**2021**
By gender								
Men	11.8	50.7	23.0	23.6	73.6	23.9	32.1	34.4
Women	10.4	47.4	18.0	33.9	44.3	28.0	23.6	32.4
By employee job category								
CEO and Director	4.1	18.8	69.1	14.7	17.8	4.1	5.8	6.8
Manager	8.8	28.3	65.0	52.8	38.7	70.8	28.2	10.1
Coordinator/ Supervisor/ Consultant	9.3	62.0	20.0	30.1	76.0	31.8	28.9	75.0
Administrator	8.3	50.2	25.0	39.8	33.3	23.7	24.5	39.7
Operator	NA	49.4	16.0	13.6	89.4	20.0	33.9	27.4
Average	**11.2**	**49.1**	**20.3**	**25.4**	**68.7**	**24.6**	**29.6**	**33.8**

NA: Not applicable

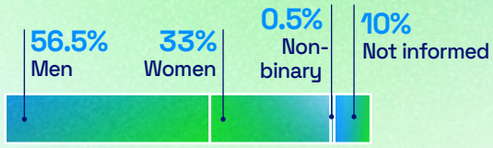
In **Ipiranga**, the *Universo* learning platform expanded by entering into partnerships, such as the one signed with the Harvard Business School focused on leadership development. The company ended 2021 with 2,800 employees active on the platform. This learning ecosystem offered 2,345 training courses in the year.

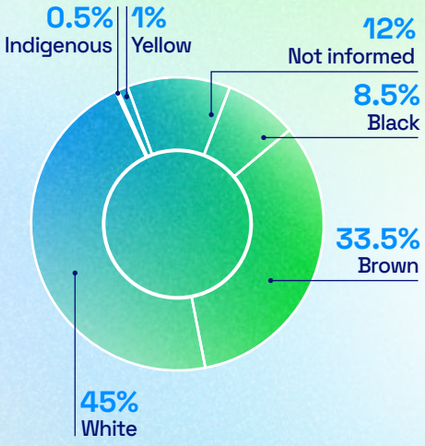
For the consolidated Group, each employee received, on average, 30.4 hours of training in 2021.

	Ipiranga		Extrafarma	
	2020	**2021**	**2020**	**2021**
	18.6	20.6	17.7	36.6
	12.2	12.2	21.8	38.6
	2.7	6.1	18.5	38.4
	12.4	13.8	21.1	42.4
	17.7	21.8	18.0	38.3
	15.1	10.3	10.2	20.2
	21.2	25.7	20.6	38.3
	16.9	**17.9**	**20.2**	**38.3**

ESG DASHBOARD

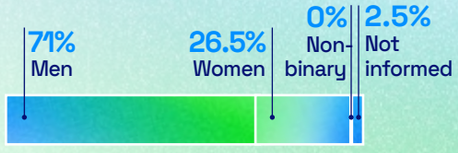
EMPLOYEES 2021, BY GENDER AND RACE – ULTRA GROUP GRI 405-1

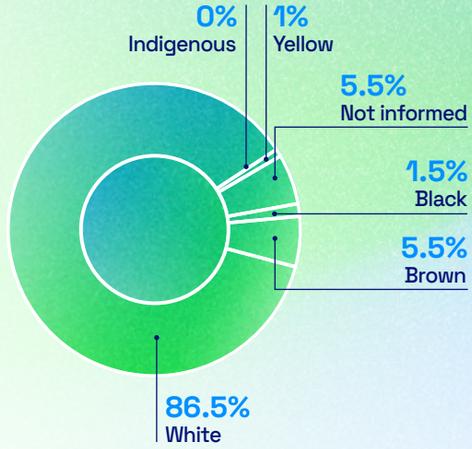




SENIOR MANAGEMENT[1]

GRI 405-1





1. Director, executive manager and manager.

FOR MORE INFORMATION ON DIVERSITY SEE THE APPENDICES.

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Health and safety

PERFORMANCE

SOCIAL AND RELATIONSHIP CAPITAL

HUMAN CAPITAL

ALIGNMENT TO THE SDGS

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

An employee of Ultracargo.

GRI 103-1 | 103-2 | 103-3

Given the nature of the activities of its businesses, the Ultra Group has always been committed to increasingly prioritize the health and safety of its employees, contract staff and suppliers. This commitment also includes process safety in order to prevent damage to the environment and the communities surrounding its operations.

The management of health and safety is carried out both directly by the individual businesses, which have policies, systems and programs in place, and also in an integrated cross-cutting manner through the Group's Safety Committee, composed of senior managers from the Group. This committee is coordinated, in sequence, by one of the businesses' CEOs.

Health and safety is one of the material topics in the sustainability strategy, and in 2021 the Group worked on the definition of the joint objectives for 2030.

GROUP AMBITION

Ensure a strong culture of health and safety, with processes and performance indices at a level of excellence, ensuring the employees' quality of life.

MANAGEMENT

GRI 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-7 | 403-8

The Holding and the businesses have health and safety management systems, based on international standards. The relevant indicators are monitored, for example, frequency of accidents, occupational diseases and lost days and the related procedures and programs are constantly being improved.

The management of health and safety includes the identification of the risks and dangers in the execution of the activities, by specialist technical teams. Many different measures are taken to engage all employees in the commitment to a safety culture, as follows: regular training courses, communication campaigns, risk assessments and inspections, safety discussions, channels for reporting deviations, regular health monitoring, fire brigades and Internal Accident Prevention Commissions (*Cipas*) installed in each unit, among other actions. The contract staff working in the Holding and the business units undergo training courses, and are oriented to comply with safety rules. Furthermore, they participate in awareness campaigns and other engagement actions, such as the activities organized in the Internal Weeks for the Prevention of Accidents at Work (*Sipats*).

There are also a number of committees that meet regularly to monitor health and safety performance. The managers of the units and the senior management of the businesses participate in these committees. Employees in non-management positions also participate in the discussions on key health and safety issues through the regular Cipa meetings held in the units.

In 2021, the consolidated accident frequency rate for the Ultra Group was 2.80, an increase of 20.8% compared to 2020. However, compared to 2019, there was a 2.3% reduction

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in the indicator. The Group's accident severity rate decreased by 51.4% compared to the previous year and 57.1% compared to 2019. FOR MORE INFORMATION ON THE INDICATORS FOR 2021 SEE THE APPENDICES.

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

WELL-BEING

GRI 403-3 | 403-6

Based on a vision of integrated care, in 2021, the **Holding** launched the Ultra Well-being project. Employees are invited to answer a short online questionnaire twice a week. The Health area monitors the data on a weekly basis and, depending on the responses, may contact certain employees. If help is required, employees may be referred for specialized treatment. In the first six months of the program, 89% of employees responded voluntarily to the questionnaire. The health profile of the entire team was also assessed. The results will be used to support the planning of health promotion actions in the Holding.

The businesses have also been investing in quality of life and well-being programs for employees. **Ultragaz** instituted the *Valoriza* well-being program and **Ipiranga** entered into a partnership 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.

SAFETY CULTURE

GRI 403-2 | 403-7 SASB EM-RM-320a.2

In 2021, **Ultragaz**, **Ultracargo** and **Ipiranga** carried out new surveys to assess the level of maturity of the safety culture in their respective companies and, based on the results, established new strategic plans to prevent and

COVID-19 PREVENTION

Maintenance of measures to preserve the health of employees and the continuity of operations.

Monitoring of all employees with a suspected or confirmed diagnosis of Covid-19, until medical discharge, by the Health and Safety teams.



VACCINATION MONITORING

79.3%

of the Group's 16,300 employees had been fully vaccinated (with two doses or a single dose depending on the vaccine) by December 2021.

mitigate the occupational health and safety risks and hazards present in the workplace and inherent to the operations.

The assessments were comprehensive processes that included individual interviews, formation of focus groups and on-site visits. The surveys involved 744 employees in Ultragaz; 286 in Ultracargo; and 784 in Ipiranga.

Oxiteno has been implementing the initiatives set out in its Global Safety Culture Transformation Plan, such as training 271 employees from a number of different areas to support the work of the Health and Safety teams in the units. The company also carried out an assessment of its operations in the United States in order to improve the safety culture from 2022 onwards.

CERTIFIED UNITS

All **Ultracargo's** terminals (except for the Vila do Conde terminal, recently opened), **Oxiteno's** industrial units in Brazil, and **Ipiranga's** pool in Betim (MG) have been certified for occupational health and safety under ISO 45001. **Oxiteno's** industrial units in Mexico, Uruguay and the United States, have obtained the Responsible Care certification.

ESG DASHBOARD

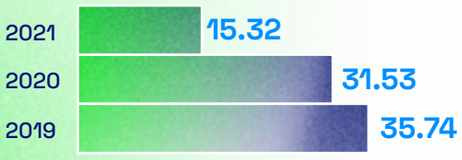
ACCIDENT FREQUENCY RATE – ULTRA GROUP

EMPLOYEES



ACCIDENT SEVERITY RATE – ULTRA GROUP

EMPLOYEES



New measures to strengthen a **safety culture** in the businesses.

Cross-cutting vision of the **health** of the entire employee team, with attention also paid to emotional equilibrium and well-being.

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MAIN AWARDS OF THE HOLDING

HOLDING

→ ***Época Negócios 360º* (*Época* magazine)**
6th place in the overall ranking.

→ ***As Melhores da Dinheiro* (*IstoÉ Dinheiro* magazine)**
10th place in the overall ranking.

→ **VALOR 1000 AWARDS (*Valor* newspaper)**
6th place in the overall ranking; 4th place in the sector in Net Revenue; and 10th place in the sector in Net Current Assets.

→ **VALOR LARGE GROUPS AWARDS (*Valor* newspaper)**
11th place in the overall ranking; 3rd place in the 20 largest in Sales; 9th place in the 20 largest in Shareholders' Equity; and 10th place in the largest in Net Income.

→ **CORPORATE REPUTATION BUSINESS MONITOR (MERCO)**
Frederico Fleury Curado, then CEO of the Ultra Group and current Vice-chairman of the Board of Directors, was placed 28th in the list of business leaders with the highest reputations in Brazil. The Group was also included in the ranking of the 100 companies with the best reputation in Brazil.

ULTRAGAZ

→ **100 OPEN STARTUPS**
2nd place in the Oil & Gas category

→ **BRAND FINANCE BRAZIL**
6th place in the brands that strengthened the most in 2020.

→ **GLOBAL TECHNOLOGY AWARD**
1st place in the Marketing-Distribution category.

→ **PRÊMIO RESPEITO (*Consumidor Moderno* magazine)**
1st place in the LPG Supplier category.

→ **PRÊMIO IBEST**
7th place in the Brand Persona category with the Ully digital assistant.

→ **Companies that best communicate with journalists**
Award in the Oil & Gas category.

IPIRANGA

→ **MOST VALUABLE BRAZILIAN BRANDS (Interbrand)**
13th place in the most valuable brands in Brazil.

→ **MARCAS MAIS (*Estadão* newspaper)**
1st place in the Fuels category.

→ **VALOR INNOVATION AWARD (*Valor* newspaper)**
2nd place in the Oil, Gas and Petrochemicals category and 62nd place in the overall ranking.

→ **100 OPEN STARTUPS**
1st place in the Retail and Distribution category and 23rd in the overall ranking.

→ ***RECLAME AQUI* AWARDS**
1st place in the Service Station category.

→ **RESPECT AWARD (*Consumidor Moderno* magazine)**
1st place in the Service Station category.

GOVERNANCE AND INTEGRITY| COMMUNICATION AND TRAINING IN ANTI-CORRUPTION POLICIES AND PROCEDURES[1] [2] – 2021 GRI 205-2

	Holding	Ultragaz[3]	Ultracargo[3]	Oxiteno	Ipiranga	Extrafarma[3]
Communicated						
Employees (total)	95.8%	97.8%	100.0%	99.1%	92.8%	100.0%
CEO	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Director	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Manager	93.0%	97.4%	100.0%	98.9%	100.0%	100.0%
Coordinator	72.0%	83.1%	100.0%	99.4%	100.0%	100.0%
Administrator	98.1%	95.5%	100.0%	98.5%	99.5%	100.0%
Operator	0.0%	92.1%	100.0%	99.5%	67.1%	100.0%
Business partners[4]	NA	ND	ND	16.9%	35.0%	ND
Trained						
Employees (total)	91.2%	94.3%[5]	99.8%	94.3%	75.9%	100.0%
CEO and Director	40.0%	100.0%	100.0%	100.0%	40.0%	100.0%
Manager	85.0%	97.4%	100.0%	95.1%	80.7%	100.0%
Coordinator	72.4%	81.4%	100.0%	96.8%	94.2%	100.0%
Administrator	97.8%	95.3%	100.0%	94.6%	89.7%	100.0%
Operator	80.0%	93.6%	99.5%	93.5%	59.5%[6]	100.0%

NA: Not applicable

ND: Not determined/monitored

1. The calculation of this indicator was based on the accumulated number of communications and training courses in 2020 and 2021.

2. 100% of the members of the Board of Directors were communicated and trained in 2021.

3. The businesses communicated their policies to their business partners, but did not record any measurements.

4. Includes Ultragaz's resellers, resellers from Ipiranga's own network, suppliers, service providers and customers.

5. Utingás employees are not included in Ultragaz training courses, which impacted the percentage of employees trained.

6. The number of employees trained excludes the employees of the company-owned AmPm stores. The network was expanded towards the end of 2021 and the compliance process is still being implemented. These AmPm employees will be trained during 2022.

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ENERGY TRANSITION | GHG EMISSIONS[1] (tCO_2e) GRI 305-1 | 305-2 | 305-3

	Holding			Ultragaz			Ultracargo		
	2019	**2020**	**2021**	**2019**	**2020**	**2021**	**2019**	**2020[7]**	**2021[8]**
Direct emissions (Scope 1)[2]	255.0	12.5	23.1	14,869.1	15,383.1	16,605.5	16,605.0	10,715.2	5,814.4
Bio-genic emissions (Scope 1)[3]	0.0	0.0	2.0	2,528.3	2,377.8	2,359.6	1,628.2	1,956.5	2,111.4
Indirect emissions (Scope 2) - location-based approach[4]	158.0	280.5	348.0	1,627.5	1,363.4	2,524.4	725.0	569.0	1,358.2
Indirect emissions (Scope 2) – market-based approach[5]	NA	NA	NA	NA	NA	0.00	NA	NA	0.00
Other indirect emissions (Scope 3)[6]	0.0	0.0	0.0	111,723.7	125,542.1	112,488.5	53.0	739.0	1,019.2
Bio-genic emissions (Scope 3)[3]	0.0	0.0	0.0	14,730.3	16,162.0	15,431.0	ND	28.0	45.0
Total carbon footprint (Scopes 1 + 2 + 3)	413.0	293.0	371.1	128,220.3	142,288.6	131,618.4	17,383.0	12,023.2	8,191.8

NA: Not applicable.

ND: Information not determined/monitored.

1. The calculations were based on the Global Warming Potential (GWP) defined by the Brazilian GHG Protocol Program, when the emission inventories were finalized in February 2022.

2. CO_2, CH_4, NO_2, N_2O, PFC, HFC, SF6, NF3, R-410 A and other refrigerant gases.

3. CO_2, CH_4 and NO_2.

ENERGY TRANSITION | SIGNIFICANT ATMOSPHERIC EMISSIONS[1] (T) 2021 GRI 305-7

	Ultragaz	Oxiteno	Ipiranga[2]	Ultra Group
Nitrogen oxides (NOx)	8.4	691.8	ND	700.2
Sulfur oxides (SOx)	ND	142.4	ND	142.4
Persistent organic pollutants (POPs)	ND	0.0	ND	ND
Volatile Organic Compounds (VOCs)	ND	1,879.4	624.9	2,504.3
Hazardous air pollutants (HAPs)	ND	0.0	ND	ND
Particulate Material (PM)	ND	19.3	ND	19.3
Hydrogen sulfide (H_2S) SASB EM-RM 120a.1	ND	0.0	ND	ND

ND: data not determined/monitored.

1. Holding, Ultracargo and Extrafarma do not monitor the indicator. Data was reported based on sampling and estimates in accordance with the protocols established by the US Environmental Protection Agency (EPA) for compiling information on polluting gases and fugitive emissions.

2. Scope of data was limited to the units in Barueri, Cubatão, Paulínia, Presidente Prudente and São Caetano do Sul, in São Paulo; and Bagé, Cruz Alta and Santa Maria, in Rio Grande do Sul.

Oxiteno			Ipiranga[9]			Extrafarma			Ultra Group		
2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
417,755.7	430,372.6	437,432.5	12,152.7	8,854.7	8,948.42	ND	4,039.1	2,299.6	461,637.5	469,377.2	471,123.5
146.4	33.8	88.9	1,666.0	1,203.9	1,155.2	ND	0.0	0.0	5,968.9	5,572.0	5,717.0
136,841.8	137,138.2	149,230.2	1,558.6	1,229.7	2,474.9	16,726.0	13,092.0	3,627.1	157,636.9	153,672.8	159,562.8
NA	NA	NA	NA	NA	0.00	NA	NA	NA	NA	NA	NA
143,230.5	171,643.4	165,879.3	579,958.6	613,552.2	591,361.5	ND	90.0	66.5	834,965.9	911,566.7	870,815.0
2,187.2	3,373.1	2,774.3	40,964.4	37,377.3	40,342.0	ND	0.0	0.0	57,881.9	56,940.4	58,592.4
697,828.0	739,154.2	752,542.0	593,669.9	623,636.6	602,784.9	16,726.0	17,221.1	5,993.3	1,454,240.3	1,534,616.7	1,501,501.4

4. Related to the purchase of electricity (location-based approach). For the Group's units located in Brazil, the calculations used the National Interconnected System (SIN) emission factor; in the case of Oxiteno's international units, local energy mix data was used.

5. Related to the purchase of electricity under the market-based approach.

6. Included corporate air travel, land transportation related to operations (waste disposal and employees), transportation of downstream products (sea, road and air).

7. These figures were corrected after a third-party review of the GHG inventory.

8. The burners for eliminating the Volatile Organic Compounds (VOCs) produced in the Santos (SP) terminal are fed by LPG and are the company's largest source of Scope 1 emissions. These burners cannot be changed or switched off because their use is one of the conditions specified in the environmental license due to the high concentration of ozone in the surrounding area. In the last quarter of 2021, one of the burners suffered a technical fault and its flow of VOCs was redirected through a pipe to a second burner. As a result, there was a reduction in the volume of VOCs burnt in this first burner and consequently in the volume of LPG consumed. Therefore, a substantial part of the reduction in Scope 1 emissions was purely circumstantial due to this fault in this burner. It is important to stress that Ultracargo notified the environmental authorities of the equipment failure as soon as it was identified and the burner is already undergoing its final tests before being reintegrated into the operations. In addition, there was a reduction of around 60% in the volume of fuel handled during the year compared to 2020 and this also contributed to a reduction in the volume of VOCs produced in the process and burnt in the burners.

9. As of 2021, it included the AmPm stores.

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ECO-EFFICIENT OPERATIONS | INTERNAL ENERGY CONSUMPTION[1] (GJ) GRI 302-1

	Holding			Ultragaz			Ultracargo			
	2019	2020	2021	2019	2020	2021	2019	2020[4]	2021	2019
Fuel consumption (self-generation of energy)	716.0	132.1	121.4	229,050.5	232,288.6	248,595.0	25,641.4	46,312.2	30,211.4	5,337,621.8
Non-renewable sources[2]	716.0	132.1	121.4	192,854.5	199,708.9	216,294.0	25,619.7	46,227.2	30,005.5	5,256,184.8
Renewable sources[3]	0.0	0.0	0.0	36,196.0	32,579.7	32,301.0	21.7	85.0	205.9	81,437.0
Purchased energy	22,690.0	17,156.0	14,543.3	79,622.8	80,477.9	71,933.3	44,770.0	33,763.1	35,826.7	2,705,467.1
Electricity[5]	22,690.0	17,156.0	14,543.3	79,622.8	80,477.9	71,933.3	44,770.0	33,763.1	35,826.7	1,046,380.3
Captive market	5,895.0	2,217.0	2,489.7	ND	ND	14,386.7	44,770.0	31,935.0	4,169.8	ND
Free market	16,795.0	14,939.0	12,053.6	ND	ND	57,546.6	0.0	1,828.1	31,656.9	ND
Steam	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1,659,086.8
Total consumption	23,406.0	17,288.1	14,664.6	308,673.3	312,766.5	320,528.3	70,411.5	80,075.3	66,038.0	8,043,088.9

1. The data that was reported in 2019 and 2020 has been restated.
2. Mainly: LPG, diesel oil, gasoline, natural gas, fuel oil, methane, tail gas, light oil and liquid mixtures.
3. Mainly: ethanol, biodiesel, anhydrous alcohol and hydrated alcohol.
4. The information disclosed in the Integrated Report 2020 has been restated.
5. In 2021, all the electricity purchased by Ultragaz, Ultracargo and Ipiranga, received international certificates of renewable energy (I-RECs). This certification ensured that it originated from renewable energy sources, such as solar, wind, water, biomass and geothermal.
6. Self-generation: electricity (9,529.6 GJ), heating (196.6 GJ) and steam (17,707.6 GJ).
7. As of 2020, in addition to the consumption of fuel in generators, the consumption of the company-owned vehicle fleet (diesel oil and gasoline) started to be monitored.

ECO-EFFICIENT OPERATIONS | ENVIRONMENTAL COMPLIANCE[1] GRI 307-1

	2019	2020	2021
Holding	R$ 0.00	R$ 0.00	R$ 0.00
Ultragaz	R$ 98,100.00	R$ 0.00	R$ 0.00
Ultracargo	R$ 14,545.00	R$ 0.00[2]	R$ 518,090.00[3]
Oxiteno	US$ 7,500.00	R$ 960.00	R$ 0.00
Ipiranga[4]	R$ 50,000.00	R$ 0.00	R$ 0.00
Extrafarma	R$ 4,000.00	R$ 0.00	R$ 0.00[5]

1. Included all fines for which there is no further appeal.
2. The fines related to leaks in 2020 at the terminals in Santos (SP) and Itaqui (MA) and the judgment of administrative appeals was still pending on December 31st, 2020. The fine for Santos was paid in 2021 and was included in the total fines disclosed by the Group in 2021. The second appeal is still pending.
3. This amount was composed of the following items: a fine of R$ 570 thousand, issued by Cetesb, for the leakage of 250 liters of diesel on Pier 2 during an operation with a ship in 2020 (paid R$ 399 thousand with a discount on 18/06/21); a fine of R$ 14,545, in Santos, issues by Cetesb on 18/11/2019, for allegedly having carried out the detailed investiga-

Oxiteno		Ipiranga			Extrafarma			Ultra Group		
2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
5,429,092.4	5,622,766.7	32,363.3	12,453.7	27,434.0	132.0	24,000.0	17,366.2	5,625,525.0	5,744,279.0	5,946,494.6
5,340,727.4	5,540,041.0	32,363.3	12,453.7	27,434.0[6]	132.0	24,000.0[7]	17,366.2	5,507,870.3	5,623,249.3	5,831,262.1
88,365.0	82,725.7	0.0	0.0	0.0	0.0	0.0	0.0	117,654.7	121,029.7	115,232.6
2,801,919.6	2,688,464.7	84,451.0	80,455.3	80,363.0	116,168.0	103,301.0	103,292.2	3,053,168.9	3,117,072.9	2,994,423.0
1,118,351.2	1,101,559.7	84,451.0	80,455.3	80,363.0	116,168.0	103,301.0	103,292.2	1,394,082.1	1,433,504.5	1,407,518.0
ND	ND	76,783.0	63,732.7	60,113.0	ND	ND	91,768.0	ND	ND	172,927.1
ND	ND	7,668.0	16,722.6	20,250.0	ND	ND	11,524.1	ND	ND	133,031.3
1,683,568.4	1,586,905.0	0.0	0.0	0.0	0.0	0.0	0.0	1,659,086.8	1,683,568.4	1,586,905.0
8,231,011.6	8,311,231.4	116,814.3	92,909.0	107,797.0	116,300.0	127,301.0	120,658.4	8,678,693.9	8,861,351.5	8,940,917.7

tive stage of lot 17, without providing the complete mapping of the plumes of contaminants identified in the area (paid on 19/03/21); a fine of R$ 20 thousand in Aratu, issued by Inema, for a leakage of caustic soda on 12/02/21 (paid on 31/03/21); a fine of R$ 100 thousand, in Itaquí, Issued by the ANP, for allegedly making false declarations or providing false information, falsifying, adulterating, destroying, simulating or altering records or other documents required by law (paid R$ 70 thousand with a discount on 20/09/21); and a fine, in Santos, issued by Cetesb, for an administrative infraction for allegedly emitting odoriferous substances from the after-burner (thermal oxidation of VOCs) and thereby causing inconvenience to the public welfare in 2019 (paid R$ 14,545 with a discount on 03/12/21).

4. The amounts related to those processes not yet finalized in the judicial system involve processes that have wider repercussions due to their nature, the object of the actions and the amounts involved. In the reports for 2019 and 2020, the Group reported an infraction notice in the amount of R $ 22.5 million, due to a product leak resulting from an accident between two cargo vehicles, one of which was a fuel transportation contractor. This is an important legal process for Ipiranga. The company did not contribute to the incident and it considers the fine to be disproportionate compared to the extent of the damage and the remediation work carried out. The case is still awaiting judgment.

5. The proceedings in progress totaled R$ 315.1 thousand. More than 90% of this amount referred to two processes regarding construction permits and the expansion of units on potentially contaminated land.

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ECO-EFFICIENT OPERATIONS | WATER [1] (m³) GRI 303-3

	Holding		Ultragaz		Ultracargo	
	2020	2021	2020	2021	2020	2021
Surface water (including rainwater)	148.0	132.0	0.0	1,230.0	42.0	29,313.0
Ground water	7,903.0	6,224.0	41,530.2	31,880.0	0.0	0.0
Sanitation companies	2,141.0	2,056.0	92,895.5	82,246.8	63,681.3	69,036.6
Total catchment	**10,192.0**	**8,412.0**	**134,425.7**	**115,356.8**	**63,723.3**	**98,349.6**

1. The main uses of water were as follows: GRI 303-1

Holding and Extrafarma: human consumption (kitchens, washrooms) and cleaning;

Ultragaz: washing of empty cylinders and painting cabins, fire-fighting systems and testing of tanks, as well as human consumption;

Ultracargo: human consumption, fire-fighting systems, washing of tanks and pipes;

Ipiranga: human consumption and fire-fighting systems;

Oxiteno: raw material for certain products and productive processes (heating and cooling systems and steam generation).

ECO-EFFICIENT OPERATIONS | WATER DISCHARGE (m³) GRI 303-4

	Holding		Ultragaz[2]		Ultracargo[2]	
	2020	2021	2020	2021[2]	2020	2021[2]
Surface water (including rainwater)	0.0	0.0	0.0	0.0	ND	ND[3]
Ground water	0.0	0.0	0.0	0.0	0.0	0.0
Sanitation companies	8,618.0	7,070.0	0.0	0.0	0.0	0.0
Total water discharged	**8,618.0**	**7,070.0**	**0.0**	**0.0**	**ND**	**ND**

ND: Information not determined/monitored.

1. The effluents are freshwater and the discharge process is in accordance with the legislation. Only Ultragaz and Oxiteno have industrial effluent treatment systems. Some Ultragaz units also have treatment systems for sanitary effluents. GRI 303-2

2. The effluents that are transported with a Waste Transport Manifest (MTR) for external treatment in an Effluent Treatment Station, started to be monitored in the waste indicators GRI 303-6.

3. There is no measurement of rainwater catchment and discharge. The discharge into the river estuary is in accordance with article 16 of *Conama* resolution 430.

4. Includes the water discharged by Oxiteno in water-stressed regions (units in Guadalajara and San Juan Del Río, Mexico). The total volumes discharged in such regions were 17,123 m³ in 2020 and 20,755 m³ in 2021. Ultragaz does not discharge water in water-stressed regions and the other Group companies do not monitor this information.

5. The information available was limited to the invoiced volumes of sewage. It excluded disposal in septic tanks, which are not metered.

Oxiteno[2]		Ipiranga		Extrafarma		Ultra Group	
2020	2021	2020	2021	2020	2021	2020	2021
23,160.1	35,683.3	5,771.0	6,237.0	0.0	0.0	31,302.4	72,595.3
181,799.0	181,115.0	25,765.4	17,329.7	0.0	0.0	215,467.4	236,548.6
5,472,141.8	5,258,020.2	82,199.8	89,938.9	57,162.0	40,053.0	6,103,025.1	5,541,351.4
5,677,101.0	**5,474,818.4**	**113,736.2**	**113,505.6**	**57,162.0**	**40,053.0**	**6,349,794.9**	**5,850,495.4**

2. Includes 1.4% withdrawal in water-stressed regions: 78,355 m³ in 2020 and 78,736.7 m³ in 2021 SASB EM-RM 140a.1. These volumes referred to the units in Guadalajara and San Juan Del Río, Mexico. In Ultragaz, there is no withdrawal in water-stressed regions. The other Ultra Group businesses do not monitor this information.

Oxiteno[4]		Ipiranga		Extrafarma[5]		Ultra Group	
2020	2021	2020	2021	2020	2021	2020	2021
591,454.5	561,119.8	1,670.2	1,182.4	0.0	0.0	593,124.7	562,302.2
0.0	0.0	36,014.2	32,453.3	0.0	0.0	36,014.2	32,453.3
1,724,342.4	1,729,822.6	37,876.9	36,600.1	25,516.0	31,464.0	1,796,353.3	1,804,956.6
2,315,796.9	**2,290,942.4**	**75,561.3**	**70,235.7**	**25,516.0**	**31,464.0**	**2,425,492.2**	**2,399,712.1**

ECO-EFFICIENT OPERATIONS | PRIMARY CONTAINMENT LOSSES[1] (LOPC) SASB EM-RM-540a.1 | EM-RM-540a.2

	Ultragaz	Ultracargo	Oxiteno	Ipiranga
Tier 1 (greater consequences)[2]	0.063	0.082	0.025	0.028
Tier 2 (lesser consequences)	0.000	0.041	0.326	0.426
Tier 3 (near process accidents)	1.846	1.070	ND	3.586

1. The frequency rates were calculated as follows: Total occurrences x 200,000/ Man-hours worked.

2. Major leaks, in potentially dangerous locations or involving the evacuation of people, accidents with lost time or fatalities. No fatalities were recorded in 2021. In Ultragaz, product leaks of more than 50 kg in closed places and 500 kg in open places were classified as Tier 1 leaks.

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INCLUSIVE CULTURE AND DIVERSITY | EMPLOYEES (2021) GRI 102-8

	Holding		Ultragaz		Ultracargo		Oxiteno		Ipiranga		Extrafarma		Ultra Group	
	H	M	H	M	H	M	H	M	H	M	H	M	H	M
By gender	234	221	2,779	608	697	142	1,277	594	2,747	1,264	2,066	3,650	9,800	6,479
By type of work contract														
Permanent	234	221	2,753	603	697	142	1,277	594	2,747	1,264	2,063	3,647	9,771	6,471
Temporary	0	0	26	5	0	0	0	0	0	0	3	3	29	8
By type of employment														
Full-time	234	221	2,756	606	697	142	1,277	594	2,747	1,264	2,066	3,050	9,777	5,877
Part-time	0	0	23	2	0	0	0	0	2	2	0	0	25	4
By region														
Center-West	0		162		0		0		248		0		410	
Northeast	0		712		390		349		224		2,997		4,672	
North	0		22		19		0		141		1,941		2,123	
Southeast	455		2,020		430		883		2,876		778		7,236	
South	0		471		0		46		522		0		1,039	
International operations	0		0		0		593		0		0		593	
TOTAL EMPLOYEES[1]	**455**		**3,387**		**839**		**1,871**		**4,011**		**5,716**		**16,279**	
Other workers														
Apprentices	2		1		21		15		64		83		286	
Interns	5		30		0		133		207		11		726	
Others	298[2]		31		32[3]		15		0		0		423	
Total other workers	305		62		53		163		271		94		948	
TOTAL WORKFORCE	**760**		**3,449**		**892**		**2,034**		**4,282**		**5,810**		**17,227**	

1. The employees of *UVC Investimentos* were included in the figures for the Holding. All employees working in the fuels market segment, in all the Ultra Group businesses, were included in the figures for Ipiranga.

2. Included the employees and third-party contract staff of *abastece aí*.

3. Employees of the joint venture with União Vopak.

INCLUSIVE CULTURE AND DIVERSITY | DIVERSITY (2021) GRI 405-1

The functional job categories are:

- **CEO/Director**: CEOs and all levels of director.
- **Manager:** executive managers and all levels of manager (except those in the Extrafarma stores, who are included in the Operator category).
- **Coordinator:** all levels of coordination, supervision and consultants.
- **Administrator:** all levels of analysts and specialists. In the case of Extrafarma, it also includes assistants and administrative assistants.
- **Operator:** all levels of assistants, and the Extrafarma store managers.

HOLDING	Gender				Age range			People with disabilities
	Not informed	Non-binary	Men	Women	Less than 30 years old	From 30 to 50 years old	More than 50 years old	
Board of Directors	0.0%	0.0%	81.8%	18.2%	0.0%	0.0%	100.0%	0.0%
Employees								
CEO/Director	0.0%	0.0%	70.0%	30.0%	0.0%	60.0%	40.0%	0.0%
Manager	0.0%	0.0%	65.0%	35.0%	2.5%	87.5%	10.0%	5.0%
Coordinator	0.0%	0.0%	58.6%	41.4%	5.2%	87.9%	6.9%	0.0%
Administrator	0.0%	0.0%	48.4%	51.6%	36.9%	59.7%	3.4%	1.9%
Operator	0.0%	0.0%	44.0%	56.0%	76.0%	20.0%	4.0%	24.0%
Total employees	**0.0%**	**0.0%**	**51.4%**	**48.6%**	**31.1%**	**63.6%**	**5.3%**	**3.1%**

HOLDING	Black	Brown	White	Yellow	Indigenous	Not informed
Board of Directors	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Employees						
CEO/Director	0.0%	0.0%	90.0%	0.0%	0.0%	10.0%
Manager	2.5%	2.5%	82.5%	0.0%	0.0%	12.5%
Coordinator	3.4%	0.0%	81.0%	5.2%	0.0%	10.3%
Administrator	4.1%	12.2%	59.1%	1.6%	0.0%	23.1%
Operator	16.0%	8.0%	76.0%	0.0%	0.0%	0.0%
Total employees	**4.4%**	**9.3%**	**65.6%**	**1.8%**	**0.0%**	**19.0%**

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INCLUSIVE CULTURE AND DIVERSITY | DIVERSITY (2021) GRI 405-1 (CONTINUED)

ULTRAGAZ	Gender				Age range			People with disabilities
	Not informed	Non-binary	Men	Women	Less than 30 years old	From 30 to 50 years old	More than 50 years old	
CEO/Director	0.0%	0.0%	85.7%	14.3%	0.0%	42.9%	57.1%	0.0%
Manager	0.0%	0.0%	87.1%	12.9%	6.0%	78.4%	15.5%	0.0%
Coordinator	0.0%	0.0%	70.1%	29.9%	6.0%	81.5%	12.5%	1.1%
Administrator	0.0%	0.0%	58.9%	41.1%	30.9%	62.8%	6.3%	3.7%
Operator	0.0%	0.0%	98.4%	1.6%	12.7%	58.5%	28.8%	4.8%
Total employees	**0.0%**	**0.0%**	**82.0%**	**18.0%**	**18.7%**	**61.9%**	**19.3%**	**4.0%**

ULTRACARGO	Gender				Age range			People with disabilities
	Not informed	Non-binary	Men	Women	Less than 30 years old	From 30 to 50 years old	More than 50 years old	
CEO/Director	0.0%	0.0%	100.0%	0.0%	0.0%	40.0%	60.0%	0.0%
Manager	0.0%	0.0%	80.0%	20.0%	0.0%	93.5%	6.5%	0.0%
Coordinator	0.0%	0.0%	76.6%	23.4%	4.7%	85.9%	9.4%	0.0%
Administrator	0.0%	0.0%	59.9%	40.1%	27.9%	65.8%	6.3%	9.0%
Operator	0.0%	0.0%	96.2%	3.8%	25.6%	70.9%	3.5%	1.8%
Total employees	**0.0%**	**0.0%**	**83.1%**	**16.9%**	**21.9%**	**72.4%**	**5.6%**	**3.3%**

OXITENO[1]	Gender				Age range			People with disabilities
	Not informed	Non-binary	Men	Women	Less than 30 years old	From 30 to 50 years old	More than 50 years old	
CEO/Director	0.0%	0.0%	50.0%	50.0%	0.0%	24.2%	75.8%	0.0%
Manager	0.0%	0.0%	62.0%	38.0%	1.7%	76.2%	22.1%	1.7%
Coordinator	0.0%	0.0%	76.0%	24.0%	3.9%	69.1%	27.0%	3.2%
Administrator	0.0%	0.0%	41.0%	59.0%	30.0%	61.0%	9.0%	6.8%
Operator	0.0%	0.0%	88.5%	11.5%	22.0%	63.9%	14.1%	2.4%
Total employees	**0.0%**	**0.0%**	**68.2%**	**31.8%**	**21.3%**	**64.3%**	**14.4%**	**3.9%**

1. The data did not include the international offices in Argentina, Belgium, China and Colombia. Data on people with disabilities and ethnicity referred only to the operation in Brazil.

ULTRAGAZ	Black	Brown	White	Yellow	Indigenous	Not informed
CEO/Director	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Manager	0.0%	11.2%	70.7%	3.4%	0.0%	14.7%
Coordinator	1.6%	19.6%	62.0%	1.6%	0.0%	15.2%
Administrator	3.9%	21.8%	54.2%	1.2%	0.0%	18.9%
Operator	11.4%	30.3%	43.5%	0.6%	0.0%	14.2%
Total employees	**7.7%**	**25.9%**	**49.5%**	**1.0%**	**0.0%**	**15.9%**

ULTRACARGO	Black	Brown	White	Yellow	Indigenous	Not informed
CEO/Director	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%
Manager	6.5%	3.2%	90.3%	0.0%	0.0%	0.0%
Coordinator	14.1%	27.3%	54.7%	3.9%	0.0%	0.0%
Administrator	8.1%	34.7%	56.3%	0.5%	0.5%	0.0%
Operator	16.6%	50.6%	31.6%	1.1%	0.2%	0.0%
Total employees	**13.5%**	**40.9%**	**44.1%**	**1.3%**	**0.2%**	**0.0%**

OXITENO[1]	Black	Brown	White	Yellow	Indigenous	Not informed
CEO/Director	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Manager	0.8%	0.0%	97.5%	1.7%	0.0%	0.0%
Coordinator	0.0%	11.4%	86.4%	2.3%	0.0%	0.0%
Administrator	2.7%	7.4%	87.6%	2.3%	0.0%	0.0%
Operator	13.1%	21.4%	64.5%	1.0%	0.0%	0.0%
Total employees	**7.1%**	**13.4%**	**77.9%**	**1.6%**	**0.0%**	**0.0%**

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INCLUSIVE CULTURE AND DIVERSITY | DIVERSITY (2021) GRI 405-1 (CONTINUED)

IPIRANGA	Gender				Age range			People with disabilities
	Not informed	Non-binary	Men	Women	Less than 30 years old	From 30 to 50 years old	More than 50 years old	
CEO/Director	0.0%	0.0%	70.0%	30.0%	0.0%	30.0%	70.0%	0.0%
Manager	0.0%	0.0%	73.5%	26.5%	0.0%	74.4%	25.6%	0.0%
Coordinator	0.0%	0.0%	66.2%	33.8%	4.5%	83.1%	12.3%	0.6%
Administrator	0.0%	0.0%	64.0%	36.0%	29.1%	64.4%	6.6%	3.3%
Operator	0.0%	0.0%	71.2%	28.8%	37.9%	57.0%	5.1%	0.8%
Total employees	**0.0%**	**0.0%**	**66.7%**	**33.3%**	**29.6%**	**63.2%**	**7.2%**	**2.2%**

EXTRAFARMA[1]	Gender				Age range			People with disabilities
	Not informed	Non-binary	Men	Women	Less than 30 years old	From 30 to 50 years old	More than 50 years old	
CEO/Director	0.0%	0.0%	80.0%	20.0%	0.0%	60.0%	40.0%	0.0%
Manager	8.6%	0.0%	68.6%	22.9%	0.0%	91.4%	8.6%	0.0%
Coordinator	6.1%	0.0%	55.1%	38.8%	12.2%	75.5%	12.2%	0.0%
Administrator	14.0%	0.7%	37.0%	48.3%	43.0%	55.7%	1.4%	0.7%
Operator	29.8%	1.2%	23.2%	45.8%	39.4%	56.0%	4.6%	4.0%
Total employees	**28.5%**	**1.1%**	**24.7%**	**45.7%**	**39.0%**	**56.4%**	**4.6%**	**3.8%**

1. Data was collected in an internal census carried out in 2021, with the voluntary and anonymous participation of 94% of employees.

ULTRA GROUP	Gender				Age range			People with disabilities
	Not informed	Non-binary	Men	Women	Less than 30 years old	From 30 to 50 years old	More than 50 years old	
Board of Directors	0.0%	0.0%	81.8%	18.2%	0.0%	0.0%	100.0%	0.0%
Employees								
CEO/Director	0.0%	0.0%	73.3%	26.7%	0.0%	42.9%	57.1%	0.0%
Manager	2.9%	0.0%	70.6%	26.6%	2.2%	79.2%	18.6%	1.0%
Coordinator	0.7%	0.0%	69.6%	29.7%	5.4%	80.1%	14.5%	1.1%
Administrator	1.1%	0.0%	56.5%	42.4%	31.0%	62.7%	6.3%	3.9%
Operator	15.7%	0.6%	54.3%	29.4%	31.5%	58.0%	10.5%	3.6%
Total employees	**9.9%**	**0.4%**	**56.3%**	**33.3%**	**29.0%**	**61.2%**	**9.8%**	**3.5%**

IPIRANGA	Black	Brown	White	Yellow	Indigenous	Not informed
CEO/Director	0.0%	10.0%	90.0%	0.0%	0.0%	0.0%
Manager	2.6%	6.8%	90.6%	0.0%	0.0%	0.0%
Coordinator	1.9%	12.3%	84.4%	1.3%	0.0%	0.0%
Administrator	5.8%	25.5%	67.4%	0.9%	0.4%	0.0%
Operator	14.6%	40.0%	44.1%	1.0%	0.4%	0.0%
Total employees	**8.3%**	**28.8%**	**61.7%**	**0.9%**	**0.3%**	**0.0%**

EXTRAFARMA	Black	Brown	White	Yellow	Indigenous	Not informed
CEO/Director	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%
Manager	0.0%	5.7%	82.9%	0.0%	0.0%	11.4%
Coordinator	6.1%	18.4%	67.3%	0.0%	0.0%	8.2%
Administrator	9.6%	29.6%	43.3%	2.4%	0.0%	15.1%
Operator	8.7%	49.2%	18.3%	1.4%	0.6%	21.8%
Total employees	**8.7%**	**47.5%**	**20.7%**	**1.4%**	**0.5%**	**21.2%**

ULTRA GROUP	Black	Brown	White	Yellow	Indigenous	Not informed
Board of Directors	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Employees						
CEO/Director	0.0%	7.0%	90.7%	0.0%	0.0%	2.3%
Manager	1.5%	5.4%	86.1%	1.3%	0.0%	5.7%
Coordinator	4.4%	16.5%	71.1%	2.3%	0.0%	5.7%
Administrator	5.2%	22.3%	63.2%	1.3%	0.2%	7.8%
Operator	10.4%	42.2%	30.7%	1.1%	0.4%	14.9%
Total employees	**8.4%**	**33.5%**	**44.7%**	**1.2%**	**0.3%**	**11.9%**

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INCLUSIVE CULTURE AND DIVERSITY | HIRES AND TURNOVER (2021) GRI 401-1

	Holding			Ultragaz			Ultracargo		
	Hires		Turnover	Hires		Turnover	Hires		Turnover
	Total	Rate		Total	Rate		Total	Rate	
By gender									
Men	63	27.0%	22.7%	381	13.7%	14.4%	106	15.2%	19.4%
Women	61	27.7%	21.6%	140	23.0%	20.9%	40	28.2%	32.7%
By region									
Center-West	NA	NA	NA	47	29.0%	28.1%	NA	NA	NA
Northeast	NA	NA	NA	121	17.0%	15.2%	61	15.6%	18.7%
North	NA	NA	NA	7	31.8%	25.0%	6	31.6%	15.8%
Southeast	124	27.4%	22.2%	277	13.7%	14.8%	79	18.4%	24.5%
South	NA	NA	NA	69	14.6%	14.8%	NA	NA	NA
By age range									
Less than 30 years old	69	48.9%	32.6%	221	34.8%	27.3%	57	31.0%	30.4%
From 30 to 50 years	53	18.4%	17.9%	294	14.0%	14.5%	88	14.5%	19.1%
More than 50 years old	2	8.3%	12.5%	6	0.9%	7.7%	1	2.1%	20.2%
Total	**124**	**27.4%**	**22.2%**	**521**	**15.4%**	**15.6%**	**146**	**17.4%**	**21.6%**

NA: Not applicable; there are no company employees in the region.

HIRING AND TURNOVER – ULTRA GROUP

	2019	2020	2021
Hires	3,486	2,374	3,374
Rate	21.8%	15.0%	21.7%
Turnover	24.4%	16.5%	21.1%

	Oxiteno			Ipiranga			Extrafarma		
	Hires		Turnover	Hires		Turnover	Hires		Turnover
	Total	Rate		Total	Rate		Total	Rate	
	77	9.0%	10.2%	586	22.1%	21.6%	595	28.8%	32.0%
	94	22.0%	17.1%	604	49.3%	37.4%	627	17.2%	18.2%
	NA	NA	NA	100	49.0%	37.7%	NA	NA	NA
	23	6.6%	7.9%	48	21.5%	19.1%	697	23.2%	23.8%
	NA	NA	NA	29	20.9%	16.9%	258	13.3%	16.3%
	141	16.0%	14.2%	879	31.1%	27.0%	267	34.4%	38.3%
	7	15.2%	15.2%	134	27.3%	25.9%	NA	NA	NA
	81	29.2%	20.0%	562	53.3%	41.2%	654	30.9%	30.2%
	86	10.5%	11.3%	615	24.8%	22.6%	547	16.8%	20.1%
	4	2.2%	6.4%	13	3.7%	10.9%	21	6.1%	10.1%
	171	**13.4%**	**12.5%**	**1,190**	**30.6%**	**26.6%**	**1,222**	**21.4%**	**23.2%**

OXITENO – HIRES AND TURNOVER BY COUNTRY

	Hires		Turnover
	Total	Rate	
Brazil	171	13.4%	12.5%
Mexico	44	13.1%	14.6%
Uruguay	100	5.0%	5.5%
United States	25	18.9%	15.2%
Sales offices	0	0.0%	0.0%

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HEALTH AND SAFETY | OCCUPATIONAL SAFETY[1] GRI 403-9

	Holding	Ultragaz	Ultracargo
Employees			
Hours worked	1,252,680	6,393,424	1,698,624
Fatalities resulting from occupational accidents (total)	0	0	0
Fatalities resulting from occupational accidents (rate)	0.00	0.00	0.00
Accidents with and without lost days (total)	1	20	2
Accidents with and without lost days (frequency rate)	0.80	3.13	1.18
Accidents with serious consequences[2] (total)	0	1	0
Accidents with serious consequences (rate)	0.00	0.16	0.00
Mandatory reporting accidents[3] (total)	0	9	2
Mandatory reporting accidents[3] (rate)	0.00	1.41	1.18
Lost days[4]	0	104	70
Severity rate	0.00	16.27	41.21
Near misses[5] (total) SASB EM-RM-320a.1	0	25	5
Near misses with a high potential for injury[6]	0	ND	ND
Contract staff that worked in workplaces controlled by the Group[7]			
Hours worked	320,980	9,532,489	3,160,042
Fatalities resulting from occupational accidents (total)	0	2	0
Fatalities resulting from occupational accidents (rate)	0.00	0.21	0.00
Accidents with and without lost days (total)	0	34	4
Accidents with and without lost days (frequency rate)	0.00	3.57	1.27
Accidents with serious consequences[2] (total)	0	2	0
Accidents with serious consequences (rate)	0.00	0.21	0.00
Mandatory reporting accidents[3] (total)	0	32	4
Mandatory reporting accidents[3] (rate)	0.00	3.36	1.27
Lost days[4]	0	12,501	322
Severity rate	0.00	1,311.41	101.90
Near misses[5] (total) SASB EM-RM-320a.1	ND	ND	11
Near misses with a high potential for injury[6]	ND	ND	ND

	Oxiteno	Ipiranga	Extrafarma	Ultra Group
	3,990,556	6,038,667	12,016,056	31,390,006
	0	0	0	0
	0.00	0.00	0.00	0.00
	13	13	39	88
	3.26	2.15	3.25	2.80
	0	0	0	1
	0.00	0.00	0.00	0.03
	7	0	0	18
	1.75	0.00	0.00	0.57
	129	178	0	481
	32.33	29.48	0.00	15.32
	58	ND	10	98
	11	19	2	0
	3,697,341	716,545	ND	17,427,398
	0	0	ND	2
	0.00	0.00	ND	0.11
	11	1	ND	50
	2.98	1.40	ND	2.87
	0	0	ND	2
	0.00	0.00	ND	0.11
	5	1	ND	42
	1.35	1.40	ND	2.41
	57	60	ND	12,940
	15.42	83.74	ND	742.51
	3	ND	ND	14
	4	ND	ND	4

ND: Information not determined/monitored

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 | contract staff)

Holding: accident while traveling to work (both employees and contract staff);

Ultracargo: chemical injury and sprain (employees); impact of, or on, something (contract staff);

Oxiteno: contact with hot water, steam or chemicals, injuries from cargo handling, slipping | impact of parts or tools, sprains or slips (contract staff);

Ipiranga: fall, limb entrapment, impact suffered | impact suffered;

Extrafarma: road accident | there were no accidents for contract staff.

2. Accidents that caused an injury or a limitation of the worker's abilities for a period of more than six months. Excludes fatalities.

3. Accidents with lost days.

4. The counting of lost day starts the day after the accident and extends until the return to work.

5. Incident with the potential to result in an accident at work or occupational disease but which did not lead to these consequences.

6. Work incidents with the potential to result in a serious accident.

7. Workers in the areas of: maintenance and engineering, construction, general services, property security, conservation, among others. Oxiteno also includes the logistics teams, responsible for loading and unloading chemical products.

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GRI, SASB and UNGC Content Lists

GRI 102-55

For the Materiality Disclosures Service, GRI services reviewed that the GRI content index is clearly presented and the references for disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

The service was performed on the Brazilian Portuguese version of the report.

GRI 101: Foundation 2016	
GRI 102: General disclosures 2016	
Contents	**Page/Response**
102-1 Name of the organization	Ultrapar Participações S.A.
102-2 Activities, brands, products and services	All Group companies follow the requirements and regulations of the markets in which they operate. Some of their products, such as fossil fuels, are the subject of public debate, and certain chemical molecules have restricted and predetermined uses, and may be banned from the formulation of products in certain segments and allowed in others. For more information on activities, brands products and services see page 14 to 19.
102-3 Location of headquarters	16
102-4 Location of operations	16
102-5 Ownership and legal form	14
102-6 Markets served	14,16
102-7 Scale of the organization	16, 40
102-8 Information on employees and other workers	89, 106
102-9 Supply chain	85
102-10 Significant changes to the organization and its supply chain	23

GRI 102: General disclosures 2016	
Contents	**Page/Response**
102-11 Precautionary principle or approach	The Ultra Group does not directly apply the Precautionary Principle, but its strategic planning and conduction of business activities include the management and reduction of risks and impacts. The main processes are described on pages 54 and 55.
102-12 External initiatives	UN Global Compact: Holding and five businesses Carbon Disclosure Project (CDP): Holding and five businesses Business Pact against the Sexual Exploitation of Children and Adolescents on Brazilian Highways (Childhood Brasil): Ultragaz, Ultracargo and Ipiranga Leadership with Values Platform (Ideia Sustentável): Ultragaz Responsible Action (Brazilian Chemical Industry Association – Abiquim): Oxiteno Net Zero Ambition (UN Global Compact): Oxiteno Women's Empowerment Principles (UN Women and UN Global Compact): Ipiranga Yes to Racial Equality Seal (Instituto Identidades Brasil): Ipiranga
102-13 Membership of associations	Some of the associations that the Holding and the businesses are members of: Brazilian Association of Publicly-Held Companies (Abrasca), Brazilian Business Council for Sustainable Development (CEBDS), National Industry Confederation (CNI), Brazilian Institute of Corporate Governance (IBGC), Brazilian Oil and Gas Institute (IBP), Brazilian Downstream Association (ABD), World LPG Association (WLPGA), Ibero-American Association of LP Gas (AIGLP), Brazilian Association of Port Terminals (ABTP), Brazilian Association of Liquid Terminals (ABTL), Instituto Combustível Legal (ICL), Brazilian Chemical Industry Association (Abiquim) and Brazilian Association of Pharmacy and Drugstore Chains (Abrafarma).
102-14 Statement from senior decision-maker	10
102-16 Values, principles, standards and norms of behavior	15, 51 | Global Compact: 1, 2
102-18 Governance structure	43
102-40 List of stakeholders	5, 6
102-41 Collective bargaining agreements	In 2021, 100% of the employees of the Holding and Ultracargo were covered by collective bargaining agreements. In the other businesses, the coverage was: 99.8% in Ultragaz; 85.4% in Oxiteno, covering all employees in Brazil, Mexico and Uruguay; 96.4% in Ipiranga; and 95.0% in Extrafarma. | Global Compact: 3
102-42 Identifying and selecting stakeholders	6
102-43 Approach to stakeholder engagement	6
102-44 Key topics and concerns raised	6
102-45 Entities included in the consolidated financial statements	The information in this report refers to all the companies controlled by the Ultra Group and is in line with its consolidated financial statements which are available at: RI.ULTRA.COM.BR, in the section entitled Disclosure and Results / Results Center.
102-46 Defining report content and topic boundaries	5

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GRI 102: General disclosures 2016	
Contents	**Page/Response**
102-47 List of material topics	7
102-48 Restatements of information	The cases of restatements are exceptional and clearly indicated.
102-49 Changes in reporting	6
102-50 Reporting period	5
102-51 Date of most recent report	2020
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	sustentabilidade@ultra.com.br
102-54 Claims of reporting in accordance with GRI Standards	This report was prepared in accordance with the core option of the GRI Standards.
102-55 GRI Content Index	116
102-56 External assurance	124

GRI Standard	Contents	Page/Response	UN Global Compact
Material topic: Energy transition			
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	61, 63, 68	7, 8, 9
	103-2 Evaluation of the management approach	61, 63, 68	
	103-3 Financial implications and other risks and opportunities due to climate change	61, 63, 68	
GRI 201: Economic performance 2016	**201-2** Energy consumption within the organization	55, 56, 57, 61	
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	68, 73, 102	
	302-3 Energy intensity	73	
	302-4 Reduction of energy consumption	68	
GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	63, 64, 65, 100	
	305-2 Energy indirect (Scope 2) GHG emissions	63, 64, 65, 100	
	305-3 Other indirect (Scope 3) GHG emissions	63, 64, 65, 100	
	305-4 Reduction of energy consumption	63, 64, 65	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	100	
Not applicable	**EM-RM-110a.1** Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	0%	
	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	61, 63	
	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)	61	
	EM-RM-410a.2 Total addressable market and share of market for advanced bio-fuels and associated infrastructure	61	
Material topic: Eco-efficient operations			
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	68, 70, 72	7, 8, 9
	103-2 The management approach and its components	68, 70, 72	
	103-3 Evaluation of the management approach	68, 70, 72	
GRI 303: Water and effluents 2018	**303-1** Interactions with water as a shared resource	The Group's main sources of water withdrawal and destinations of effluents are the public water and sanitation networks. In some cases, the Group withdraws ground water and discharges effluents into water bodies. More information on water and effluent management is available on pages 68 and 104.	
	303-2 Management of water discharge-related impacts		

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GRI Standard	Contents	Page/Response	UN Global Compact
GRI 303: Water and effluents 2018	**303-3** Water withdrawal	68, 69, 73, 104	7, 8, 9
	303-4 Water discharge	69, 104	
GRI 306: Waste 2020	**306-1** Waste generation and significant waste-related impacts	70	7, 8, 9
	306-2 Management of significant waste-related impacts	72	
	306-3 Waste generated	70	
	306-4 Waste diverted from disposal	70	
	306-5 Waste directed to disposal	70	
GRI 307: Environmental Compliance 2016	**307-1** Non-compliance with environmental laws and regulations	102	
Not applicable	**EM-RM-140a.1** (1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	104	
	EM-RM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Oxiteno was given notice that its discharge of water contained a total organic carbon content above the authorized limit.	
	EM-RM-150a.1 Amount of hazardous waste generated, percentage recycled	70	
Material topic: Responsibility for the surrounding communities			
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	75	
	103-2 The management approach and its components	75	
	103-3 Evaluation of the management approach	75	
GRI 413: Local Communities 2016	**413-1** Operations with local community engagement, impact assessments, and development programs	76, 77	
GRI 413: Local Communities 2016	**413-2** Operations with significant actual and potential negative impacts on local communities	78	
Not applicable	**EM-RM-120a.1** Air emissions	100	
Material topic: Inclusive culture and diversity			
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	87	
	103-2 The management approach and its components	87	
	103-3 Evaluation of the management approach	87	
GRI 401: Emprego 2016	**401-1** New employee hires and employee turnover	112	
GRI 404: Capacitação e educação 2016	**404-1** Average hours of training per year per employee	92	

GRI Standard	Contents	Page/Response	UN Global Compact
GRI 405: Diversity and Equal Opportunity 2016	**405-1** Diversity of governance bodies and employees	93, 107, 108, 109, 110, 111	6
	405-2 Ratio of basic salary and remuneration of women to men	90	
GRI 406: Non-discrimination 2016	**406-1** Incidents of discrimination and corrective actions taken	90	6
Material topic: Health and safety			
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	95	
	103-2 The management approach and its components	95	
	103-3 Evaluation of the management approach	95	
GRI 403: Health and Safety 2018	**403-1** Occupational health and safety management system	In addition to the norms and regulations of the Ministry of Labor applicable to each case, some of the systems adopted by the Group are also oriented by voluntary standards, such as ISO 45001 certification. For more information see page 95.	
	403-2 Hazard identification, risk assessment and incident investigation	95, 96	
	403-3 Occupational health services	95, 96	
	403-4 Worker participation, consultation, and communication on occupational health and safety	95	
	403-5 Worker training on occupational health and safety	95	
	403-6 Promotion of worker health	96	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	95, 96	

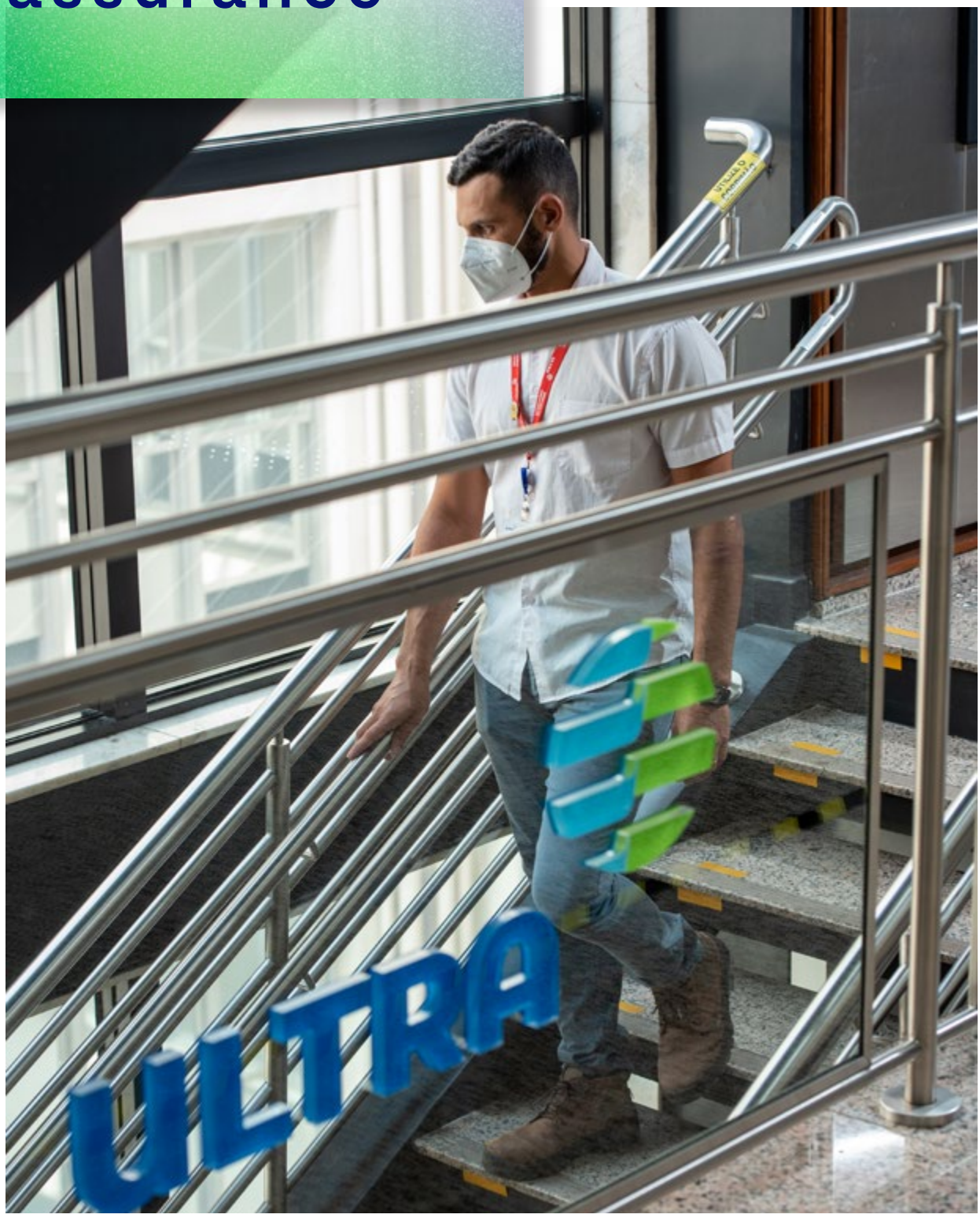
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GRI Standard	Contents	Page/Response	UN Global Compact
GRI 403: Health and Safety 2018	**403-8** Work-related injuries	95. Third parties operating in environments controlled by the Group's companies are covered by the same occupational safety management systems applicable to employees in Ultragaz, Ultracargo, Oxiteno and Ipiranga. In Oxiteno, the system is externally audited as part of the certification by the ISO 45001 standard, and in other cases monitoring is carried out through internal controls, without structured audit processes. In the Holding and Extrafarma, safety management does not directly include third parties, but everyone who works in the companies' internal environments are subject to the same safe behavior rules and guidelines.	
	403-9 Work-related injuries	114	
Not applicable	**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	114	
	EM-RM-320a.2 Discussion of management systems used to integrate a culture of safety	96	
	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)	105	
	EM-RM-540a.2 Challenges to Safety Systems indicator rate (Tier 3)	105	
Material topic: Governance and integrity			
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	51, 58	10
	103-2 The management approach and its components	51, 58	
	103-3 Evaluation of the management approach	51, 58	
GRI 205: Anti-corruption 2016	**205-1** Operations assessed for risks related to corruption	52	
	205-2 Communication and training about anti-corruption policies and procedures	54, 59, 99	
	205-3 Confirmed incidents of corruption and actions taken	52	

GRI Standard	Contents	Page/Response	UN Global Compact
GRI 206: Anti-competitive behavior 2016	**206-1** Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	52	10
GRI 418: Customer Privacy 2016	**418-1** Substantiated complaints concerning breaches of customer privacy and losses of customer data	58	
Not applicable	**EM-RM-520a.1** Total amount of monetary losses as a result of legal proceedings associated with price fixing or price manipulation	52. For more information on the administrative processes related to anti-competitive practices in the Group's value chains, see the SEC 20-F and Reference Forms, which can be accessed at ri.ultra.com.br.	
	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	26, 62	
Material topic: Value chain			
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	81	1, 2, 4, 5
	103-2 The management approach and its components	81	
	103-3 Evaluation of the management approach	81	
GRI 308: Supplier environmental assessment 2016	**308-1** New suppliers that were screened using environmental criteria	82	
GRI 408: Child labor 2016	**408-1** Operations and suppliers at Child significant risk for incidents of child labor	82	
GRI 409: Forced or compulsory labor 2016	**409-1** Operations and suppliers at significant risk for incidents of forced or compulsory labor	82	
GRI 414: Supplier social assessment 2016	**414-1** New suppliers that were screened using social criteria	82	
Not applicable	Relations with resellers	84	

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Letter of assurance



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Limited assurance report issued by independent auditors

To the Board of Directors, Shareholders and Stakeholders
Ultrapar Participações S/A.
São Paulo - SP

Introduction
We have been engaged by Ultrapar Participações S/A. (Grupo Ultra or "Company") to apply limited assurance procedures on the sustainability information disclosed in 2021's Integrated Report, related to the year ended December 31st, 2021.

Responsibilities of Grupo Ultra's Management
The Management of **Grupo Ultra** is responsible for adequately preparing and presenting the sustainability information in the Integrated Report 2021 in accordance with the Standards for Sustainability Report of Global Reporting Initiative – GRI (GRI-Standards), Sustainability Accounting Standards Board (SASB) and CPC Guideline 09 – Integrated Report of CVM Resolution No. 14 of December 9, 2020 (Correlation to the Basic Conceptual Structure of Integrated Reporting, prepared by the International Integrated Reporting Council – IIRC) as well as the internal controls determined necessary to ensure this information is free from material misstatement, resulting from fraud or error.

Independent auditors' responsibility
Our responsibility is to express a conclusion about the information in the Integrated Report 2021 based on a limited assurance engagement conducted in accordance with the Technical Communication (CT) 07/2012, approved by the Federal Accounting Council and prepared based on NBC TO 3000 (Assurance Work Other than Audit and Review), issued by the Federal Accounting Council - CFC, applicable to historical non-financial information.

These standards require compliance with ethical requirements, including independence ones, and the engagement is also conducted to provide limited assurance that the information disclosed in the Grupo Ultra's Integrated Report 2021, taken as a whole, is free from material misstatement.

KPMG Auditores Independentes ("KPMG") applies Brazilian and international standards on quality control, and consequently maintains a comprehensive quality control system including documented policies and procedures related to compliance with ethical and professional standards, in addition to legal and applicable regulations. We comply with the comprehensive code of ethics including detailed independence requirements, established based on the ethical principles of integrity, objectivity, competence and professional care, confidentiality and professional behavior.

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A limited assurance engagement conducted in accordance with the NBC TO 3000 (ISAE 3000) consists mainly of questions and interviews with the Management of Grupo Ultra and other professionals of the Company involved in the preparation of the information disclosed in the Integrated Report 2021 and use of analytical procedures to obtain evidence that enables us to reach a limited assurance conclusion about the sustainability information taken as a whole. A limited assurance engagement also requires additional procedures when the independent auditor acknowledges issues which may lead them to believe that the information disclosed in the Integrated Report 2021taken as a whole could present material misstatement.

The selected procedures were based on our understanding of the issues related to the compilation, materiality and presentation of the information disclosed in the Integrated Report 2021, on other engagement circumstances and also on our considerations regarding areas and processes associated with material sustainability information disclosed where relevant misstatement could exist. The procedures consisted of:

(a) Engagement planning: considering the material aspects for Grupo Ultra's activities, the relevance of the information disclosed, the amount of quantitative and qualitative information and the operational systems and internal controls that served as a basis for preparation of the information in the Grupo Ultra's Integrated Report 2021. This analysis defined the indicators to be checked in details;

(b) Understanding and analysis of disclosed information related to material aspects management;

(c) Analysis of preparation processes of the Integrated Report 2021 and its structure and content, based on the Principles of Content and Quality of the Standards for Sustainability Report of Global Reporting Initiative - GRI (GRI-Standards);

(d) Evaluation of non financial indicators selected:

- Understanding of the calculation methodolody and procedures for the compilation of indicators through interviews with management responsible for data preparation;
- Application of analytical procedures regarding data and interviews for qualitative information and their correlation with indicators disclosed in the Integrated Report 2021;
- Analysis of evidence supporting the disclosed information.

(e) Analisys of whether the performance indicators omission and justification are reasonable to be accepted associated to aspects and topics defined as material in the materiality analisys of the Company.

We believe that the information, evidence and results we have obtained are sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures applied to a limited assurance engagement are substantially less extensive than those applied to a reasonable assurance engagement. Therefore, we cannot provide reasonable assurance that we are aware of all the issues that would have been identified in a reasonable assurance engagement, which aims to issue an opinion. If we had conducted a reasonable assurance engagement, we may have identified other issues and possible misstatements within the information presented in the Integrated Report 2021.

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Nonfinancial data is subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate or estimate these data. Qualitative interpretation of the data's materiality, relevance and accuracy are subject to individual assumptions and judgments. Additionally, we have not examined data related to prior periods, to evaluate the adequacy of policies, practices and sustainability performance, nor future projections.

Conclusion
Based on the procedures carried out, described earlier in this report, we have not identified any relevant information that leads us to believe that the information in the Integrated Report 2021 of Grupo Ultra is not fairly stated in all material aspects in accordance with the Standards for Sustainability Report of Global Reporting Initiative – GRI (GRI-Standards), Sustainability Accounting Standards Board (SASB) and CPC Guideline 09 – Integrated Report of CVM Resolution No. 14 of December 9, 2020 (Correlation to the Basic Conceptual Structure of Integrated Reporting, prepared by the International Integrated Reporting Council – IIRC), as well as its source records and files.

São Paulo, April 25th, 2022

KPMG Auditores Independentes Ltda.
CRC 2SP014428/O-6

Sebastian Yoshizato Soares
Accountant CRC 1SP257710/O-4

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Sustainability Management
Communications Management

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Graphic design and layout: Flavia Ocaranza, Gisele Fujiura, Gustavo Inafuku, Luciana Mafra and Naná de Freitas

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Richard Wightwick

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Extrafarma archives
Ipiranga archives
Oxiteno archives
Ultracargo archives
Ultragaz archives
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