

2023
Impact
Report

 tembici



Summary

01	Letter from CEO and CIO	03
02	About us	05
03	Business Model	09
04	Expansions	15
05	Tembici LABS	19
06	Partnerships	23
07	Financial Sustainability	25
08	Tembici's Impact	27
09	Manifest	35
10	What to expect in 2024	39
11	Attachments	41
12	GRI's Summary	59

ABOUT THE RELEASE

GRI 2-1, 2-2, 2-3

Escope

Tembici Participações S.A., Holding - Closed Joint Stock Company, which brings together all the company's operating entities

Period

January 1st to December 31st 2023

Questions and suggestions

impacto.tembici@tembici.com

Report approved by Senior Management of Tembici Participações S.A.



Indicates sections with material topics

GRI

Marks the indicators throughout the content.

01. Letter from CEO and CIO



CEO AND CO-FOUNDER OF TEMBICI
Tomás Martins

GRI 2-22

In 2023, we devised and built strategies that reinforced our purpose: to inspire a global mobility revolution. With a strong growth in users and the availability of bicycles, we have reached 3 more Brazilian capitals, making a total of 16 cities in Latin America. Pedal by pedal, we encourage our users to lead more active lives and be part of a low-carbon economy.

We are consolidating our partnership model and working together with public authorities, as well as increasing the participation of investors aligned with our positive impact strategy. Our Innovation and Technology Center, Tembici Labs, was born with a transformational purpose: to use cutting-edge technology to deliver the best experience to our users, with bicycles, stations and tools developed to meet the quality standards of the shared model while integrating social and environmental impact best practices into its operation.

All this was only possible with a structured team and well-aligned processes and management. We know that the challenges for 2024 are immense and we are ready to continue building bridges for humane and sustainable mobility in cities.



CHIEF IMPACT OFFICER OF TEMBICI
Carolina Rivas

How can we rethink the way we move around? When we are faced with the need to move around, we hardly ask ourselves: "What is the best way to go? The fastest? The most sustainable? The healthiest? Whether it's the lack of public transportation options and structures or the culture centered on the use of individual cars, the choice of how to get around is almost automatic.

Promoting this questioning is what drives us, both in encouraging people to think about cycling for their journeys and in helping us to make this experience possible for more people.

2023 was marked as the hottest year in the last 125,000 years, which requires society as a whole, and companies, to collaborate and take action to tackle the climate crisis. That's why we stay connected with partners and sectors that share this purpose through B certification and as signatories of the UN Global Compact.

The expansion of our business increases our positive impact on the climate by helping to promote the use of more sustainable modes of transportation and better use of public space. But we don't stop there: we believe and act on our duty to always be better for the world. By integrating more technology into our bicycles and nationalizing production, we have expanded our ability to positively interfere in the value chain, making it possible to create a product designed to meet the needs of our stakeholders and which brings improvements in ESG aspects.

None of this would be possible without the development of our team. We remain committed to achieving a diverse and inclusive environment, to training and valuing the people who build Tembici. We hope that reading this will inspire you and show you how we can cycle together in this movement!

02. About Us

GRI 2-1, 2-6

We are the largest micromobility company in Latin America. Pedal by pedal, we have been working to increase the use of bicycles in cities for 13 years.

- We are in 18 cities in Latin America, 16 with operations and 2 with assembly centers
- B Corporation, signatory to the UN Global Compact and a member of the Climate Action platform.
- 10,472,059 registered users
- 262.3 million journeys ¹, the equivalent of more than 22,000 laps around the world



Empresa



Certificada

Contribution to the SDGs:



1 - Journeys: 15-minute bicycle rides

NEWS 2023

Launching of Tembici Labs

Innovation and Technology Center for sustainable mobility

Arrival in 3 new cities

Curitiba, Belo Horizonte and Florianópolis

New sponsors:

Estácio de Sá University, and Banco Macro, join our sponsors Itaú Unibanco, Claro, Vanti, Mastercard and iFood. In addition, we continue to work with our media partners JCDecaux and Eletromidia

New partnerships with those who support active and intelligent mobility:

Uber and Gympass join our partners JCDecaux and Eletromidia

New investors:

BID Invest, DFC, Finland-LAC Blended Finance Climate Fund join our investors IFG, BlaO, Crescera, PIPO, Endeavor, Valor Capital Group and Redpoint eVentures



03. Business Model

GRI 2-6

USED CAPITALS

Natural:

- 8,853 thousands GJ energy
- Raw materials for making bicycles and stations

Financial:

- R\$ 160 million raised with BNDES
- R\$ 100 million FIDC
- US\$ 23 million from new investors

Social and networking

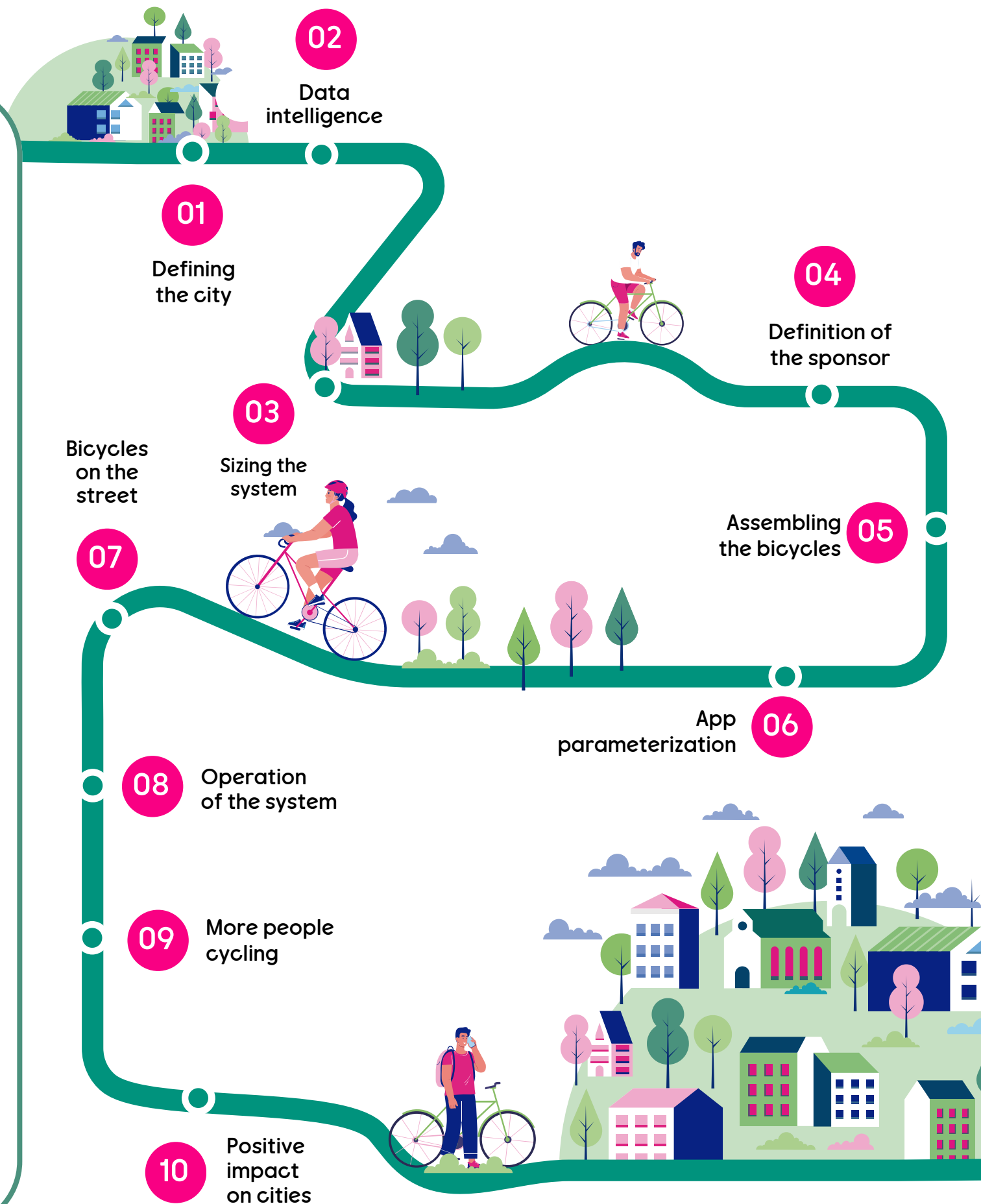
- Interface with public authorities, academia, civil society, institutions and cycling activists
- 7 sponsors
- 4 partners
- R\$ 105 thousands invested in Vai Longe
- Actions to promote bicycle culture

Manufactured:

- 2 assembly plants
- 33 warehouses

Human and intellectual:

- 1,084 employees
- Launching of Tembici Labs, the Innovation and Technology Center for sustainable mobility.



GENERATED VALUE

Society and the environment:

- 59 million journeys made in active, non-polluting modes
- 10,711.03 tCO₂e potentially avoided in 2023
- 11% reduction in carbon emissions
- 100% neutralization of emissions since 2020
- 99.5% of operational waste destined for recycling or co-processing

Investors:

- 55% gross margin
- 54% YoY growth in gross profit
- 50% of revenue from users

Users:

- 16 cities (3 new in 2023)
- 3,291,258 registered users
- 27 thousand bicycles (27% growth)
- 8 thousand e-bicycles (30% of our bikes), 1,000 of which are models BETE (Developed by Tembici LABS)
- 1,970 stations
- More than 8.4 million deliveries made in partnership with iFood

Employees:

- 358 recognitions and promotions
- D&I target achieved, with an increase of 186% in the number of PWD

IMPACT ON CITIES AND USERS

Safe and democratic mobility

GRI 3-3

Investing in intelligent mobility and efficient modes is the key to more sustainable cities. We know that choosing an urban design that prioritizes walking and cycling brings a series of benefits, which is why we work together with the government, civil society and research institutes to pave the way for transformation in the cities where we operate. Through an advocacy strategy based on data and evidence, we promote a bicycle culture and the development of public policies focused on building more cyclable environments that change the culture of micromobility.

The impact of a city with more people and the increased use of bicycles as a means of transportation is our guide to generating a positive impact.



Increased security

- 74% reduction in the crime rate in places with more pedestrians and cyclists¹
- While 45,000 deaths occur every year in Brazil as a result of traffic accidents, there are no records of deaths or serious injuries involving bicycles alone²

Enhancing the surroundings

- 35% increase in the value of properties in areas with more pedestrian and cyclist traffic³
- Initiative to open the street to cyclists and pedestrians generated a 3 million dollar increase in trade⁴

Health and wellbeing

- 19% potential reduction in SUS (National Health Service in Brazil) hospitalization costs through physical exercise such as cycling⁵
- Reducing the average time spent in traffic. On average, people spend 1 hour and 20 minutes commuting to carry out the main activities of the day², the equivalent of wasting around 32 days a year in traffic.
- 55% of people say their quality of life is affected by the time they spend in transportation⁶
- 60% of people say they have been stressed at work or study due to the time spent commuting⁶

Environment

- 18% reduction in carbon emissions with the adoption of more stations and bicycles on the streets⁷

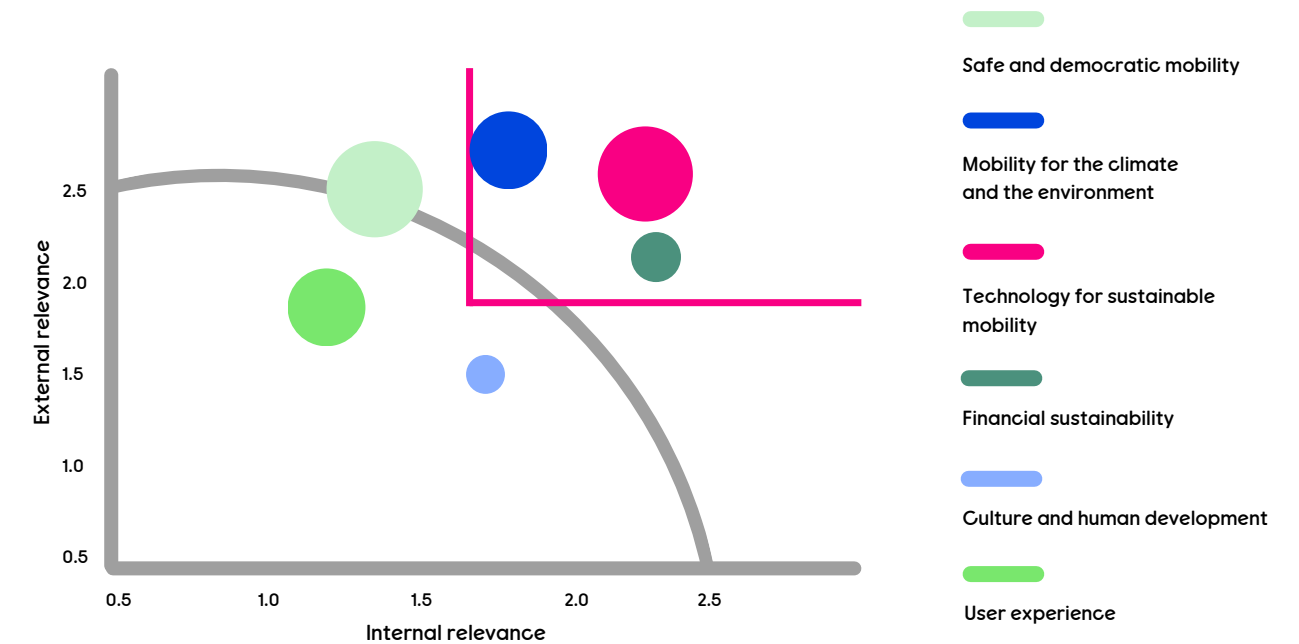
More economical option:

- R\$267 billion in losses avoided over the year is the potential savings from improving congestion⁸
- Reducing spending on transportation. An average of 7% and 12% of the household budget is spent on buying cars and motorcycles, respectively⁹

MATERIALITY MATRIX

GRI 3-1, 3-2

We guide our ESG strategy based on the materiality matrix, drawn up in 2022 with the participation of 922 persons¹⁰. The 6 material themes and the management of the impacts will be identified throughout the report and detailed in the attachments, and consultation on the drafting process can be found in the [ESG 2022 impact report](#).



- 50 Reasons Why Everyone Should Want More Walkable Streets. Acesso: [link](#)
- Institute of Applied Economy Research, of the research "Custos de Acidente de Trânsito no Brasil" - Access: [link](#)
- Research Ipsos, 2019
- Midtown Holiday Open Street Gave \$3 Mil Boost To Local Biz: Mayor. Access: [link](#)
- CEBRAP, Impacto social no uso de bicicletas em São Paulo, 2018. Access: [link](#)
- Pesquisa Mobilidade Urbana no Brasil, CNI, 2023. Access: [link](#)
- CEBRAP, Mobilidade Urbana e Mudança climática. Access: [link](#)
- O Controle de Tráfego em Cidades Inteligentes: um panorama dos depósitos de patente no Brasil e no Mundo. Access: [link](#)
- Famílias gastam 5 vezes mais com transporte privado. Access: [link](#)
- Our materiality matrix was drawn up in March 2022, including an extensive consultation process with different stakeholders. In order to comply with the new GRI 3 guidelines, for the next cycle we are committed to revisiting the process of defining and classifying materiality and impacts in terms of severity, likelihood and scope; as well as consulting experts both to assist in this classification of impacts and to identify material topics more broadly.

The data was compiled from studies carried out by our team to understand the potential positive impact that our system can offer and draws on research sources on the benefits of using bicycles as a means of transportation.

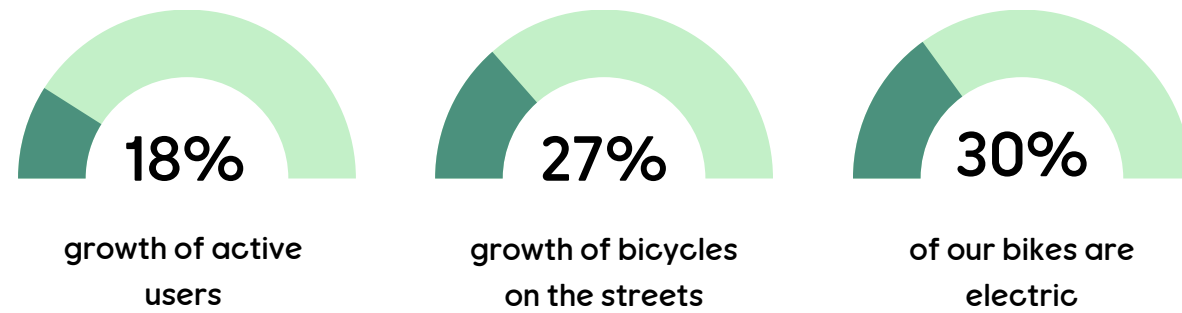
04. Expansion

Mobility for the climate and the environment

GRI 3-3

2023 was a year of great growth for us, with a 17.4% increase in active users vs. 2022 and 148 million km traveled on our bicycles.

We grew the number of bicycles on the streets by 27% compared to 2022 and reached the milestone of 30% electric bicycles (e-bicycles) in our fleet.



The electric bicycle is ideal for tackling steep slopes and traveling longer distances, thus broadening the consideration of bicycles as a transport option in urban environments. In 2023, iFood's partner cyclo-delivery companies saw an 89% increase in the mileage traveled by electric models compared to mechanical ones. For the mobility user, the increase was 166%, proving that electrification is a sure bet to increase the possibilities of using bikes.

This way, we increase the potential for replacing individual combustion-powered vehicles with bicycles, which contributes both to the decarbonization goals of cities and to a more efficient use of public space*, providing greater movement of people on the streets, which become livelier and safer.



Here's a video that illustrates how the presence of our stations transforms public space.

The year was also marked by our arrival in three Brazilian capitals. In Belo Horizonte and Florianópolis we arrived with a 100% electric Model BETE fleet, using technology developed by Tembici Labs.

We also inaugurated our operation in Curitiba, with 500 bicycles, 50% of which are e-bicycles. In the cities where we were already present, we strengthened our operations. We doubled our fleet in Porto Alegre, grew the number of e-bicycle in Rio de Janeiro by 155% and in Salvador by 182%.

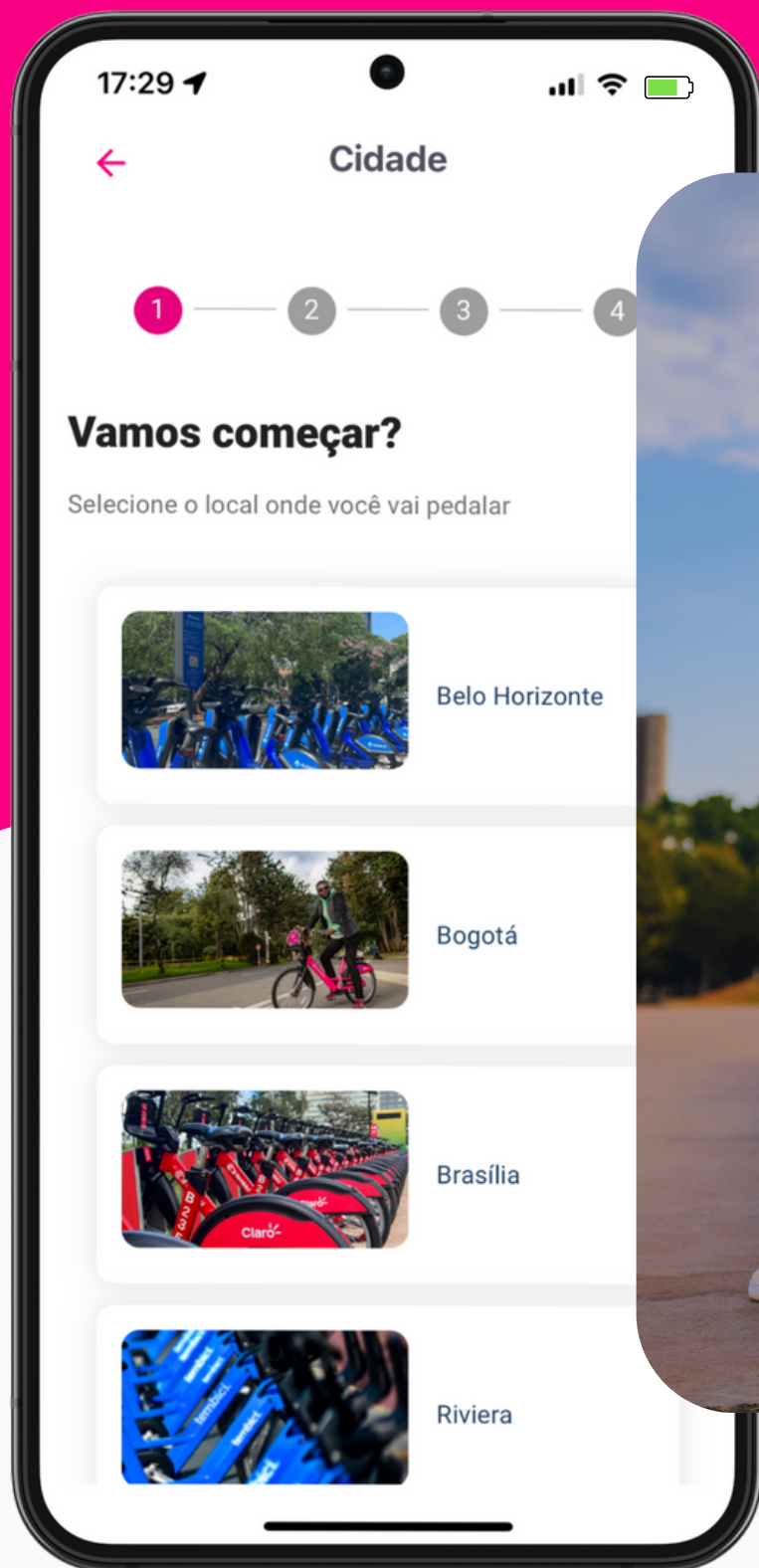
The Bogotá operation, inaugurated in 2022, has been consolidated, reaching the milestone of 1.9 million journeys in 2023.

And, of course, we continue to invest in updating and improving our assets in Chile, Argentina and the other cities in Brazil.

To support the expansion and consolidation of our presence in cities, we tested a new way of optimizing the service: the installation of electrified hubs, located near the busiest dock stations, in order to recharge our e-bicycles, reducing the need to transport them to the warehouses.

The design of this strategy was based on demand forecasting algorithms created by our data team, which maximized the results of the project and contributed to an increase in the availability rate and frequency of use of the bicycles. In addition, by optimizing the journeys of our operation, we have reduced our carbon footprint.



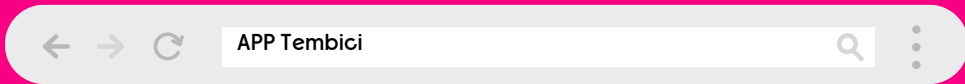


APP



Improvements in application security and performance were also key to supporting this growth. Our technology team developed system foundation projects, standardized the graphic interface and made it more intuitive to use, which led to a 5.8 p.p. increase in customers successfully completing the app journey. Improving fraud identification was also a key project in 2023, with a direct result in reducing system losses.

The implementation of new internal management models and technologies for operational efficiency closes the cycle of important milestones to sustain growth. Our in-house application, Mfleet, uses demand forecasting algorithms to indicate to repairmen the ideal route and the number of bicycles needed at each station at certain times. The maintenance team, meanwhile, has undergone rounds of internal process improvements, consolidating the foundations for a sustainable expansion of our system.



05. Tembici Labs

Technology for sustainable mobility

GRI 3-3

Leading the mobility of the future, today.

2023 marks the launch of Tembici Labs, our Innovation and Technology Center for sustainable mobility with technology that is unprecedented in the world. The project began in 2022, bringing together our more than 13 years of expertise in the bicycle-sharing market with the startup Angoera Sistemas Eletrônicos - TOP10 in the ranking of 100 Open Startups in the Internet of Things - specialized in electronic products to design and develop specific technological solutions for the sector.

We are very proud of the result our team has delivered. In record time, we have created a center with the potential to transform Latin America into a global innovation hub in sustainable mobility and develop technologies that act at the heart of the ESG agenda.

To turn opportunities into intelligent solutions, the key point was to work on verticalizing the operational structure. By having end-to-end technology, we can adapt our products and services to the demands of our users, develop the national industry and improve the management of our value chain. This new system has pioneering technology in the world and has come to revolutionize mobility in cities.

This new system has a pioneering technology in the world and has come to revolutionize mobility in cities.

A more efficient and innovative urban mobility ecosystem

- 01 Innovation culture
- 02 Guides the sustainable mobility market
- 03 Transforming public space
- 04 Large-scale national production
- 05 Engagement and co-creation with public and private partners and society
- 06 More comfort and safety for users
- 07 Customized solutions for the specific needs of each city

FIRST LAUNCHES

The project's first major launch is BETE, Bicicleta Elétrica Tembici (Electric Bicycle Tembici), which has already arrived in 2 cities and will have 1,000 units available. At the heart of our strategy, the e-bicycle has enormous potential to decarbonize large cities, where around 60% of journeys are up to 8 km¹, a distance easily covered by the mode.

The bicycle model incorporates several innovations. The entire design was thought out and tested together with cyclists and users and complies with all Contran's (National Traffic Council) regulations. By bringing our stakeholders into the process, we guarantee a better experience and operational efficiency, which contributes to greater availability and quality of services. The safety of pedestrians was also a key factor in launching the model, reaffirming our commitment to safe and democratic mobility.

As part of the launch of the electric bicycle, a new model of dock stations, ESTER, Estação Tembici Recarregadora (Tembici Recharging Station), has also been developed, designed to improve safety, organization and predictability in operations.

1 - É hora de todos se unirem pela mobilidade urbana funcional e sustentável, Mobilidade Estadão 17 de novembro de 2020. [Link](#)

- Puncture-resistant tires and alloy wheels
- Front headlight and side projection with laser, for greater user protection at night
- On-board sensors for remote detection of theft, vandalism and accidents
- Chain change for belts and automatic torque control to simplify maintenance and improve user experience
- Increased battery autonomy, lasting up to 100 km on the road
- Electric motor in the rear wheel, which expands the partner supplier base for the item
- Swapping traditional spokes for alloy wheels



- Optimized design with more bicycle spaces per m², guaranteeing a 50% increase in the use of public space
- Elimination of electricity consumption for picking up and returning bicycles, making it financially viable for smaller and more densely populated stations throughout the city.
- Improvements to the locking system, reducing effort and speeding up user-station interaction.

INNOVABILITY INDEX

To ensure that ESG attributes are incorporated into the design and manufacturing process of new models, we created the Tembici Innovability Index. In 2023, the index focused on analyzing the socio-environmental performance of the plastic parts that make up the new system. The result, considering a minimum system of 500 bicycles and 50 stations, was:

88%

reduction in the amount of paint used to paint the parts, with an additional benefit of 5,947 of tCO_{2e} potentially avoided per year due to the reduction in touch-up painting.

7.000 tCO_{2e}

potentially avoided by nationalizing of plastic materials

4%

reduction in hazardous waste generation

20%

increase in productivity

In addition to the improvements in the final product, Tembici Labs promoted substantial changes in the value chain, mainly for the development of the local economy, with 50% of the BETE's cost and 95% of the cost of nationalized ESTER.

The ownership of technology and the verticalization of the operation broaden our technological and industrial frontiers and make it possible for Tembici to take a new approach to urban mobility. With Tembici Labs, we have a platform that guides and collaborates to build safer, healthier and smarter cities.

06. Partnerships

Financial sustainability

GRI 3-3

Uber and Gympass

The year 2023 was also marked by the inauguration of two new partnerships: Uber and with Gympass. In addition to the increase in user numbers and revenue, the move is in line with our ESG strategy of decarbonizing means of transport and active mobility.

In the Uber app, we have integrated our map of the network of stations and bicycles, so Uber users can unlock another option for transportation directly through the app in 8 capital cities, 7 in Brazil and 1 in Chile. In December, 17% of our new users came through the partnership, demonstrating the project's great potential. The initiative, a pioneer in the world, is the key to articulating the shared mobility sector and offering users a variety of travel options, including car-free alternatives. Connecting different modes allows people to take better advantage of the features that each means of transportation offers.

The collaboration with Gympass, a leader in corporate wellness, is a great lever for attracting new cycling enthusiasts. By offering millions of users in Brazil access to our bicycles, we are opening up important dialogues about active mobility and well-being with more sectors of society.

For both partnerships, our technology team took care to maintain the level of excellence in the user experience and to preserve the ease and integration between the platforms.



The partnership with iFood gained an important highlight in 2023. iFood Pedal, a program that promotes the use of shared bicycles among delivery workers, was the only project in Latin America recognized by the United Nation, during the UN Global Compact Leaders Summit 2023, as an innovation project that generates social and environmental impact.

Since 2020, the program has potentially prevented more than 10,000 tons of CO₂ from entering the atmosphere, reached an average of 1 million orders per month and currently has 5,500 active delivery drivers.

With a commitment to further expanding the range of modes available to cyclo-deliverers, we expanded the partnership to Curitiba and prioritize increasing comfort and assistance for users. The results of the program in 2023 were:

- 6 Tembici reception points, exclusive spaces for cycle couriers, where a series of facilities are offered to them, such as cell phone charging outlets, restrooms, fresh water and resting areas
- Training of 6,926 people, with almost 2,000 hours of training provided by "Pedal Responsa", a training program developed for cycle couriers
- 5,003.58 tons of CO₂ potentially avoided in the period

Our users' perception of the program is fundamental to directing our efforts and improvements. That's why, in 2023, we increased the number of evaluations in our journey rating by 2.4 times, the score that the user makes in our app after the end of each journey, and we reached the 4.0 point mark.

Technology for sustainable mobility

We also launched "Bike para Você" (Bike For You), a project that offers electric bicycles exclusively bike couriers workers. In this model, instead of picking up and returning the bicycles every day at the stations, the couriers rent the bicycles for 7 days in a row, i.e. they already have the e-bicycles available when they leave home, optimizing their commute by 27% and increasing the number of deliveries by 8%. For us, the maintenance cycles become shorter and the operation is optimized by 7 times, which represents a reduction in costs with this plan

92 NPS* of the "Bike para você" pilot at the end of 2023

*Net Promoter Score, score from -100 to +100



07. Financial sustainability

Financial sustainability

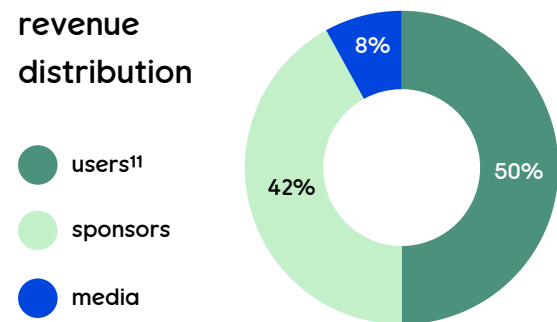
GRI 3-3

In 2023, we broke the revenue record on several fronts: users, sponsorships, media and other partnerships. In the last cycle, **we reached 50% of user revenue, with a growth of 27% compared to 2022.**

It's worth noting that this revenue is the sum of more than 59 million delivery and mobility journeys, which consolidates our position in the cities we've been in the longest.

Maintaining growth in user revenue is what guarantees good risk management of our operation and a more predictable cash flow, which allows us to maintain the level of reliability and availability of our system, as well as the expansion of a healthy operation.

revenue distribution



11- Average business operations

The continuity of the relationship with our sponsors Itaú Unibanco, Claro, Vanti, MasterCard and iFood also plays a key role within the revenue structure. In addition, we welcomed the arrival of two new partners in 2023:

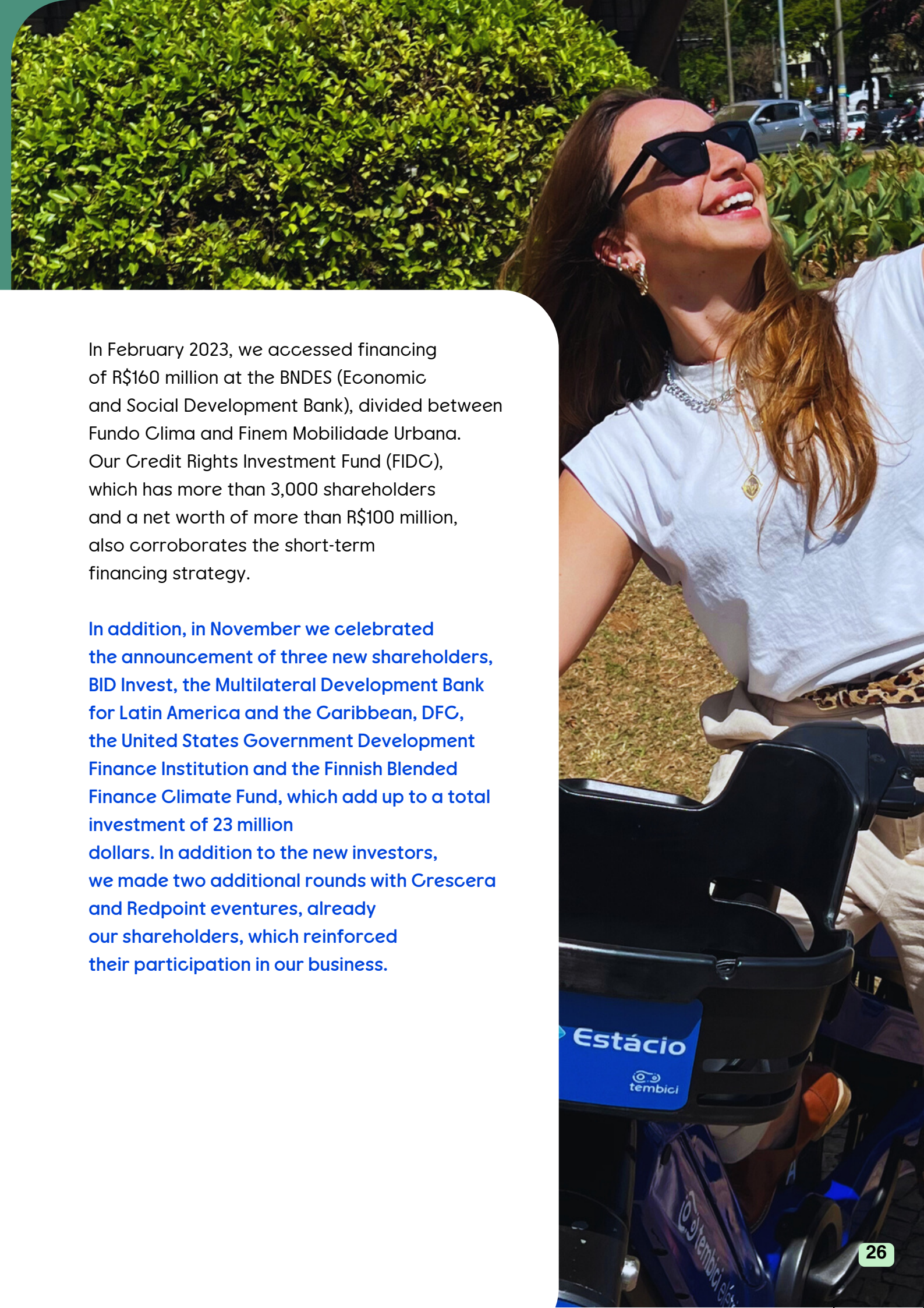
- Estácio de Sá University, the first in the education segment, debuts in Belo Horizonte, Curitiba and Florianópolis
- Banco Macro, in Argentina.

The presence of media partners, Eletromidia and JCDcaux, in our stations also plays an important role in the composition of revenues, while opening up a new front of dialog with our clients and civil society. The media reach in our stations has been estimated at more than 10 million impacts per week in 2023.

Our expansion and the development of innovative technologies for the electric micromobility system were made possible by strengthening our capital structure. Our focus was on finding investors who would contribute to financing smart cities and decarbonization projects aligned with ESG practices and the SDGs.

In February 2023, we accessed financing of R\$160 million at the BNDES (Economic and Social Development Bank), divided between Fundo Clima and Finem Mobilidade Urbana. Our Credit Rights Investment Fund (FIDC), which has more than 3,000 shareholders and a net worth of more than R\$100 million, also corroborates the short-term financing strategy.

In addition, in November we celebrated the announcement of three new shareholders, BID Invest, the Multilateral Development Bank for Latin America and the Caribbean, DFC, the United States Government Development Finance Institution and the Finnish Blended Finance Climate Fund, which add up to a total investment of 23 million dollars. In addition to the new investors, we made two additional rounds with Crescera and Redpoint ventures, already our shareholders, which reinforced their participation in our business.



08. Tembici's impact

Financial sustainability

GRI 2-24, 2-29, 3-3

We focus on engaging our stakeholders, who become active advocates of the bicycle-sharing project, promoting a healthier and more sustainable urban environment.

ESG FROM THE INSIDE

A sustainable company is made up of sensitized and engaged people. By training our employees and sharing knowledge on the subject, we increase our positive impact on society. With this in mind, we developed **Bloomer**, a monthly newsletter that covers the main news stories of the month that are related to the business and address socio-environmental topics, in an accessible and relaxed language. There were 9 editions and 365 reactions from our team in 2023. In addition, we had 4 weeks of daily content to celebrate Environment Month, with more than 20 releases and 1184 reactions on our internal channels.

We also hold a monthly meeting with all our employees called the Mobility Panel. This event is coordinated by the urban planning team and aims to share up-to-date information on mobility, urban planning and topics related to our business. We invite specialists from other areas, both internal and external to Tembici, to talk about topics of their expertise.

CARBON

GRI 305-1, 305-2, 305-3, 305-4

We know that even though our business model is an enabler for decarbonizing transport in cities, it also emits greenhouse gases (GHG) in its operation. In 2023, we emitted 1,065 tons of CO₂, an 11% reduction compared to 2022. When we compare this figure to the number of journeys made, we have a rate of 0.018 kg of CO₂ per journey, a 13% reduction on the previous year. As a way of committing to being carbon neutral, we have been offsetting our emissions since 2020.

With the expansion of our operation, we are committed to making an even greater effort to minimize this impact. The biggest challenge comes from the logistics fleet, which guarantees the distribution of the bicycles at the stations and, consequently, the availability of the system.

In this context, we are increasingly working with routes optimized by our data intelligence and strategies that increase logistical efficiency, combined with initiatives such as:

Charging station

connected to the electricity grid for charging e-bicycles on site.

Installed hubs

in strategic locations in the city that reduce the distance between bicycles and maintenance and charging points.

Prioritizing ethanol in the logistics fleet

as a substitute for non-renewable fuels.



Another strategy that remains at the heart of our business is issuing carbon credits. **In the carbon market since 2019, we have been pioneers in issuing micromobility credits and in 2023 we continue to be at the forefront in the search for and construction of more efficient models for issuing credits together with the biggest players in the market.** In order to expand our horizons and stay connected and up-to-date on the subject, we participated in the Conference of the Parties (COP) in Dubai, the largest meeting on climate change in the world.

At the same time, we continue to work on issuing the 3rd harvest and structuring the expansion of the project to more cities where Tembici operates.

(See attachments for more information)

ENERGY

GRI 302-1, 302-3

Our energy consumption is mostly linked to the use of fuels in our operations. **Even with the expansion to 3 new capitals in 2023, we had a 17% drop in fuel consumption compared to 2022.**

Electricity consumption increased by 29% to 0.017kWh per journey. This increase is to be expected given the more than 100% growth in the number of electric bicycles in our system. For this reason, we monitor consumption data on a monthly basis and rely on measures to optimize consumption and purchase clean, renewable electricity to minimize the negative impacts of this expansion.

(See attachments for more information)

WASTE MANAGEMENT

GRI 306-1, 306-2, 306-4, 306-5

As well as our shared model being born out of the logic of the circular economy, we are always looking for improvements in our operation. To minimize potential impacts on soil, water and air quality, we prioritize the reuse of our bicycles' parts, through a precise diagnosis and internal repair mechanism. To the extent that reuse is not possible, we are committed to proper disposal, prioritizing recycling (82.6%) and co-processing (16.8%), for a total of 99.5% of waste diverted from landfill.

Due to the implementation of measures to optimize production and logistics processes, we have increased our waste generation by 5%, mainly in the wood and organic categories.

In the case of our e-bicycle batteries, which are hazardous waste, we are looking for a model with a longer lifespan, which is now around 2 years. At the end of their useful life, we continue with the reverse logistics of the batteries, in order to guarantee the reuse of the materials and the correct waste disposal.

In order to highlight the importance of properly managing the solid waste generated on a daily basis, in 2023 we provided training to 372 employees from our operations at 11 different locations on the practice of selective waste collection.

(See attachments for more information)

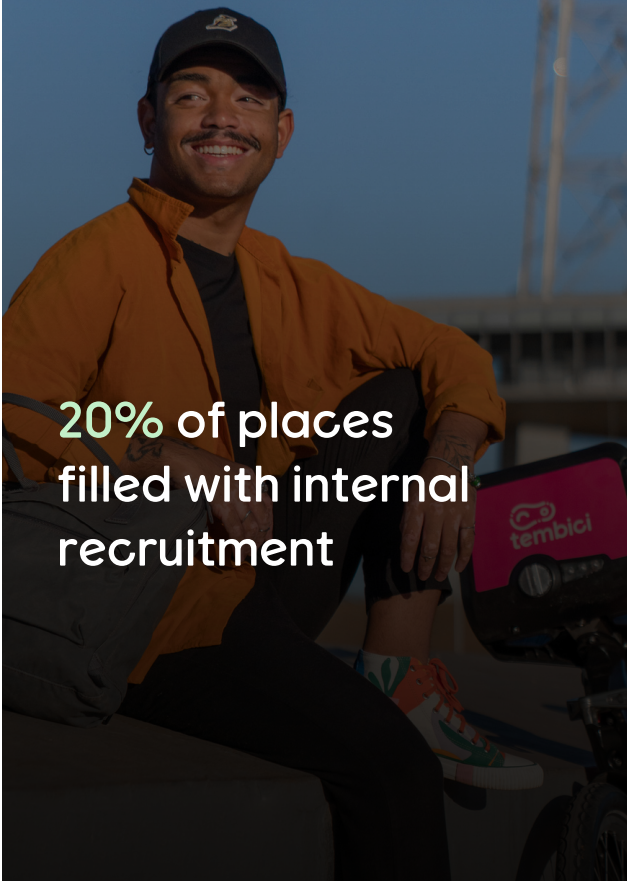


DIVERSITY AND INCLUSION

Culture and human development

GRI 2-8, 2-24, 3-3

For us, having a diverse company is what drives creativity, innovation and good results. That's why, here at Tembici, the diversity target is part of the company's overall target panel, which defines bonus payments for all employees. Monitor Elos uses information from the internal census, carried out annually, and compares it with demographic information from our region of operation. In this way, our goals adhere to social challenges and guide us to contribute to building a fair and just society.



20% of places filled with internal recruitment

Based on the results of the previous cycle, we identified and worked on four priority fronts for 2023:

women in leadership, Black people in the corporation, people with disabilities (PCD) and a sense of inclusion and belonging.

In pursuit of progress on these fronts, the D&I area coordinated the second edition of Program Tribos - for young apprentices - with 16 new employees, 10 of whom were affirmative action for Black, Pardos and disabled people. The aim of the program is to provide support in this initial work phase, so that they feel trained and welcomed to see themselves as the protagonists of their careers.



GPS, Guiding for Success, was launched in 2023 to promote internal recruitment, encouraging our employees to grow within Tembici. The continuation of this program has the potential to bring more Black people into the corporate fold, since 51.3% of our employees in our operational base declare themselves to be Black or Pardo.

We also continue to work on the LGBTQIAPN+ and age diversity fronts, with a 1.8% increase in the number of employees over 40.

Our Elos affinity groups close the loop between bringing diversity and caring for inclusion. With 44 active volunteers, we have 5 groups in Brazil, 3 in Colombia, 3 in Chile and 3 in Argentina, which have carried out more than 60 actions, highlighting the intersectionality of the diversity agendas and the strengthening of Elos Latam.

-  "Sou", LGBTQIAPN+
-  "Na eStrada", gender diversity
-  "AmadureSER", etharism
-  "Raízes", black and brown people
-  "Sem barreiras", PCDs

We strengthened our partnership with UNHCR, the UN Refugee Agency, through Program Novos Caminhos and achieved 50% in the Women's Empowerment Principles (WEPs) index, to which we have been signatories since 2022.

-  Novos Caminhos Program: hiring the inclusion of 9 refugees in our operation, taking care to promote humanized work experiences.
-  WEPs 7p.p. advance in WEPs, as a result of the preference policy for suppliers belonging to minority groups.

In 2023

30%

of Black people in corporate positions, with jobs in base program for long-term growth

41%

of women in leadership, an increase of 5 p.p. compared to 2022

88%

of people saying they "totally agree" with "I feel I can be who I am", our measure of inclusion.

186%

more people with disabilities in the workforce, as a result of affirmative hiring and the program "Onde estão as pessoas com deficiência da Tembici?" (Where are the people with disabilities at Tembici?)

OUR TEAM

Culture and human development

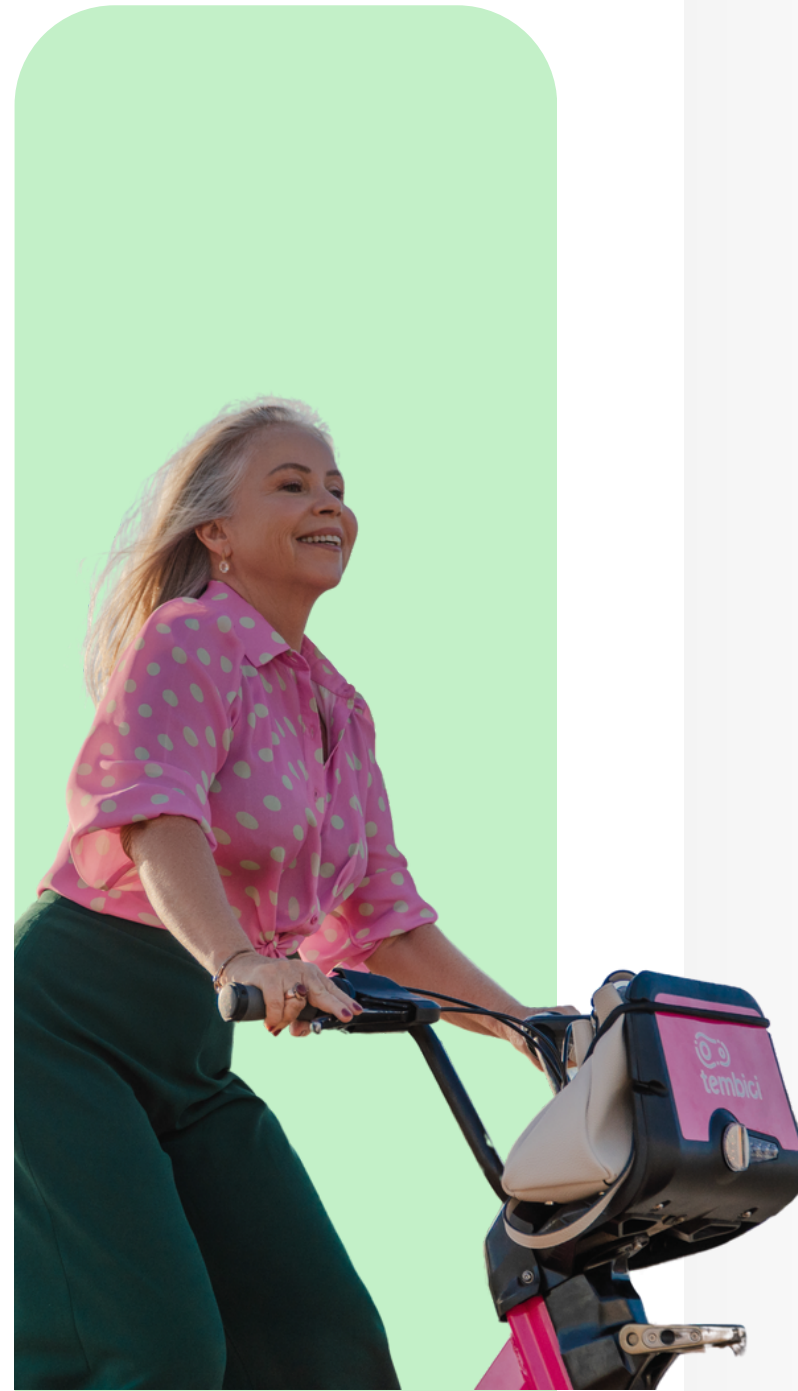
GRI 2-7, 3-3, 403-1, 403-9

Our purpose is to transform one person at a time. Whether it's our users or our employees, the cycle begins and ends with people. In 2023, there were 358 recognitions between promotions and merits, with 2 evaluation cycles, one in April and the other in October.

Impulso, our climate monitoring survey was carried out every four months and has remained stable since 2022. We believe that having mechanisms to constantly listen to our team is what allows us to evolve effective processes and create a healthy internal environment. That's why we work with focus groups to deepen the results, implementing both specific and collective improvements, such as the expansion of benefits and increases in the health plan, restructuring the internal communication strategy and integrating the culture between Brazil and other Latin American countries.

Committed to the health and safety of all our employees, in 2023 we improved our safety management system with risk management and compliance with occupational safety regulations.

With constant prevention work, we did not record any fatal accidents or accidents with serious consequences in 2023.



GOVERNANCE AND ETHICS

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-23, 2-25

We remain committed to our governance practices. Our Board of Directors (BoD), made up of 9 members - including representatives of our investors BlaO, Crescera, IFC and Valor - is responsible for periodically guiding and monitoring the business. To this end, we carry out quarterly and annual reports on our impacts, in which BoD members can suggest and change content, documents, policies, procedures and training programs in the social and environmental spheres.

Our Board of Management - made up of 7 people - defines and guides Tembici in relation to its values, mission and sustainable development. In 2022 we consolidated the structure of CIO (Chief Impact Officer), as a member of the Board of Management, responsible for leading the management of processes that influence social and environmental impact. And in 2023 we also consolidated the Chief of External Affairs Officer structure to advance our relationship with our stakeholders. This board is dedicated to leading the company's dialogue with public authorities, civil society, communities and different institutions.

The integrity manual, applicable to internal staff and third parties, guides everyone on how to conduct themselves ethically, with maximum transparency and zero tolerance for corruption. In addition, we keep our whistleblowing channel active for employees, with 100% of cases investigated by the Compliance area and decisions deliberated and monitored by our Ethics Committee, and we provide internal channels for compliance advice and legal support. We also work under the guidance of our internal Human

Rights policy, based on the 10 universal principles of the UN Global Compact - to which we are a signatory.

(see attachments for more information)



09. Manifest

Safe and democratic mobility

GRI 3-3

We like the road. Driven by the desire to transform cities, we believe and work to make cycling an individual and collective revolution. With every pedal stroke, we want to encourage new habits, democratize the wind in the face, the smiles of those who cycle to work or those who make cycling their means of work.

From these small individual revolutions, we transform the collective. We connect people to busier cities, exercises to improve public health, lower carbon emissions and better air quality.

In the zigzag of everyday life, or in the calm of the weekend, among friends or pedaling solo, we revolutionize global mobility, from one point to another, one person at a time.

BICYCLE CULTURE

We know that in order to expand the benefits of cycling, we need to work together to create a culture of bicycle commuting. To do this, we use our social networks and events in the cities to encourage more people to cycle with us.



7.5 million people¹² impacted by the 3x3 campaign, which shows practical examples of how the bicycle can be part of people's daily lives

1,6 million people¹² ensitized in mobility month with bicycle-sharing campaigns

685,000 people¹² impacted by Tembici Responde, with answers about the use of our system

14 actions in 7 cities, including bicycle rides and bicycle education

- Pink October in Salvador
- World Mobility Day in Rio de Janeiro
- Little Africa, in Rio de Janeiro, in support of National Black Awareness Day
- Musical Cycleway, in partnership with ArteMatriz Soluções Culturais, in Rio de Janeiro and Salvador
- Cycling with USP

2,722 stories echoed our brand in 2023, reaching an all-time record.

¹²- sum of the reach of campaigns on instagram and tiktok



VAI LONGE

Our acceleration program in partnership with Transporte Ativo, aims to support projects that promote the use of bicycles as a means of transportation and contribute to mobility in Brazil. In its third edition, four projects were sponsored with a total value of R\$105 thousand:

RENATA FALZONI VAI DE GARRO

has done a series of short educational videos, with Renata herself at the wheel, showing in practice how drivers can contribute to better road safety and more democratic streets.

OFICINA ESCOLA PROJECT IN PARTNERSHIP WITH AMECICLO,

to train mechanics. In addition to training in mechanics, which provides additional income for these people, the idea is for the mechanics to be able to recover donated bicycles and for these bicycles to be shared by communities on the outskirts of Recife in the Bota pra Rodar project.

EPILOT STUDY WITH INTELLIGENT SENSORS

embedded in bicycles to verify road infrastructure data and how road quality concretely impacts road safety in Brazil, as well as data on atmospheric pollution, conducted in partnership with the University of São Paulo, the Pontificia Universidad Católica de Chile and the University of Toronto.

PEDALA QUEIMADOS PROJECT,

NGO in Rio de Janeiro to reuse banners to make panniers and ecobags for bicycles. This program includes the purchase of sewing machines and the training of seamstresses to generate income and environmental impact.



Find out more about the program and the projects supported [here](#).

10. What to expect in 2024

2024 is the year in which our greatest innovations launched in 2023 will be strengthened: the expansion of the use of electric bicycles and Tembici Labs. Our main challenge will be to scale up the model of e-bicycles and stations produced in Brazil, at our plant in Manaus (AM), where we plan to manufacture more than 50,000 bicycles by 2029.

The user experience and ease of use of the system will be our focus to raise the level of service, from usability in the app to improvements in the bikes and stations.

We have the challenges of increasing battery efficiency and recharging, balancing availability for different audiences and further optimizing our operation. In addition to technology, our work with public authorities will play a fundamental role in our continued growth in promoting active mobility and smart cities. Our commitment to expanding our systems continues: we plan to reach two new cities, optimize our operations where we already are and maximize the use of our system.



ESG remains a central pillar of our business.

With the goal of tripling the number of journeys by 2029, we project to contribute a potential reduction in annual CO₂ emissions equivalent to taking 15,000 cars off the streets. We are an impact business model, and we know we can do even more. We will continue to make progress, in the social sphere, in strengthening our connections with cyclists, couriers, users, public authorities, sponsors and investors; in the environmental sphere, in carbon credit initiatives aimed at micromobility and at promoting cycling as urban transportation; and in line with responsible governance, we will continue to invest in circularity as the basis for driving our growth.

The nationalization of technology and the in-house production of bicycles was an important leap towards better management of our value chain. We will work on the social and environmental opportunities of this new model, innovating in materials and production processes and driving the development of the micromobility sector in Brazil.

Our team is also pursuing progress on the diversity and inclusion fronts. We will continue to expand our Monitor Elos targets, our Diversity and Inclusion index, throughout Latin America, respecting the particularities of each location, and acting more intensively on racial diversity for corporate and representative leadership positions.

Finally, with our adequate capital structure and shareholders intrinsically linked to ESG agendas, we have the breath to maintain the pace of innovation and expansion, while our improvements in operational efficiency and our search for revenue diversification consolidate a healthy business with positive EBITDA.

11. Attachments



MANAGEMENT OF MATERIAL TOPICS:

Material topic | Financial sustainability | SDG 11

Solutions to make the business model viable and ensure its financial sustainability so that it remains accessible and functional

Impacts	Involvement	Commitments	Management	Evaluation
<p>Positive impacts</p> <p>Actual: Attracting ESG impact investors</p> <p>Negative impacts</p> <p>Actual: Dependence on revenue diversification</p>	<p>Through its operational activities and the formation of a cycling culture</p>		<p>Attracting ESG impact investors > periodic reports on continuous improvement and transparency of ESG indicators</p> <p>Dependence on revenue diversification > revenue diversification through B2C, B2B, B2B2C</p>	<p>Negative impacts</p> <p>Dependence on revenue diversification</p> <p>i. Participation share (user, sponsors, electromedia)</p> <p>ii. User revenue share</p> <p>iii. Increase of 2 percentage points from one year to the next</p> <p>iv. Gradual increase in user share is important for the health and financial sustainability of the business</p>

Material Topic | Technology for sustainable mobility | SDG 11

Technological solutions that meet the needs of users and urban society, thus enabling more sustainable, intelligent and integrated cities.

Impacts	Involvement	Engagements	Management	Evaluation
<p>Positive impacts</p> <p>.Actual: Facilitating access and scalability to micromobility</p> <p>Negative impacts</p> <p>.Potential: Exposed user data</p> <p>.Potential: Accessibility cut-out</p>	<p>.User data exposed: involvement through their activities (operation) > Need to use personal data to access the system 1</p> <p>.Accessibility cut-off: involvement through its activities (operation) > App technology may offer access difficulties for diverse audiences</p>	<p>.Information Security Policy</p> <p>.Integrity Manual</p>	<p>Facilitating access and scalability to micromobility: number of active users, number of trips, new users</p> <p>Exposed user data: Training and capacity building with the data and security team</p> <p>Accessibility cut-off: Internal diversity committee to encourage greater diversity of employees and ensure more comprehensive solutions</p>	<p>Accessibility cut-off</p> <p>ii. Elos Monitor</p> <p>Corporate Indicators</p> <p>-Women in leadership: 99.85% achieved</p> <p>-PCD: 186% increase</p> <p>-Black people in the corporation: 97.89% of the target achieved.</p> <p>iv. Monitoring models with greater accessibility in other cities to understand the user profile, demands and needs.</p> <p>Need to deepen user profile to cover diversity issues</p>

1 Brazil (SP, RJ, POA, SSA, BSB, CWB, Florianópolis, Belo Horizonte, Extrema, Manaus), Argentina (Buenos Aires), Chile(Santiago) and Colombia (Bogotá)

Material topic | User experience | SDG 3 and 11

Ensuring affordability, availability of use and quality of our modes, influencing the reliability of our systems

- Establishing a relationship between the company and users that adds value when considering the use of our services, favoring the use of our modes, including for generating income

Impacts	Involvement	Engagements	Management	Evaluation
<p>Positive impacts</p> <p>.Potential: Reduction in personal commuting time</p> <p>.Actual: Reduction in individual user costs</p>	<p>User accidents > involvement through their activities (operation) > Incorrect or incomplete assembly and maintenance of the bicycles.</p>	<p>. Cyclist's handbook</p> <p>.Terms and conditions of use</p> <p>.Operation quality policies</p>	<p>Measures to manage</p> <p>.Saving time > Collecting data on the journey (distance traveled, time of use)</p> <p>.Saving money > Transportation savings calculator</p> <p>Measures to avoid/mitigate impact</p> <p>.Accidents with users > Internal audit of bicycles after maintenance Service channel Activation button for inoperative bikes at the station</p>	<p>Accidents with users</p> <p>i. Service Channel, linked to the Service team that monitors and manages situations with users. The Service Channel is widely publicized in our online and offline communications.</p> <p>ii. No. of accidents/slots</p> <p>iii. Mandatory rotation in the issuing of reports on bicycle quality activities</p> <p>Weekly positioning meetings</p>
<p>Negative impacts</p> <p>. Actual: User accidents</p>				

Material topic | Safe and democratic mobility | SDG 3

- Initiatives and actions with users, deliverers, partners, society and public authorities with the aim of making micromobility safer and more accessible for everyone
- Development of increasingly accessible, safe and inclusive digital and hardware solutions
- Actions and campaigns to educate and raise awareness about coexistence on the road
- Advocacy to improve infrastructure, encourage cycling and increase tax incentives
- Democratizing the use of our systems for a wide variety of purposes

Impacts	Involvement	Engagements	Management	Evaluation
<p>Positive impacts</p> <p>Potential: Reduction in accidents / calmer traffic</p> <p>Potential: Greater sense of security</p> <p>Potential: Greater movement of commerce</p> <p>.Potential: Democratization of public space</p> <p>.Actual: Last mile solution</p> <p>.Potential: Reduction in overall travel time</p> <p>Negative impacts</p> <p>.Actual: Conflict in the use of public space</p> <p>.Actual: Accidents with cyclists</p>	<p>.Conflict in the use of public space > involvement through their activities (operation) > Stations occupying public spaces in the street - surrounding community /</p> <p>.Accidents involving cyclists > involvement through their activities (operation) > Provision of bicycles in cities that are not very acculturated in micromobility</p>	<p>Cyclist's handbook</p>	<p>Measures to manage Accident reduction / calmer traffic > Engagement with academia to measure positive impacts</p> <p>Measures to avoid/mitigate impact</p> <p>Conflict in the use of public space > Control of complaints with a history of resolution, prior study of the installation site of the facilities</p> <p>Accidents with cyclists > Awareness-raising communications, safety measures in assets and action with the public authorities for road improvements.</p>	<p>Conflict in the use of public space</p> <p>ii. number of complaints</p> <p>iii. Check variation from one year to the next</p> <p>Accidents involving cyclists</p> <p>ii. number of accidents</p>

Material topic | Culture and human development | SDGs 1, 5, 8

A safe, healthy and inclusive working environment that guarantees the well-being of all employees

- Attracting, retaining and engaging talent that is aligned with the company's culture and values and capable of delivering the current and future challenges of the business
- Encouraging and facilitating the development of all employees
- Actions focused on building a team that is diverse and representative of society.

Impacts	Involvement	Engagements	Management	Evaluation
<p>Positive impacts Potential: High engagement</p> <p>Negative impacts .Actual: High turnover (operation/tech) .Actual: Difficulty of replacement (operations/tech) .Actual: Reinforcement of social stigma</p>	<p>.high turnover (operation/tech) > involvement through their activities (operation) > positions with a salary floor (operation) and high market demand (tech) pose challenges for engagement and retention Difficulty of replacement (operation/tech) > engagement through their activities (operation) > Specific positions in the micromobility sector (Operation) and high market demand (Tech) bring challenges for replacement. Reinforce ment of social stigma > engagement through their activities (operation) > Predominance of positions in Operation, with hiring of low education, male and Black -</p>	<p>. Integrity manual .Global Compact .B Certification .Weps .Monitor Elos .Performance cycle</p>	<p>Measures to manage High engagement > Retention indicator and control of open positions in competition</p> <p>Measures to avoid/mitigate the impact .High turnover (operations/tech) and difficulty in replacement (operations/tech) > Diversity census Affinity groups Forum Elos monthly Reinforcement of social stigma > Diversity census Affinity groups Forum Elos monthly Diversity census Affinity groups Forum Elos monthly</p>	<p>.High turnover and difficulty of replacement (operation and tech)</p> <p>i. E-nps Feedback process ii. Performance cycle</p> <p>.Retention Hiring SLA for specific vacancies</p> <p>Reinforcing social stigma i. Monthly monitoring and reporting of targets ii. Monitor Elos .Women in leadership: 99.85% achieved .People with disabilities: From 7 to 23 members of our team. .Black people in the corporate sector in Brazil: Achievement of 97.89%. .I feel I can be who I am: We reached 86.12% of the target.</p>

Material topic | Climate and environment | SDG 12 and 13

- Initiatives to enable a low carbon economy and combat the climate crisis
- Managing emissions linked to all stages of the business
- Promoting sustainability throughout the value chain, guaranteeing best internal practices, influencing partners to adopt sustainable and circular practices and guaranteeing risk management in the chain

Impacts	Involvement	Engagements	Management	Management
<p>II Negative impacts</p> <p>.Actual: Emission of GHG and pollutants during operation / assembly</p> <p>.Potential: Contamination from battery production and disposal</p> <p>.Actual: Generation of solid waste</p> <p>.Actual: Generation of hazardous waste</p> <p>.Actual: Use of non-renewable resources</p> <p>.Potential: Child labor analogous to slavery</p> <p>Positive impacts</p> <p>.Potential: Reduction of GHG emissions and pollution through modal shift</p> <p>.Potential: Optimization of natural resources (sharing)</p>	<p>Emission of GHG and pollutants in operation / assembly > involvement through its activities (operation) > Assembly, maintenance and logistics of bikes</p> <p>Contamination from the production and disposal of batteries > involvement through your activities (operation) and as a result of your business relationships > Assembly and maintenance of bikes</p> <p>Generation of solid waste > involvement through its activities (operation) > Assembly, maintenance and logistics of bikes</p> <p>Generation of hazardous waste > involvement through its activities (operation) > Assembly, maintenance and logistics of the bikes + Administrative operations</p> <p>Use of non-renewable resources > involvement through its activities (operation) > Choice of parts for internal manufacturing of products (Brazil)</p> <p>Slavery-like child labor > involvement as a result of its business relations > Battery value chain in developing countries (China)</p>	<p>Sustainability Policy .Global Compact and Climate Action .System B .Solid Waste Management Policy .Parts Return Policy</p>	<p>Measures to manage Reduction of GHG emissions and pollution through modal shift > Calculation of CO2 avoided Issuance of carbon credits</p> <p>Measures to avoid/mitigate impact</p> <p>GHG emissions and pollutants in operation / assembly > Emissions inventory Emissions offsetting Use of electric vehicles App for defining the best route Contamination from battery production and disposal > Hiring approved suppliers Battery disposal policy Solid waste generation > Waste inventory Parts repair policy Generation of hazardous waste > Waste inventory environmentally correct waste disposal Child labor analogous to slavery > Integrity manual, supplier checklist</p> <p>Measures to manage Reduction of GHG emissions and pollution through modal shift > Calculation of CO2 avoided Issuance of carbon credits</p>	<p>Negative impacts</p> <p>Emission of GHG and pollutants during operation / assembly</p> <p>ii. Total CO2 emitted/slot</p> <p>Contamination from battery production and disposal</p> <p>i. Control of MTRs</p>

PEOPLE MANAGEMENT:

01. STAFF

GRI 2-7, 2-8

	Permanent	Temporary	Total	Variation per year
Gender				
Men	742	51	793	2,0%
Women	287	3	291	-11,0%
Country				
Argentina	106	7	113	-7,0%
Brazil	844	20	865	-2,5%
Chile	41	26	67	-3,0%
Colômbia	38	1	39	39,0%
Total	1.029	54	1.084	-1,9%

Data source: consolidated monitoring of all countries via Dashboard in Looker Studio managed by People Analytics, updated monthly. Legal Persons and third parties: Accounting control via TOTVS, managed by FP&A on a monthly basis with posting approved by ADM Personnel.

Trainees and apprentices: Management via the People management system (supplier ADP) in Brazil, Chile and Argentina.

Based on the total number of employees on December 31, 2023. All contracts stipulate defined working hours.

This does not include young apprentices, interns and outsourced professionals, who in 2023 totaled 89 people. There was a 162% increase as a result of Program Tribos, described on page 28.

The data in the indicator are those reported by the company to the Federal Government's e-Social platform, which only provides for male and female genders. In other internal processes, such as the diversity census, we guarantee the right of employees to freely self-declare the gender they identify with.

More than 30% increase in Colombia's HC due to third-party internalization

02. HEALTH AND SAFETY

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9

We carry out health and safety mapping and planning through safety programs, monitoring indicators and complying with the main legal requirements applicable to our activities, with periodic audits.

	Employees	Non-employees	Total	Rate ¹
Total hours worked			2.539.800	
Deaths	0	0	0	0
Accidents with and without time off work ²	31	7	38	15
Accidents with serious consequences	0	0	0	0
Accidents with time off work	28	5	33	13
Lost days ³	347	14	361	142
Total of incidents ⁴	8	2	10	

Based on the total number of employees on December 31, 2023.

¹ All rates follow the formula: Total occurrences/Total hours worked X 1,000,000.

² The main causes of accidents were superficial injuries while handling hand tools and traffic accidents including cars, motorcycles and bicycles

³ Lost days are counted from the day after the accident until the last working day before returning to work.

⁴ As defined by the ISO 45001/2018 standard, this refers to work incidents that did not result in an accident, despite having the potential to do so. Of the 10 incidents reported by Tembici, 1 was of high potential.

Risk mapping and monitoring: carried out for chemical, physical, biological, ergonomic and accident risks through the PGR (Occupational Risk Management Program). Applied to all activities, taking into account the specific risk inventory, the analyses generate the deployment of various control actions to minimize and eliminate the risks identified. Examples of actions: elimination of the source of the risk, changes to operating procedures, training and use of PPE (personal protective equipment).

Risk inventory: This is updated annually in order to scale the hierarchy of controls for each activity. The implementation of these measures is done through a preliminary risk analysis (APR), which involves training the people involved in the processes.

Safety training: This is done for 100% of employees and includes the Emergency Response Plan, safety rules and reporting of occurrences (accidents, incidents and claims).

For operational functions, Operational Integration is applied, with guidelines according to the risks of operation, assembly, maintenance and logistics.

Reporting and investigating dangerous situations: Employees are encouraged to report any risk situations directly to their manager and to the security team. In cases where they do not feel supported, we maintain a confidential reporting channel. All incidents are investigated using methodologies aimed at identifying the root cause, such as 5W2H and Ishikawa, and are carried out by the security, management, operations teams and CIPA.

Communication channels: slack #área-segurança and e-mail: ocorrencia.sst@tembici.com

Periodic follow-up:

	Objective	Public	Frequency
CIPAs	Internal Accident Prevention Commission	Employees from all units	Permanently
WBR	Key safety results	Board of Management	Monthly
MPR	Key safety results	Operations managers	Monthly
Daily Safety Dialogue	Specific guidelines	Operations staff	Daily

For employee health care, we have the Occupational Health Medical Control Program, in which we carry out admission and periodic examinations with a focus on healthcare.

For our own employees, we also offer benefits:

- Medical insurance
- Total pass: health care through physical activities
- Hospital Digital: additional platform to the health insurance plan that has various specialties such as medical clinic, psychology and nutrition
- Benefício Farmácia: credit of up to R\$ 200.00 per month for the purchase of medicines

03. DIVERSITY

GRI 405-1

2023	Blacks	Pardos	Whites	Yellows	Indigenous Peoples	Undeclared ³
Leadership ¹	5,17%	12,64%	49,85%	3,45%	0,00%	29,31%
Other staff ²	14,85%	31,90%	31,46%	1,43%	0,22%	20,13%
Total	13,30%	28,81%	34,35%	1,75%	0,18%	21,61%

Varição ano	Blacks	Pardos	Whites	Yellows	Indigenous Peoples	Undeclared ³
Leadership ¹	-2,91%	-2,00%	3,47%	0,92%	0,00%	0,52%
Other staff ²	1,50%	1,77%	-2,42%	0,22%	-0,11%	-0,95%
Total	0,89%	1,45%	-1,70%	0,31%	0,09%	0,86%

2023	Gender ⁴		Age range				PWD
	Men	Women	Under 30 years old	30 to 40 years old	40 to 50 years old	Over 50 years old	
Leadership ¹	59%	41%	7%	60%	28%	5%	0,6%
Other staff ²	76%	24%	40%	39%	16%	5%	2,1%
Total	73%	27%	35%	42%	18%	5%	1,8%

2023	Men	Women	Under 30 years old	30 to 40 years old	40 to 50 years old	Over 50 years old	PWD
Leadership ¹	-5,0%	5,0%	4,6%	-0,3%	3,9%	1,1%	0,1%
Other staff ²	3,9%	-3,9%	-6,0%	4,6%	0,7%	0,6%	1,4%
Total	2,7%	-2,7%	-5,1%	3,3%	1,1%	0,7%	1,2%

Data source: Monitor Elos (target dashboard monitor for diversity and inclusion within the company) hosted at Looker Studio with a data source managed by the People management systems in the area of People Analytics. Based on the total number of employees on December 31, 2023.

1 Leadership corresponds to the positions of coordinator, manager, director, chairman and vice-chairman.

2 Other employees include non-leadership positions, both administrative and operational.

3 There are no internal self-declared race data for Chile, Argentina and Colombia. They have therefore been allocated to: "Undeclared"

4 The data in the indicator are those reported by the company to the Federal Government's e-Social platform, which only provides for male and female genders. In other internal processes, such as the diversity census (read more on pages 73 and 74), we guarantee the right of employees to freely self-declare the gender they identify with.

ENVIRONMENTAL MANAGEMENT

04. WASTE

GRI 306-1, 306-2, 306-3, 306-4, 306-5

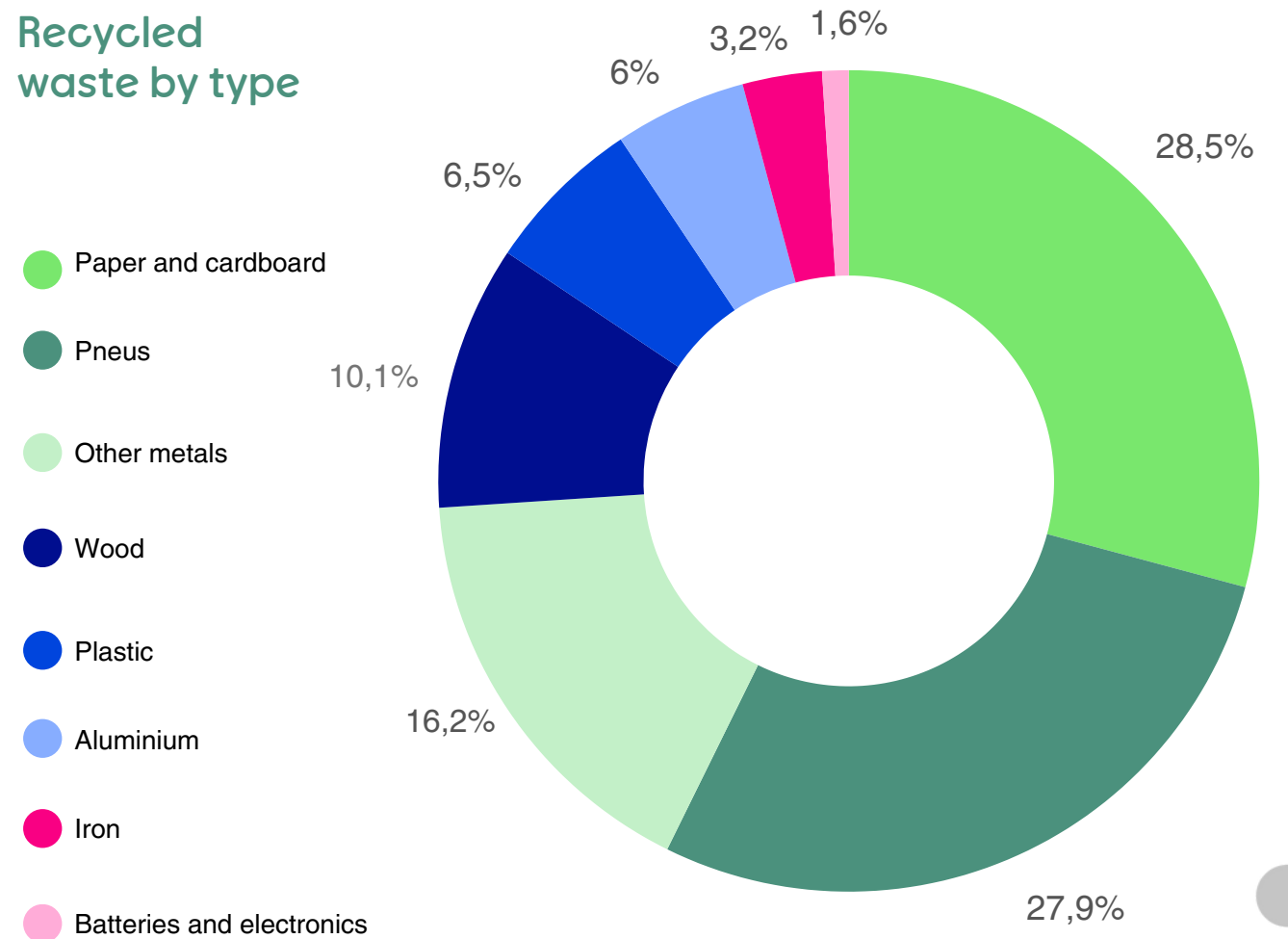
Solid waste impact management is carried out in five stages: drawing up and publicizing the Waste Management Plan, training, capacity building, drawing up and monitoring indicators and control audits.

As part of the Management Plan, we map waste with a focus on reducing its generation and reusing parts and materials. The raw material used to make bicycles, our main product, is made up of easily reused and recycled materials, which means that 85.7% of non-hazardous waste is recycled. As for hazardous waste, we saw a drop in waste generation of 20.2%, and opted for co-processing and recycling as the main sources of treatment. Only 0.50% of the volume generated was destined for incineration, with the remaining 99.5% diverted from landfill.

	2022	2023	Total waste
Hazardous waste	11,1	8,86	-20,2%
Recycling	4,1	2,3	-43,9%
Co-processing	7,0	6,6	-6,3%
Non-hazardous waste	157,3	168,3	7,0%
Recycling	157,3	144,2	-8,3%
Co-processing	0,0	23,2	
Incineration (without energy recovery)	0,0	0,9	
Total waste	168,4	177,2	5,2%

The data was obtained from the Waste Inventory, compiled from the manifests and final destination certificates issued. Common administrative waste such as sweeping and organic waste is disposed of through public collection in most operations, due to its low generation. Given the public collection management model, we don't have access to the quantities generated and therefore it doesn't make up the data in the table above.

Recycled waste by type



04. ENERGY

GRI 302-1 e 302-3

Fuel consumption (GJ) ¹	2022	2023	Variation
Non-renewable sources	10.698.100	8.843.839	-17%
Renewable sources	1.986	5.146	159%
Total	10.700.086	8.848.985	17%

Purchased energy (GJ)	2022	2023	Variation
Electricity (captive market)	2.758	3.633	32%

Energy self-generation (GJ)	2022	2023	Variation
Electricity – SOLAR PANEL	1.331	1.473	11%

Total energy consumption	2022	2023	Variation
GJ	10.704.175	8.852.618	-17%
MWh	2.973.392	2.459.061	-17%

ENERGY INTENSITY	2022	2023	Variation
Electricity consumed within the organization (MWh)	766	1.009	32%
Total journeys ²	57.959.126	59.372.525	2%
Intensity Energy (MWh/journey)	0,0000132	0,000017	29%

Methodology: The accounts were calculated using the conversion factor provided in the document "National Energy Balance 2023".

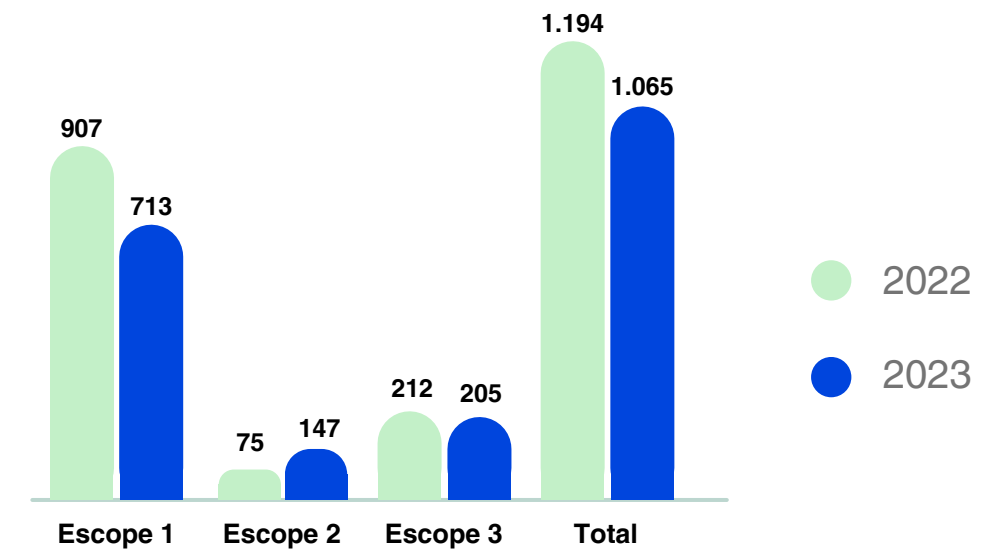
1. The analyzed squares were: Bike São Paulo, Riviera, Rio de Janeiro, Salvador, Porto Alegre, Pernambuco, Brasília, Curitiba, Belo Horizonte, Florianópolis, Extrema's Factory | Santiago, Chile; Bogotá, Colombia and Nordelta and Buenos Aires in Argentina. The data for Brazil was compiled by Ticketlog, in the period 01.jan.2023-31.jan.2023.

2. Journey is the internal business term used to characterize 15-minute fractions of bicycle use by users. By dividing the total electricity consumed within the organization by the total number of journeys, we can see the proportion of consumption in relation to the service offered.

06. GREENHOUSE GASES (GHG)

GRI 305-1, 325-2 e 305-3

GHG Emissions (tCO₂e)



GHG Protocol methodology, for both 2022 and 2023. The data does not include biogenic emissions, which are highlighted for both periods in the table below. Scope 1: Direct emissions Scope 2: Indirect emissions (energy consumption) Scope 3: Other indirect emissions. Business trips accounted for: airplane, uber and loggi (motorcycle). Scope 1, the largest source of CO₂e emissions, saw a 21% reduction in emissions compared to 2022. Scope 2 showed a 96% increase, due to the increase in energy consumption with the expansion of electric bicycles, while Scope 3 showed a 3% reduction in emissions. Biogenic emissions, related to the natural carbon cycle, increased by 153% due to the increased use of ethanol (159%) in our logistics operations.

BIOGENIC GHG EMISSIONS (tCO ₂ e)	2022	2023
TOTAL EMISSIONS	161,0	408,3

BOARD OF DIRECTORS AND BOARD OF MANAGEMENT

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

TB I Holdings Ltd's Board of Directors is Tembici's highest governance body, and management reports to the Board.

<p>Board of Directors (TB I Holdings Ltd)¹</p>	<p>9 members (2 women and 7 men), with a 2-year mandate: 2 founders and directors (CEO and CDO) 3 Early stage investors 2 nominated by Series D Round shareholders 2 nominated by Series E Round shareholders</p>
<p>Board of Management Participações S.A.)¹</p>	<p>CEO (Chief Executive Officer) - Founder of Tembici, Strategic Vision of the Company. CDO (Chief Digital Officer) - Founder of Tembici, Engineering, Research and Development, Electronic, Digital and Mechanical Systems, Technology Areas. CBO (Chief Business Officer) - Business, Marketing, Customer Service, Customer Experience, Performance and Processes, Branding and Public Relations, Product and Data. CFO (Chief Financial Officer) - Financial and legal areas (fundraising, M&A, strategy). CGO (Chief Growth Officer) - Expansion, Launching, Urban Planning, Supply Comex e Procurement. CIO (Chief Impact Officer) - People and Management, Diversity and Inclusion, ESG, Facilities and Health Safety and Environment CXO (Chief External Affairs Officer) - Government Relations and Institutional Relations and Public Policy</p>

1- A TB I Holdings is the Company's holding company, based in the Cayman Islands. The board of directors is located at TB I Holdings Ltd and the Board of Directors is at Tembici Participações S.A.

1- There are no committees linked to the Board of Directors, and the body itself is responsible for making decisions and overseeing the management of the organization's impacts on the economy, the environment and people

The members of the Board of Directors are chosen by the shareholders, taking into account diversity criteria and the necessary skills. Its current structure is made up of 9 members, 2 appointed by the founders, 3 appointed by the initial investors, 2 appointed by the investors in the series D round. (IFC and Valor) and 2 indicated by the investors of the series E round (BlaO and Crescera).

The Chairman of the Board of Directors is also the CEO, responsible for the Company's strategic vision. Tembici has an Integrity Manual to clarify conflicts of interest within the company and a communication channel via e-mail compliance@tembici.com. Any transactions involving related parties must also be approved by the board of directors.



12. GRI's Summary

Tembici Participações S.A. has reported in accordance with the GRI Standards for the period from 1st January to 31st December 2023

			OMISSION		
GRI Standard	Content	Location	Omitted requirements	Reason	Explanation
General content	2-1 Organization details	(a) and (b) page 2 (c) and (d) page 5 and 6			
	2-2 Entities included in the organization's sustainability report	(a) and (b) Tembici Participações, which brings together all the operating entities. The companies included in the financial statements are the same as in this report. M1 Transportes Sustentáveis Ltda., M1 Transportes Sustentáveis Ltda. Latam Sucursal Colômbia, M1 Transportes Sustentáveis Ltda. Latam Sucursal Argentina, M2 Soluções em Engenharia Ltda., M3 Indústria de Meios de Transportes Sustentáveis Ltda., M4 Comércio de Meios de Transportes Sustentáveis Ltda., 2PTM Soluções em Mobilidade Urbana Ltda., M6 Transportes Sustentáveis SpA, M7 Transportes Sustentáveis SAS, M10 Transportes Sustentáveis SRL, M2 Soluções em Engenharia Ltda. - M1 Transportes Sustentáveis Ltda. - Union Transitoria (c): page 2			
	2-3 Reporting period, frequency and point of contact	(a), (c) and (d) - page 2 (b) Release of the financial report on the same date as the sustainability report, 3/29/2023			
	2-4 Reformulating information	There was no reformulation of information			
	2-5 External verification	The report will not be audited in the 2023 cycle			
	2-6 Activities, value chain and other business relationships	(a) - page 5 e 6 (b), (c) e (d) - page 9 and 10			
	2-7 Employees	page 33 and 49			
	2-8 Non-employee workers	page 31, 32 and 49			
	2-9 Governance structure and composition	page 34, 57 and 58			
	2-10 Appointment and selection to the highest governance body	page 34, 57 and 58			
	2-11 Chairperson of the highest governance body	page 34, 57 and 58			

			OMISSION		
GRI Standard	Content	Location	Omitted requirements	Reason	Explanation
	2-12 Role played by the highest governance body in overseeing impact management	page 34			
	2-13 Responsibility delegation for impact management	page 34			
	2-14 Role of the highest governance body in sustainability reporting	(a) No. Approval occurs within the Board of Directors. (b) Approval today occurs within the scope of the Board of Directors, and there is no obligation in our governance documents for approval by the Board of Directors.			
	2-15 Conflicts of interest	(a) Tembici has an Integrity Manual which deals with conflicts of interest within the company. Under the terms of the Manual, cases that may involve a conflict of interest should be reported to the Compliance team via e-mail at compliance@tembici.com. (b) Any transactions involving related parties must also be approved by the board of directors..			
	2-16 Communicating crucial concerns	(a) All complaints received via the Whistleblowing Channel are investigated (hearing those involved, witnesses, analysis of documentary and oral evidence) and analyzed by the company's Ethics Committee. If the complaint involves or could involve any negative impact on stakeholders, the topic is brought directly to their attention so that the context can be clarified, the case analyzed and any other necessary measures adopted. (b) Throughout 2023 there were no reports on the Whistleblowing Channel that generated or could generate negative impacts for stakeholders.			
	2-17 Collective knowledge of the highest governance body	In 2023, no initiatives were implemented to strengthen the highest governance body's collective knowledge of sustainable development. The previous year, in 2022, we established the CIO Impact Executive Board to centralize and address topics related to the topic in the company. With this, we are now seeking to develop measures to improve the highest governance body's participation and understanding of this topic.			
	2-18 Evaluation of the performance of the highest governance body	There is no performance evaluation within the Board			

GRI Standard	Content	Location	OMISSION		
			Omitted requirements	Reason	Explanation
2-19	Remuneration policies	<p>(a) The Company's Remuneration Policy is based on the complexity and accelerated expansion of the business, with a demand for highly qualified professionals to execute a business strategy guided by our purpose of impact and generating value for shareholders. For this reason, the policy aims to guarantee a competitive and transparent remuneration strategy, which seeks to attract, develop and retain professionals in line with Tembici's culture. Market practices and the level of responsibility in conducting business are the main criteria for remuneration. Variable Remuneration helps to strengthen the alignment of interests between shareholders and professionals in achieving and surpassing results in the short and long term.</p> <p>(b) Leaders are paid a fixed monthly salary and direct and indirect benefits, with annual adjustments linked to the company's principles and values. Variable remuneration combines short- and long-term incentive plans, linked to the company's development, the achievement of financial results, operational performance and diversity.</p> <p>The Board of Directors is pro-bono.</p>			
	Process for determining remuneration	<p>The participation of the Company's bodies in the process of defining remuneration is established in the best market practices, following the governance below:</p> <p>(a) recommendation, by the executive board, of items related to remuneration (whether policies, merit and promotion cycles, short or long-term incentive programs, executive remuneration) to the Board of Directors, based on best market practices and market research as well as alignment with the Company's culture;</p>	(b)	Not applicable.	There was no vote on remuneration policies and proposals as the Board acts pro bono
	Ratio of total annual remuneration	<p>(a) Annual total remuneration of the highest paid individual in the organization and the average annual total remuneration of all employees: 9.33</p> <p>(b) Ratio of the percentage increase in the annual total remuneration of the highest paid individual in the organization to the average percentage increase in the annual total remuneration of all employees: 0.63</p> <p>(c) For both indicators, the basic salaries of all employees are taken into account, except apprentices and trainees - and with everyone working the same hours.</p> <p>For the Latin American countries, salaries in BRL are taken into account, which carry the effect of the exchange rate.</p>			
	Statement on sustainable development strategy	page 3			

GRI Standard	Content	Location	OMISSION		
			Omitted requirements	Reason	Explanation
2-23	Policy commitments	(a), (b), (d), (e) and (f) - page 34	(c)	confidentiality restrictions	<p>The Human Rights and Labor Policy is aimed at employees and service providers located in the operations. For this reason, it is not publicly available.</p> <p>In addition to the Human Rights Policy, we have our Integrity Manual, an educational guide aimed at providing guidance on conduct, measures and actions to identify and prevent unethical acts and corruption, in accordance with applicable laws. It is essential that all employees, suppliers, users, business partners and sponsors are aware of, disseminate, share, comply with and demand compliance with its rules.</p>
	Incorporating policy commitments	page 27 and 31			
	Processes to remedy negative impacts	<p>(a) We act in a collaborative and committed manner to promote the remediation of negative impacts. For impacts on the environment resulting from the installation of the stations, we promptly involve the teams to repair them. In the case of citizen complaints, we check on a case-by-case basis with a joint assessment by different Tembici teams, maintaining a constant dialog with the complainants.</p> <p>(b) page 34</p> <p>(c) page 34</p> <p>(d) and (e) Based on our experience of mediating incidents, we mapped out what can be replicated and what needs to be analyzed on a case-by-case basis. We work with an internal flow of incidents and a spreadsheet for systematizing data. These mechanisms are under continuous improvement and are re-evaluated based on new requests and feedback received.</p>			
	Mechanisms for advice and raising concerns	<p>i. The Company provides some channels for advice, such as emails juridico@tembici.com and compliance@tembici.com, as well as emails and internal communication tools for lawyers and internal consultants;</p> <p>ii. In addition to these channels, there is the</p>			

			OMISSION		
GRI Standard	Content	Location	Omitted requirements	Reason	Explanation
		Reporting Channel, which is an institutional channel contracted and operated by a contracted company called "Ouvidor Digital" in which it is possible to report inappropriate or illegal conduct related to the Company and its employees at all hierarchical levels.			
	2-27 Legal and regulatory compliance	<p>No fines were imposed on the company in 2023, nor were there any non-monetary sanctions</p> <p>Previous cases: i. Labor: AI - 217590764 - Apprenticeship quota - R\$ 2.012,66 AI - 217325874 - R\$ 4.870,65</p> <p>Others: PROCON - R\$ 24,070.90</p> <p>There are no significant cases, according to the Value criterion involved and matter discussed</p>			
	2-28 Participation in associations	Aliança Bike, Mid, UITP, UN Global Compact			
	2-29 Stakeholder engagement approach	<p>Our impact strategy is directly linked to our relationship with our stakeholders. As the adoption of cycling on a large scale is a cultural change, constant contact with civil society organizations and cycling activists allows us to build projects together and increase the assertiveness of our actions and investments.</p> <p>With the local and territorial levels of municipal governments, we work on the importance of public policies to promote micromobility. We share information and knowledge to talk to communities, with the active participation of the authorities. In this way, we minimize potential conflicts and promote the use of bicycles.</p> <p>We also take care of our employees, so that they are not only in an environment that promotes integrity, learning and diversity, but also have a culture of sustainability at the heart of their actions and processes.</p>			
	2-30 Collective bargaining agreements	<p>100% of employees covered by collective bargaining</p> <p>* Argentina in the private sector follows National Employment Law No. 20744 and No. 24013, which includes various pieces of legislation regulating various aspects of the workplace.</p> <p>* Brazil complies with the labor rules set out in the CLT (Consolidation of Labor Laws)</p> <p>* In Colombia, labor rules comply with the Código Sustantivo del Trabajo</p> <p>* In Chile, the labor rules comply with the Código de Trabajo - Dirección del trabajo</p>			
Materials Topics	3-1 Process of defining material topics	page 14			

			OMISSION		
GRI Standard	Content	Location	Omitted requirements	Reason	Explanation
	3-2 List of material topics	page 14			
	3-3 Managing material topics: financial sustainability	page 23, 24, 25, 26 and 43			
	3-3 Managing material topics: Technology for sustainable mobility	page 19, 20, 24 and 44			
	3-3 Managing material topics: Climate and environment	page 15, 16, 27, 28, 29, 30 and 48			
	3-3 Managing material topics: User experience	page 45			
	3-3 Managing material topics: Safe and democratic mobility	page 11, 12, 35, 36 and 46			
	3-3 Managing material topics: Culture and human development Climate and environment	page 31, 32, 33 and 47			
Occupational health and safety	403-1 Occupational health and safety management system	page 33, 50 and 51			
	403-2 Hazard identification, risk assessment and incident investigation	page 50 and 51			
	403-3 Occupational health services	page 50 and 51			
	403-4 Employee participation, consultation and communication with employees regarding health and safety at work	page 50 and 51			
	403-5 Training employees in occupational health and safety	page 50 and 51			
	403-6 Promoting employee's health	page 50 and 51			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relations	page 50 and 51			
	403-9 Work accidents	page 33, 50 and 51			

		OMISSION			
GRI Standard	Content	Location	Omitted requirements	Reason	Explanation
Diversity and equal opportunities	405-1 Diversity of governance bodies and employees	page 31, 32 and 52			
	406-1 Cases of discrimination and corrective measures taken	<p>All reports made via the Whistleblowing Channel or via the Compliance e-mail address (compliance@tembici.com) are analyzed and forwarded to the company's Ethics Committee for deliberation and monitoring.</p> <p>Of the closed cases reported to the Whistleblowing Channel in 2023, 1 was concluded to be well-founded after investigation by the Compliance area and the implementation of a remediation plan as decided by the Ethics Committee.</p> <p>In addition, some preventive actions were carried out, such as: (i) training by the Compliance Area for all new employees and for various areas of the company on the topics contained in Tembici's Integrity Manual and on the existence and operation of the Company's Whistleblowing Channel and (ii) monthly meetings with employees held by Diversity and Inclusion Group Elos, providing guidance on the subject.</p>			
Emissions	305-1 Direct emissions of greenhouse gases (GHG) (Scope 1)	page 56			
	305-2 Indirect GHG emissions from energy purchases (Scope 2)	page 56			
	305-3 Other indirect GHG emissions (Scope 3)	page 56			
	305-4 GHG emissions intensity	page 28, 29 and 56			
Energy	302-1 Energy consumption within the organization	page 29 and 55			
	302-3 Energy intensity	page 29 and 55			
Waste	306-1 Waste management and management of significant waste impacts	page 30, 53 and 54			
	306-2 Management of significant waste impacts	page 30, 53 and 54			
	306-3 Generated waste	page 53 and 54			
	306-4 Waste not intended for final disposal	page 30, 53 and 54			
	306-5 Waste intended	page 30, 53 and 54			

Credits

General coordination

Chief Impact Officer

Acknowledgments

Alexandre Rosa

Hary Herstig

Marília Lessa

Marina Ramos

Maysa Rocha

Hannah Menezes

Robô

Roni Silva

Tallita Marão

Vinicius Santana

GRI technical content, copy and design

Ludus Comunicação e Impacto em colaboração com Larissa Assis, Luisa Quirino e Marina Dall'Anese.

