



2021 Report

Qualitative Indicators

Global Reporting Initiative (GRI)

Sustainability Accounting Standards Board (SASB)

Climate Change | Relationship with communities | Human Rights | Diversity, Equity and Inclusion

March 2022

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PRESENTATION

This document aims to anticipate part of the sustainability information related to 2021, making it available for stakeholders, with special regards to investors and shareholders, in advance of the general ordinary assembly, scheduled on April 25th. This book is composed by qualitative indicators about priority themes: climate change, territorial development, human rights and diversity, equity and inclusion; organized according to the guidelines of the *Global Reporting Initiative* (GRI) and *Sustainability Accounting Standards Board* (SASB). The full scope of information for the year of reference 2021 will be published by early may, with the disclosure of the Annual Sustainability Report and of the new Sustainability Center of Suzano.

CLIMATE CHANGE

SUZANO FOR CLIMATE

Material Theme	Climate Change
<i>SDGs</i>	12; 13
<i>GRI Standards</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3
<i>SASB Code</i>	RR-PP-110A.2

Since the pulp and paper sector's activities depend on the management of forests, the use of water resources, land use, and industrial activities, climate change pose significant challenges and opportunities for the sector.

In Suzano's business model, forests (planted and native) contribute directly to the removal and storage of carbon dioxide (CO₂) from the air, preservation of biodiversity, and regulation of the hydrological cycle, among other benefits. At the same time, the company has a model focused on eco-efficient operations and the supply of products of renewable origin in the substitution of fossil-based products. This places great responsibility on its role in mitigating and adapting to climate change, contributing with governments, civil society, and other parts of the private sector to meet this challenge.

Therefore, with its Sustainability Strategy Suzano recognizes the importance and need to be a protagonist and transforming agent in the combined development of innovative and sustainable solutions that can contribute to solving society's challenges. Thus, from a systemic and collaborative approach, connecting the local and global agenda and

considering the main frameworks, challenges, and scientific advancement, the company remains committed, based on a robust management model to fighting Climate Change.

Through the Suzano Climate Plan, the objective is to incorporate climate change into the business model, driving its strategic vision towards the transition to a low carbon economy. We work to create an increasingly resilient business model.

Suzano's Climate Plan



The Plan has four pillars of action: Integration, Mitigation, Transition and Adaptation. and seeks to influence company's management in areas such as Engagement and Influence, Climate Intelligence, Forest Resilience, Carbon Removal and Carbon Monetization). This model has considered the complexity and multidisciplinary of the topic and was built based on leading guidelines, such as the Task Force on Climate-related Financial Disclosure (TCFD).

The four focuses group the nine workstreams and are connected as shown by the colors in the graphic representation. The coordinates are transversal to the entire action.

This plan guides the internal and external actions of Suzano with its multiple stakeholders and contributes to the prioritization of activities and fronts.

Aligned with this plan are the Commitments to Renew Life, which Suzano voluntarily announced in 2019. Linked to the material topic of Climate Change, commitments were established to:

- Remove 40 million tons of CO2 equivalent from 2020 to 2030; Commitment that, in 2021, was anticipated to 2025 due to the company's perception of the urgency of the theme and its ambition to achieve it.

- Reduce carbon emissions intensity (Scope 1 and Scope 2) per ton of product produced (tCO₂eq/t) by 15% until 2030.

With these goals, the company commits to go beyond being carbon neutral and reduce the intensity of its greenhouse gas emissions. This means that Suzano undertakes to remove more greenhouse gases (GHGs) from the atmosphere than it emits, that is, to work toward significant additional removal, becoming carbon negative.

Suzano's GHG emission intensity indicators per ton of product produced are currently one of the lowest in the industry. Even so, the company continues to carry out projects and periodic initiatives aimed at reducing these indicators.

To keep abreast of international best practices and positively influence the progress of the private sector on this topic, Suzano has historically been involved in voluntary initiatives focused on the topic, mainly in conjunction with other players in the sector.

Additionally, to improve its practices, Suzano always seeks to base itself on scientific evidence and voluntary market standards that support private sector engagement, considering the challenges and transformative potential of the business. Therefore, studies by the Intergovernmental Panel on Climate Change (IPCC), including climate scenarios, the GHG Protocol, and Science-Based Target guidelines for measuring and reporting GHG emissions and removals, are used as references for the company's climate change management. Furthermore, Suzano's Sustainability Executive Manager is a member of the Steering Committee of the Greenhouse Gas Protocol Land Sector and Removal Guidebook of emissions removal applicable to land use sectors.

Suzano has a [public commitment on zero deforestation](#) and does not perform any type of native forest suppression for its production. The expansion of cultivation always occurs in areas that have already suffered human interference. In this regard, besides acting in line with the Forest Code and other Brazilian legislation on the subject, the company also makes a public commitment to adhere to the Principles and Criteria of the Forest Stewardship Council® (FSC®)¹ and the Brazilian Forest Certification Program (Cerflor), which ensures its good conduct when developing forest products in the areas under the scope of certification, respecting the environmental, social and economic aspects of the region.

The company also has a program for environmental restoration that aims to restore native forest areas, including river spring areas. Aligned with the commitment to fight the climate crisis, besides the two long-term targets directly related to the theme, five other targets are also indirectly connected:

1. Substitution of plastics and petroleum derivatives: provide 10 million tons of products of renewable origin;
2. Water (Forestry): increase water availability in 100% of critical watersheds;
3. Water (Industrial): reduce abstracted water by 15%;

4. Industrial Waste: reduce by 70% the waste sent to landfill, turning it into by-products
5. Energy: increase renewable energy exports by 50%.
6. Biodiversity Conservation: connect half a million hectares of priority areas for biodiversity conservation in the Cerrado, the Atlantic Forest and the Amazon

MANAGEMENT OF GREENHOUSE GAS (GHG) EMISSIONS IN FORESTRY, INDUSTRIAL AND LOGISTICS'S OPERATIONS

<i>Material Theme</i>	Climate Change
<i>SDGs</i>	12; 13
<i>GRI Standards</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3

Every year, Suzano carries out a survey and analysis of its greenhouse gas (GHG) emissions, which covers scopes 1, 2 and 3 of all forestry, industrial and logistics operations, as well as carbon removals. Referring to areas of planted and native forests. Through internally established procedures, recognized methodologies and independent third-party verification, Suzano's inventory is published annually and serves as the basis for a series of exercises and analyzes (in efficiency and mitigation projects and programs), for monitoring, monitoring and definition of emission reduction strategies and finally, for the management of Commitments to Renew Life.

Aiming to expand, systematize and increase the reliability of the data that make up the GHG inventory, Suzano developed a digital data collection system. The information is managed by software and collected in an automated way. Other systematized processes were also established to facilitate the collection of data that are not automated, as is the case of fuel consumption by suppliers.

By means of a data collection form, Suzano also performs the calculations of emissions and removals from studies in progress and from projects carried out. This data provide opportunities for analysis through an internal carbon price, demonstrating opportunities or contributing to risk mitigation. This collection also aims to contribute to the areas that are studying projects for an analysis linked to the generation of carbon credits. We hope to also generate a process of systematization in the analysis of the studies and projects carried out.

Since 2020, Suzano has maintained a platform for education and training on climate change, available to all employees. Meetings and training are held on the subject,

including discussions on the carbon market and training related to the data collection system for the emissions inventory.

GREENHOUSE GAS EMISSIONS (GHG) AND METHODOLOGY

Material Theme	Climate Change
<i>SDGs</i>	12; 13
<i>GRI Standards</i>	Environmental
<i>GRI Code</i>	305-1; 305-2; 305-3
<i>SASB Dimension</i>	Environment
<i>SASB Code</i>	RR-PP-110A.1

Emissions reporting is performed from the operational control approach and contemplates operations:

- Upstream: the performance of upstream suppliers and forest operations, such as silviculture, harvesting, maintenance, forest protection, road construction, waste management, fertilizer application, and wood logistics;
- Industrial operation: the industrial operation, such as the production of paper, cellulose, consumer goods, power generation, recovery and utilities, waste management, health and safety, the operation of study and research centers, the administrative operation (linked to restaurants, employee transportation, building maintenance), and the acquisition of electric power;
- Downstream: product transportation and distribution operations, including Distribution Centers (DCs), maritime, rail and road transportation within Brazil and internationally.

Looking at the production chain as a whole, a large part of the company's emissions are in the stationary industrial operations and operational logistics and product distribution (inbound - transportation, storage, and delivery of inputs into the company - and outbound - transportation, storage and delivery of products to customers), and, along with stationary industrial operations, the transportation of products between ports (national and international) concentrate the largest volume of emissions.

The selection of quantification methodologies, data collection, and use of emission factors are made based on the recommendations of the ABNT NBR ISO 14064-1 standard (ABNT, 2007). For the preparation of the base 2021 inventory, the following documents were also used:

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, WRI & WBCSD (2004);

- Guides, guidelines, and calculation tools of the Brazilian GHG Protocol Program (PBGHGP) of FGV (2020);
- 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC (2006);
- Calculation Tools for Estimating Greenhouse Gas Emissions from Pulp and Paper Mills, NCASI (2005).

According to the principles for conducting GHG inventories, whenever possible, measurement data and emission factors closer to the local reality were considered. The accounting of GHG emissions is regularly verified/audited by an independent third party.

PRACTICES AND INITIATIVES TO REDUCE EMISSIONS INTENSITY

Material Theme	Climate Change
<i>SDGs</i>	12; 13
<i>GRI Standards</i>	Environmental
<i>GRI Code</i>	305-5

Suzano continually invests exclusively in modernization projects, which include efficiency in the use of fuel, reduction in consumption of fossil fuels, reduction in energy use, acquisition of more efficient equipment, among others.

The company has multidisciplinary working groups (WGs) that develop projects to find more efficient and less emitting forms of production, such as the Recovery and Utilities WG and the Energy WG, among others.

To measure and verify the impact on emissions of the most strategic projects, the Financial Planning and Sustainability Teams, together with different industrial technical teams, identify risks and opportunities and carry out the exercise of incorporating carbon pricing in their analysis, considering regulatory scenarios or opportunities linked to the carbon market. Thus, from this analysis financial indicators are generated with and without the shadow carbon price so that the impact on emissions is considered in the approval processes for new investments.

To establish pricing values, Suzano continuously monitors the different values applied in regulated and voluntary markets and conducting price projections and studies for new pricing mechanisms, and thus establishes a price for engineering projects (Scope 1), logistics (Scope 3), and forest planting (opportunities in carbon removals). Furthermore, Suzano is currently working on updating its implicit carbon price through a portfolio of decarbonization projects and the MAC curve and is also working on a project to expand the use of internal carbon pricing by the company by 2022.

In the industrial units, the company seeks to reduce emissions in retrofit projects and to increase the efficiency of furnaces, boilers, and turbogenerators in a gradual movement of reduction and substitution of more emitting fuels (such as fuel oil and natural gas) for less emitting fuels (such as biomass and black liquor), and also through the adoption of new technologies like biomass gasification in the future unit in Ribas do Rio Pardo (MS). Added to this, the company has also been seeking to increase the generation of renewable energy (based on biomass and black liquor) exported to the national energy system.

In the forestry area, the company aims to reduce emissions by employing state-of-the-art technologies linked to the use of equipment in forestry operations, in wood transportation, and the recommendation of the best modal, optimization of operation routes, and expansion of the cargo box through the use of six trailer truck. In addition, it carries out projects to reduce the average radius (distance between the plant and the forests), as well as studies aimed at the use of alternative fuels to replace diesel oil, autonomous and electric equipment, remote support systems, and reduction of the need for on-site visits, as well as automatic detection of failures and deviations.

For the entire logistics chain, the company considers the use of technologies that increase the efficiency and scale in transportation, seeking route optimization, synergies in the transportation of products between the business units through the diversification of modals, as well as studying alternatives aiming at the use of less intense transportation in greenhouse gas emissions such as the expansion of the project started in 2021 for the transportation of paper in electric vehicles, the use of green ammonia in maritime transportation, and the adaptation of terminals to supply ships with electric energy from the land. In 2021, Suzano also included ESG and greenhouse gas emissions-related criteria in hiring processes for new logistics service providers.

It is also worth mentioning that Suzano, today, is already carbon positive. In other words, the company's CO₂ removals are greater than its emissions. This is in addition to the fact that its operation takes place exclusively in Brazilian territory, which means that there is no obligation to take any compensation measure. However, the company continues to invest and constantly pursue the reduction of the intensity of its emissions and working to expand its removal capacity.

ENERGY MANAGEMENT

Material Theme	Climate Change
<i>SDGs</i>	7; 9; 12; 13
<i>GRI Stantards</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3

Suzano's energy matrix is sustained, for the most part, by renewable sources such as biomass composed of bark, logs and rejects from the wood chipping process; and liquid biomass, known as black liquor, responsible for generating the largest portion of energy. In addition, in some units, the energy use of biological sludge in the biomass boilers has already been implemented.

At some production units, there is a surplus of electric energy generation, which enables it to be made available to the national grid (National Interconnected System - SIN in Portuguese acronym), contributing to increase the degree of renewability of the Brazilian energy matrix.

Among the projects aimed at improving the energy efficiency of plants, are:

- Project to increase the specific generation of boilers: the goal was to increase the specific steam generation of the boilers of the industrial units, that is, to increase steam generation with the same amount of black liquor consumed (renewable fuel/process byproduct). The higher generation of renewable steam implies higher power generation and reduced consumption of non-renewable steam
- Thor Project: an initiative developed with the support of the company's Digital Team, which has as its principle the application of machine learning to optimize the generation of electric power of the set of turbo-generators in the manufacturing units, increasing the generation of renewable base electric power.

Still in the area of electric energy, the year 2021 presented the company with the possibility of contributing even more to the SIN, through efforts made to increase its exports to the power grid, in order to provide another portion of renewable energy. Orders from the Ministry of Mines and Energy (17 e 22 GM/MME de 2021) sought programs in which companies could collaborate with the situation of extreme hydroelectric scarcity experienced during the year, by means of: reducing imports, relieving the system at times of peak consumption, and additional generation of electric energy, favoring the maintenance of the reservoirs of the hydroelectric plants. The

Suzano Group participated in both ordinances, through the Três Lagoas, Jacareí and Imperatriz industrial units.

In addition to the initiatives mentioned above, the focus on reducing thermal and electrical consumption in the production process, as well as reducing water consumption, chemical inputs and waste generation, integrating the processes of eleven of the company's plants - Três Lagoas (MS); Jacareí (SP), Limeira (SP), Rio Verde (SP) and Suzano (SP); Aracruz (ES); Mucuri (BA); Imperatriz (MA); Belém (PA), Maracanaú (CE) and Cachoeiro de Itapemirim (ES), seeking to share and elect the best practices throughout the value chain.

Overall, Suzano maintains the following recurring practices:

Allocation of own generation

Every month, all the energy consumption of the units that purchase electricity is, as a priority, covered by the energy generation of the Suzano plants that generate surplus energy and are exporters through the regulatory mechanism of the Allocation of Own Generation (AGP in Portuguese acronym), via the internal systems of the Electrical Energy Trading Chamber (CCEE in Portuguese acronym) in Brazil.

Sale of energy surplus

After the internal allocation of energy from the exporting plants to the importing plants, all the remaining energy is sold to other market agents, in short, medium- or long-term contracts, at market price, according to the best commercial opportunity for Suzano. For this purpose, the credit risk of the buyers is measured by the financial area, in order to reduce the risk for the company.

Suzano also has a long-term goal of increasing its renewable energy exports by 50% by 2030. The design of the commitment is based on the fact that the electrical energy generated at the mills is produced from renewable sources, enabling surpluses that can supply the national energy system. Thus, by means of investments in efficiency, research and innovation, the company seeks to increase its contribution to making clean, renewable energy available to the entire country.

Suzano is also subject to local and federal regulations that include:

- National Energy Plan 2050: Prepared by the Energy Research Company (EPE in Portuguese acronym) based on guidelines from the Ministry of Mines and Energy (MME in Portuguese acronym), the plan is a support instrument for the planner's long-term strategy design regarding the expansion of the energy sector. To this

end, it presents a set of recommendations and guidelines to be followed until 2050.

- Ten Year Energy Expansion Plan: Developed by the Energy Research Company (EPE) from the guidelines of the Ministry of Mines and Energy (MME), the Ten Year Energy Expansion Plan is an informative document aimed at society as a whole, with an indication, and not a determination, of the perspectives for future expansion of the energy sector from the Government's point of view, in the ten year horizon.
- Decree nº 5.163/2004: Regulates the commercialization of electric energy, the process for granting concessions and authorizations for electric energy generation, as well as other legal and regulatory provisions. The operation of the energy market is coordinated by the National Agency for Electrical Energy (ANEEL in Portuguese acronym), regulator of the electrical sector. Created in December 1996, it is an autarky under a special regime linked to the Ministry of Mines and Energy (MME).

SOCIAL DEVELOPMENT MANAGEMENT

RELATIONSHIP MANAGEMENT WITH LOCAL COMMUNITIES

<i>Material Theme</i>	Territorial Development
<i>SDGs</i>	1; 2; 4; 10; 11; 16
<i>GRI Standard</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3

To make its entire social action strategy feasible, Suzano has a robust governance structure composed of: a Sustainability Executive Board, reporting directly to the Chairperson of the Company and responsible for implementing actions related to the topic on a daily basis, in partnership with the other boards; and a Sustainability Committee, which advises the company in its strategic thinking on the topic. Within the Sustainability Executive Board, the Social Development management is responsible for implementing the Social Strategy.

Therefore, Social Development Management is responsible for managing the relationship with the communities located in the regions where Suzano operates. This is

done using a series of tools and procedures integrated into the company's management system, such as Relationship Policy with Indigenous People and Traditional Communities, Relationship Management Manual, Relationship Procedure for Urban and Rural Communities, Operational Dialogue Procedure, Stakeholder Occurrence Management Procedure, Procedure for the Identification and Evaluation of Social Aspects and Impacts, and Procedure for the Management of Social Demands.

Community consultation is an ongoing process that is scaled and planned according to the situation and objective specificities, according to the following guidelines:

- Clearly define goals, rights, and responsibilities of each of the parties involved in the processes;
- Prioritize the people directly affected and make efforts to reach them directly, without relying on intermediaries;
- To provide opportunities for different groups to express themselves (listening and speaking) freely and equally, including traditionally excluded individuals or groups, such as women, youth, traditional communities, and others;
- Respecting local values and culture while providing opportunities for those who have no voice in the formal decision-making structure to understand the issues and express their opinions;
- Respect the traditional forms of social organization and political representation of the communities involved;
- Providing the information in a way that can be easily understood and sizing the time to allow people to react and express their questions, concerns, and opinions;
- Decisions must be collectively constructed, free from external manipulation, interference, coercion, or intimidation;
- Document the entire process, providing feedback on the issues, actions, and commitments made.

The company's broad area of operation is characterized by different economic, social, and cultural realities, as well as different relationship histories, which generate different levels of demand and relationship complexity.

To understand the reality and the social context of areas where the company operates, all the communities located within the perimeter established for the Directly Affected Areas (a radius up to 3 km from the forest management units limits) are identified and characterized using socioeconomic indicators and social impacts caused by Suzano's forest stewardship. This identification and characterization of the localities are carried out through the Social Inventory, based on direct observation in the localities and interviews with local residents.

Given this scenario, the company has structured a prioritization matrix, a tool used to help plan the entire community relations process, to enable decision-making with

explicit criteria for attendance. The prioritization is done by location, for each unit, taking into consideration three dimensions: socioeconomic vulnerability; impact generated by the company's activities; and importance to the company. Based on this prioritization matrix, a relationship model is established between Suzano and the communities, based on the following processes:

ENGAGEMENT

This is the main relationship tool with the neighboring communities that are considered a priority. It represents a deeper, inclusive, and continuously structured relationship that establishes Suzano as a partner in local development. Its methodology considers the different realities and stakeholders involved specificities, privileging and valuing the protagonism of the whole community, the development of legitimate leaderships, the construction of social capital, and the rescue of citizenship and self-esteem. Furthermore, it encourages and strengthens local networks to foster dialogue and solidarity among the parties. According to our Socioenvironmental Investment and Donation Policy, Suzano's socioenvironmental investments must result from community engagement processes.

OPERATIONAL DIALOGUE

A relationship tool in which Suzano consults and establishes agreements with neighboring communities to minimize and mitigate the impacts of local operations on them. The company set meetings with neighboring communities before forestry operations and, in these discussion moments, exposes all the actions it is committed to taking to avoid or minimize the operations' negative impacts, besides listening to the community's demands and suggestions.

SOCIAL DIALOGUE

A relationship tool used in rural and urban communities impacted by the company's operations, which are selected based on factors of relevance to the business. Social Dialogue is conducted through meetings that are held at least weekly, to discuss specific themes previously selected by community representatives. Discussions may cover issues related to the environment, job and income generation, education, impacts on operations, among some other topics.

COMMUNITY COUNCILS

Suzano has encouraged actions through Community Councils, which are spaces for dialogue created between the company and other social actors (organized civil society, non-formalized groups, population in general) in locations near its operations. This involvement aims to promote the council as the main channel of communication between the community and the company, to facilitate access and understanding of issues, topics, and information of common interest related to Suzano's activities (especially for safety, health, and environmental aspects). Furthermore, the councils aim to build a positive agenda with social actions and structuring investments that boost socio-economic development, having as a premise the increase in social capital and the articulation of strategic actions with public policies with a territorial focus.

PARTICIPATION IN FORUMS FOR SOCIAL PARTICIPATION AND PUBLIC POLICY MANAGEMENT

We seek to strengthen dialogue and partnerships with governments, companies, NGOs, and universities by actively participating, with executive and advisory positions, in forums and working groups in the country and abroad that are dedicated to issues related to our socio-environmental performance.

On all these fronts, the goal is to create conditions to mitigate impacts and generate benefits for society. Below are some of the main commitments assumed by Suzano about social and territorial development and dialogues in which we are involved:

Forum	Topic	Stakeholders
<i>National Honey Sector Chamber</i>	Public Policy (apiculture and meliponiculture)	Government and Brazilian Confederation of Apiculture
<i>Sectorial Advisory Chamber of the Apiculture Chain of Mato Grosso do Sul</i>	Job and income generation	Government, private companies and rural communities
<i>Apicultural Technical Chamber for the States of Espírito Santo, Bahia and São Paulo</i>	Public Policy (apiculture and meliponiculture)	Companies, NGOs, the academia, and Public Sector

Forum	Topic	Stakeholders
<i>Forest Forum of the States of Espírito Santo, Bahia and São Paulo</i>	Forest Plantations and Forest Stewardship Territory	Companies and NGOs
<i>Amazon Forest Forum</i>	Public Policy and Territorial Development; Biodiversity	Companies, NGOs, Government, the academia
<i>Territory Collegiate - Extreme South of Bahia</i>	Public Policy and Territorial Development	Companies, NGOs, Government, Rural Associations, Social Movements
<i>Indigenous Forum of Aracruz (ES)</i>	Sustainability	Companies, Federal Prosecution Service, Indigenous People
<i>Cassurubá Extractive Reserve Council (Federal UC)</i>	Public Policy	Cassurubá Extractive Reserve Council (Federal UC)
<i>Abrolhos National Marine Park Council (Federal UC)</i>	Public Policy Biodiversity	Companies, NGOs and Academia
<i>State Council of Basin Committees of the State of BA</i>	Public Policy Biodiversity	Companies, NGOs, the academia and Public Sector (Environment)
<i>CNI Forest Network (FINDES representative)</i>	Public Policy	Companies
<i>Maranhão Territorial Development Network (REDETEMA)</i>	Public Policy and Territorial Development	Companies, NGOs, Government, the academia, diverse Secretariats
<i>Partnership Platform for the Amazon</i>	Public Policy and Territorial Development; Biodiversity	Companies, NGOs, Government, the academia
<i>Alliance for Restoration in the Amazon</i>	Public Policy and Territorial Development; Biodiversity	Companies, NGOs, Government, the academia
<i>Council of Quebradeiras de Coco (Coconut Breakers in English) of Estrada do Arroz</i>	Territorial Development	Company, Coconut Breakers Associations, ICMBio, the academia

SOCIAL IMPACT MANAGEMENT

Material Theme	Territorial Development
<i>SDGs</i>	11; 16
<i>GRI Standards</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3

Suzano's social impact management model seeks to eliminate, reduce or compensate for negative impacts through management practices, socioenvironmental investments, and ongoing control and mitigation actions.

The identification and evaluation procedure of social aspects and impacts developed by Suzano classifies and prioritizes the significant aspects and impacts on the anthropic environment, in addition to defining the need for controls, guidelines, and/or monitoring in function of their significance.

According to this procedure, all relevant social impacts associated with the various operational processes and activities of Suzano are mapped and classified in terms of relevance. For every significant adverse impact identified, measures are defined to avoid, minimize, monitor, and repair the damage, which is incorporated in the manuals, procedures, and guidelines that guide the activities.

To identify and analyze the social aspects and impacts, the demands of stakeholders received through the company's communication channels and/or the information from engagement processes, operational dialogues, and social dialogues are also considered.

Annually, the Local Shared Value Committees of each unit evaluate the need to revise the social impact matrix, considering the results of the monitoring and critical evaluation of the stakeholder relationship processes. In addition, demands of the relevant stakeholders from the company's relationship management system (SISPART) are evaluated.

Despite all the measures taken to prevent and mitigate adverse impacts, unforeseeable losses and damages can occur, with a direct impact on resources or the livelihood of the communities. In this regard, there will be mitigation and compensation of losses and damages, by mutual agreement and according to the particularities of each case, in a fair and balanced way.

The monitoring of conflicts and social issues is carried out by the Shared Value Committee, which is a forum for sharing decisions and analyzing strategic, cross-cutting, and complex issues, aiming to support Suzano's Executive Board in integrating strategic sustainability policies and guidelines into the company's management and operations.

The company's positions regarding the main conflicts and controversies related to social issues are disclosed in <https://www.suzano.com.br/a-suzano/documentos/?tag=posicionamentos>

Furthermore, for the resolution of conflicts, disputes, and compensations that involve the rights of use, possession, and ownership of land, the company has defined guidelines that are based on prioritizing the search for an amicable and fair solution with the parties.

RELATIONSHIP WITH QUILOMBOLA COMMUNITIES

Material Theme	Territorial Development
<i>SDGs</i>	1; 2; 4; 10; 11; 16
<i>GRI Standards</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3

Suzano's relationship with *quilombola* communities takes place most intensively in the states of Espírito Santo and Bahia. Of the total of 36 remaining *quilombola* communities registered in our Community Prioritization Matrix, 31 are concentrated in the north of Espírito Santo. This relationship follows the guidelines established by Suzano's Relationship Policy with indigenous peoples and Traditional Communities, which can be consulted at:

<https://storage.googleapis.com/stateless-site-suzano-com-br/2021/08/5a816924-pol%C3%ADtica-de-relacionamento-com-povos-ind%C3%ADgenas-e-comunidades-tradicionais.pdf>

The Rural Land Development Program (PDRT) is run in 21 of the 36 locations and is configured as the company's main relationship program with these traditional communities. We still have, in some of these communities, beekeepers who benefited from the Beehives Program and, in Espírito Santo, the communities of São Domingos and Roda d'Água received technical and financial support to set up their cooperatives to provide services. At the São Domingos cooperative, since 2014, we have had a team of 18 Cooperative members and 13 own employees providing services for Suzano in commercial planting operations and forest restoration. In the Linharinho community, also in Espírito Santo, one of our educational programs is focused on sports, the Linharinho Soccer School, benefiting 60 children and teenagers.

Highlights and achievements throughout 2021:

- Emergency support with basic food baskets during the pandemic period;
- Support with logistical resources for vaccination of quilombola communities in the north of ES.

Expectations:

- Building partnerships in the territories to strengthen structuring actions, aligned with the federal and state Public Policies for traditional communities.
- Participation in structured dialogue spaces aimed at updating on the main critical issues and quilombola communities' demands.

RELATIONSHIP WITH INDIGENOUS AND TRADITIONAL COMMUNITIES

<i>Material Theme</i>	Territorial Development
<i>SDGs</i>	1; 2; 4; 10; 11; 16
<i>GRI Standards</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3

The relationship with indigenous and traditional communities located in the areas of influence of Suzano's operations is conducted on an ongoing basis, based on trust and mutual respect for their rights and interests, according to the Company's Corporate Human Rights Policy and the following principles:

- To guarantee the right to consultation and the free, prior, and informed consent of indigenous peoples and traditional communities, by Convention 169 of the International Labor Organization - ILO, promulgated by Decree No. 10,088, of November 5, 2019.
- Recognition, appreciation, and respect for the socio-environmental and cultural diversity of indigenous peoples and traditional communities.
- Recognition and respect for the beliefs, uses, customs, languages, traditions, social and political organization, and specificities of indigenous peoples and traditional communities.
- Recognition and respect for the legal and customary rights of indigenous peoples and traditional communities to own, use, and manage their lands, territories, and natural resources.

- Recognition, promotion, and protection of the traditional knowledge and practices of indigenous peoples and traditional communities associated with biological diversity and genetic resources, and the right to benefit-sharing over such use.
- Promoting the full realization of the socioeconomic and cultural rights of indigenous peoples and traditional communities.
- The preservation of cultural rights, the exercise of community practices, cultural memory, and racial and ethnic identity.

In order to maintain an open and constructive relationship with the indigenous and traditional communities and achieve a good relationship, Suzano adopts the following guidelines:

- Respect the traditional forms and practices of communities and people for governance spaces in which to discuss the planning and execution of activities originating from the engagement process.
- Use communication and information dissemination tools that are culturally appropriate in terms of language, format, and dynamics, and that respect the specificities and social and political organization of each community.
- Sizing the timeframes with the communities to ensure that their internal processes of understanding and discussion are respected.
- Encourage the strengthening of technical and political articulation of the indigenous and traditional peoples and organizations for the relationship with the company, avoiding conflicts and disputes.
- Involve and promote the effective participation of community members and their organizations, as well as governmental and non-governmental institutions that represent the rights and interests of indigenous peoples and traditional communities.
- Dedicate experienced and adequately qualified professionals on the rights and socio-cultural and political aspects specific to indigenous peoples and traditional communities.
- Establish mechanisms to receive and manage specific claims, complaints and denunciations related to indigenous issues and the management of conflicts established in the relationship with the communities.
- Promote the transparency of the relationship processes with indigenous and traditional communities in society through periodic disclosure of the results achieved.

Suzano's socio-environmental investments with indigenous and traditional communities must be aligned with the Company's Corporate Policy for Socio-environmental Investments and Donations, and the following specific guidelines must be observed:

- Ensure that the socio-environmental investments to be developed are aligned with the best practices of ethnodevelopment, respecting and strengthening the traditional way of life and development priorities of indigenous and traditional communities.
- To make socio-environmental investments that strengthen the socio-cultural, environmental, and economic sustainability and the improvement of the quality of life of the indigenous and traditional communities with which the company has a relationship.
- Promote development projects that strengthen sustainable territorial management, aiming at the protection, recovery, conservation, and sustainable use of indigenous lands and their natural resources, as long as legally possible.
- Establish shared management and decision-making processes of the implemented projects, defining responsibilities and counterparts of the company, together with the communities and organizations involved.
- Involve governmental institutions, non-governmental organizations, and organizations representing indigenous and traditional communities (local, regional and national levels) in the planning and execution of the developed projects
- Support initiatives to strengthen and enhance traditional culture, quality and culturally appropriate education, and traditional medicine.
- To align the social investment projects with public policies in several areas and affirmative action, complementing and enhancing actions aimed at indigenous and traditional communities.
- Support productive inclusion with the promotion of sustainable technologies, valuing local natural resources and traditional practices, knowledge, and technologies.
- Promote the transparency of socio-environmental investment projects with indigenous and traditional communities to society through periodic disclosure of the results achieved.

Highlights and achievements throughout 2021

- Approval of Suzano's Relationship Policy with Indigenous Peoples and Traditional Communities. (Access link: <https://storage.googleapis.com/stateless-site->

[suzano.com.br/2021/08/5a816924-pol%C3%ADtica-de-relacionamento-com-povos-ind%C3%ADgenas-e-comunidades-tradicionais.pdf](https://www.suzano.com.br/2021/08/5a816924-pol%C3%ADtica-de-relacionamento-com-povos-ind%C3%ADgenas-e-comunidades-tradicionais.pdf)

- Foster income generation according to the interest and vocation of each community, by means of sustainable practices in the programs with the indigenous populations.
- Indigenous Community Forum: An important advance in the company's relationship with the Tupiniquim Guarani indigenous communities in Aracruz (ES), in partnership with the National Indian Foundation (FUNAI) and the Federal Prosecution Office (MPF). The objective is to cultivate coexistence between the company and the 12 Tupiniquim and Guarani villages located in the municipality, as well as to enable a set of integrated, long-term actions on indigenous lands. All actions are documented in agreements signed by the partners.

Expectations

- Contribute to the physical cultural strengthening, stimulating autonomy, through strategic partnerships in the territories.
- Contribute to the strengthening of local potentialities and capacities (people, groups, and institutions) aiming at their autonomy and protagonism;
- Expand the partnerships with the State Government of Bahia to integrate, as much as possible, the Suzano Education Program in the indigenous communities.

DESCRIPTION OF SIGNIFICANT INDIRECT ECONOMIC IMPACTS

<i>Material Theme</i>	Territorial Development
<i>SDGs</i>	1; 2; 4; 8; 9; 10; 12
<i>GRI Standards</i>	Economic
<i>GRI Code</i>	203-2

Suzano's activities generate significant indirect economic impacts on society, related not only to changes in productivity of organizations, sectors, or the economy as a whole but also to strengthening the skills and knowledge of professional communities or individuals in geographical regions where the company operates.

In this regard, in engagement and income generation programs conducted by the company, we dedicate technical guidance to stimulate and enable the associations and cooperatives assisted to develop the following actions:

- Establish connections with organizations interested in forming partnerships to invest in social projects and/or acquire products and/or services.
- Build teams that are prepared to raise funds, so that they can increase the number of partners and reduce their dependence on the company.
- Establish processes that allow them to present, clearly and with evidence, the results of their activities for the transformation of their realities to potential funders.
- Access tax incentive policies apply for projects in public notices, and structure proposals for spontaneous partnerships.

When it comes to strengthening the skills and knowledge of professional communities or individuals in a given geographical region, we have three programs that generate significant positive impact. These are: the PDRT (The Rural Land Development Program), the Beehives, and Sustainable Extractivism.

- PDRT: The Program's focus is on supporting agricultural and livestock activities through a qualified Technical Assistance and Rural Extension service (carried out by technical teams) and investments in equipment and inputs. It acts concomitantly at the level of the families, in their organizations (in the form of associations), and in the territory where they live.
- Beehives: the program's focus is on supporting beekeepers and associations/cooperatives, carried out by technical teams that offer a qualified TARE service.
- Sustainable Extractivism: is developed at the Maranhão Unit, serving communities that use traditional practices related to the extraction of non-timber forest products around Suzano's forest areas. In a controlled manner, the registered families access these socially valuable High Conservation Value Areas (HCVAs) within our farms to collect two fruits in particular: Babassu and Açaí; although they also collect, to a lesser extent, buriti, bacaba and cajá. To this, investments are made in infrastructure, training, and technical assistance in the communities, to structure the management, production, and commercialization of the Babassu and Açaí chain produced by the agro-extractivist families, always respecting traditional knowledge of these communities.

The Suzano Education Program provides training for public administrators so that they can manage education more effectively, aiming to improve student learning and the efficient use of resources.

Furthermore, the company has assumed the commitment to expand its role in the value chain and society by establishing long-term goals, among which the goal of lifting 200,000 people out of poverty in its areas of influence by 2030 stands out. This way, all

the related actions, and socio-environmental investments are oriented to guarantee the fulfillment of such commitments.

OPERATIONS WITH SIGNIFICANT POTENTIAL OR ACTUAL ADVERSE IMPACTS ON LOCAL COMMUNITIES

<i>Material Theme</i>	Territorial Development
<i>SDGs</i>	8; 16
<i>GRI Standards</i>	Social
<i>GRI Code</i>	413-2

The impacts classified as "moderate" or "substantial" are considered significant and are subject to controls such as documentation of operational criteria; distinct operating procedures; parameters for suppliers treatment; specific planning, training, and awareness requirements; and maintenance of machinery, equipment and/or infrastructure.

The following are the significant adverse impacts mapped by state/unit.

SÃO PAULO

Actual impacts:

- Change in the productive agenda of municipalities - modification in local production
- Changes in the landscape (visual) and reference loss
- Compromise the road network quality
- Compromise the road network capacity
- Noise nuisance
- Modification in local land ownership structure

Potential impacts:

- Nuisance caused by product drift in neighboring areas
- Nuisance due to contamination of water bodies;
- Alteration in water quality

- Alteration in water availability

MATO GROSSO DO SUL

Actual impacts:

- Changes in the landscape (visual) and reference loss
- Nuisance caused by dust;
- Compromise the road network quality
- Compromise the road network capacity

Potential impacts:

- Nuisance caused by product drift in neighboring areas

ESPÍRITO SANTO

Actual impacts:

- Increase in the number of accidents (people and animals)
- Alteration in the productive agenda of the municipalities - change in local production
- Changes in the landscape (visual) and reference loss
- Compromise the road network quality
- Compromise the road network capacity
- Nuisance caused by product drift in neighboring areas
- Noise nuisance
- Isolation of properties and communities
- Modification of local land tenure structure

Potential impacts:

- Alteration in water quality
- Alteration in water availability

BAHIA

Actual impacts:

- Isolation of properties and communities
- Modification of local land tenure structure
- Alteration in the productive agenda of the municipalities - change in local production
- Changes in the landscape (visual) and reference loss
- Noise nuisance
- Nuisance caused by dust;
- Increase in the number of accidents (people and animals)

Potential impacts:

- Alteration in water quality
- Alteration in water availability

MARANHÃO

Actual impact:

- Increase in the number of accidents (people and animals);
- Changes in the landscape (visual) and reference loss;
- Alteration in the productive agenda of the municipalities - change in local production
- Compromise the road network quality
- Compromise the road network capacity
- Disruption of the local communities' way of life;
- Modification of local land tenure structure

HUMAN RIGHTS

LABOR MANAGEMENT RELATIONS

Material Theme	Human Rights
<i>SDGs</i>	8
<i>GRI Standard</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3

Suzano follows the legislation in force. The conventional collective norms and policies established in the company's Code of Conduct, regarding labor and union relations, are committed to maintaining respectful relations with the employees' representatives and to comply with the agreements entered into, always disclosing them to all employees. To meet such standards, as well as to have a harmonious, collaborative, and positive relationship with its employees, it is all managers' responsibility to dedicate themselves to the company's governance with their teams, with support and guidance from the Legal and People Management area.

All documentation resources, mainly payroll and other human resources tools, are used for this purpose. All compliance is monitored and analyzed by internal and external audits, as well as by government agencies, mainly the Secretariat of Labor Relations and the Internal Revenue Service.

Charges and complaints can be submitted to the company's ombudsperson office, by means of electronic media or by calling the specific number for this purpose (to learn more, access: www.suzano.com.br -> Ombudsperson). These channels are constantly shared with the stakeholders by different means.

Furthermore, the company's Labor Relations area is monitored by internal and external audits, and the agreements entered into are also monitored by public agency inspections, mainly by the Labor Relations Secretariat and the Internal Revenue Service. This entire governance structure enables business sustainability, preserving a positive and harmonious relationship with stakeholders, in addition to fostering the construction of joint solutions for demands and opportunities stemming from the labor relations.

HUMAN RIGHTS MANAGEMENT

Material Theme	Human Rights
<i>SDGs</i>	8; 16
<i>GRI Standards</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3
<i>SASB Standards</i>	Social
<i>SASB Code</i>	SASB RR-FM-210A.2

Suzano respects and promotes human rights in its business and operations as a whole. Respecting and protecting fundamental rights are the most basic and necessary conditions for any activity that aspires to be classified as humane. Suzano does not tolerate any type of violation of human rights and demands this same attitude from all its employees and business partners. Once this essential requirement has been met, the company also bets on the potential of its suppliers to amplify the positive effects of their proactive and responsible actions, generating value for society as a whole.

Our goals are to be vigilant and to improve the way we do things while respecting the fundamental principles of Human Rights. Therefore, through a broad process of active listening involving all our stakeholders, in 2021 we update our material themes, reinforcing the importance of Human Rights.

Our Human Rights Policy follows the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Cooperation and Development (OECD) Guidelines, as well as supporting the International Bill of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, Sustainable Development Goals (SDGs), International Finance Corporation (IFC) Performance Standards, and the United Nations Global Compact, to which we are a signatory.

The Policy addresses critical issues such as Child or Forced Labor, Prejudice and Discrimination, Leadership Attitude, Harassment and Abuse of Power, Health, Safety, and Environment. Furthermore, there is a set of norms that support and complement these practices, such as the Code of Conduct, the Environmental Management Policy, the Diversity and Inclusion Policy, the Sustainable Procurement Policy, and the Wood Supply Policy.

GOVERNANCE

Currently, human rights management at Suzano is dispersed among different Executive Officers: Sustainability, Personnel and Management, Auditing, Finance and Investor Relations, Forestry, Supply and Logistics, others.

Therefore, in 2021, a working group was created to establish governance on the topic, considering an analysis of the need for centralization, as well as to promote the company's positioning and improve the Human Rights Policy.

FORMAL COMMITMENTS TO THE THEME

As members of the Global Compact, we are committed to supporting and respecting the protection of internationally recognized human rights and to ensuring that we do not participate in violations of these rights. We are also present in the LGBTI+ Companies and Rights Forum, the Business Initiative for Racial Equality, Equity is Priority, the Women 360 Movement, and the Forestry Women's Network.

We have made our commitment to guarantee the Rights of Children and Adolescents. Suzano is a partner of Childhood Brasil and promotes campaigns and training for the internal and external public of Suzano, connected to the Municipal Councils for the Rights of Children and Adolescents in 10 partnering municipalities. Learn more on the "Agent for Good" indicator.

We also participate in the "Comunidades Na Mão Certa" project, a collective space for learning and sharing best practices in the market to engage the various sectors of the community and public policies in the fight against sexual violence against children and adolescents on Brazilian highways.

As an achievement in the topic, Suzano was ranked in the report "The State of Children's Rights and Business 2021" prepared by the Global Child Forum, which evaluates the impact and commitment of companies in the topic of guaranteed rights. The main study, done in collaboration with the Boston Consulting Group (BCG), surveyed 832 of the world's largest companies by revenue in nine economic sectors. The companies receive a weighted overall score, based on their performance considering workplace, market, community, and environment.

DUE DILLIGENCE PROCESS AND HUMAN RIGHTS ASSESSMENT

Suzano identifies, prevents and mitigates possible negative impacts on human rights throughout the entire chain of its operations. To this end, it performs rigorous and constant checks to identify and prevent potential risks to the Company and its stakeholders, supported by its corporate risk management processes.

Also in 2021, due diligence was initiated, together with a consulting firm specialized in the topic, which foresees a robust mapping of processes, policies, initiatives, risks, and opportunities in human rights related to Suzano operations, supply chains, and products and services. The output of this work is to identify opportunities to strengthen the governance of the topic.

Suzano's products are produced under conditions that guarantee respect for the rights of our workers, as well as the rights of those who live in the communities surrounding our factories and forests, our suppliers, and any others who may be affected by our operations.

In the forestry operations, wood suppliers are identified as relevant public and are covered by the FSC-STD-40-004 and CERFLOR NBR 14.790 custody chain certification and by the Wood Purchasing Policy. FSC also has a specific standard for receiving uncertified wood, defined as "Controlled Wood" (Standard FSC-STD-40-005), which establishes the implementation and maintenance of a due diligence system to identify, among other risks, potential human rights issues and vulnerable groups to take steps to minimize the risk of receiving material from unacceptable sources. For forestry operations, Suzano has implemented annual internal audits that cover issues related to human rights. When deviations are detected in the categories, corrective actions are taken and monitored.

We believe that developing suppliers, ensuring transparency in relationships and actions, consolidating values and principles, encouraging good practices, and fostering joint initiatives are strategies that corroborate the company's business vision and put into practice the maximization of the capacity to generate and share value, considering all stakeholders. For this reason, we have prepared the Suzano Supplier Code of Conduct that regulates strategies and the interaction environment between Suzano and its suppliers through the clear communication of the company's expectations about the operating conditions and operation of its partners. The Code is applicable to all of its suppliers, including their legal representatives, who undertake to act in accordance with the prevailing laws and applicable regulations, as well as with the provisions of Suzano's Code of Conduct and the contractual provisions signed between the parties.

In addition, we have established a Sustainable Procurement Policy addressing human rights principles at various stages: from registration, approval, evaluation to monitoring. When dealing with Suzano, the supplier undertakes to allow compliance evaluation visits, provided they are previously agreed upon, supplying all the records and information requested, ensuring that fundamental human rights are not at risk of being violated.

Regarding local, indigenous and traditional communities, human rights issues are monitored through internal procedures and defined in their operating licenses. Additionally, an engagement process is carried out to constantly identify possible impacts for the communities and businesses. Suzano has a Social Development area, with specific engagement strategies for each public to mitigate previously identified risks, support the development of the local economic vocation and promote improvements in the quality of life of the communities. During the engagement process Suzano monitors the socio-environmental investments to produce measurable results, evaluated once a year, using performance indicators, results and impacts of each project and each strategic axis. Learn more in the indicators "Fishing communities", "Relationship with indigenous and traditional communities" and "Relationship with *quilombola* communities", presented above.

Aiming at assuring the rights of our employees, Suzano follows the legislation in force, the conventional collective norms and the policies established in the company's Code of Conduct. In terms of labor and union relations, we are committed to maintaining respectful relations with the employees' representatives and to complying with the agreements entered into, always disclosing them to all employees. In this sense, it is the responsibility of all managers to dedicate themselves to the governance of the company together with their teams, with support and guidance from the Legal, People and Management areas. We value and promote diversity, without discrimination of any kind, race, color, political conviction, gender identity, religion, sexual orientation, age, place of birth, disability, among others.

CODE OF CONDUCT

The Code of Conduct brings together six ethical principles that guide our daily actions, focusing on the quality of our relationships, products, and services. The document guides and enhances our daily actions and decisions, guaranteeing that our activities with employees, shareholders, customers, suppliers, government agents, and the community are aligned with the ethical behavior and respect cultivated by Suzano in its

relationship with its various audiences. This involves the unswerving respect for human rights as a fundamental condition to be met by all parties involved in our business.

We focus on creating awareness, engagement and effective implementation of human rights throughout our business. To maintain the alignment of the conduct expected from all Suzano employees, periodic (re)training on the Code of Conduct is mandatory. It is worth pointing out that the Code of Conduct and its mandatory training were updated in 2021, according to our bylaws.

In 2021 we launched the Supplier Code of Conduct, to guide suppliers in their activities and commitments with Suzano.

DIALOGUE CHANNELS AND COMPLAINTS MECHANISM

Suzano is committed to transparency in its relations with its stakeholders. In this sense, it has a structured process to receive registration, evaluation, response, and follow-up of all manifestations from interested parties related to its activities and products, such as complaints, doubts, suggestions, opinions, and others, which can be accessed through the call center or by e-mail suzanoresponde@suzano.com.br. The management of the relationship with stakeholders is done by SISPART, a corporate system for registering and monitoring the occurrences received by the company.

For the internal and external publics, Suzano also makes available an Ombudsperson channel that guarantees confidential treatment for all questions presented, including demands related to human rights. In case of violation of the Code of Conduct, Corporate Human Rights Policy, and Diversity and Inclusion Policy, we have the People & Management and Ombudsperson teams prepared to receive and handle denunciations of any nature, in addition to guaranteeing confidentiality and non-retaliation of the people involved. The channel can be activated by phone at 0800 771 4060, e-mail ouvidoriaexterna@austernet.com.br or through the portal and is valid for the Suzano operations in Brazil and in all the other regions of the world where we have offices.

Suzano is committed to the remediation of adverse impacts on human rights throughout its chain of operations. The complaints received are recorded in an outsourced computerized system. Once the complaint is received, an investigation process is initiated, which must be completed within 30 days. Its results are presented to a Conduct Subcommittee that evaluates the application of consequences and action plans, with a final report to the Conduct Committee.

The main complaints refer to inappropriate behavior, fraud, physical conditions of the workplace, remuneration, working hours, benefits, labor issues, deviation from function, selection process/admission/dismissal, health and safety, and information

security. After the due analyses and investigations, corrective and disciplinary measures are applied through warnings, suspensions, or dismissals.

DIVERSITY, EQUITY AND INCLUSION

DIVERSITY MANAGEMENT

Material Theme	Diversity, Equity and Inclusion
<i>SDGs</i>	5; 8; 10
<i>GRI Standards</i>	Management Relations
<i>GRI Code</i>	103-1; 103-2; 103-3

For Suzano, working on diversity and inclusion is not only a duty but a business strategy. In a diverse and inclusive environment, employees feel more involved, creative, and collaborative, and the attractiveness and retention rates of new talent increase significantly. This is one of the reasons why the theme is a relevant part of our Culture Drivers.

We know that to insert diversity and inclusion in a company it is necessary to transform its way of being and operating. This process, which is a real journey, can only be successful if it is based on a strong and solid culture. To live this journey, it is first important to recognize the current moment - the picture -, identify what needs to be improved, and be open to learning from internal experiences and other companies in different sectors, to listen to experts, and thus to keep moving forward at the pace of each organization.

In 2019, with the creation of Suzano S.A., the Plural Program was institutionalized seeking to expand the representation, ensure respect, individuality and provide an environment of free expression for the Suzano team. Its governance counts with affinity group (AG), sponsors (2 executives per AG), leaders (2 or 3 people per AG), and more than 400 people among Ambassadors and Allies who give life to the movement in the locations.

An important front is the training provided through the UniverSuzano platform; an online training hub available to all company employees. Since 2019, the platform has included training on D&I, such as unconscious biases, inclusive leadership, the importance of the topic for the corporate environment, and the role of Human

Resources in this journey. In 2021 a new content was added: "What is your color? Understanding racial self-declaration", taught by Benilda Brito, an expert on the subject.

We know that we have opportunities, and, for this reason, we seek to better understand our barriers and biases, learn about best practices, establish alliances and partnerships to become better every day, and finally direct our investments in D&I. We understand that our investments in the direction of an increasingly diverse and inclusive Suzano include at least three axes:

- social, within the understanding that this movement is important for the world, giving opportunities to more and more people;
- strategic, in the way that more diverse teams have a greater capacity to create, innovate, generate outcomes;
- cultural, from the standpoint of creating an increasingly inclusive and inviting environment, contributing to the attraction, retention, and engagement of people.

It was from this context that the commitments to diversity and inclusion were inserted within the group of long-term goals, which gave a clear direction to where our evolution journey on the theme should go:

Commitments to Renewing Life (2025)

- Achieve 30% women in leadership positions (functional managers and above);
- Achieve 30% African descents in leadership positions (functional managers and above);
- Ensure 100% accessibility and achieve a 100% inclusive environment for people with disabilities;
- Achieve a 100% inclusive environment for LGBTQIAP+ people.

Annual goals (2021)

- • Increase the representation of women in leadership (supervision and above) by 3pp;
- • Increase by 3pp the representation of African descents in leadership (supervision and above);
- • Increase by 1pp the representation of people with disabilities in the organization;
 - Increase by 1.5% the perception of an inclusive environment for LGBTQIAP+ people.

We recently received two very significant recognitions. One of them was receiving the WOB (Women on Board) seal, which recognizes companies that promote diversity in the corporate environment through female participation in management or advisory boards. The second was the participation, for the first time, in the WEPs (Women's Empowerment Principles) Award, organized by UN Women. As a result, Suzano was recognized in the Bronze category, among large companies.

Suzano has teamed up with partners with solid experience in the area to strengthen its governance and apply the best diagnostic and management tools. We understand the transformational power and positive impact that we can offer when we work with a diverse and inclusive company. Therefore, as a demonstration of engagement, we enter into partnerships that dialogue both with our long-term goals and with our organizational values:

- LGBTI+ Business and Rights Forum: We are signatories to this business movement aiming to improve our management practices, combat LGBTQIA+ phobia, and act together with other companies to positively impact the business environment and society;
- Business Initiative for Racial Equality: Movement formed by companies and institutions for the promotion of racial inclusion. With the objective of ethno-racial equality and focus on promotion and career development and preparation of African descent professionals for high leadership;
- Women's Empowerment Principles: The Principles are a set of considerations to help the business community incorporate into their business values and practices aimed at gender equity and women's empowerment; and
- Equity is a Priority: A movement launched by the Global Compact Network Brazil that aims to increase the number of women in senior leadership positions. In it, we commit to the goal of 30% women in senior leadership positions by 2025.
- Women's 360 Movement: It is a Reference Center in Female Economic Empowerment for companies, social organizations, and society, collaborating with the construction of a more evolved country in terms of gender equity. Contributes to the economic empowerment of Brazilian women in a 360-degree vision, through the promotion, systematization and dissemination of advances in business policies and practices and the engagement of the Brazilian business community and society in general.
- Forest Women Network: movement that supports the discussion about gender in the forest sector, and in society. It provides opportunities to contribute to the construction of fairer, collaborative, respectful, and voluntary work environments.

Also, if any situation violates our Diversity & Inclusion (D&I) policy, manifesto, or code of conduct, we have the People & Management and Ombudsperson teams prepared to receive and handle complaints of any nature, in addition to ensuring confidentiality and non-retaliation of the people involved. To this end, we have an external and independent call center, called the "Ombudsperson Channel", accessible to the internal and external public of the company.

Notes

- African descent: Terminology used by the Journal of Epidemiology and Community Health, including self-declared African
- Accessible environment: According to a survey conducted by Equal in 2020, in offices and industrial units in Brazil, based on the concept of reasonable adjustments and NBR9050 and annual progress measured after structural adjustments and renovations
- 100% guarantee of an inclusive environment: According to a study by the Globescan consulting firm, when analyzing the survey sample, results starting at 97.31% are within the 95% confidence interval, and therefore can reflect a 100% inclusive environment.
- At Suzano, we opted to use the acronym LGBTQIAP+, which includes lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual and ""+"" symbolizing all other sexual orientations, identities and gender expressions.