


INDICATORS

BOOK

Suzano 2023



suzano



In June 2024, 21 indicators were updated in this Indicators Book, as well as the Sustainability Center, due to methodological adaptations. Below is the list of indicators:

- 020 - Connect half a million hectares of priority areas for biodiversity conservation in the Cerrado, Atlantic Forest, and Amazon by 2030.
- 050 - Other indirect greenhouse gas emissions (scope 3), by category.
- 057 - Energy management.
- 078 - TCFD at Suzano.
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- 215 - Water management in industrial and forestry operations.
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#COMMITMENT TO RENEWING LIFE

REMOVE 40 MILLION TONNES OF CARBON FROM THE ATMOSPHERE BY 2025

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: REMOVE 40 MILLION TONNES OF CARBON FROM THE ATMOSPHERE BY 2025

Our progress

67.8%

Context

Climate change is a major global challenge. The planet has been experiencing temperature increases, especially due to anthropogenic actions, which promote the emission of greenhouse gases (GHG), resulting in a series of impacts on natural ecosystems and communities and the development of economic activities.

The Intergovernmental Panel on Climate Change (IPCC), in its report *Climate Change and Land1*, describes that “all modeled pathways assessed that limit warming to 1.5°C or well below 2°C require land mitigation and land use change, with most including different combinations of reforestation, afforestation, reduced deforestation and bioenergy with high confidence.”

Suzano has a significant forestry base, with a total area of approximately 2.8 million hectares, which includes eucalyptus plantations (afforestation) and one of the largest areas of privately protected native forests in Brazil (conservation and reforestation), with approximately 1.1 million hectares. We have strategies to expand into anthropized or degraded areas for the next few years, increasing the vegetation cover. Conservation areas and eucalyptus plantations together contribute directly to the removal and storage of carbon dioxide (CO₂).

We understand that combating climate change is a collective responsibility, and our integrated business operations - from forests to industrial units - position us as a key contributor to this effort. Acknowledging the urgency of action, Suzano has reaffirmed its commitment to carbon removal by advancing its target to remove 40 million tonnes of CO₂e from the atmosphere in five years, from 2030 to 2025. Our commitment goes beyond neutralizing emissions; we aim to actively remove significant carbon from the atmosphere. This approach, which complements emissions reductions, is essential to effectively address the climate crisis.

INFORMATIONS

Scope

The commitment considers the net carbon removal resulting from the balance between Scope 1 (direct), Scope 2 (electricity purchase) and Scope 3 (indirect emissions)² emissions of fossil origin and the removal of CO₂ through eucalyptus plantations and conservation areas (anthropogenic biogenic).

The greenhouse gases covered are carbon dioxide (CO₂), nitrous oxide (N₂O), methane (CH₄), sulphur hexafluoride (SF₆), nitrogen trifluoride (NF₃), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs).

Baseline

0 (2020⁴).

Ambition

Remove 40 million tonnes of carbon - from zero to 40 million by 2025.

Results in 2023

In 2023, we achieved a balance of 5,124,448 tonnes of carbon removed over the year, resulting in an accumulation of 27.1 million tonnes of CO₂ equivalent removed since 2020⁴, which represents a 68% advance on the target.

During the year, we continued to carry out significant eucalyptus plantations — whose removals will be recorded in the 2025 inventory, two years after planting, in line with the methodology — as well as acquiring new land and expanding our forestry base. Therefore, the 2023 result is due to the entry of new plantations in recent years, in addition to the maintenance of current forests, in line with the movement to expand the forestry base that will provide the company with greater resilience and wood supply in the long term.

Additional Information:

The balance includes plantations of two years or more, forest growth, harvesting, and management of the forest base in the current year, subject to variations influenced by emissions (Scope 1, 2, and 3) and the volume of removals. The commitment to remove 40 million tonnes of carbon takes this annual variation into account, without establishing intermediate milestones between 2020 and the 2025 target. The methodology itself was launched in 2020, anticipating decarbonization trends. However, we maintain continuous market monitoring to ensure that our approach complies with evolving official methodologies, such as the Science Based Targets Initiative's Forest, Land Use & Agriculture Guide (SBTi FLAG) — currently suspended for the forest products and paper sectors.

We used our own data and growth projections for our operations to define the commitment, as well as projects that have an impact on reducing emissions or increasing removals over time. The annual calculation is verified by third parties, and removals are not equivalent to carbon credits. For more details, see the indicators “[GHG Emissions and Methodology](#)” and «[Balance \(removals and emissions\), removals and carbon stocks](#)”.

KPI Tracking

	2020	2021	2022	2023
CO ₂ balance (tCO ₂ e)	-15,200,312.00	-24,096,569.15	-22,011,839.41	-27,136,287.75

Our plans for 2024

We will continue to expand our forestry base, in line with our strategy of positioning ourselves in the pulp and bioproducts market. We will also continue with our conservation and ecological restoration programs, which will result in increased removals over the years.

Also, as part of our 2021 commitment to the Business Ambition for 1.5°C and SBTi initiatives, we have submitted new GHG emission reduction and CO₂ removal targets for SBTi validation. The technical details of these targets will not be disclosed at this time due to possible changes during validation. In this way, while we await approval in 2024, we will continue to collaborate with the initiative to ratify the proposed targets and follow up on updates to the SBTi FLAG. We thus reaffirm our commitment to strengthening our ambitions through robust methodological approaches and accelerating our journey towards decarbonization and removing carbon from the atmosphere.

1. Source: Intergovernmental Panel on Climate Change (IPCC) - https://www.ipcc.ch/site/assets/uploads/sites/4/2020/02/SPM_Updated-Jan20.pdf.
2. Scope 3 categories measured: 1. Purchased goods and services; 4. Upstream transportation and distribution; 5. Waste generated in operations; 6. Business travel; 7. Employee commuting; 9. Downstream transportation and distribution.
3. Suzano removed carbon from the atmosphere previously, but for the target, removals will be accounted for from 2020.
4. This indicator value refers to the accumulated figures for 2020, 2021, 2022 and 2023.

REDUCE THE INTENSITY OF SCOPE 1 AND 2 GREENHOUSE GAS EMISSIONS BY 15% PER TONNE OF PRODUCTION BY 2030

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: REDUCE THE INTENSITY OF SCOPE 1 AND 2 GREENHOUSE GAS EMISSIONS BY 15% PER TONNE OF PRODUCTION BY 2030

Our progress

23.8%

Context

Climate change is a major global challenge. According to the World Economic Forum's Annual Global Risks Report¹, the most likely risks over the next ten years are the failure of climate action (in 1st place) and weather extremes (in 2nd place). The planet has been experiencing temperature increases, especially due to anthropogenic actions, which promote the emission of greenhouse gases (GHG), resulting in a series of impacts² on natural ecosystems and communities and the development of economic activities.

Combined with the need to act to mitigate and adapt to climate change, the private sector is taking a leading role in this agenda and seeking to understand how these issues affect its economic and financial performance and what business strategies can respond to the predicted scenarios of rising temperatures. This includes both risks and opportunities associated with a climate-resilient, low-carbon economy - that is, one geared towards generating capital with lower GHG emissions intensity.

In its quest for process efficiency, Suzano has historically considerably reduced the emissions linked to its production. With a degree of renewability in the energy matrix³ of over 88% (scope 1), the company's GHG emissions intensity indicators per tonne of product produced are currently one of the best in the sector.

Suzano already has a low-intensity indicator when compared to its main market competitors.

We understand that acting to combat climate change⁴ is everyone's role, and the integrated operation of our business - which links our forests to our industrial units - places us as central players in advancing this agenda. That's why ensuring that we continue to work on decarbonizing our operations inspires us to develop better solutions.

INFORMATIONS

Scope

The sum of the emissions resulting from our production process (Scope 1) and the purchase of electricity (Scope 2), mapped annually in the Greenhouse Gas Inventory⁵ about the volume of finished products (pulp, paper and consumer goods).

Our emissions intensity target is in line with the Paris Agreement, established in 2015. Our emissions intensity is already one of the lowest in the sector, according to the Transition Pathway Initiative.

Baseline

0.2133 tCO₂e/t (year: 2015⁶).

Ambition

Reduce the intensity of Scope 1 and 2 greenhouse gas emissions by 15% - from 0.2133 tCO₂e/t to 0.1813 tCO₂e/t by 2030

Results in 2023

In 2023, the intensity of our emissions (Scopes 1 and 2) per tonne of production was 0.2057 tCO₂e/t⁷, which represents an increase of 4.8% over the previous year.

We had a year of reduced production, marked by several stoppages, affecting the operational efficiency of the mills. Direct emissions (Scope 1) increased slightly due to the influence of emissions from agricultural activities, as a result of the consolidation of the forestry base. At the same time, there was a slight increase in stationary emissions — i.e. from fixed sources — due to the reduction in the pace of production and the resumption of mills after general stoppages, requiring greater consumption of fossil fuels.

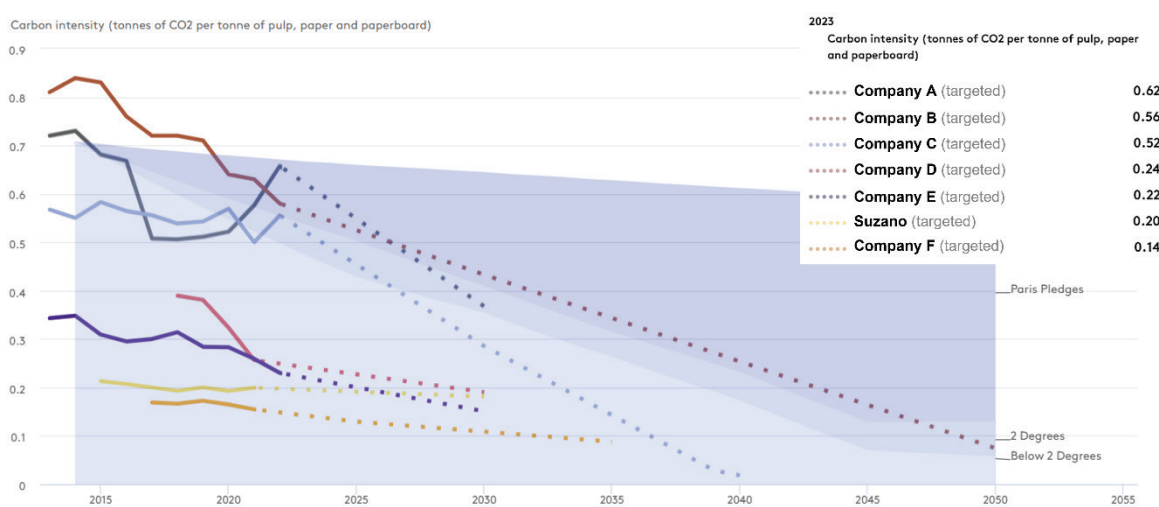
Emissions from energy procurement (Scope 2), which involves units that import electricity, remained stable. The addition of two new factories - Mogi das Cruzes (SP) and Ribas do Rio Pardo (MS), under construction since 2022 - increased consumption, but this was offset by an improvement in the average emission factor of the electricity supplied by the National Interconnected System. This factor decreased by 10% due to the increase in energy generation from renewable sources in 2023, balancing the impact of increased consumption.

Therefore, the target indicator was impacted by the 2% increase in absolute emissions (Scope 1 + 2), combined with the decrease in the amount of product generated, expressed in tonnes, which makes up its denominator.

Additional information:

The production indicator covers pulp, paper, and consumer goods, differing from the finished volumes disclosed in the financial statements. Our ambition, defined based on historical pre-merger data between Fibria and Suzano Papel e Celulose, reflects an increase in post-merger efficiency with the integration of industrial and forestry processes, resulting in operational gains and a reduction in emissions.

The target was set based on the Transition Pathway Initiative (TPI) approach to decarbonization in the pulp and paper sector, seeking to promote a low-carbon economy. We used our own data and growth projections, taking into account projects that reduce emissions and the TPI’s trajectories for limiting global warming to 1.5°C. This ensures that our commitment is aligned with the 2015 Paris Agreement⁸.



The annual calculation of the commitment is verified by a third party, and we do not include the use of carbon credits to achieve it. For more details, see the [“GHG Emissions and Methodology”](#) indicator.

KPI Tracking

	Scope 1 and 2 emissions (tCO ₂ e)	Results achieved: emissions (tCO ₂ e/t)
2015	2,140,620.90	0.2133
2016	2,073,041.38	0.2066
2017	2,146,946.14	0.2005
2018	2,330,110.60	0.1930
2019	2,213,636.48	0.2002
2020	2,214,634.59	0.1929
2021	2,466,158.17	0.1995
2022	2,427,520.84	0.1962
2023	2,470,286.20	0.2057

Our plans for 2024

In 2024, we will continue to implement initiatives to improve operational efficiency and reduce fossil fuel consumption. This includes increasing the use of biomass and black liquor in energy generation, as well as incorporating new technologies, such as gasification at the new plant in Ribas do Rio Pardo (MS), scheduled to begin operations in the same year, as well as the Master Plan at the Jacareí Unit (SP), a plan for operational improvements to achieve greater efficiency and yield at the unit.

Also, as part of our commitment made in 2021 to the Business Ambition for 1.5°C and Science Based Targets Initiative (SBTi) initiatives^{9 10}, we have submitted new GHG emission reduction and CO2 removal targets for SBTi validation. The technical details of these targets will not be disclosed at this time due to possible changes during validation. Therefore, while we await approval in 2024, we will continue to collaborate with the initiative to homologate the proposed targets and follow up on updates to the SBTi FLAG.

At the same time, we are conducting studies to define decarbonization scenarios in line with the Goals of the Paris Agreement. We thus reaffirm our commitment to strengthening our ambitions through robust methodological approaches and accelerating our journey towards decarbonization and removing carbon from the atmosphere.

1. Find out more at: http://www3.weforum.org/docs/WEF_The_Global_Risks_Report_2021.pdf
2. Source: Intergovernmental Panel on Climate Change (IPCC).
3. For more information on our energy management, go to Energy Management.
4. For more information on Suzano's context and relationship with Climate Change, go to Climate Change at Suzano [link](#).
5. The 2023 Greenhouse Gas Inventory was externally verified according to the standards of NBR ISO 14064 and the Brazilian GHG Protocol Program, and verified by an independent third party.
6. All the information needed to establish the target was taken from the Greenhouse Gas Inventories generated by the former companies (Suzano Papel e Celulose and Fibria).
7. The emissions reduction target has a specific objective linked to Sustainability-Linked Bonds (SLB) and Sustainability-Linked Loan (SLL) financial emissions. To find out more about our financial issues, visit our Investor Relations website.
8. For more details, see the methodology "Carbon Performance Assessment of Paper Producers: Note on Methodology".
9. <https://www.unglobalcompact.org/take-action/events/climate-action-summit-2019/business-ambition/business-leaders-taking-action>.
10. <https://sciencebasedtargets.org/companies-taking-action>.

REDUCE BY 15% THE WATER CAPTURED IN OUR INDUSTRIAL OPERATIONS BY 2030

Material Topics: Water

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: REDUCE BY 15% THE WATER CAPTURED IN OUR INDUSTRIAL OPERATIONS BY 2030

Our progress

68.9%

Context

Ensuring the renewal cycle of water is essential for life on the planet and for Suzano's production process. In the industry, we operate within the best international water use practices, established by the Integrated Pollution Prevention and Control (IPPC) and the International Finance Corporation (IFC). We believe that increasingly reducing water consumption in our operations is fundamental to reducing the water footprint of our products and helping to reduce the risk of water scarcity in the regions where we operate.

INFORMATIONS

Scope

The commitment covers specific water withdrawal (m³/t) and total water withdrawal (m³) per ton of saleable pulp and paper from all Suzano industrial units.

Baseline

29.8 m³/t (year: 2018¹).

Ambição

Reduce by 15% the industry's water withdrawal per ton of product - from 29.8 m³/t to 25.3 m³/t by 2030².

Results in 2023

In 2023, specific water withdrawal was 26.7 m³/t, representing a 3% increase on the previous year, but still reflecting a 71% advance on the baseline.

We faced challenges in terms of reducing uptake over the year, with the occurrence of eight general shutdowns at various units. In some of them, there was an increase in the indicator values due to the reduction in the pace of production and the consequent impact on operational efficiency. Despite this, the units have implemented strategies to optimize consumption both during these shutdowns and when the factories are in operation, resulting in significant improvements in some cases. The Aracruz (ES) and Jacareí (SP) units, for example, saw a reduction in water consumption (2% and 4%, respectively) due mainly to greater operational controls and daily consumption monitoring³.

We also continued to focus on strengthening governance practices and water use management, including linking reduction targets to variable remuneration for leaders and other employees.

KPI Tracking

	2018	2019	2020	2021	2022	2023
Amount of water withdrawal from industrial operations (m³/t)	29.80	29.40	28.60	26.30	25.90	26.70

Our plans for 2024

In 2023, as in the previous year, feasibility analyses were carried out to introduce technologies to improve water collection and consumption in industrial operations. Based on these analyses, we are developing an implementation plan for the technological solutions that demonstrate the greatest feasibility.

Thus, throughout 2024, we will continue to map opportunities to improve our processes and invest in technologies that contribute to good management and efficiency in water consumption.

1. When the target was created in 2019, we still didn't have data for the whole year. Therefore, 2018 data was used for its composition.
2. The specific water abstraction commitment was linked to some of the company's financial operations, along with other targets, in the form of the Sustainability-Linked Loan (SLL), issued by Suzano in February 2021, for 1.57 billion dollars; and the Sustainability-Linked Bond (SLB), issued by Suzano in June and September 2021, for 1.5 billion dollars. To find out more about these financial operations, visit our Investor Relations website.
3. For more information on our water efficiency actions, see: "[Effluent management in industrial operations](#)".

INCREASE WATER AVAILABILITY IN ALL THE CRITICAL WATERSHEDS¹ IN SUZANO'S AREAS OF OPERATION BY 2030

Material Topics: Water

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: INCREASE WATER AVAILABILITY IN ALL THE CRITICAL WATERSHEDS¹ IN SUZANO'S AREAS OF OPERATION BY 2030

Our progress

8.7%

Context

Ensuring the renewal cycle of water is essential for life on the planet and for our production process. Eucalyptus and native forests play an important role in this cycle. Our forests cover more than 2 million hectares in Brazil, and we know that some territories are subject to water shortages due to natural characteristics. The effort to take care of this resource is everyone's responsibility.

We mapped all the watersheds in which Suzano operates and selected three main criteria for classifying critical watersheds: historical hydrological monitoring data, complaints from communities in the region, and the relevance of the company's occupation in the watershed. We selected 44 critical watersheds¹ and carried out a diagnosis for each watershed, with technical recommendations for management actions that directly impact the water balance. Among the main ones, we would highlight the demobilization that foresees the closure of Suzano's operations in some areas, the application of an age mosaic to reduce the pressure of water demand and the reduction in planting density, which reduces the number of trees in the same area. In this way, the company has committed to anticipate and apply local mitigating and/or transforming measures to prevent water restriction events.

INFORMATIONS

Scope

Implementation of forest stewardship recommendations in Suzano’s plantation areas, to increase water availability in the 44 watersheds classified as critical. This totals 88,400 hectares, in which our operations are located.

Baseline

0 (2020¹).

Ambition

Implement forest stewardship actions² aimed at increasing water availability in the basins mapped as critical by 2030

Results in 2023

In 2023, we reached 8.7% of critical river basins managed according to the technical recommendations to increase water availability, an increase of 0.5 percentage points on the previous year.

Throughout the year, there was a reduction in the company’s pace of production compared to its nominal production capacity, which required adjustments in management actions in the areas planned to achieve the target.

However, despite this scenario, we have managed to implement management actions on around 370 hectares, focused on reducing tree density, which contributes to increasing local water availability. We are also working on developing projects to measure water use using statistical models and remote sensing, which should help optimize water monitoring in the different basins in which we operate.

KPI Tracking

	2020	2021	2022	2023	Cumulative
Percentage of Managed Areas	0.00%	7.30%	0.90%	0.50%	8.70%

Our plans for 2024

In 2024, the main actions planned are:

1. implementing age mosaic management in the areas planned for it
2. continuing to carry out research and development projects to increase the accuracy of the tools used to check the evolution of the management actions adopted (procedural and satellite modeling) and installing checkpoints in the field (in situ) to monitor water in the watersheds considered critical.

All of these actions contribute, directly or indirectly, to advancing our goal of increasing water availability in our areas of operation, considering basins where there is a risk of water scarcity.

1. Watersheds considered critical are subject to water unavailability due to natural characteristics (such as climate and soil type) and land use (such as pastures and agricultural crops). Suzano is

concentrating on watersheds with significant occupation by the company (equal to or greater than 30%) so that the practices adopted by forest stewardship can have an effect and generate the best results to reverse the criticality of these watersheds and the consequent unavailability of water.

2. Examples of forest stewardship actions for the target context:
 - i. Increase the diversity of forest ages;
 - ii. Reduce the density of forest plantations;
 - iii. Reducing the amount of forest in the basin;
 - iv. Extend the forest's growth cycle;
 - v. Extend the period for planting the new forest after the previous harvest.

MAKE AVAILABLE 10 MILLION TONNES OF RENEWABLE-SOURCE PRODUCTS THAT CAN REPLACE PLASTIC AND OTHER PETROLEUM-BASED PRODUCTS BY 2030

Material Topics: Innovability

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: MAKE AVAILABLE 10 MILLION TONNES OF RENEWABLE-SOURCE PRODUCTS THAT CAN REPLACE PLASTIC AND OTHER PETROLEUM-BASED PRODUCTS BY 2030

Our progress

1.2%

Context

Through innovativeness, when we have innovation at the service of sustainability, we seek solutions in line with our purpose of renewing life inspired by trees.

We know we can make other products from trees because they are renewable, biodegradable in different environments, and highly versatile. Products with the potential to have an impact on reducing carbon emissions, which is fundamental to combating the climate crisis and the pressure on natural resources.

Products of renewable origin are those made from resources that come from nature, such as eucalyptus pulp, and can be regenerated in a short period. Increasing the availability of products of renewable origin, in addition to those we have traditionally produced in our business, is to enable a transition economy and strengthen the consolidation of a regenerative economy.

INFORMATIONS

Scope

Offer renewable products that can substitute plastic and other petroleum derivatives. All products offered by Suzano are of renewable origin, but, for this target, we will only consider products resulting from the innovation process, such as paperboard packaging, cups, straws, lignin, and microfibrillated cellulose (MFC), among others.

Baseline

0 (2019¹)

Ambition

Make 10 million tonnes of products available from renewable sources that can replace plastic and other petroleum-based products - from zero to 10 million by 2030.

Results in 2023

We offered approximately 38,000 tonnes of renewable products as alternatives to plastics and other fossil-based products, for a total of 115,000 tonnes. Notable achievements included growth in sales of flexible products, expansion into new markets and partnerships, sustained sales of cups (Bluecup® and Bluecup Bio®) despite competition from imports, continued sales of liner products, and the introduction of straw paper (Loop®) into new markets. In addition, progress was made in developing new applications for lignin, and we started up a microfibrillated cellulose (MFC) plant in Limeira (SP), as well as two new plants in Finland - one for MFC and the other for textile fibers - in collaboration with Spinnova.

KPI Tracking

	2020	2021	2022	2023	Cumulative
Tonnes of renewable products	0	32,000.00	45,000.00	38,053.00	115,053.00

Our plans for 2024

We will continue focusing on expanding solutions that can replace plastic, introducing more sustainable options to the market and paying constant attention to emerging needs. To this end, we will continue to invest in our innovation portfolio, such as food contact papers and our Greenbag® line, which has emerged as an alternative to bags, sacks and envelopes. This will be done through technical improvements, expansion of sales activities and partnerships with buyers, and continuous mapping of the market and segments.

We will also continue with our production and market expansion plan for the MFC initiatives and in the textile segment, through Woodspin, our joint venture with Spinnova in Finland. We will also continue to focus our efforts on developing the lignin market and applications, to make business growth viable.

1. The scope of this target includes the accumulated sales of products of renewable origin from 2020 to 2030. This does not mean that Suzano did not offer products of renewable origin before 2020, but only that, for governance and effect of the target, we began to calculate and account for this supply of products from that year onwards.
2. The indicator value refers to the accumulated figures for 2020, 2021, 2022, and 2023.

REDUCE BY 70% THE INDUSTRIAL SOLID RESIDUES SENT TO LANDFILL BY 2030

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: REDUCE BY 70% THE INDUSTRIAL SOLID RESIDUES SENT TO LANDFILL BY 2030

Our progress

90.3%

Context

We dispose of the waste generated in our operations responsibly and in compliance with all legal requirements. We want to be able to give our waste a destination that allows for greater circularity, enabling it to be used in other production chains. We are therefore looking for sustainable technologies and solutions for industrial waste, which we previously sent to our landfills and third parties, to encourage new uses, such as turning it into soil acidity correctors and other agricultural inputs. Today, our forestry operations already use this solution, and we have managed to reincorporate what was previously discarded into the

process. In addition, we use part of our waste as biomass for energy generation (energy recycling) and we have a team in our organizational structure dedicated to selling these by-products to other industries.

INFORMATIONS

Scope

Waste sent to specific landfills (kg/t), considering the total industrial waste sent (kg) per ton of saleable pulp and paper from all Suzano's industrial units. Considers all the waste sent to landfills owned by Suzano and third parties, corresponding to non-hazardous inorganic industrial waste, such as grids and lime mud, and organic waste, such as primary and biological sludge.

Baseline

44.3 kg/t¹ (ano: 2018²)

Ambition

Reduce by 70% the industrial solid waste sent to landfills per ton of product - from 44.3 kg/t to 13.3 kg/t by 2030.

Results in 2023

In 2023, we achieved a result of 16.3 kilos of waste sent to landfill per tonne of product, marking a 90% improvement on the Commitment's baseline and an 11% improvement on the previous year. This performance is the result of investments in intelligent treatment technologies, such as converting inorganic waste into soil improvers, which are used in our forestry operations and sold to other agricultural companies. Plants such as Imperatriz (MA), Jacareí (SP) and Três Lagoas (MS) have waste treatment centers. As a result, the sale of 506,000 tonnes of industrial and recyclable waste generated 11.9 million reais in revenue over the year.

We highlight the Mucuri Unit (BA) for significantly reducing the waste sent to landfill compared to the previous year (24%). The Jacareí (SP), Limeira (SP) and Rio Verde (SP) units continue to send zero waste to landfill.

KPI Tracking

	2018	2019	2020	2021	2022	2023
Industrial waste sent to landfill (kg/t)	44.30	37.00	31.70	20.80	18.40	16.30

Our plans for 2024

In 2024, we will continue to seek to optimize the waste disposal solutions already in place, as well as continuing to invest in the development of new sustainable disposal alternatives to effectively guarantee a waste reduction sent to landfill.

1. The target KPI is measured by dividing the volume in kilograms (kg) of industrial solid waste sent to landfills by pulp and paper production in tonnes (t).
2. When the goal was created in 2019, we did not yet have the relative data for the year to insert in the goal. Therefore, data from 2018 was used to define the baseline.

INCREASE RENEWABLE ENERGY EXPORTS BY 50% BY 2030

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: INCREASE RENEWABLE ENERGY EXPORTS BY 50% BY 2030

Our progress

0%

Context

Black liquor, one of the main residues from the pulp production process, is the main fuel used by Suzano to generate energy, in a complementary way to forest biomass, generating clean and renewable energy.

After burning the black liquor in the recovery boiler, the chemicals that make it up are returned to the production process, and the steam generated from this burning is sent to the turbogenerators to convert thermal energy into electricity.

As a result, most of Suzano's factories are self-sufficient in energy, i.e. they supply the demand for domestic consumption and also export the surplus to the National Interconnected System (SIN). This export contributes to the country's energy demand and to increasing the degree of renewability of the energy matrix, supporting the transition to a low-carbon economy.

INFORMATIONS

Scope

Renewable energy generated from black liquor and forest biomass in our industrial units and exported to the National Interconnected System.

Baseline

214 MWm (ano: 2018¹).

Ambition

Increase by 50% the export of renewable energy to the grid - from 214 MWm to 322 MWm by 2030.

Results in 2023

In 2023, the total value of exports was approximately 7% lower than the previous year. The drop is due to the reduction in Suzano's production volume, with an impact on energy generation at the units.

Despite the reduction in the company's total energy exports, the Aracruz Unit (ES) showed the best performance in 2023, with a 67% increase. The Imperatriz (MA) and Mucuri (BA) units, in turn, remained at similar levels to the previous year, although together they accounted for 40% of Suzano's total exports over the year.

Also noteworthy was Veracel, which increased its energy exports to the national grid by 350%, although the figure represents only 5% of the total amount exported.

KPI Tracking

	2018	2019	2020	2021	2022	2023
Renewable electricity exported (MWm)	214.00	171.00	193.00	189.00	183.00	171.00

Our plans for 2024

In 2024, the Ribas do Rio Pardo (MS) factory will start operating, which will make a positive contribution to Suzano's energy exports to the SIN and, consequently, increase the degree of renewability of the Brazilian energy matrix.

At the same time, we will continue to seek better energy efficiency in all our operations throughout the year, based on projects that boost steam and electricity generation at the units - as is the case at the Aracruz Unit (ES), which will have a new turbogenerator installed in 2024.

1. The choice of 2018 as the baseline is because there were no significant variations in production in our industrial units in this period. Thus, the adopted value better represents the company's current energy export potential. Aiming at greater transparency and alignment of procedures, we also adjusted the baseline of the target and the 2019 results considering export data from Veracel, a joint venture between Suzano and Stora Enso, with 50% ownership of each company.

CONNECT HALF A MILLION HECTARES OF PRIORITY AREAS FOR BIODIVERSITY CONSERVATION IN THE CERRADO, ATLANTIC FOREST, AND AMAZON BY 2030

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: CONNECT HALF A MILLION HECTARES OF PRIORITY AREAS FOR BIODIVERSITY CONSERVATION IN THE CERRADO, ATLANTIC FOREST, AND AMAZON BY 2030

Our progress

11.2%

Context

One of the main threats to biodiversity loss in Brazil and worldwide is habitat fragmentation. This phenomenon occurs when a continuous natural area of environmental importance is subdivided into smaller, unconnected areas. This happens because of changes in land use and occupation, caused mainly by anthropogenic actions.

Fragmentation alters ecological interactions in the landscape and isolates species, resulting in reduced genetic variability and reproductive success - which can contribute to extinctions - as well as interfering with the loss of resilience of territories to climate change and the provision of ecosystem services, among other adverse effects.

Considering the extent and territorial influence of Suzano and understanding that nature does not recognize boundaries between properties, our commitment to biodiversity covers priority areas for the conservation of species in the Cerrado, Atlantic Forest and Amazon biomes. We understand that it is our role to help connect these fragments to preserve the biodiversity of the biomes and mitigate the risk of species extinction.

INFORMATIONS

Scope

The commitment covers natural forest areas and other types of fragmented native vegetation that need to be connected, as well as the respective biodiversity corridors between them, inside and outside the company's areas of operation, where ecological restoration and sustainable production actions are implemented.

To achieve the goal, Suzano is focused on the Connect, Engage and Protect pillars defined for the commitment. Based on these pillars, the company will act strategically along six lines of action:

1. implement biodiversity corridors on a landscape scale;
2. implement biodiverse production models¹;
3. establish business models that generate shared value;
4. conserve populations of endangered primates and palm trees;
5. create networks of protected areas;
6. alleviate anthropogenic pressures on biodiversity.

Based on the executive project drawn up by the Institute for Ecological Research (IPÊ), 500,000 hectares of native vegetation fragments were mapped, as well as defining areas for implementing restoration and biodiversity models in productive areas, to be implemented in the corridors by 2030. With this respect, we will seek to promote connections between the fragments, following an annual implementation plan to increase connectivity and fully achieve the target.

Baseline

0 (2021)

Ambition

Connect half a million hectares of priority areas for biodiversity conservation in the Cerrado, Atlantic Forest and Amazon by 2030.

Results in 2023

We have implemented sections of corridors that connect 55,654 hectares (ha) of fragments since the launch of the Commitment. To this end, a total of 103 hectares of management with biodiverse models have been implemented, as well as 301 hectares of ecological restoration in Suzano areas, 178 in the Amazon Corridor, 42 in the Cerrado Corridor and 81 in the Atlantic Forest Corridor.

As structuring actions of the different lines of action that contributed to the results achieved, we highlight:

- Establishment of six new strategic partnerships: 1. Banco Nacional de Desenvolvimento Econômico e Social (BNDES); 2. IPÊ and P&G; 3. Universidade Estadual de Santa Cruz (Uesc); 4. Universidade Estadual do Maranhão (Uema); 5. Instituto Taquari Vivo (ITV); and 6. Coopyguá/Tupyguá;
- Training of park rangers, structuring and implementation of surveillance teams to monitor the corridors and fragments (initially in Suzano's areas);
- Training in different sustainable production activities in the Cerrado and Amazon corridors (bee-keeping, seed collection and seedling production of native species) and the start of the process to create two Private Natural Heritage Reserves (RPPNs) in both corridors.

KPI Tracking

	2020	2021	2022	2023	Cumulative
Connected areas (ha)	0.00	0.00	130.40	55,654.50	55,784.90

Our plans for 2024

By 2024, we are committed to implementing sections of ecological corridors with the potential to connect another 50,000 hectares of fragments, through the implementation of ecological restoration areas and sustainable productive management in the corridors, both inside and outside Suzano farms. To this end, we plan to begin the process of engaging with rural landowners to adapt the Rural Environmental Registry (CAR for its initials in Portuguese) of their properties and carry out the implementation planned for the three corridors.

Additionally, to establish business models that generate shared value, we will work on structuring extractive production chains and promoting native seedling nurseries.

Finally, among other actions, we would highlight biodiversity monitoring in the corridors and fragments to be connected, as well as the start of the creation of an RPPN in the Cerrado Corridor and institutional coordination to create RPPNs in the other corridors.

1. Biodiverse models consist of the differentiated management of eucalyptus plantation areas, combining different production models (forestry, fruit growing, livestock farming, beekeeping, agroforestry systems, among others) and thus seeking a more efficient use of space and natural resources such as soil, water, and energy.
2. The 2022 result has been revised according to the proposed new calculation rationale, which now only considers the areas of connected native vegetation fragments, thus disregarding the areas implemented to promote the connection of fragments (whether restoration areas or biodiverse models).
3. The implemented areas can be viewed in the [Restor](#).

LIFT 200,000 PEOPLE OUT OF POVERTY IN THE AREAS WHERE WE OPERATE BY 2030

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: LIFT 200,000 PEOPLE OUT OF POVERTY IN THE AREAS WHERE WE OPERATE BY 2030

Our progress

25.9%

Context

According to the 2023 Synthesis of Social Indicators¹, published by the Brazilian Institute of Geography and Statistics (IBGE for its initials in Portuguese), Brazil has around 67.8 million people living in poverty.

Suzano understands that it has an important role to play not only in supporting economic development but also in promoting social transformation in the more than 200 municipalities in which it operates. That's why, along with civil society organizations and other actors in these locations, we create income generation programs and seek to influence public processes and policies, strengthening sustainable local businesses that are part of the culture of each region.

We used the global reference of monetary poverty adopted by the World Bank and ratified by the IBGE, of 5.50 dollars a day or 486 reais per month of family income per capita (2022)². The calculation uses the average monthly income, understood as the total income of the residents of the household, from work and other sources of income generation, divided by the number of residents.

INFORMATIONS

Scope

The commitment focuses on broadening the scope of our income generation programs to lift people out of poverty, taking into account the levels of socio-economic vulnerability in each region.

Suzano's social investment is a strategic instrument for generating value, both for the business and for neighboring communities and the regions where the company operates, guaranteeing involvement with stakeholders.

The focus is on solutions with a direct impact on poverty reduction, guided by its multidimensionality — which affects the spheres of income, health and education — and which can be replicated and expanded in different municipalities. The projects fall within six programmatic lines that cover regional characteristics and their socio-economic vocations:

- Sustainable extractivism.
- Inclusive recycling.
- Entrepreneurship.
- Territorial supply networks.
- Access to employment.
- Suzano Value Chain.

Baseline

0 (jan/2020³).

Ambition

Lift 200,000 people out of the poverty line by 2030.

Results in 2023

In 2023, we lifted 22,250 people out of poverty in areas of operation in Brazil, which represents an increase of 21.3% compared to 2022, totaling 51,883 people lifted out of poverty since 2020.

Throughout the year, we invested R\$22.1 million in 73 projects supported by civil society organizations, benefiting more than 92,000 people in over 120 municipalities in 8 Brazilian states. Notably, significant partnerships were forged, securing over 40 million reais for co-investment in income generation projects through 2025. New collaborators include Sofidel, the Partners for the Amazon Platform (PAP), the United States Agency for International Development (USAID), the Coca-Cola Institute, the Brazilian Micro and Small Business Support Service (Sebrae), São Paulo, and the National Bank for Economic and Social Development (BNDES). We also expanded productive inclusion and market access for products and services in local and regional markets (urban and rural). Furthermore, advancements were made in Employability Projects in São Paulo, Maranhão and Mato Grosso do Sul, which enabled 4,593 people to be lifted out of poverty through improved employment through regional service providers.

It is important to note that, as recently as 2022, the Theory of Change (ToC) was built to materialize the impact results of the commitment to reduce poverty. The method makes visible the path needed to achieve real social transformation in the short, medium and long term, which has helped us to evolve towards our goal.

KPI Tracking

	2020	2021	2022	2023	Cumulative total
Number of people lifted out of poverty line	2,285	9,007	18,341	22,250	51,883

Our plans for 2024

We will continue to invest in projects that take into account regional characteristics and socio-economic vocations in the different areas of application of the Commitment. We believe in the potential of our partnerships and, in 2024, we will seek new connections to expand the scale and scope of our actions, further expanding the company's impact on this agenda.

In this sense, the results for 2024 should be boosted by the projects and partnerships already established in 2023, with the conclusion of most of the projects in our portfolio. Of particular note are the expectations for projects involving the S System in several states, collaboration with the Coca-Cola Institute and initiatives with the Central Única das Favelas (Cufa) and the Instituto das Pretas in Espírito Santo and Bahia. The creation of the Ribas do Rio Pardo Unit (MS) should also generate a new wave of jobs, with a special focus on people in vulnerable situations.

1. Synthesis of Social Indicators 2023: <https://biblioteca.ibge.gov.br/visualizacao/livros/liv102052.pdf>.
2. The projects invested in for 2023 were planned at the beginning of the year using the reference value of 486 reais, the official figure released by the IBGE at the time. For 2024, our poverty line will be updated considering the new World Bank parameters of 6.85 dollars/day for poverty, in terms of purchasing power parity (PPP) at 2017 international prices. These are the lines used to monitor Sustainable Development Goal 1 (SDG 1: Eradicate Poverty) and were updated by the World Bank in 2022. Until then, the values of 5.50 dollars PPP 2011/day were used for poverty. The IBGE will use the same reference for the Synthesis of Social Indicators for Brazil from 2023.
3. Seeking greater transparency and the alignment of procedures, the target horizon was set for the period from 2020 to 2030. This does not mean that Suzano has not removed people from the poverty line before, but only that, for governance and the target, the removals will be accounted for from 2020 (the year the target was announced), making it possible to evaluate and monitor its results in terms of poverty eradication more effectively, while at the same time making the target more ambitious.

INCREASE THE BASIC EDUCATION DEVELOPMENT INDEX (IDEB) BY 40% IN ALL PRIORITY MUNICIPALITIES BY 2030

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: INCREASE THE BASIC EDUCATION DEVELOPMENT INDEX (IDEB) BY 40% IN ALL PRIORITY MUNICIPALITIES BY 2030

Our progress

5%

Context

Quality education is one of the most important structural challenges in Brazil. The educational context analysis has shown, in recent decades, challenges regarding access to public schools, the retention of students throughout their school career, and learning during basic education. The Covid-19 pandemic worsened this challenging scenario even more: 5 million students stopped going to school or lost access to school activities. The data is part of a 2021 survey by the United Nations Children's Fund (UNICEF), which also revealed the low school attendance and the high failure rate.

Quality education is one of Brazil's most important structural challenges. In recent decades, analysis of the educational context has revealed difficulties in terms of access to public schools, the permanence of students throughout their school career, and learning during basic education. The Basic Education Development Index (IDEB), created in 2007 by the Anísio Teixeira National Institute for Educational Studies and Research (INEP for its initials in Portuguese), was designed to measure the quality of learning nationwide and set targets for improving basic education. The Ideb is a national reference indicator that makes it possible to monitor the quality of education and is calculated every two years based on two components: the school performance rate (pass rate) and the performance averages (proficiency in Portuguese and Mathematics) in the exams administered by Inep.

Suzano believes that to eradicate poverty, it is necessary to intervene structurally in education. For children and young people to continue studying, they need opportunities that generate an increase in family income. In this sense, the company seeks to be part of the solution to this challenge and invests in improving the quality of public education through the Suzano Education Program (PSE in Portuguese).

PSE aims to provide students with comprehensive education at different stages of life, taking into account intellectual, physical, emotional, cultural and social aspects. To this end, it works on the professional qualification of public school managers and educators, on coordination between sectors (education, health and social assistance) and on encouraging families and communities to participate more in school life¹.

The methodology is based on an educational diagnosis and the prioritization of common challenges faced by groups of municipalities that are part of the Education Development Arrangements (EDAs) and which, together, build solutions to improve education in the territory.

INFORMATIONS

Scope

Ideb increase in the municipalities identified as priorities² through the Suzano Education Program. The municipalities considered as priorities are those participating in the Suzano Education Program, which presented, in 2019 (last available evaluation), an index below the national target (Ideb below 6.0).

Baseline

4.6 (year: 2019)

Ambition

Increase by 40% the IDEB in all municipalities considered a priority - from 4.6³ to 6.6 by 2030.

Results in 2023

The Ideb, a biennial index, is used as a benchmark to assess the progress of Suzano’s commitment to improving the quality of education. In the first measurement carried out since the Commitment was created, in 2021, the index reached 4.7. The new test was administered in November 2023, and the federal government is scheduled to release it in September 2024⁴.

Among the actions carried out through the PSE - through which the company invests in improving the quality of public education - in 2023, the following stand out:

1. consolidation of the Strategic Planning for the five EDAs⁵;
2. advances in the governance of the EDAs in Maranhão, Espírito Santo, Bahia and Mato Grosso do Sul;
3. formation of intersectoral groups in the 24 municipalities of the PSE;
4. expanding the repertoire of school managers through continuing training; and
5. consolidating good educational management practices.

The PSE covers 646 schools and 128,812 students, involves 1,537 direct participants⁶, and benefits 136,678 people⁷, promoting systemic action for the all-round development of students.

KPI Tracking

	2020	2021	2022	2023
Percentage of progress in IDEB scores	n/a	4.70%	n/a	n/a

Our plans for 2024

In 2024, the Suzano Education Program will continue to implement activities in the territories, concentrating on the challenges prioritized by the Arrangements. The focus will be on strengthening governance and supporting educational managers, schools and protection network agents in carrying out the collaborative actions outlined in the Strategic Plan. Actions include strengthening inter-municipal collaboration for educational development, consolidating educational management processes, strengthening protection networks and implementing public policies, evaluating impact based on IDEB and holding an education hub to boost partnerships in favor of improving the quality of education.

1. The PSE considers the participation of civil society to be essential in the process of developing education.
2. The definition of the municipalities took into account the criteria used by Suzano to prioritize municipalities for social investment and the target set by the Ministry of Education of a 6.0 result in the Ideb.
3. For the baseline, we considered the results of the IDEB in 2019.
4. The IDEB, used to measure our progress regarding this commitment, is published every two years by the federal government. Therefore, since the results of the last evaluation will only be disclosed in the second half of 2024 (after the publication of this Report), our 2023 results will be published in our Sustainability Center in the fourth quarter of 2024, as well as in our 2024 Annual Sustainability Report, scheduled to be published in the first quarter of 2025.

5. Education Development Arrangements (“EDAs”) are cooperation mechanisms between educational actors and the protection network, aimed at organizing and managing education systems. Their purpose is to create strategies to tackle rights violations affecting students, guaranteeing a successful school career for children and young people in the municipalities where they operate.
6. Direct participants are education secretaries and technical teams, school managers, teachers — including distance education courses — and intersectoral teams (education, health and social assistance).
7. Beneficiaries are direct participants, students and teachers from the network, except for teachers of distance learning courses who are already counted as direct participants.

ENSURE 100% ACCESSIBILITY FOR PEOPLE WITH DISABILITIES BY 2025

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: ENSURE 100% ACCESSIBILITY FOR PEOPLE WITH DISABILITIES BY 2025

Our progress

55.7%

Context

For us, working on Diversity, equity, and inclusion is not only an ethical imperative but also a business strategy. In a diverse and inclusive environment, employees feel more involved, creativity and contributions proliferate and, at the same time, the attractiveness and retention rates of new talent increase. We respect human rights and value diversity, without discrimination of any kind, whether based on race, color, political conviction, gender, religion, sexual orientation, age, place of birth, disability, etc.

We consider an inclusive environment to be one in which everyone can feel welcome, respected and safe to be who they are, regardless of their characteristics. By respecting this individuality, we understand that it is essential to have an inclusive environment for people with disabilities (PwD).

INFORMATIONS

Scope

Adherence analysis of the common spaces at Suzano's units about the Brazilian regulatory standard NBR 9050 from the Brazilian Association of Technical Standards (ABNT), which defines the accessibility aspects that must be observed in buildings, defining specific technical criteria for circulation areas, boarding and disembarking, door widths, accessory heights, furniture, signage, and floor types, among others. The percentage of accessible spaces is determined through the adherence analysis.

Baseline

39.2% accessibility (2020)¹.

Ambition

Ensure 100% accessibility in the common areas of Suzano's units for people with disabilities - from 39.2% to 100% by 2025.

Results in 2023

We ended 2023 with 73.06% of areas accessible, an increase of 10.4 percentage points on the previous year. Accessibility works were carried out in various units, including administrative and support buildings, such as the Medical Department, the reception and parking lots. Among the actions were the construction of ramps, handrails, guardrails, the adaptation of pantries, tactile and visual signage, the creation of parking spaces for people with disabilities, painting, the adaptation of doors and doormats, as well as other improvements.

KPI Tracking

	2020	2021	2022	2023
Accessibility percentage	39.20%	51.90%	62.70%	73.06%

Our plans for 2024

We will continue to carry out work to achieve 100% accessibility in our units by 2025, focusing on the necessary interventions and/or renovations in the common areas of our operations. The scopes will be defined according to the main needs of each location. Additionally, work will be carried out to survey opportunities for improving the level of accessibility at the Mogi das Cruzes Unit (SP), whose incorporation by Suzano was completed in November 2023. Based on this, the unit will become part of the Commitment's scope of work, to improve its level of accessibility.

1. In the Mapping Review carried out in March 2022, we identified that the scope of action included areas with restricted access (operational areas). As a result, we removed these locations from the scope, keeping only the common areas, which are open to all, as stipulated by NBR 9050. As a result, the figures for 2020 and 2021 have been revised.

ENSURE A 100% INCLUSIVE ENVIRONMENT FOR PEOPLE WITH DISABILITIES BY 2025

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: ENSURE A 100% INCLUSIVE ENVIRONMENT FOR PEOPLE WITH DISABILITIES BY 2025

Our progress

0%

Context

For us, working on diversity, equity, and inclusion (DE&I) is not only an ethical imperative but also a business strategy. In a diverse and inclusive environment, employees feel more involved, creativity and contributions proliferate and, at the same time, the attractiveness and retention rates of new talent increase. We respect human rights and value diversity, without discrimination of any kind, whether on grounds of race, color, political conviction, gender, religion, sexual orientation, age, place of birth, disability, etc.

We consider an inclusive environment to be one in which everyone can feel welcome, respected, and safe to be who they are, regardless of their characteristics. By respecting this individuality, we understand that it is essential to have an inclusive environment for people with disabilities (PwD).

INFORMATIONS

Scope

The inclusive environment is measured through the company's engagement survey, which takes into account, among other things, employees' responses to Suzano's internal practices to promote an inclusive culture, as well as personal experiences in the workplace.

Baseline

87.4% inclusive environment (2020)¹.

Ambition

Ensure a 100% inclusive environment for people with disabilities - from 87.4% to 100% by 2025

Results in 2023

This past year, Suzano started measuring inclusive environment indicators through its Engagement Survey, a change in methodology whose main objective was to increase employee participation and therefore obtain results that were more accurate to the company's reality. The strategy was successful: in 2023, Suzano recorded around 86% adherence to the survey, compared to only 37% in 2022. The greater overall participation was also reflected in the operational teams — in 2022, engagement was 30.7%, while in 2023 it was 80.2%. The reach was also greater in the case of people with disabilities themselves, whose percentage increase in participation from one year to the next was around 200%. Moreover, the indicator now only takes into account the perception of the minority group itself — and no longer of the company as a whole — prioritizing the experience of those who actually have a voice as people with disabilities. Given these changes, Suzano recorded an 85% inclusive environment index for people with disabilities in 2023. Therefore, the reduction in results compared to the historical series is justified precisely by the increase in the survey's representativeness, bringing greater accuracy to the results generated. For comparison purposes, the overall favorability index of the Engagement Survey in the perception of Suzano as a whole was 84%.

About the initiatives carried out in 2023, the DE&I Guide was launched for the entire company, which covers various concepts related to people with disabilities, to raise awareness and reinforce everyone's role in combating ableism. Awareness-raising actions were also promoted at Suzano, such as the International Day of Persons with Disabilities conversation circle, among other initiatives led by our Persons with Disabilities Affinity Group. It is also important to highlight affirmative programs such as Indique Aqui PCD, Toda Forma and SOMAR, which reinforce the company's goals of increasing the representation of people with disabilities in its workforce.

KPI Tracking

	2020	2021	2022	2023
Percentage of inclusive environment	87.40%	88.60%	88.40%	85.00%

Our plans for 2024

An action plan will be drawn up based on listening to people with disabilities who work at Suzano, to internalize local demands into concrete actions to strengthen the sense of belonging and the inclusive culture at the company. We will also further expand our initiatives aimed at raising awareness and literacy, as well as strengthening the work of the Affinity Group of People with Disabilities at Suzano's various locations.

1. The historical series and the baseline of the monitoring indicator were revised according to a new measurement method, which now considers only the individual perception of the minority group (in this case, people with disabilities), and no longer the perception of the company as a whole, thus prioritizing the experience of the public most directly affected by the issue.

ENSURE A 100% INCLUSIVE ENVIRONMENT FOR LGBTQIAPN+¹ PEOPLE BY 2025

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: ENSURE A 100% INCLUSIVE ENVIRONMENT FOR LGBTQIAPN+ PEOPLE BY 2025

Our progress

14.3%

Context

For us, working on Diversity, equity, and inclusion is not only a duty but a business strategy. In a diverse and inclusive environment, employees feel more involved, creativity and contributions proliferate, and, at the same time, the attraction and retention rates of new talent increase. We respect human rights and value diversity, without discrimination of any kind, whether based on race, color, political conviction, gender, religion, sexual orientation, age, place of birth, or disability, among others.

We consider an inclusive environment one where all people can feel welcomed, respected and safe to be who they really are, regardless of individual characteristics. By respecting this individuality, we understand that it is fundamental to have an inclusive environment for LGBTQIAPN+ people.

INFORMATIONS

Scope

The inclusive environment is measured through the company's engagement survey, which takes into account, among other things, employees' responses to Suzano's internal practices to promote an inclusive culture, as well as personal experiences in the workplace.

Baseline

79% inclusive environment, according to the survey methodology (2020)^{2 3}

Ambition

Ensure a 100% inclusive environment for LGBTQIAPN+² people - from 79% to 100% by 2025

Results in 2023

This past year, Suzano began measuring inclusive environment indicators through its Engagement Survey, a change in methodology whose main objective was to increase employee participation and therefore obtain results that were more accurate to the company's reality. The strategy was successful: in 2023, Suzano recorded around 86% adherence, compared to only 37% in 2022. The greater overall participation was also reflected in the operational teams - in 2022, engagement was 30.7%, while in 2023 it was 80.2%. The same effect occurred for the LGBTQIAPN+ public itself, whose percentage increase in participation from one year to the next was around 254%. In addition, the indicator now only considers the perception of the minority group itself - and no longer of the company as a whole - prioritizing the experience of those who actually have a voice as LGBTQIAPN+ people. Given these changes, Suzano recorded an 82% LGBTQIAPN+ inclusive environment index in 2023. For comparison purposes, the overall favorability index of the Engagement Survey, in the perception of Suzano as a whole, was 84%.

With regard to the initiatives carried out in 2023, the company launched the DE&I Guide for all employees, which covers various concepts related to the LGBTQIAPN+ dimension, with the aim of raising awareness and reinforcing everyone's role in combating LGBTphobia. Awareness-raising actions were also implemented, such as conversation circles on transfeminism, lesbian visibility and bi and pan experiences; a campaign to celebrate LGBTQIAPN+ Pride Month, impacting different locations; inclusive toilets at the Mucuri Unit (BA) and at the Central Office in São Paulo (SP), strengthening the message that all people have the right to use this infrastructure according to their gender identity; as well as other activities led by the LGBTQIAPN+ Affinity Group.

KPI Tracking

	2020	2021	2022	2023
Percentage of LGBTQIAPN+ inclusive environment	79.00%	82.40%	85.00%	82.00%

Our plans for 2024

An action plan will be drawn up based on listening to LGBTQIAPN+ people at Suzano, to internalize local demands into concrete actions to strengthen the company's sense of belonging and inclusive culture. We will also further expand our initiatives aimed at raising awareness and literacy, as well as strengthening the work of the LGBTQIAPN+ affinity group at Suzano's different locations.

1. At Suzano, we chose to use the acronym LGBTQIAPN+, which includes lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual, non-binary and "+" symbolizing all other sexual orientations, identities and gender expressions.
2. At Suzano, information on Diversity, equity, and inclusion is collected in an integrated and digital manner, allowing for real-time monitoring of results.
3. The historical series and the baseline of the monitoring indicator were revised according to a new measurement method, which now considers only the individual perception of the minority group (in this case, LGBTQIAPN+), and no longer the perception of the company as a whole, thus prioritizing the experience of the public most directly affected by the issue.

ACHIEVE 30% WOMEN IN LEADERSHIP POSITIONS (FUNCTIONAL MANAGERS AND ABOVE) BY 2025

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: ACHIEVE 30% WOMEN IN LEADERSHIP POSITIONS (FUNCTIONAL MANAGERS AND ABOVE)

Our progress

64.1%

Context

For us, promoting the journey of Diversity, equity, and inclusion is not only an ethical imperative but also a business strategy. In a diverse and inclusive environment, people feel more engaged, innovative and belonging; and the attraction and retention rates of new talent increase significantly. For this reason, we believe in Diversity, equity, and inclusion as core values in our Culture Drivers and therefore reaffirm our ongoing commitment to ensuring an environment where all people can be who they are with freedom, respect and welcome.

In the Brazilian labor market, women occupy 13.6% of executive positions and represent 45% of the workforce in the most precarious positions or functions and without equal rights (ETHOS, 2016). Based on this definition, we decided to include the positions of functional manager and above in the target. At Suzano, we have the following ranks, in their respective hierarchical order: Functional Manager, Executive Manager, Functional Director, Executive Committee and Chair.

We believe that increasing the number of women in leadership positions promotes gender equality since we will have effective female participation in decision-making.

INFORMATIONS

Scope

Women in leadership positions, including functional managers, executive managers, functional directors, and executive directors working in Brazil.

We consider women from the perspective of gender identity, that is, the internal and individual experience of gender felt by each person, which may or may not correspond to the gender assigned at birth. Gender identity is self-declared in Suzano's internal system.

Baseline

15.8% women in leadership positions (Dec/2019)¹.

Ambition

Achieve 30% women in leadership positions (functional management and above) - 15.8% to 30% by 2025.

Results in 2023

In 2023, we reached 24.9% of women in leadership positions, an increase of 1.3 percentage points compared to the previous year. Of particular note was the conclusion of the ELOS D+ program, launched in 2022, which accelerated women's careers through mentoring and different opportunities for interaction with the Board of Directors. Additionally, collective targets and specific challenges were set for each Executive Committee to increase the presence of women in leadership positions. These initiatives reinforce collective commitment, promoting shared responsibility and awareness of the organizational nature of the challenge.

KPI Tracking

	2019	2020	2021	2022	2023
Percentage of women in leadership	15.80%	19.10%	22.50%	23.60%	24.90%

Our plans for 2024

In 2024, we will continue the D+ program, which began in 2023 and focuses on development through mentoring, assessment and individual trails, aimed at women, Black people² and people with disabilities. We will also work on annual collective targets to increase the presence of women in functional management positions and above, linked to the variable remuneration of the entire company, as well as challenge-directorate targets to boost indicators in each Executive Committee. We will also implement new initiatives to expand leadership opportunities for women, with an emphasis on intersectionality between minority groups in the company.

1. At Suzano, information on Diversity, equity, and inclusion is collected in an integrated and digital manner, allowing for real-time monitoring of results.
2. Terminology used by the Brazilian Institute of Geography and Statistics (IBGE), defines the Black population as all self-declared black and brown people.

ACHIEVE 30% BLACK¹ PEOPLE IN LEADERSHIP POSITIONS (FUNCTIONAL MANAGERS AND ABOVE) BY 2025

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: ACHIEVE 30% BLACK¹ PEOPLE IN LEADERSHIP POSITIONS (FUNCTIONAL MANAGERS AND ABOVE)

Our progress

15%

Context

For us, promoting the journey of diversity, equity, and inclusion is not only an ethical imperative but also a business strategy. In a diverse and inclusive environment, people feel more engaged, innovative, and belonging; and the attraction and retention rates of new talent increase significantly. For this reason, we believe in Diversity, equity, and inclusion as core values in our Culture Drivers and therefore reaffirm our ongoing commitment to ensuring an environment where all people can be who they are with freedom, respect and welcome.

Because of enslavement in Brazil's colonial period, the Black population was marginalized. As a result, an abyss of inequality opened up in terms of access to quality education, basic sanitation, minimum income and health. This scenario is reflected in the job market to this day, which can be seen in data such as the rate of only 4.7% of executive positions being held by Black people, even though they represent more than half of the Brazilian population (ETHOS, 2016). According to the UN Global Compact, leadership means all positions up to three levels below the CEO. Based on this definition, we decided to include the positions of functional manager and above in the target. At Suzano, we have the following ranks, in their respective hierarchical order: Functional Manager, Executive Manager, Functional Director, Executive Committee and Chair.

We believe that increasing the number of Black people in leadership positions promotes racial inclusion at decision-making levels, which brings more representativeness and racial equity to the company.

INFORMATIONS

Scope

Black people in leadership positions, which include functional managers, executive managers, directors, and executive officers working in Brazil.

We use the same terminology as the Brazilian Institute of Geography and Statistics (IBGE in Portuguese Acronym), which defines the Black population as all people self-declared as black and parda.

Baseline

18.7% African descent people in leadership positions (functional management and above) (year: dec/2019²).

Ambition

Achieve 30% Black people in leadership positions (functional management and above) - from 18.7% to 30% by 2025

Results in 2023

In 2023, the company reached 20.4% representation of Black people in functional management positions and above, which represents a reduction of 0.5 percentage points compared to the previous year. Despite the absolute increase in the number of Black people in management positions, the percentage fell slightly compared to the previous year (20.9%) due to lower representation in admissions and promotions to these positions. In any case, several initiatives were implemented to strengthen the presence of black leaders, including the ELOS D+ program — launched in 2022 and concluded in 2023, to promote career acceleration through mentoring sessions and rapprochement with management — as well as collective goals and specific challenges for Executive Committees. Also noteworthy is the progress made about the collective target for 2023, from 23.66% to 25%.

KPI Tracking

	2019 ³	2020	2021	2022	2023
Percentage of Black people in the leadership	18.70%	18.30%	19.70%	20.90%	20.40%

Our plans for 2024

In 2024, we will continue the D+ program, which began in 2023 and is aimed at Black people, women and people with disabilities, with a focus on development through mentoring, assessment and individual trails. We will also work on annual collective targets to increase the presence of Black people in functional management positions and above, linked to the variable remuneration of the entire company, as well as challenge-directorate targets to boost the indicators in each Executive Committee. We will also implement

new initiatives to expand opportunities for Black people, with an emphasis on intersectionality between minority groups in the company.

1. The terminology used by the Brazilian Institute of Geography and Statistics (IBGE, in Portuguese acronym), defines the Black population as all people self-declared as black and parda.
2. At Suzano, the information on diversity and inclusion is gathered digitally in an integrated manner, allowing the results to be monitored in real-time.
3. For the sake of greater transparency and to adequately address the actions related to race and ethnicity at Suzano, we chose not to consider the international offices in this relationship. Thus, the baseline target is 18.7% of Black people in leadership positions in Brazil by December 2019.

#CARBON CREDIT

CARBON MARKET

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

During the third Conference of the Parties (COP3) to the United Nations Framework Convention on Climate Change (UNFCCC) in 1997, several countries signed the Kyoto Protocol. This document established the mechanism known today as the carbon market, making it possible to trade carbon credits generated by reducing emissions or removing carbon dioxide from the atmosphere. This instrument aimed to stimulate the reduction of greenhouse gas (GHG) emissions by assigning a financial value to carbon.

Today, we have multiple ways of trading carbon which have been organized into two segments: the regulated market and the voluntary market. One of the **regulated market** modalities is known as **cap-and-trade** and, in this model, markets are established for a country, region, or state where the government or

regulatory body sets a GHG emissions reduction target. This target is broken down into different sectors, and an emission limit is set for each sector. Thus, companies that emit GHGs above the established limit need to trade emission unit allowances from other parties that emit below the permitted limit in the same sector. If the limit is exceeded, it is possible to buy the carbon credits generated by emission capture projects or avoided emissions. Certified emission reductions (CERs) are generated through methodologies established by the Clean Development Mechanism (CDM), which are administered by UNFCCC bodies.

The **voluntary market** has also used the instrument created in the Kyoto Protocol, through the CDM and the methodologies proposed for mitigating climate change. It was possible for not only the regions to generate credits but also other entities such as non-governmental organizations (NGOs) and the private sector. **Voluntary carbon credits aim to mitigate emissions voluntarily**, i.e. carbon credits and certified emission reductions are audited by an independent third party with no ties to the UNFCCC. The main proponents of methodologies and certifiers are Verra's Verified Carbon Standard (VCS), the Gold Standard, Social Carbon and the Global Carbon Council (GCC), as well as the UNFCCC's own CDM.

In 2021, at the 26th United Nations Climate Change Conference (COP26), the Rule Book for Article 6 of the Paris Agreement, created at COP21 in 2015, was established. This event made it possible to regulate the international carbon market, which will be driven by a new mechanism called the sustainable development mechanism (SDM), replacing the CDM. The operationalization of this new mechanism will be defined and put into practice over the next few years.

In December 2023, COP28 was held in Dubai. One of the objectives of the meeting was to follow up on the operationalization of the global carbon market, including Article 6 of the Paris Agreement. Clear definitions of how the agreements will be made will provide more guarantees for the trading of carbon credits, ensuring that the activities carried out are focused on reducing emissions and removing carbon from the atmosphere and its co-benefits.

Article 6.2 of the Paris Agreement aims to establish the rules for the transfer of Internationally Transferred Mitigation Outcome (ITMO) between countries, while Article 6.4 covers private sector transactions. At COP27, held in Egypt in 2022, the negotiations defined that all accounting of carbon credits about nationally determined contributions (NDCs), known as A6.4ERs, will be attributed to an NDC, either from the buyer or the seller country. The difference between the credits is whether or not the corresponding adjustment is awarded.

In the coming years, discussions should focus on finalizing the technical guidelines for the instruments to make the markets more functional and agile, maintaining the quality of carbon credits, transparency of information, and implementing robust rules to prevent double counting, among other issues.

In the **Brazilian context**, in 2023 there was progress in discussions on the establishment of a regulated carbon market in the country and its governance. Originally proposed by Law (PL, for its initials in Portuguese) No. 412/2022, the text was added to PL No. 2.148/2015 and includes the foundations of a regulatory body called the Brazilian Greenhouse Gas Emissions Trading System, or SBCE (for its initials in Portuguese), which would be responsible for determining the sectors of the economy subject to the law. Furthermore, there would be two numerical emission thresholds: 10,000 tonnes of carbon equivalent (tCO₂e) per year, for which institutions emitting more than this reference value would be required to account; and 25,000 tCO₂e per year, for which limits would be imposed depending on the sector, size of the company and other aspects, which could be offset within the national emission permit allocation plan.

Carbon credits at Suzano

In 2021, Suzano structured the process for creating carbon projects, with an analysis of the eligibility of potential areas, their suitability for the different methodologies and the adaptation of internal processes for implementation and monitoring, ensuring important requirements such as additionality, analysis of the risk of non-permanence, unusual practices and that they are unique. In addition, we have established

a network of external contacts with potential clients, partners and stakeholders, and increased the company's representation in associations and forums that specialize in shaping the guidelines for global carbon markets.

Priority was given to the development of the first project in the plantation expansion areas of the Cerrado Project, which we call the new Suzano factory located in Ribas do Rio Pardo (MS), which will be operational in 2024. In 2022, the company completed both the Cerrado Carbon Project and another of its kind, called Horizonte and located in Três Lagoas (MS). **Both reforestation projects were audited by an independent third party** for validation and verification and were submitted for final registration on Verra's platform.

It is important to note that in addition to addressing climate change, these **projects also generate social and environmental benefits, known as co-benefits**, with activities that can improve air quality, water quantity and quality, biodiversity conservation, increased access to energy and income generation, among other positive impacts. Both projects will improve Suzano's current practices with elements that go beyond the usual, integrating three dimensions:

- Sustainable forest management;
- Native forest conservation;
- Social and territorial development.

Suzano's forest management respects the characteristics of the region and uses efficient systems based on the most modern equipment, as well as seedlings produced with clonal technology, which have one of the most advanced genetic bases for creating forests for pulp production. It is worth noting that **Suzano has more than 1.6 million hectares certified by the Forest Stewardship Council (FSC®) or PEFC/Cerflor, and the carbon project areas will also seek FSC® certification**. Efforts are already underway to achieve this goal.

The activities will be financed by Suzano. In addition to the costs of commercial planting, Suzano will provide resources for the above-mentioned initiatives. To this end, the company is making financial plans to allocate part of the funds from the sale of credits to social projects and forestry activities, in addition to commercial plantations. Carbon credits are sold upon completion of the verification audit, in which a third party certifies that the project has met the requirements of the chosen certification.

Horizonte de Carbono Project

In 2022, Suzano prepared the Horizonte de Carbono Project, based on the methodology of afforestation, reforestation and restoration of the Clean Development Mechanism ACM0003, which was submitted for certification by Verra.

The project is located in the municipality of Três Lagoas (MS). It involves the implementation of an integrated landscape, which combines the planting of fast-growing species - in this case, eucalyptus - with the planting of native species in areas intended for conservation and environmental restoration.

The environmental restoration proposed in the project for the Cerrado biome includes activities to control erosion processes and rehabilitate degraded areas, control exotic species, promote natural regeneration, and plant native species. The restoration activities started in 2023 are aimed at a more natural methodological approach, providing inputs so that in the future regeneration will take place as it normally would in nature; for this reason, the activities are supported by the company Agroicone, general coordinator of the Caminho das Sementes initiative.

First, a preliminary diagnosis of the areas was carried out using a topographic survey by drone and expert analysis to identify the characteristics and peculiarities of the areas in order to decide on the best way to carry out direct seeding, using seeds directly from the Seed Network program. The field monitoring, carried out in partnership with Agroicone, also aims to train Suzano's technical team in the operations

and monitoring of ecological restoration using direct seeding of native muvuca seeds and green manure. Implementation and monitoring meet the requirements of state legislation and are therefore in line with the Environmental Regularization Program (ERP).

The social projects to be implemented as a result of the credit income will be developed in the Três Lagoas region and will go beyond the area of the initiative. They are

- **Inclusive Recycling:** this activity will develop, with the recycling cooperatives in the municipalities of the Três Lagoas region, actions that promote the inclusion of individual waste pickers to generate income, promoting the development, strengthening and promotion of the productive organization of cooperatives in the territory. It is important to contribute to waste management and disposal to improve public health, in compliance with basic sanitation and solid waste policies, reducing the disposal of materials in municipal landfill. For this reason, the inclusion of individual waste pickers in the recycling production chain will generate an increase in income for all the people who collaborate in the cooperative;
- **Other social projects** are being analyzed with the relevant technical team so that the Horizonte de Carbono project can reach a greater number of stakeholders who will benefit from the carbon credit investment in the region.

You can find more information about this initiative at the following links:

- Horizonte Project, list on [Verra](#) website;
- [Horizonte de Carbono Project video](#) (Portuguese subtitles);
- [Horizonte de Carbono Project video](#) (English subtitles).

Cerrado Carbon Project

In 2021, Suzano started the Cerrado Carbon Project, related to carbon credits from afforestation, reforestation, and restoration (ARR), based on the methodology of the clean development mechanism ACM0003 and which has been submitted for certification by Verra.

This project is located in the municipality of Ribas do Rio Pardo (MS). It involves the implementation of an integrated landscape that combines fast-growing plantations with conservation and environmental restoration areas.

The social projects to be implemented as a result of the credit income will be developed in the Ribas do Rio Pardo region and will go beyond the area of the initiative:

- **Honey production:** local beekeepers receive support to implement new technologies, technical assistance in the production process, and training to improve the handling and marketing of the product, as well as to promote honey production in the project area. In addition, a honey processing unit will be built in the town. The initiative will benefit 40 families;
- **Cerrado Circular:** this project creates a source of income for local families through the circular economy, with innovative economic activities that promote the conservation of the Cerrado biome, such as functional foods, biomaterials, circular form and sustainable extraction. The initiative benefits 180 people.

You can find more information about this initiative at the following links:

- Cerrado Project, listed on [Verra](#) website;

- [Cerrado Carbon Project video](#) (Portuguese subtitles);
- [Cerrado Carbon Project video](#) (English subtitles).

The tables below show the results of the carbon projects that have already been verified:

- Verified total GHG removals;
- Buffer;
- Available Verified Carbon Units (VCUs);
- VCUs traded or used;
- Retired VCUs in internal initiatives.

Horizonte de Carbon Project

	2023 ^{1 2}
Verified total GHG removals (tCO ₂ e)	1,900,911.33
Buffer ³	190,095.00
Available VCUs	1,710,813.00
VCUs traded or used	25,000.00
Retired VCUs in internal initiatives	139.00

1. The year in which the values in the table are being reported is the year in which the verification audit was completed.
2. The credits retired in internal initiatives were used to neutralize different types of products, such as the copies printed with the new Pollen® Paper of the books In Defense of Time, That's How It Begins and A Good Life. In addition, the emissions from 6 million medicine boxes were neutralized. The vintage used for the pensions corresponds to the 2017 generation year, with 36 credits and 103 credits being used for the books and medicine boxes, respectively. More information can be found at: <https://www.suzano.com.br/papel-polen-e-editoras-companhia-das-letras-record-e-sextante-se-unem-para-neutralizar-emissao-de-carbono-na-producao-de-livros/> and <https://portalbenews.com.br/editoria/nacional/suzano-neutraliza-102-toneladas-de-carbono-de-embalagens-de-medicamentos/>.
3. Buffer is an amount of carbon credits that is retained by the certification standard registry, to guarantee the validity of the carbon credits if the removals or reductions achieved by the project are lost.

ADDITIONAL INFORMATION

Credit generation guidelines

Suzano is working to reduce the concentration of greenhouse gases (GHG) in the atmosphere. Among some of the gases that cause the greenhouse effect, the main one is carbon dioxide (CO₂), which is used as a standard measure for carbon credits. Therefore, one tonne of CO₂ equivalent not emitted or removed from the atmosphere corresponds to one carbon credit. To be certified, it is necessary to develop a carbon credit project, which must follow a specific methodology and respect the eligibility criteria. The main criteria are:

- **Additionality:** demonstrating the additionality of a project means showing that it goes beyond business as usual (BAU), i.e. that the activities it envisages have, as a specific purpose, benefits for the environmental and/or social service and would not normally be carried out if the project were not implemented. The additionality of a project cannot be precisely calculated, but certain certification systems indicate methods for testing it. Some carbon credit methodologies include additionality tests, which are useful when designing a project. The most modern methodologies establish a control area for comparing and proving which activities are additional;
- **Duration/temporality:** for a carbon credit project, longevity is one of the most important aspects and is directly linked to how long the activity carried out - for example, forest cultivation - will sequester carbon dioxide from the atmosphere. When we talk about avoided emissions projects, the process change made will often last for many years, but the methodological standards set a limit for the emission of carbon credits;
- **Dispersion/leakage:** especially for projects involving land use, land use change and forestry, an analysis is made regarding the displacement of the activity prior to the carbon credit project with respect to what was done in the area, i.e. it is necessary that the reforestation activity in one location does not imply deforestation in another;
- **Monitoring:** the management plan for the proposed activities is presented at the project design stage. It is therefore necessary to monitor operational activities, the respective information generated from our databases, and the activities proposed in the carbon credit projects. This monitoring is taken into account when the project and the carbon credit issue are verified by an independent third party.

Eucalyptus

- It is an exotic plant (not native to Brazil), just like coffee, corn, soy, sugar cane and several other crops widely grown in the country;
- With proper management, water consumption is similar to that of native forests, and their roots remain far from the water table;
- Eucalyptus takes approximately seven years to harvest and can be grown on land with low natural fertility;
- Properly managed, it promotes the protection and conservation of biodiversity, as can be seen in the results of biodiversity monitoring in Suzano's areas;
- Fast-growing, this plant helps to absorb carbon dioxide from the atmosphere, returning pure oxygen to nature. The role of eucalyptus forests is fundamental in humanity's efforts to neutralize the greenhouse gases responsible for the Earth's warming.

#GHG EMISSIONS

GREENHOUSE GAS (GHG) EMISSIONS AND METHODOLOGY

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: 305-1, 305-2, 305-3; 305-5

GRI Dimension: Environmental

SASB Sector: Pulp & Paper Products; Containers and Packaging

SASB Dimension: Greenhouse Gas Emissions

SASB Code: RR-PP-110A.1; RT-CP-110a.1

Stakeholder Capitalism Metrics: Planet



Commitment: Commitment to renewing life

Context

Suzano's reporting of greenhouse gas (GHG) emissions is based on the operational control approach and covers its operations:

- **Upstream:** performance of upstream suppliers and forestry operations, such as silviculture, harvesting, maintenance, forest protection, road construction, waste management, fertilizer application and wood logistics;
- **Industrial operation:** production of pulp, paper, consumer goods, steam and energy generation, recovery and utilities, waste management, health and safety, operation of study and research centers, administrative operation [related to restaurants, transportation of employees, building maintenance] and purchase of electricity;
- **Downstream:** product transport and distribution operations, including distribution centers (DCs), port operations, maritime, rail and road transport within Brazil and abroad.

Looking at the entire production chain, a significant portion of the company's emissions come from stationary industrial operations, operational logistics, and product distribution. This includes inbound activities such as transportation, storage, and delivery of inputs to the company, as well as outbound activities involving transportation, storage, and delivery of products to customers. In addition to industrial

stationary operations, the transportation of products between ports, both domestic and international, represents the largest volume of emissions concentration.

Also included in this category are biogenic emissions associated with the natural carbon cycle and those resulting from the combustion, harvesting, digestion, fermentation, decomposition, or processing of biologically derived materials. Factors considered in the calculation of biogenic emissions include the use of biomass, black liquor, and methanol for energy production, as well as the use of heat and steam in industrial units. In addition, renewable fuels used in operations, particularly road-based activities, such as ethanol, biodiesel blended with diesel, and ethanol blended with gasoline, are included.

The methodologies chosen for quantification, data collection and application of emission factors follow the guidelines outlined in the ABNT NBR ISO 14064-1 standard (ABNT, 2007). Additionally, the preparation of the 2023 base year inventory also relied on other **methodological references**:

- *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) (2004);*
- Guidelines and calculation tools from the Getulio Vargas Foundation's Brazilian GHG Protocol Program (PBGHGP) (2023);
- *IPCC Guidelines for National Greenhouse Gas Inventories, from the Intergovernmental Panel on Climate Change (IPCC - 2006);*
- *Calculation Tools for Estimating Greenhouse Gas Emissions from Pulp and Paper Mills, issued by the National Council for Air and Stream Improvement (NCASI - 2005).*

According to the Greenhouse Gas (GHG) Inventory Principles, measurement data and emission factors that reflect local conditions have been prioritized whenever possible. The GHG emissions reported in the Greenhouse Gas Emissions Inventory, as published in the Public Registry of the Brazilian GHG Protocol Program, are periodically verified and audited by an independent third party.

In order to ensure comparability with the base year and to be consistent with Suzano's Commitments to Renew Life, the Global Warming Potential (GWP) indices from the IPCC's Fourth Assessment Report (AR4) were used for the emissions data presented in the Annual Report. In addition, for the forthcoming Greenhouse Gas Emissions Inventory to be published in the Public Registry of the Brazilian Greenhouse Gas Protocol Program, data were calculated using metrics from the IPCC's Fifth Assessment Report (AR5). This information is also available upon request.

The following information is available in the tables below:

- GHG emissions in tonnes of CO₂ equivalent;
- Biogenic CO₂ emissions in tonnes of CO₂ equivalent;
- GHG emissions in tonnes, broken down by gas.

GHG emissions in tonnes of CO₂ equivalent (tCO₂e)

	2020	2021	2022	2023
Direct emissions (scope 1) ¹	2,155,102.69	2,328,335.53	2,378,304.09	2,421,049.08
Indirect emissions (scope 2) ²	59,531.90	137,822.64	49,216.75	49,237.12
Other indirect emissions (scope 3) ^{3,4}	1,568,893.44	1,842,093.64	1,737,960.57	1,643,791.84
Total	3,783,528.03	4,308,251.81	4,165,481.41	4,114,078.04

1. Direct greenhouse gas (GHG) emissions (scope 1) include several gases emitted directly from fuel consumption, as described in GRI Disclosure 302-1: Energy consumption within the organization. These gases include, but are not limited to, carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs).
2. Indirect greenhouse gas (GHG) emissions (scope 2) include CO₂ emissions arising from the purchase or acquisition of electricity, heating, cooling, and steam used by the organization for its own internal consumption. This indicator specifically accounts for CO₂ emissions.
3. This indicator includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs).
4. Scope 3 categories measured: 1. Purchased goods and services; 4. Upstream transportation and distribution; 5. Waste generated in operations; 6. Business travel; 7. Employee commuting; 9. Downstream transportation and distribution.

Biogenic CO₂ emissions in tonnes of CO₂ equivalent (tCO₂e)¹

	2020	2021	2022	2023
Scope 1	20,304,261.08	20,492,627.36	21,110,167.78	20,473,495.00
Scope 3 ²	46,621.06	74,003.10	84,894.25	588,463.83
Total	20,350,882.14	20,566,630.46	21,195,062.03	21,061,959.00

1. Biogenic emissions include those associated with the natural carbon cycle and those resulting from the combustion, harvesting, digestion, fermentation, decomposition, or processing of biologically derived materials. This indicator includes carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). The calculation of biogenic emissions includes the consumption of biomass, black liquor, and methanol for energy production, as well as heat and steam in industrial units, and the use of renewable fuels in road transport, such as ethanol, biodiesel blended with diesel, and ethanol blended with gasoline. Emission factors for these inputs in Brazil are published annually by the Brazilian Greenhouse Gas Protocol Program. In 2021, despite constant biomass consumption, production increased due to improved production efficiency and fewer general shutdowns. To ensure comparability with the base year and alignment with Suzano's Commitments to Renew Life, Global Warming Potential (GWP) indices from the IPCC Fourth Assessment Report were used. All reported values have been verified by an independent third party.
2. Scope 3 categories measured: 1. Purchased goods and services; 4. Upstream transportation and distribution; 5. Waste generated in operations; 6. Business travel; 7. Employee commuting; 9. Downstream transportation and distribution.

GHG emissions in tonnes, broken down by gas

Scope	Type of Greenhouse Gas (GHG)	In tonnes of gas (t)				In tonnes of CO ₂ equivalent (tCO ₂ e) ¹			
		2020	2021	2022	2023	2020	2021	2022	2023
Scope 1	CO ₂	1,864,863.86	2,055,465.20	2,051,137.19	2,074,337.16	1,864,863.86	2,055,465.20	2,051,137.19	2,074,337.16
Scope 1	CH ₄	2,880.18	1,888.83	2,531.32	2,490.95	72,004.51	47,220.73	63,282.90	62,273.81
Scope 1	N ₂ O	684.03	703.88	854.37	919.99	203,841.37	209,755.64	254,60.05	274,156.43
Scope 1	HFC	7.89	8.22	1.43	5.51	14,392.95	15,893.96	9,280.96	10,281.67
Scope 1	TOTAL	-	-	-	-	2,155,102.69	2,328,335.53	2,378,304.09	2,421,049.08
Scope 2 ²	CO ₂	59,531.90	137,822.64	49,216.75	49,237.12	59,531.90	137,822.64	49,216.75	49,237.12
Scope 2 ²	TOTAL	-	-	-	-	59,531.90	137,822.64	49,216.75	49,237.12
Scope 3 ³	CO ₂	1,508,601.10	1,787,432.72	1,681,086.36	1,554,843.23	1,508,601.10	1,787,432.72	1,681,086.36	1,554,843.23
Scope 3 ³	CH ₄	511.52	713.53	732.18	1,401.68	12,788.08	17,838.23	18,304.62	35,042.07
Scope 3 ³	N ₂ O	84.41	100.86	128.59	180.84	25,154.68	30,056.28	38,320.07	53,889.39
Scope 3 ³	HFC	20.27	3.67	0.15	0.01	22,349.58	6,766.41	249.52	17.16
Scope 3 ³	TOTAL	-	-	-	-	1,568,893.44	1,842,093.64	1,737,960.57	1,643,791.84

1. To ensure comparability with the base year and methodological alignment with Suzano's Commitments to Renew Life, Global Warming Potential (GWP) indices from the IPCC Fourth Assessment Report were used.
2. Indirect greenhouse gas (GHG) emissions (scope 2) include, among others, carbon dioxide (CO₂) emissions resulting from the purchase or acquisition of electricity generation, heating, cooling, and steam used by the organization for its internal consumption. It's important to note that the emission factor for corporate inventories, which is published monthly by the Ministry of Science, Technology and Innovation, only includes CO₂ emissions from electricity generation within Brazil's National Interconnected System.
3. Scope 3 categories measured: 1. Purchased goods and services; 4. Upstream transportation and distribution; 5. Waste generated in operations; 6. Business travel; 7. Employee commuting; 9. Downstream transportation and distribution.

ADDITIONAL INFORMATION

In contrast to 2023, Suzano experienced a year of reduced production due to the general shutdown (PG, in Portuguese acronym) across all of the company's mills. Absolute emissions showed a slight increase (2%), mainly influenced by emissions from agricultural activities due to the consolidation of the forestry base. Notably, there was a reduction in emissions from forestry operations and a slight increase in stationary emissions. This was mainly due to reduced production and the subsequent restarting of mills after shutdowns, which requires above-average consumption of fossil fuels.

Suzano's primary direct emissions (scope 1) come from the consumption of fossil fuels in the stationary equipment of its industrial units. Additionally, significant emission sources are identified in the forestry units, mainly due to the consumption of fossil fuels by mobile sources during forestry and harvesting operations, logistics activities, and the use of nitrogen fertilizers and soil correction (liming). Details by category are available in the indicator "[Direct greenhouse gas emissions \(scope 1\), by category and type](#)".

Suzano’s indirect emissions from energy purchases (scope 2) result from the purchase of electricity from the National Interconnected System (SIN, in Portuguese acronym), Brazil’s electricity generation and transmission network. These emissions hold greater importance in the industrial units, especially in the case of paper machines, which require a continuous and substantial supply of electricity.

Given that Suzano generates a significant portion of its own energy consumption, scope 2 emissions hold relatively low significance in the overall inventory. Consumption levels across the company’s units in 2023 remained consistent with those in 2022. Although there was an increase in Suzano’s total consumption due to the integration of two new plants under the company’s operational control (Mogi das Cruzes in São Paulo and Ribas do Rio Pardo in Mato Grosso do Sul), this was offset by the improvement in the average emission factor for electricity supplied through the SIN of the Ministry of Science, Technology and Innovation (MCTIC). This factor decreased by 10% due to the increase in renewable electricity generation in 2023. As a result, the final Scope 2 emissions result did not change significantly.

Scope 3 emissions saw a decrease of 5% in 2023. Among Suzano’s other indirect emissions (scope 3), those stemming from transportation and distribution, both for inputs and finished products, are the most significant. The company has diligently focused on addressing this aspect in recent years. However, the main factor that has contributed to the reduction of Scope 3 emissions has been the reduction in production and, consequently, in the transportation of finished products.

DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1), BY CATEGORY AND TYPE

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: 305-1

GRI Dimension: Environmental

SASB Sector: Pulp & Paper Products; Containers and Packaging

SASB Dimension: Greenhouse Gas Emissions

SASB Code: RR-PP-110a.1; RT-CP-110a.1

Stakeholder Capitalism Metrics: Planet



Commitment: Commitment to renewing life

Context

Suzano's direct emissions (scope 1) are mainly related to the consumption of fossil fuels in stationary equipment at the industrial units, as well as fuels used in vehicles at the forestry units.

In 2023, emissions from the stationary combustion category, which are correlated to the generation of electricity, heat and steam and represent 72% of scope 1, remained stable, with an increase of 1%.

In the mobile category, which represents 19% of scope 1, we saw a reduction in emissions resulting mainly from the **decline in wood logistics and harvesting operations**. In the category of agricultural emissions, which represent 10% of scope 1, waste, which represents 2%, and fugitive emissions, which represent 0.4%, there was an increase in emissions due to the greater volume of forestry operations and base expansion.

The negative emissions from industrial processes are related to the emissions recovered in the calcium carbonate precipitation plants (CaCO₃), or CCP, which contributed to the reduction of emissions in the scope discussed in this section since carbon dioxide (CO₂) is consumed in the CCP in industrial processes. In physical-chemical processing, removals occur as a result of the CaCO₃ precipitation process, an input used in the industrial process, i.e. CO₂ is consumed in the CCP. The reduction in this category was due to the **decrease in CO₂ exports by Suzano's factories** and an **adjustment in the way this balance is calculated** at one of the units.

Effluent emissions were not reported in 2023, as the aerobic treatment of effluents in pulp factories generates little methane emissions and is not taken into account by the methodology.

For comparison with the base year and methodological alignment with Suzano's Commitments to Renewing Life, GWP indices from the Fourth Assessment Report (AR4) of the Intergovernmental Panel on Climate Change (IPCC) were used for the emissions data presented in the Annual Report. The data was also calculated using the metrics of the IPCC's Fifth Report (AR5) for the Greenhouse Gas Emissions Inventory, to be published in the Public Register of the Brazilian GHG Protocol Program, and can also be made available on request.

To find out more about managing greenhouse gas (GHG) emissions, go to "[Greenhouse gas \(GHG\) emissions and methodology](#)".

The tables below contain the following information:

- Direct greenhouse gas emissions (scope 1), by type;
- Direct greenhouse gas emissions (scope 1), by category.

Direct greenhouse gas emissions (scope 1), by type, in ton of CO₂ equivalent (tCO₂e)¹

	2020	2021	2022	2023
Electricity, heat or steam generation	1,707,975.87	1,835,884.88	1,714,178.11	1,733,349.51
Physico-chemical processing	-67,625.36	-64,679.63	-62,649.29	-43,925.74
Transportation of materials, products, waste and people	345,191.40	411,302.73	487,232.23	448,735.08
Total	1,985,541.91	2,182,507.98	2,138,761.05	2,138,158.85

1. This indicator includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). The following scope 1 categories are not covered: agricultural emissions, emissions from waste treatment and fugitive emissions.

Direct greenhouse gas emissions (scope 1), by category ¹

	2020		2021		2022		2023	
	Total emissions (tCO ₂ e)	Percentage of representation in scope 1	Total emissions (tCO ₂ e)	Percentage of representation in scope 1	Total emissions (tCO ₂ e)	Percentage of representation in scope 1	Total emissions (tCO ₂ e)	Percentage of representation in scope 1
Stationary combustion	1,707,975.87	79.25%	1,835,884.88	78.85%	1,714,178.11	72.08%	1,733,349.51	71.59%
Mobile combustion	345,191.41	16.02%	411,302.73	17.67%	487,232.23	20.49%	448,735.08	18.53%
Agricultural	86,970.04	4.04%	97,729.57	4.20%	195,385.89	8.22%	234,244.94	9.68%
Waste	68,197.79	3.16%	32,204.02	1.38%	34,876.21	1.47%	38,363.61	1.58%
Effluent	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
Fugitives	8,290.04	0.38%	12,539.97	0.54%	2,687.83	0.11%	7,224.49	0.30%
Fugitives (not Kyoto)	6,102.90	0.28%	3,354.00	0.14%	6,593.12	0.28%	3,057.18	0.13%
Industrial processes	-67,625.37	-3.14%	-64,679.63	-2.78%	-62,649.29	-2.63%	-43,925.74	-1.81%
Total	2,155,102.68	100.00%	2,328,335.53	100.00%	2,378,304.10	100.00%	2,421,049.08	100.00%

1. This indicator includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs).

ADDITIONAL INFORMATION

Suzano's GHG emissions are reported using the operational control approach. The base year of 2015 was chosen based on the Paris Agreement. It aims to map the impact of emission reduction projects on the main operational fronts, as well as internal management and governance processes to leverage the approval of these projects and include carbon in the company's decision-making. About significant changes, such as changes of more than 5% in the total emissions of the company's inventory, there were none, and the base year is still 2015.

OTHER INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 3), BY CATEGORY

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: 305-3

GRI Dimension: Environmental

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Planet



Commitment: Commitment to renewing life

Context

In terms of indirect emissions, where operational control lies with Suzano’s service providers, transportation and distribution emerge as the most **representative category**, accounting for 90% of Scope 3 emissions. This category includes the transportation of both raw materials and finished products.

In segmenting the transportation and distribution category into upstream and downstream transportation, Suzano implemented a methodological adjustment in 2022 in line with the guidelines of the Brazilian GHG Protocol Program. In this adjustment, Suzano categorized all transportation services paid for by the company as upstream, while transportation services paid for by customers or suppliers were classified as downstream.

This reclassification is the result of significant progress in the systematization of transportation data collection and the increased involvement of the relevant departments. Suzano’s Logistics divisions have integrated the measurement of greenhouse gas (GHG) emissions into their processes and results discussions. This strategic incorporation of climate change considerations into the decision-making processes of these divisions is geared toward driving substantial progress and impact, particularly in the upstream transportation and distribution category, where the company has significant influence.

Suzano has actively pursued several initiatives to reduce emissions within our logistics chain. These efforts include projects aimed at minimizing diesel consumption in road transportation, and introducing new specialized ships for pulp transportation. Moreover, the decreased volume of production and subsequent distribution of final products in 2023 further contributed to our emissions reduction efforts. Through the combination of these decarbonization initiatives and reduced transportation activities, we achieved an impressive 8% reduction in emissions within this category.

The **second most significant category** is purchased goods and services, accounting for 4.5% of scope 3 emissions. This category has seen an increase in emissions due to the expansion of our footprint and the increase in forestry activities carried out by third parties. To address this, Suzano has been actively fostering closer relationships with these service providers and engaging in discussions on environmental, social and governance (ESG) principles and data collection. Importantly, all 2023 figures are derived from primary data collected through direct engagement, avoiding the use of estimates. This approach allows us to present a more accurate picture of our emissions profile and identify areas for improvement in our contracting practices.

Suzano has initiated pioneering projects that ingeniously compost both organic and inorganic waste in a synergistic manner. Through these initiatives, we effectively minimize the amount of waste destined for landfills by diverting it to more beneficial uses such as soil improvement, fertilizer production, recycling and energy generation. As a result, emissions from operational waste have recently increased and now account for 4% of scope 3 emissions. See the [“Waste Management indicator”](#) for more details.

It is worth noting that most of the emissions from forestry operations occur within our operational control and are therefore reported in our scope 1.

The Annual Report used Global Warming Potential (GWP) indices from the Fourth Assessment Report

(AR4) of the Intergovernmental Panel on Climate Change (IPCC), with factors based on a 100-year time interval for emissions data. In addition, metrics from the IPCC's Fifth Assessment Report (AR5) were employed to calculate the Greenhouse Gas Emissions Inventory to be published in the Public Registry of the Brazilian Greenhouse Gas Protocol Program.

To learn more about managing GHG emissions, see "[Greenhouse Gas \(GHG\) Emissions and Methodology](#)".

The tables below provide the following information:

- Other indirect greenhouse gas emissions (scope 3), by category;
- Other indirect greenhouse gas emissions (scope 3), by category - segregation of the transportation and distribution category.

Other indirect greenhouse gas emissions (scope 3), by category¹

	2020		2021		2022		2023	
	Total emissions (tCO ₂ e)	Percentage of representativeness in scope 3	Total emissions (tCO ₂ e)	Percentage of representativeness in scope 3	Total emissions (tCO ₂ e)	Percentage of representativeness in scope 3	Total emissions (tCO ₂ e)	Percentage of representativeness in scope 3
Transportation and distribution	1,354,554.68	86.34%	1,752,642.10	95.14%	1,620,415.09	93.24%	1,486,723.22	90.44%
Goods and services purchased ²	185,375.58	11.82%	49,182.97	2.67%	70,039.55	4.03%	74,329.96	4.52%
Employee travel	8,368.34	0.53%	15,664.34	0.85%	9,172.20	0.53%	8,097.24	0.49%
Waste	19,102.09	1.22%	24,242.27	1.32%	33,799.78	1.94%	68,819.21	4.19%
Business air travel	1,492.75	0.10%	361.96	0.02%	4,533.95	0.26%	5,822.21	0.35%
Total	1,568,893.44	100.00%	1,842,093.64	100.00%	1,737,960.57	100.00%	1,643,791.84	100.00%

1. This indicator includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs).
2. As of 2022, we accounted for the use of refrigerant gases by third parties in Suzano's operations within the category of purchased goods and services. Emissions reported as fugitive in previous years were added to this category.

Other indirect greenhouse gas emissions (scope 3), by category - segregation of the transportation and distribution category (tCO₂e)¹

	2020	2021	2022	2023
Upstream	108,637.17	332,396.87	1,582,505.91	1,475,380.67
Downstream	1,245,917.50	1,420,245.24	37,909.18	11,342.55
Total	1,354,554.67	1,752,642.10	1,620,415.09	1,486,723.22

1. This indicator includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs).

GREENHOUSE GAS EMISSIONS INTENSITY

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: 305-4; 305-5

GRI Dimension: Environmental

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Planet



Commitment: Commitment to renewing life

Context

To reduce its emissions intensity, Suzano continuously invests in modernization projects that include efficiency in industrial processes, reduction in fossil fuel consumption, reduction in energy use, and purchase of more efficient equipment, among others. Different areas and operations of the company map technologies and develop studies for the submission and approval of projects that promote the reduction of greenhouse gas (GHG) emissions.

To find out more about these initiatives and projects, visit the indicators: "[Climate change at Suzano](#)" and "[Management of GHG emissions in forestry, industrial and logistics operations](#)".

It is also worth noting that Suzano 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 operations take place exclusively in Brazil, which means that there is no obligation to take any offsetting measures. However, the company continues to invest and constantly strive to reduce the intensity of its emissions and work to increase its removal capacity.

The following information is available in the tables below:

- Intensity of GHG emissions in tonnes of CO₂ equivalent, per tone of product;
- Intensity of GHG emissions in tone of CO₂ equivalent, per net revenue.

Intensity of GHG emissions in tonnes of CO₂ equivalent per tonne of product (tCO₂e/t)

	2020	2021	2022	2023
Scopes 1 and 2 ¹	0.1929	0.1995	0.1962	0.2057
Scopes 1, 2 and 3 ^{2 3}	0.3295	0.3486	0.3366	0.3426

1. The emissions intensity includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). The indicator also includes **scope 1 and 2** emissions and considers the total production of pulp (market pulp and pulp for paper) and paper (finished paper, fluff and tissue).
2. The emissions intensity includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). The indicator also includes **scope 1, 2 and 3** emissions and takes into account the total production of pulp (market pulp and pulp for paper) and paper (finished paper, fluff and tissue).
3. Scope 3 categories measured: 1. Purchased goods and services; 4. Upstream transportation and distribution; 5. Waste generated in operations; 6. Business travel; 7. Employee commuting; 9. Downstream transportation and distribution.

Intensity of GHG emissions in tonne of CO₂ equivalent by net revenue (tCO₂e/R\$)¹

	2020	2021	2022	2023
Scopes 1, 2 and 3 ^{2 3}	124,213.00	105,169.09	83,592.17	103,483.20

1. Suzano's consolidated net revenue as per note #28 of the ITR/DFP Financial Statements. To find out more, visit: <https://ri.suzano.com.br/Portuguese/Informacoes-Financeiras/Central-de-Resultados/default.aspx>.
2. The emissions intensity includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). The indicator also includes scope 1, 2 and 3 emissions and considers Suzano's net revenue in billions of reais.
3. Scope 3 categories measured: 1. Purchased goods and services; 4. Upstream transportation and distribution; 5. Waste generated in operations; 6. Business travel; 7. Employee commuting; 9. Downstream transportation and distribution.

ADDITIONAL INFORMATION

Suzano had a year of reduced production, as well as general stoppages (GSs) at all the company's plants. Absolute emissions increased slightly (2%), influenced by emissions from the agricultural activities category, due to the consolidation of the forestry base. There was a reduction in emissions from forestry operations and a slight increase in stationary emissions due to the drop in production and the resumption of plants after the GSs, requiring above-average consumption of fossil fuels.

For energy imports (scope 2), the units operating with electricity consumption remained stable, since the increase in electricity consumption resulting from the entry of two new plants into Suzano's operational control [Mogi das Cruzes (SP) and Ribas do Rio Pardo (MS)] was balanced with the improvement in the average emission factor for electricity offered in the National Interconnected System (SIN) by the Ministry of Science, Technology and Innovation (MCTIC), Technology and Innovation (MCTIC), which decreased by 10% due to the increase in electricity generation from renewable sources by 2023.

As a result, the company showed a 2% increase in absolute emissions (scope 1 + 2) and an overall increase in intensity of 5% (scope 1 + 2/production). Because of these points, the intensity of our emissions (scopes 1 and 2) per tone of production was 0.2057 tCO₂e/t.

In relation to our Commitment to Renewing Life of a 15% reduction in scope 1 and 2 emissions per tone

of production by 2030, compared to the base year of 2015, there was a reduction of 3.6% by 2023, which represents a 24% advance towards achieving the target.

The revenue (in thousands of reais) for 2022 was BRL 49,830,946 and for 2023 it was BRL 39,755,575.

For 2023, there was an increase in the intensity indicator, as consolidated net revenue fell by 20%, impacted by the fall in pulp prices, while total emissions (scope 1 + 2 + 3) remained stable.

To find out more about emissions data, go to the "[Greenhouse gas \(GHG\) emissions and methodology](#)" indicator. For net revenue indicators, visit [this link](#). And for more information on the Decarbonization Plan, visit the "[Climate change at Suzano](#)" indicator.

GWP indices from the Fourth Assessment Report (AR4) of the Intergovernmental Panel on Climate Change (IPCC) were used for the emissions data presented in the Annual Report and factors for the 100-year time interval. The data was also calculated using the metrics of the IPCC's Fifth Report (AR5) for the Greenhouse Gas Emissions Inventory to be published in the Public Register of the Brazilian GHG Protocol Program.

The base year chosen for emissions, 2015, refers to the Paris Agreement. It aims to map the impact of emission reduction projects on the main operational fronts, as well as internal management and governance processes to leverage the approval of these projects and include carbon in the company's decision-making.

MANAGEMENT OF GHG EMISSIONS IN FORESTRY, INDUSTRIAL AND LOGISTICS OPERATIONS

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: 3-3

GRI Dimension: Material Topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Planet



Commitment: N/A

Context

Annually, Suzano carries out a survey and analysis of its greenhouse gas (GHG) emissions, covering scopes 1, 2, and 3 of all forestry, industrial, administrative, and logistical operations, as well as carbon removals from planted and native forest areas. Through internally established procedures, based on recognized methodologies, the company's inventory is carried out annually and, after independent verification by a third party, is shared publicly.

Measuring emissions and removals supports a series of exercises and analyses in efficiency and emissions reduction projects and programs in operations, and is an essential step in defining and monitoring mitigation strategies, including the management of [Commitments to Renewing Life](#) related to climate change.

In an effort to broaden the scope of the issue of climate change in business decisions, we have incorporated the calculation of GHG emissions into operational areas. Since 2022, we have been encouraging initiatives that promote the integration of this topic into the operation's routines in an innovative way. Suzano's logistics units, for example, have their impacts measured within their business intelligence systems and can therefore make more informed decisions on a day-to-day basis. As a result of incorporating the topic into the area, projects have been developed in collaboration with suppliers to increase efficiency in the transportation of our products.

Our successful partnership with the shipping company Cosco in 2023 illustrates the importance and success of Suzano Logistics' internalization of climate change issues. Thanks to the partnership, 17 specialized Cosco ships have been inaugurated, designed specifically for the efficient transport of cellulose and biological products. Also in the last year, three projects were carried out aimed at optimizing the analysis of climate change data and the life cycle of pulp products in the Procurement, Logistics and Marketing areas.

Another advance in the management of emissions in operational areas was the assessment of the emissions and removal impact of ongoing studies and projects. Along with the application of an internal carbon price, this assessment highlights opportunities for the business, either because of its potential contribution to decarbonizing operations or because of its ability to mitigate risks. Another purpose for using emissions and removals data is to evaluate projects in terms of their potential to generate carbon credits. We are working to systematize the analysis of these studies and projects, seeking to facilitate the incorporation of this process by the operational areas.

Going beyond our operations, our Procurement team engages suppliers through the CDP Supply Chain¹, bringing the issue to our value chain. This is a Carbon Disclosure Project program that aims to engage our suppliers in improving the management of reports and practices related to the climate and the reduction of its impacts. We also approached the service providers at our forestry units, an area with a strong presence of third parties, to collect the fuels used in our operations. The data obtained through the CDP questionnaire is used internally through dashboards to guide decarbonization strategies, including prioritizing suppliers for engagement.

Another front that brought new developments in 2023 was Suzano Ventures, which invested 1 million dollars in Marvin Blue, a startup that has been working on the development of intelligent models that provide information on climate scenarios and contribute to efficiency in climate change management operations. With the Suzano team, the startup seeks to automate and bring agility and transparency to the entire process of analyzing land use, measuring and managing carbon sequestration and the use of water resources, to contribute to our commitments to remove carbon from the atmosphere.

Finally, since 2020 Suzano has had a platform for instruction and training on climate change, available to all employees. Workshops and training are held on this subject, including discussions on the carbon market and training on the data collection system for the emissions inventory.

More information on this front can be found in the indicator "[Climate change in Suzano](#)".

1. Find out more about CDP Supply Chain on this [link](#).

#ENERGY

ENERGY MANAGEMENT

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: 3-3

GRI Dimension: Material Topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Suzano's energy matrix is largely supported by renewable sources, mainly biomass, which is composed of bark and rejects from the wood chipping process, and black liquor (or bleach), a wood residue after pulp separation, which is the fuel responsible for generating most of the energy produced by the company. On a small scale, the energy use of biological sludge in biomass boilers has also been implemented in some industrial units.

The power generation surplus comes from the Aracruz (ES), Imperatriz (MA), Mucuri (BA), and Três Lagoas (MS) plants, allowing it to be made available to the National Interconnected System (SIN), helping to increase the degree of renewability of the country's energy matrix.

Among its Commitments to Renew Life, Suzano has set itself the **long-term goal of increasing renewable energy exports by 50% by 2030**. The design of this commitment takes into account that the electricity generated at the plants is produced from renewable sources, enabling surpluses that supply the SIN.

In 2023, some of the company's consumer units migrated to the free market, such as FuturaGene, in Itapetininga (SP), and distribution centers, receiving renewable energy via Suzano's own self-production allocation.

An additional highlight was the connection of the Cerrado Project to the SIN, following all the procedures and regulations in force, initially as a load and continuing as the project evolved. Also in 2023, the Mogi das Cruzes (SP) unit was incorporated into Suzano's energy management.

To manage this issue, the company maintains the recurring practices described below.

Allocation of own generation

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

Sale of surplus energy

After the internal allocation of energy from the exporting plants to the importing plants, all the remaining energy is sold in both the free and regulated environments, via short, medium, or long-term Virtual Power Purchase Agreements (VPPAs), at market prices, according to the best commercial opportunity for Suzano.

I-REC certification

Suzano was certified in 2022 to issue the International REC Standard (I-REC) at the Três Lagoas unit. In 2023, while maintaining its practices of generating renewable electricity from biomass, the company will sell these certificates to its stakeholders, encouraging the consumption of clean energy. I-REC corroborates Suzano's contribution to an increasingly renewable energy matrix, generating value for the company.

Brazilian energy sector

Suzano seeks to be active and contribute to the Brazilian energy sector. The company is associated with entities in the sector, such as the Brazilian Association of Large Energy Consumers (Abrace in Portuguese acronym) and the Brazilian Association of Investors in Energy Self-Production (Abiape in Portuguese). In this way, the company is also subject to local and federal regulations, which include:

- **2050 National Energy Plan:** drawn up by the Energy Research Company (EPE in Portuguese) based on guidelines from the Ministry of Mines and Energy (MME), the Plan is an instrument to support the design of the planner's long-term strategy for the expansion of the energy sector and includes recommendations and guidelines to be followed;
- **Ten-Year Energy Expansion Plan:** drawn up by the EPE based on guidelines from the MME, the Plan is an informative document aimed at society as a whole, with an indication, rather than a determination, of the prospects for future expansion of the energy sector from the government's point of view, over the ten-year horizon;
- **Decree No. 5.163/2004:** regulates the sale of electricity and the process of granting concessions and authorizations for electricity generation, as well as other legal and regulatory provisions. The operation of the energy market is coordinated by the National Electric Energy Agency (Aneel in Portuguese), the regulatory body for the electricity sector. Created in December 1996, it is a special regime agency linked to the MME.
- **Network procedures** of the National Electric System Operator (ONS), approved by REN Aneel No. 903/2020, and energy **trading procedures** operated by CCEE in Brazil, according to Aneel orders and normative resolutions.

Energy efficiency

In the constant search for improvements, Suzano, through investments in energy efficiency, reduced energy consumption, research, and innovation, aims to not only evaluate progress of its implemented actions but also to increase its contribution to the availability of clean and renewable energy for the whole country. Additionally, the company focuses on using its resources in the best possible way.

Projects aimed at improving the energy efficiency of plants include:

- **Thor Project:** an initiative that evolved during 2023, becoming a set of projects that seek to increase the efficiency of cogeneration and maximize the results of the plants. Developed by Suzano's own Digital team, its highlights include:
 - o The application of machine learning to optimize the generation of electricity and the use of steam directed to the set of turbogenerators in the manufacturing units, increases the generation of renewable-based electricity;
 - o Predicting natural gas consumption and carrying out daily consumption scheduling, optimizing the use of this input and avoiding the payment of fines;
 - o Reducing specific steam consumption in the evaporation and drying stages, to direct this steam towards generating electricity.
- **Allocation of capital to strategic investments**, such as the Master Plan for the Jacareí (SP) unit, which received a significant investment for modernization. Highlights include the replacement of a natural gas turbogenerator with a steam generator and a significant reduction in the plant's natural gas consumption and emissions.

Suzano energy data

Considering Suzano's large size and various units and operations, the challenge of centralizing, automating and making information reliable is constant. In 2023, the company's evolution in this regard was a priority. The connection between operations, technical, and business areas, led by Energy Management and the Sustainability team, has advanced the maturity chain for capturing energy data.

Information is organized in a single repository, with those responsible for the information defined, integration between systems, and processes mapped and documented. These guidelines are in line with the company's principles of simplification and continuous improvement.

ENERGY CONSUMPTION INSIDE AND OUTSIDE THE ORGANIZATION

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: 302-1, 302-2, 302-4

GRI Dimension: Environmental

SASB Sector: Pulp & Paper Products; Containers and packaging

SASB Dimension: Energy Management

SASB Code: RR-PP-130a.1; RT-CP-130a.1

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

The majority of Suzano's energy matrix comes from renewable sources. The main one is biomass, which can be liquid, such as black liquor, or waste such as wood bark, logs, chipping waste or even biological sludge from the pulp production process.

Suzano is self-sufficient in electricity and is one of the largest self-producers in Brazil, generating electricity from renewable sources. In some production units, there is a surplus in the generation of electricity, which makes it possible to make it available on the national grid - the National Interconnected System (NIS) -, contributing to increasing the renewability of the Brazilian electricity matrix.

In 2023, the company's industrial operations expanded with the acquisition of the Mogi das Cruzes (SP) plant and with the progress of the Cerrado Project, the future Ribas do Rio Pardo (MS) plant, which was initially connected to the national grid as an energy consumer and, in 2024, with the start of its operations, will contribute to the generation of renewable energy for the system.

Suzano maintains its renewable energy exports at a high level, despite a reduction compared to the previous year, and continues its efforts to achieve its long-term commitment to increase renewable electricity exports by 50% by 2030.

The company's focus is on reducing consumption of non-renewable fuels and energy efficiency in its operations. In 2023, we can highlight projects such as: (I) replacing the natural gas turbogenerator with a steam turbogenerator, (II) improving the blowing of the chemical recovery boiler, increasing the efficiency of the system, and (III) improving the pulp washing process, a set of improvements implemented at the Jacaré (SP) unit. The projects implemented have resulted in an approximate 17% reduction in the unit's natural gas consumption.

Efforts and investments in operations - such as retrofitting the chemical recovery boiler at the Aracruz (ES) unit, reducing gas incineration from 0.6 cubic meters to 0.25 cubic meters per ton produced, and the units' efforts to burn more methanol in the lime kilns - are highlights in 2023.

Among the energy sources monitored, the main fuel reductions compared to 2022 are fuel oil and methanol (7% and 14% respectively).

In forestry and logistics operations, diesel oil, gasoline and liquefied petroleum gas (LPG) are the most commonly used fuels. It's worth noting that in 2023 the diesel blend will be made up of 12% renewable biodiesel and 88% fossil diesel.

The main sources of energy required outside the organization are related to fuel consumption for the transport and distribution of inputs and products, both inside and outside Brazil, and also include the transport and displacement of employees and waste. The energy information comes from Suzano's Greenhouse Gas Inventory.

The following information is available in the tables below:

- Total energy consumed;
- Consumption of fuels from non-renewable sources;
- Consumption of fuels from renewable sources;
- Energy consumed by type;
- Energy sold by type;
- Energy consumed outside the organization.

Total energy consumed, in gigajoules (GJ)¹

	2020	2021	2022	2023
Fuel from non-renewable sources	28,024,857.22	30,956,553.51	29,832,586.94	29,095,141.02
Fuel from renewable sources	214,386,646.59	216,528,216.90	217,504,399.00	211,172,499.54
Energy consumed	3,498,800.20	3,872,202.27	4,148,649.19	4,208,093.25
Energy sold	5,646,273.28	5,711,287.89	5,435,818.50	4,786,387.51
Total	240,264,030.73	245,645,684.79	246,049,816.84	239,689,346.30

1. The total energy consumed is calculated by adding the energy from the consumption of fuels from renewable and non-renewable sources to the energy consumed and subtracting the total energy sold from this figure.

Consumption of fuels from non-renewable sources, in gigajoules (GJ)¹

	2020	2021	2022	2023
Liquefied petroleum gas (LPG)	446,402.25	1,092,385.52	537,155.70	501,524.67
Natural gas	20,258,553.43	21,648,153.04	19,512,161.44	19,527,866.04
Petrol ¹	59,317.87	40,571.86	94,029.43	92,785.41
Greases and lubricants ²	301,343.39	252,466.91	0.00	0.00
Fossil methanol	0.00	0.00	0.00	0.00
Heavy fuel oil	2,811,666.29	3,380,402.50	3,401,526.38	3,133,902.09
Diesel oil - road ³	3,861,967.58	4,514,178.48	6,287,714.00	5,839,062.81
Diesel oil - marine ⁴	285,606.42	28,395.20	0.00	0.00
Total	28,024,857.23	30,956,553.51	29,832,586.94	29,095,141.02

1. The composition of automotive gasoline is a combination of 73% gasoline and 27% hydrated ethanol.

2. Because of their representativeness, greases and lubricants were not counted.
3. Diesel oil is made up of 88% diesel and 12% biodiesel.
4. Suzano's operations that used marine diesel oil have been discontinued.

Consumption of fuels from renewable sources, in gigajoules (GJ)¹

	2020	2021	2022	2023
Anhydrous ethyl alcohol	21,939.49	15,006.03	12,346.00	17,758.86
Hydrated ethyl alcohol	389,714.38	10,640.54	34,778.00	35,194.46
Biodiesel (B100)	493,634.95	585,642.26	698,634.89	713,578.14
Biomass	14,501,384.42	12,244,044.40	13,712,332.41	14,761,335.52
Black liquor (lye)	196,843,955.86	201,368,450.59	200,809,882.36	193,738,966.93
Renewable methanol	2,136,017.49	2,304,433.07	2,236,425.44	1,905,665.63
Total	214,386,646.59	216,528,216.90	217,504,399.21	211,172,499.54

Energy consumed by type, in gigajoules (GJ)¹

	2020	2021	2022	2023
Electricity	3,498,800.20	3,872,202.27	4,148,649.19	4,208,093.25
Heating	0.00	0.00	0.00	0.00
Refrigeration	0.00	0.00	0.00	0.00
Steam	0.00	0.00	0.00	0.00
Total	3,498,800.20	3,872,202.27	4,148,649.19	4,208,093.25

Energy sold by type, in gigajoules (GJ)¹

	2020	2021	2022	2023
Electricity	5,646,273.28	5,711,287.89	5,435,818.51	4,786,387.51
Heating	0.00	0.00	0.00	0.00
Refrigeration	0.00	0.00	0.00	0.00
Steam	0.00	0.00	0.00	0.00
Total	5,646,273.28	5,711,287.89	5,435,818.51	4,786,387.51

Energy consumed outside the organization, in gigajoules (GJ)¹

	2020	2021	2022	2023
Total	20.508.581,65	24,608,503.50	23,414,086.00	23,597,073.86

ADDITIONAL INFORMATION

The measurements are collected automatically from Suzano's internal systems and, in some cases, are converted into units of measurement. The fuel consumption data was converted into energy consumption based on the basic density and lower calorific value of each fuel. In this sense, when available, the data contained in the technical specifications sheet of the fuel used was used. When not available, we used the figures from the National Energy Balance [Ministry of Mines and Energy (MME), 2021].

To find out more about energy management at Suzano, go to "[Energy management](#)".

DEGREE OF RENEWABILITY OF THE ENERGY MATRIX, PERCENTAGE OF ELECTRICITY FROM THE GRID, BIOMASS AND OTHER RENEWABLE ENERGIES AND ENERGY INTENSITY

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: 302-3

GRI Dimension: Environmental

SASB Sector: Pulp & Paper Products; Containers and packaging

SASB Dimension: Energy Management

SASB Code: RR-PP-130a.1; RT-CP-130a.1

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

In 2023, Suzano's energy matrix remained at a high level, with 88.1% of its composition coming from renewable sources.

The percentage of electricity consumed from the grid increased to 1.95% of the matrix, due to the growth in industrial operations and stoppages for turbogenerator maintenance at importing factories, such as the industrial unit in Suzano (SP). Even so, it is important to note that the company's energy exports are capable of supplying all the energy consumed from the grid by the importing units, and there is still a surplus.

Suzano's internal energy intensity was lower than the values obtained between 2019 and 2022. These results are driven by the company's focus on energy efficiency, and optimizing the use of resources. Energy intensity counts Suzano's production of pulp, finished products and tissue reels as the denominator.

To find out more about the company's energy management, go to "[Energy management](#)".

The following information is available in the tables below:

- Degree of renewability of the energy matrix;
- Percentage of electricity from the grid, biomass and other renewable energies;
- Energy intensity.

Degree of renewability of the energy matrix

	2020	2021	2022	2023
Energy from non-renewable sources	12.82%	12.31%	11.86%	11.90%
Energy from renewable sources	87.18%	87.69%	88.14%	88.10%
Total	100.00%	100.00%	100.00%	100.00%

Percentage of electricity from the grid, biomass and other renewable energies¹

	2020	2021	2022	2023
Mains electricity	1.42%	1.56%	1.65%	1.95%
Biomass energy	5.9%	4.87%	5.45%	6.85%
Energy from other renewable sources	81.27%	81.26%	81.04%	79.29%

1. Indicates the percentage of energy from the indicated sources over the total energy consumed, totaling the percentage of energy from renewable sources.

Energy intensity, in gigajoules per ton of product (GJ/t) ^{1 2}

	2020	2021	2022	2023
Within the organization	21.42	20.34	20.32	20.13
Out of the organization	1.79	1.99	1.89	1.94
Total	23.21	22.33	22.21	20.07

1. The denominator used is the sum of tonnes of pulp, finished products and tissue reels produced by Suzano's factories, which, for strategic reasons, cannot be published.
2. The intensity rate includes all renewable and non-renewable fuels used in the process and electricity consumed from the grid.

#CLIMATE CHANGE

CLIMATE CHANGE AT SUZANO

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: 3-3

GRI Dimension: Material topics

SASB Sector: Pulp & Paper Products; Containers and Packaging

SASB Dimension: Greenhouse gas emissions

SASB Code: RR-PP-110A.2; RT-CP-110a.2

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Climate change is a pressing global challenge whose effects reverberate throughout the environment and society. The Intergovernmental Panel on Climate Change (IPCC), a scientific body of the United Nations (UN), has clearly established its link to human activities. This assertion is supported by the persistent rise in the Earth's average temperature since the beginning of the Industrial Revolution, exacerbated by anthropogenic activities that contribute to increased greenhouse gas (GHG) emissions into the atmosphere.

The year 2023 confirmed the climate projections with so many records for average global temperatures. According to the European Copernicus observatory, the months of June, July and August in the northern hemisphere recorded the highest average global temperatures ever recorded. And the story doesn't stop there: in addition to the tendency for this scenario to worsen, the increase in temperatures generates a series of consequences, such as greater frequency and severity of extreme weather events, such as droughts and heavy rains, floods, scarcity of resources and rising sea levels, which in turn affect natural ecosystems, human communities and the development of economic activities.

The rise of the debate on this issue on the global agenda, through the drafting of the document known as the United Nations Framework Convention on Climate Change (UNFCCC) and, later, with the establishment of the Paris Agreement and the UN Sustainable Development Goals (SDGs), demonstrated the increased concern of world leadership for the future of the environment. These frameworks aim to promote the stabilization of GHG concentrations in the atmosphere, requiring nations to take responsibility for this agenda by encouraging and implementing effective solutions.

For the private sector, therefore, it is essential to align its goals with the SDGs and the other guidelines to fit into the Paris Agreement's emissions reduction scenario and limit the temperature increase to 1.5 °C compared to pre-industrial levels.

Suzano follows international discussions every year, with active participation in the Climate Conference, monitoring the progress of negotiations, agreements, and commitments, as well as the agenda of the business sector and negotiating trends. As part of this action, Suzano executives were involved in the COP28 agenda, held in November and December 2023 in Dubai, taking part in various discussions, dialogues and meetings on relevant topics, which can be seen in greater depth in the item "Suzano at COP28" at the end of this page.

Climate change is the result of actions taken by a range of different entities in society, from various sectors. It should therefore be the collective duty of the public and private sectors to act to develop solutions that promote adaptation and mitigation of the effects of climate change.

Climate change at Suzano

Given that 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 imposes significant challenges and opportunities for the sector. At Suzano, this is a material and urgent issue, and effective actions to reduce emissions and maximize the removal of carbon from the atmosphere are part of our day-to-day business. In Suzano's business model, planted and native forests contribute directly to removing and storing carbon dioxide (CO₂) from the air, preserving biodiversity and regulating the hydrological cycle, among other aspects.

At the same time, industrial and logistics activities are characterized by high GHG emissions intensity, mainly due to the use of fossil fuels. This places great responsibility on the company's role in mitigating and adapting to climate change, contributing along with governments, civil society and other private sector entities to meet this challenge.

For this reason, in 2021 the company built its climate change strategy from a systemic and collaborative approach, connecting the local and global agenda and taking into account the main frameworks, challenges and scientific advances. The **Suzano Climate Plan** is a representation of the macro-fronts of action linked to the climate agenda, which illustrates the multidisciplinary action on the issue and directs it towards the goal of further integrating climate change into the governance of the business and boosting its strategic vision towards the transition to a low carbon economy, contributing to an increasingly resilient business model that catalyzes opportunities.

Also, recognizing the importance of being a protagonist and transforming agent in the combined development of solutions to the climate crisis, Suzano has made two long-term public commitments:

1. Remove 40 million tonnes of CO₂ equivalent from 2020 to 2025;
2. Reduce the intensity of carbon emissions (scopes 1 and 2) per tone of product produced (tCO₂e/t) by 15% by 2030.

In 2023, the company successfully offset 5,124,448 tonnes of carbon removals, contributing to a cumulative removal of 27,136,288 tonnes of CO₂e since the base year of 2020, reaching 68% of its target. In terms of emissions intensity, Suzano achieved a rate of 0.2057 tCO₂e per ton of production in 2023, representing a 3.5% reduction from the base year of 2015 and 24% progress towards its target. Notably, the base year emissions remained unchanged since the establishment of the long-term climate targets in 2020, with no recalculations or redefinitions. In addition, the removal target has been accelerated from 2030 to 2025.

Both commitments encompass emissions and removals at the corporate level, i.e. from all of Suzano's

forestry, industrial and logistics operations in all the territories in which the company operates, and neither is associated with programs or regulations based on emissions reports and/or emission limits. Suzano has submitted its targets for validation by the Science Based Target initiative (SBTi), in line with the methodologies and guidelines stipulated by the initiative. As the targets submitted are still at the validation stage, their technical details will not be disclosed at this time.

With these targets, Suzano intends to go beyond being carbon neutral and reduce the intensity of its GHG emissions. This means that the company is committed to removing more GHG from the atmosphere than it emits in its scopes 1, 2 and 3 (upstream), i.e. working towards a significant additional removal, becoming carbon negative. Because it has a net negative accumulated balance of emissions, Suzano does not depend on other compensatory measures, such as the purchase of carbon credits. On the contrary, it can generate carbon credits itself through specific projects, as can be seen in the indicator "[Carbon market](#)".

To find out more about the above commitments, visit the "[Fighting the climate crisis](#)".

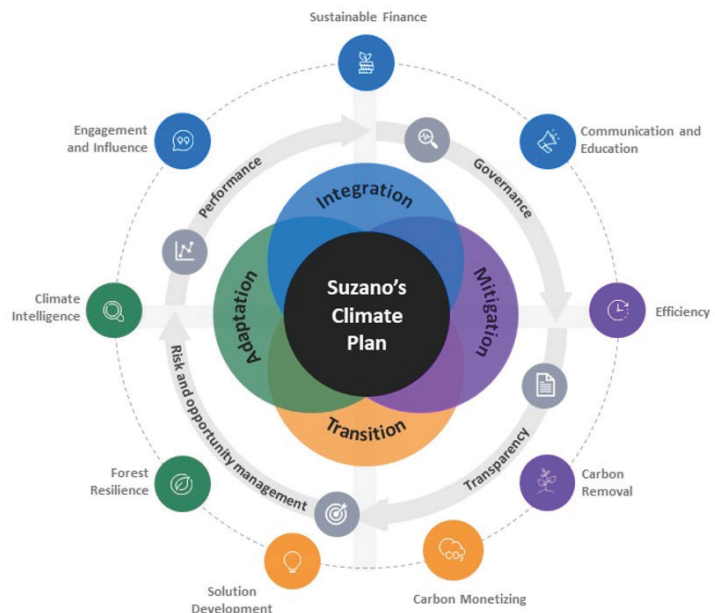
The company also has robust governance for this issue, with the Board of Directors responsible for overseeing the sustainability strategy, including aspects of climate change, supported by the Sustainability Committee, a collegiate advisory and instructional body responsible for defining the climate change management strategy and analyzing and monitoring the implementation of the defined objectives, indicators and targets three times a year. More details on governance can be found in the "[TCFD at Suzano](#)" indicator.

To guide our employees on the values of the business and align behaviors towards a common goal, we launched in 2022 and revised in 2023 the **Corporate Climate Change Policy**, whose principles aim to guarantee mitigation actions to reduce and remove GHGs from the atmosphere and maximize the company's positive impacts, as well as developing actions to adapt to the effects of climate change. The Policy was validated by the Executive Committees for Sustainability, Corporate Relations, Risks and Finance, and can be accessed [here](#). Suzano also has a public position on zero deforestation and the Wood Supply Policy, which clarify that the company does not carry out any type of suppression of native forest for its production.

Suzano Climate Plan

Incorporate climate change into our business model driving business vision and transition to a low-carbon economy.

In addition to long-term goals, our Suzano Climate Plan establishes **4 coordinates** (Governance, Risk and Opportunity Management, Performance and Transparency), and **4 action focuses** (Integration, Adaptation, Mitigation and Transition) with **9 work fronts**.



This model is intricately designed to reflect the multifaceted nature of the issue and is based on the key recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD). The TCFD serves as a prominent framework for improving transparency and reporting on climate change mitigation efforts. Suzano has already embraced this initiative and has a dedicated indicator that illustrates our approach to

managing and evaluating climate risks and opportunities. To find out more, visit "[TCFD at Suzano](#)".

The four focus areas of the Suzano Climate Plan group together the nine priority work fronts of the company's strategy to combat climate change, which are connected as shown by the colors in the graphic representation. The coordinates cut across all the company's activities.

The focus of action is described below:

1. Mitigation

Mitigation encompasses the actions and strategies adopted to reduce the concentration or avoid the emission of GHGs into the atmosphere, to minimize the causes and impacts of climate change. In this sense, Suzano is working on several fronts, across the entire operation, which seeks to mitigate the company's impacts, from modernization and efficiency projects to fuel substitution, alternative fleets, or other types of technology and innovation.

The company's starting point for measuring the success of its actions is the **Greenhouse Gas Inventory**, a tool developed using internally established procedures and methodologies recognized and verified by third parties, which annually accounts for Suzano's total emissions and removals. It is based on these results that the company maps and understands its main sources of emissions to mitigate them, as well as monitoring and managing its Commitments to Renewing Life. The Inventory is published annually and identifies the company's challenges and opportunities. To find out more about it, visit "[Management of GHG emissions in forestry, industrial and logistics operations](#)".

In 2023, based on the results of the Inventory, the company identified that the main sources of emissions came from the company's scope 1, due to the consumption of fossil fuels in the stationary equipment of the industrial units. Compared to 2022, absolute emissions increased slightly (2%), influenced by emissions from the agricultural activities category, due to the consolidation of the forestry base. Suzano is constantly striving to reduce its emissions through its **Decarbonization Plan**, detailed below.

The main actions to mitigate climate change taken by the company in 2023, in different departments, are listed below:

a. Industrial

Jacareí Master Plan: improvements were made to the unit to obtain greater efficiency and yield, such as retrofitting the fiber line, changing the turbogenerator, improving boiler blowing (ash leaching) and the condensate and methanol treatment system.

b. Energy

The Energy area has been working on projects to replace and reduce the consumption of heavy fuels in different units, as well as retrofitting and modernization projects focused on generating greater production efficiency. One example is the project to retrofit the recovery boiler in Aracruz (ES), which will reduce CO₂e by approximately 2,000 tonnes in 2023 by not keeping the incinerator burning gas.

c. Logistics and Supplies

Given that the Procurement area is responsible for supporting the other areas of the company with contracting and commercial negotiations, some of the projects are carried out in partnership. In the case of the Logistics decarbonization projects, the two areas promoted the following initiatives in 2023:

- Use of an electric vehicle (van) to distribute paper in the dedicated region closest to the distribution center (DC) in Rio de Janeiro (Duque de Caxias), with the possibility of expanding this project to other DCs in Brazil. The estimate is that the project will reduce 0.05 tonnes of CO₂ per day;
- The Ecobox project was implemented by Pulp's Logistics department in October 2023, to generate fewer pollutants for the environment and reduce diesel consumption by an average of 5% per vehicle. The reduction is achieved by installing a device in the vehicle's electrical system. This equipment adjusts the module that releases the amount of diesel that should be sent to the engine as the driver accelerates and decelerates. Currently, all vehicles have a greater diesel release range than necessary, so the equipment shortens this range, releasing exactly the amount needed;
- In July 2023, the Paper and Packaging Logistics area implemented an online CO₂ emissions panel aimed at improving the management of GHG emissions. Since then, the project has been updating emissions data every month for road and maritime transport, energy consumption and liquefied petroleum gas (LPG). From this, it is possible to assess the progress of decarbonization projects, such as:
 - **Electric forklifts:** The project, implemented in April, consisted of replacing two LPG-powered forklifts with electric ones. With the average operating data of the LPG forklifts, it is estimated that the reduction was 16.3 tonnes of CO₂ (from April 28, 2023, to November 30 of the same year).
 - **Green energy in DCs:** the project to implement renewable energy in the DCs began in 2022 by installing solar panels, migrating to the free energy market, and, finally, offsetting the energy consumed from the grid with RECs (if the previous alternatives had not been implemented). The year 2023 was completed with all the energy consumed being from renewable sources or, when this was not possible, being offset.
 - **CNG trucks:** when renewing the dedicated transportation BID for the Suzano (SP) and Limeira (SP) plants, the requirement was added that part of the trucks should run on vehicular natural gas (CNG), replacing diesel (the most emitting fuel). As a result, the Suzano plant has been operating with six CNG trucks (since November 2022) and the Limeira factory with two (since July 2023). The reduction was 29.9 tonnes of CO₂e in Suzano and 7.4 tonnes of CO₂e in Limeira in 2023.

d. Digital

Two projects were carried out at the Aracruz and Jacaré (SP) units:

1. **Thor Dessuper (Aracruz and Jacaré):** adjustments and improvements were made throughout 2023 to optimize the use of steam reducers to minimize the generation of fossil-based steam (oil or gas). In Jacaré, 891,079 cubic meters of natural gas were saved from January to November. In Aracruz, Dessuper avoided burning 2,013 tonnes of fuel oil.
2. **Thor Methanol (Aracruz):** pilot project carried out at the unit to make better decisions about burning renewable methanol, and minimizing the consumption of natural gas in the furnaces. Between May (when the project began) and November 2023, 891,079 cubic meters of natural gas were saved.

2. Adaptation

While mitigation aims to reduce GHG emissions to prevent future climate impacts, adaptation focuses on adjusting existing practices and developing approaches capable of dealing with the new conditions

imposed by climate change. With this in mind, Suzano dedicates efforts and implements strategies to deal with the already present or expected impacts of climate change, including providing for its remediation or cooperating with it on the following fronts:

- **Climate intelligence:** are actions related to the monitoring of climate-related data efficiently and strategically, with an emphasis on the analysis, interpretation and intelligent use of climate data to inform the company's decisions and actions. The aforementioned Greenhouse Gas Inventory is also an extremely important tool on this front. Moreover, the assessment of climate scenarios for forestry and value chain planning and the execution of projects connected to adaptation and risks, in operations and with the chain, are also important actions.
- **Forest resilience:** covers research, development and the adoption of strategies to adapt forest areas, surrounding communities and the value chain to climate change.

3. Transition

The transition to a low-carbon economy refers to a significant change in production, consumption and investment patterns, aimed at creating a more sustainable economy, less dependent on fossil fuels and with a lower carbon footprint. That's why companies that want to thrive in the face of the new criteria of this economy must focus on developing new solutions and businesses, getting involved in discussions around carbon pricing, and investing in technology, research, and innovation.

Thus, as a company engaged in the transition to a low-carbon economy, Suzano understands the importance of its role in strengthening and enabling the carbon market, as well as generating credits from its operations. In 2021, the company developed the **Cerrado Carbon Project**, in the municipality of Ribas do Rio Pardo (MS), and, in 2022, the **Horizonte Carbon Project**, in the municipality of Três Lagoas (MS), both based on the Afforestation, Reforestation and Restoration (ARR) methodology of the Clean Development Mechanism (CDM) ACM0003. The Horizonte Project underwent certification by Verra and, in 2023, its verification audit was completed, making 1.7 million verified carbon units (VCUs) available. The Cerrado Project is still finalizing its validation audit. To find out more, see the indicator "[Carbon market](#)".

In the financial area, Suzano understands that a possible regulated market could generate costs or opportunities, depending on the regulatory scenarios, and therefore began to incorporate an internal carbon pricing variable in 2023 to measure and verify the impact of projects on emissions. Thus, based on this analysis, financial indicators are generated with and without the carbon shadow price, so that the impact on emissions can be considered in the approval processes for new investments, among the other financial criteria for prioritizing their Capex investments in modernization and expansion. In practice, the internal carbon price will be incorporated into the net present value (NPV) of projects, with a feasibility scenario and an initial shadow price of 10 dollars per tone. As a result, projects that reduce GHG emissions and help decarbonize our operations will have a better financial result and a differentiating factor when making capital allocation decisions.

Furthermore, as part of its strategy to empower biomass and other renewable solutions, in 2023 Suzano Ventures made an investment of up to 1 million dollars in an Israeli carbon startup that is developing digital technology for geoprocessing, i.e. bringing agility and transparency to the entire process of analyzing land use, measuring and managing carbon sequestration and the use of water resources. Marvin Blue saw the partnership with Suzano as an opportunity to expand its horizons and, along with our team, has been working on the development of intelligent models that provide information on climate scenarios and contribute to efficiency in climate change management operations.

4. Integration

Suzano is convinced that the fight against climate change will only be effective when done together. For this reason, the company reinforces the importance of involving and influencing various players towards a low carbon economy, through integrated initiatives with other areas of the company, aimed at engaging with this issue inside and outside the company. Suzano therefore works through working groups (WGs), integrating projects and general initiatives present not only in industrial, forestry and logistics operations but also in strategic development projects. Some of the main fronts worked on are:

- **Sustainable finance:** transparent communication about environmental practices is crucial to building trust with investors and stakeholders, demonstrating responsibility and financial resilience. Suzano participates in the main market indices and ratings and has Sustainability Linked Loans (SLL) and Sustainability Linked Bonds (SLB) aligned with the targets for reducing the intensity of GHG emissions. In 2023, the company stood out in the EcoVadis Sustainability Rating, a ranking that took into account the corporate sustainability of 100,000 companies from more than 175 countries. Suzano was among the select group of the top 1% of rated companies and was classified as a Leader in Carbon Management Level, for its strong GHG management system and the best decarbonization commitments, actions and reporting capabilities. To find out about the main highlights and updates for 2023, go to the [Sustainable Finance](#) page;
- **Communication and education:** Suzano carries out training and awareness-raising activities on the subject, bringing trends, results, and data analysis related to risks and opportunities, not only at meetings held for this purpose but also through participation in forums, workshops, external events, and WG meetings held by other areas. In 2023, the company promoted and participated in internal and external events to train and communicate to the public the challenges of climate change, Suzano's strategy on the issue and related subjects, such as life cycle analysis (LCA). The company also invested in communicating climate change through its internal communication channels, such as Workplace and Comunica e Você. A highlight of the year was an LCA workshop held in partnership with the LCA Network, which involved 173 internal employees;
- **Engagement and influence:** This agenda is conducted at Suzano between different areas, mainly through participation in events and forums, the promotion of relationships and partnerships, advocacy and engagement actions with stakeholders, especially suppliers and customers. To guarantee the achievement of the 1.5 °C scenario of the Paris Agreement, the company seeks to influence the government, institutions and peers in the creation of norms, guidelines and decisions that better guide the path towards this scenario. We list below the main achievements in 2023:
 - o **Participation in events and forums:** To influence, but also monitor the evolution of trends in the national and international climate agenda, Suzano participated in more than 40 events related to different climate discussions, such as carbon markets, fair energy transition, innovation and biodiversity. The highlight events of the year were New York Climate Week and COP28, about which there is an exclusive excerpt at the end of this indicator;
 - o **Promoting relationships and partnerships:** Suzano has entered into two important partnerships to neutralize the carbon emissions of its products. One was between its Pólen® paper brand, which teamed up with publishers Companhia das Letras, Record and Sextante to neutralize carbon emissions in the production of more than 50,000 copies of the titles *Em Defesa do Tempo*, *É Assim que Começa* and *Uma Boa Vida*, respectively.

The other partnership was between Suzano, the printing company Box Print and the pharmaceutical company Merck, to neutralize 102 tonnes of CO₂ generated in the process of manufacturing 6 million boxes of medicines;

- o **Engagement with stakeholders:** Suzano understands that it cannot be a sustainable company if its supply chain does not follow the same principles. It is our responsibility to help and engage customers and suppliers to evolve their sustainability strategy to make a positive impact on the world. Measuring the GHG emissions of our suppliers allows the company to seek solutions together with partners to reduce our scope 3 emissions. This reduction directly impacts Suzano's long-term goal of "Net removal of 40 million tonnes of carbon from the atmosphere by 2025", which takes into account the balance between removals (planted trees + native trees) and emissions (scope 1 + 2 + 3). Therefore, the engagement of our suppliers is essential to the company's climate change strategy. To further strengthen the relationship with our suppliers and encourage the adoption of joint commitments to reduce emissions, we have signed a partnership with CDP through the **Climate Change in the Value Chain** program. This collaboration aims to engage and assist our suppliers in the measurement, transparency of data, definition of targets and assessment of risks and opportunities related to climate change. The program makes it possible to expand knowledge on this topic in the value chain, with a consequent maturing of emissions management on the part of suppliers. To measure the success of our engagement, we use the average engagement of other companies participating in the CDP Supply Chain program as a parameter. Above-average figures would demonstrate the success of our approach. For 2023, we invited twice as many suppliers as the previous year (200), of which 152 representatives of categories considered critical in terms of GHG emissions voluntarily participated in this third cycle of the program, a higher than average engagement of 61% when compared to other companies that also use the CDP Supply Chain platform. Our goal is for them to evolve in their climate change strategy and already demonstrate better performance in this year's CDP questionnaire. We are also promoting bilateral conversations to learn about our suppliers' actions in the most relevant categories and to encourage improvements both in the process of collecting and making emissions data available to Suzano and in their strategies. Fostering a close relationship with our customers is also extremely important. We firmly believe that our products go beyond mere commodities, due to the sustainability incorporated into Suzano's production process, which guarantees distinctive attributes that make our products stand out in the market. Currently, the company's pulp has one of the lowest emission intensities in the industry. It is therefore crucial to communicate these attributes to customers, along with our commitment to continuous improvement, and to participate in discussions about shared challenges and possible synergies. Furthermore, Suzano carries out life cycle analyses in its business units, which seek to constantly reduce the impact generated at each stage of the process of its products, as well as being of interest to its customers, who in turn also seek to manage the impact of their products. The highlights for 2023 are in the "[Life cycle assessments](#)" indicator.
- o **Advocacy:** Suzano undertakes to orient all its influencing/lobbying activities in a manner consistent with the objectives of the Paris Agreement, with the main objective of seeking to restrict the increase in global temperature to 1.5 °C above pre-industrial levels, including in the sectoral associations in which it participates. The company believes that the establishment of this market depends on new legislation, which is currently being

discussed on the national political scene. With this in mind, it advocates that progress be made on solid foundations, in line with best international practices, to exploit the enormous potential of Brazil's green economy. Therefore, its advocacy objective is to foster national and international discussion on carbon regulations, and the company has been addressing this issue with the following associations:

- Indústria Brasileira de Árvores (Ibá), in which Suzano is a member of the Board of Directors and other committees;
- Brazilian Business Council for Sustainable Development (CEBDS for its acronym in Portuguese), in which the company actively participates in Technical Chambers (TCs);
- The Brazilian BioInnovation Association (ABBI for its acronym in Portuguese), of which the company is a member and participates in working groups;
- Climate Connection, where the executive manager of Carbon participates in the leadership group;
- Brazilian Coalition on Climate, Forestry and Agriculture, of which Suzano's CEO is a member;
- Working Group of the Pilot Test of the GHG Protocol Land Use, in which the Climate Change manager is part of the Advisory Committee.

We also monitor trends and get involved in initiatives on this subject, such as the development of a Carbon Border Adjustment Mechanism (CBAM) in the European Union. A highlight of the company's work in 2023 was the aforementioned presence at two important internationally recognized events: New York Climate Week and COP28.

Recognition related to climate change

Suzano's commitments to sustainability and the generation of long-term value are recognized by external evaluators, who play an important role in the global agenda on the subject. About the climate change agenda, in 2023, the company received the following recognitions:

- **Green Sustainable Development Contribution Award:** The prize was awarded by the organizing committee of the international Green Zero-Carbon festival, which includes some of China's most influential research institutions, consultancies and media outlets and brings together more than a thousand representatives from politics, business, academia and the media, alongside companies presenting their goals, strategies and best practices, with the aim of supporting China in its efforts to achieve a net-zero emissions economy;
- **Edie Net-Zero Award:** Suzano won the award in the «Manufacturer of the Year» category. The award aims to recognize and reward individuals and organizations leading the transition to a net-zero economy;
- **Dual Carbon Innovator Award:** Suzano won an award at the first Dual Carbon Goal Activists Conference, organized by Southern Weekly in Beijing. The event aimed to showcase the progress companies have made in implementing their strategies to achieve emissions reductions and carbon neutrality («dual carbon target»). The award sought to recognize the leaders and innovators of this strategy through extensive research;
- **Sustainalytics:** the 2023 assessment classified Suzano in the best category, Low Risk. This means that the company has a low chance of suffering significant impacts as a result of ESG aspects. In

climate change, the highlights were the integration of climate scenarios into the business strategy and initiatives to adapt to and manage climate change risks;

- **Ecovadis:** in 2023, Suzano stood out in the EcoVadis Sustainability Rating, a ranking that took into account the corporate sustainability of 100,000 companies from more than 175 countries. Suzano was among the select group of the 1% best companies evaluated and was classified as a Leader in Carbon Management Level for its strong GHG management system and the best decarbonization commitments, actions, and reporting capabilities. In climate change, it advanced in the criteria of «Training employees in climate change» and «Improving energy efficiency» through technological/equipment upgrades at the plants;
- **Dow Jones Sustainability Index:** Suzano maintained its position as the third highest-scoring company in the sector in 2023, but improved its score in the criteria of Product Life Cycle Analysis, GHG Emissions (Scope 2), Supervision of the Board of Directors on climate change, TCFD, net zero commitments, climate scenario analysis and internal carbon pricing;
- **Corporate Sustainability Index (CSI):** Suzano once again joined the ISE portfolio and increased its score from 81.8 to 85.3 in 2023. In climate change, the main advances were in the areas of energy efficiency, increasing the share of renewable energies in the company's energy matrix and product life cycle management based on the 2022 CDP result;
- **B3 Carbon Efficient Index (ICO₂):** The Index is an indicator created by B3 in partnership with the National Bank for Economic and Social Development (BNDES for its initials in Portuguese) and is made up of shares in companies participating in the IBrX-100 (an indicator made up of the 100 most traded assets on the Brazilian capital market) that have agreed to take on transparent practices with their GHG emissions, such as drawing up and publishing a Greenhouse Gas Inventory, affirming their concern about global warming. The select group includes 79 stocks listed on B3, and Suzano was one of the companies listed in the portfolio from January to April 2024, for the fourth consecutive year. The number of Suzano shares corresponds to approximately 2% of the total theoretical composition of the index;
- **Carbon Disclosure Project (CDP), Climate Change questionnaire:** in 2020, we joined the CDP platform, which feeds investors and governments in their decision-making process based on important information on risk management, opportunities and socio-environmental impacts. It is an initiative created to mobilize these parties to build and accelerate collaborative actions for development that works for current and future generations. In our debut year, according to the organization's methodology, we already got a B grade in the three questionnaires we answered, relating to climate, water and forests. In 2023, we focused on the constant evolution of our performance, working on the recognized gaps related to the company's actions and transparency in their disclosure. In this way, we scored an A- in the climate and forest questionnaires and an A in the water questionnaire;
- **Transition Pathway Initiative (TPI):** according to the platform, Suzano's target for reducing the intensity of Scope 1 and 2 emissions is among the best in the sector and in line with the climate scenario of «below 2°C», i.e. beyond the reduction scenario established in the Paris Agreement. In 2021, Suzano was at level 2 - Building capacity. In 2022, its evolution was perceived by the initiative, positioning the company at level 3, which considers the integration of GHG emissions management and the risks and opportunities related to Suzano's transition to a low-carbon economy at the operational and decision-making level (integrating into operational decision making). The result was maintained in 2023;

- **Climate Action 100+ (CA100+):** launched in 2017, the investor-led initiative initially focuses on the 100 companies with the highest direct (Scope 1 and 2) and indirect (Scope 3) emissions, identified using data modeled and reported by CDP. In the year following the launch, investors were invited to nominate companies that have specific opportunities to drive the transition to clean energy, that may be highly exposed to climate-related financial risks or may be crucial at a regional or national level. Suzano, for its part, was appointed to the initiative at the end of 2020, identified as having an important role to play in the transition to net zero emissions by 2050 or earlier. In 2023, of the 11 indicators evaluated according to Suzano's public information, two meet the initiative's criteria (medium-term GHG reduction targets and TCFD disclosures), and another two partially meet them (climate governance and short-term emission reduction targets). The «Emissions Reduction History» indicator has not yet been evaluated because it is new;
- **Task Force on Climate-Related Financial Disclosures (TCFD):** Suzano was the first company in the Pulp and Paper sector to be the protagonist of a TCFD case study, launched in 2015 on the TCFD Knowledge Hub - a page on which initiatives related to the TCFD's recommendations are published, which has already featured 14 case studies (mainly from companies in the financial and non-financial sectors). In the case of Suzano, the highlight was this Sustainability Center, which contains financial information related to climate change, in line with the recommendations for measuring and transparency of results proposed by the TCFD. Over the last two years (2023 and 2022), the company carried out an analysis with an external consultancy to become 100% compliant with the guidelines and intends to implement its results in 2024. The analysis showed that the company has a high performance in its climate strategy and the structuring and disclosure of its climate metrics and targets. The dimensions of governance and risk management are where the company has the greatest opportunities for improvement;
- **Science Based Target initiative (SBTi):** as part of its commitment made in 2021 to the Business Ambition for 1.5°C and SBTi initiatives, in 2023 Suzano submitted for validation its greenhouse gas emission reduction and CO₂ removal targets aligned with the methodologies and guidelines stipulated by SBTi. The technical details of the targets submitted have not yet been published, as they are subject to possible changes during the validation process. While awaiting approval, Suzano continues to communicate with SBTi, not only to collaborate with the approval of the target proposals submitted, but also to continue monitoring both the development of the specific tool for the Pulp and Paper sector's 1.5°C trajectory, and the updates to the Forests, Land Use & Agriculture Guide (SBTi FLAG), which may be modified after the official publication of the global methodology for calculating removals (GHG Protocol Land Sector and Removals, currently in the pilot phase). In this way, we reaffirm our commitment to ensuring a methodologically robust approach to further increase our ambitions and speed up our journey towards decarbonization and removing carbon from the atmosphere. It's worth mentioning that the company's current voluntary decarbonization and removal targets are already science-based and in line with the Paris Agreement.

Suzano Decarbonization Plan

In 2023, Suzano made significant progress in developing its Decarbonization Plan, concentrating its efforts on several fronts. Special emphasis was placed on studies into decarbonization solutions, involving updating the marginal abatement cost curve (MACC). With the support of specialized consultants, a series of internal workshops were held, in which different departments, such as Engineering, Logistics, Energy, R&D, Supply Chain, and New Business, collaborated to gain valuable insights into projects and opportunities related to decarbonization.

We also revised the projected emissions for 2050, taking into account the company's growth assumptions provided by the Strategy team. This exercise provided a clearer vision of the decarbonization path that is being designed. Suzano also conducted an in-depth analysis of the main publicly available frameworks related to the climate transition, identifying the requirements necessary to comply with each of them, while simultaneously evaluating the parameters already met by the company.

Suzano's ambition has been submitted for evaluation by the Science Based Targets initiative, with target proposals forwarded for approval next year. This commitment to the initiative's guidelines reflects the company's effort to align its sustainability goals with internationally recognized standards.

Looking ahead to 2024, Suzano will focus on deepening the decarbonization levers identified, seeking technical details to enable effective alternatives. The process of setting targets according to Science Based Targets methodologies will continue, while the decarbonization roadmap will be refined, especially after the targets are approved by the SBTi. The company will maintain its commitment to involving the various internal areas that contribute to the evolution of the issue, as well as working to increase adherence to climate transition frameworks, to fully comply with these requirements.

Suzano at COP28

Given Suzano's stature and the systemic nature of the climate challenge to both society and the company's long-term prosperity, it is crucial for the company to be an integral part of the global effort to combat climate change. The immense magnitude of the threats and impacts of the climate crisis, coupled with the demand for correspondingly large scale solutions, reinforces the company's belief in its ability to champion innovative approaches. As a result, Suzano must actively engage and influence across multiple sectors to transition to a low-carbon economy. This entails participation in numerous associations, working groups and initiatives aimed at shaping the agenda for implementing the Paris Agreement and promoting the viability of regulated carbon markets.

As part of this action, Suzano executives were engaged in the COP28 agenda, which took place between November 30 and December 12, 2023, in Dubai, participating in various discussions, dialogues and meetings on the relevant topics below and which the company has listed as priorities for its engagement:

1. Carbon market

- Progress in defining the legal basis for regulating the carbon market in Brazil
- International negotiations for emissions trading
- Changes in the rules of voluntary markets and the search for greater integrity
- Follow-up on the definitions of rules for international emissions trading (ITMOS, Art 6.4)
- Monitoring the definition of methodologies for forest carbon credit projects (Art. 6.2 and 6.4)
- Acceptance of carbon regulation in Brazil by international markets (CBAM etc.)
- Networking with voluntary market players (Verra, ICVCM, VCMi, Gold Standard, etc.)
- Negotiation of protocols for measuring forest inventories (GHG, SBTi)

2. Biodiversity

- Investment trends in Nature-Based Solutions and how Suzano can contribute to reversing biodiversity loss by 2030
- Implementation of the Global Biodiversity Framework

3. Energy

- Just Energy Transition: Suzano can contribute to the ambition of tripling the supply of renewables and doubling energy efficiency in the world by 2030 through the use and export of renewable energy from biomass

4. Solutions for climate change

- Nature as an essential element in climate transition plans
- **Adoption of more ambitious science-based targets** for emissions reductions and nature (using SBTi-FLAG)
- Adoption of the Taskforce on Nature-related Financial Disclosures (**TNFD**), an initiative that allows companies to incorporate nature-related risks and opportunities into their strategic planning, risk management and asset allocation decisions through reporting recommendations
- Gradual reduction of fossil fuels:
 - o Investment in the **development of technologies and the use of new products** to make this reduction possible;
 - o Promoting the **use of renewable sources** such as biomass

With the Ibá association, of which we are a member, Suzano has followed the agenda of official negotiations mainly on the following issues:

- Article 6 of the Paris Agreement (in more detail, articles 6.2 and 6.4);
- Follow-up on announcements by the Brazilian federal government;
- Highlighted COP agendas, such as:
 - o Loss and damage;
 - o Connection of the climate and biodiversity agenda;
 - o Climate finance;
 - o Results of Globalstocktake (increasing ambition and commitments made in the Paris Agreement, to be presented at the 2025 COP).

Road to COP30

During 2023 and throughout the COP, Suzano was actively involved in national and international discussions, participated in bilateral meetings with various stakeholders and attended relevant events. This commitment allowed the company to understand the opportunities, identify trends and outline possible action strategies for COP30.

For Suzano, the COP agenda represents an annual commitment developed throughout the year in conjunction with the associations of which the company is a member. This collaboration is aligned with the engagement strategy established by the company.

For more information on Suzano's involvement in associations, see the "[Participation in associations](#)" indicator.

TCFD AT SUZANO

Material Topics: Climate change

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Forest Management

SASB Dimension: Climate change adaptation

SASB Code: RR-FM-450a.a

Stakeholder Capitalism Metrics: Planeta



Commitment: Commitment to renewing life

Context

What is TCFD?

The Task Force on Climate-related Financial Disclosures (TCFD) provides a set of voluntary recommendations for reporting risks and opportunities related to climate change. The task force, created by the Financial Stability Board (FSB), together with representatives from different economic sectors, both public and private, published its guidelines in 2017, structured around four reporting dimensions: governance; strategy; risk management; and metrics and targets.

In October 2023, the task force published its last status report, announcing the fulfillment of its purpose and its evolution represented by the climate and sustainability standards of the International Sustainability Standards Board (ISSB) - standards based on the recommendations of the TCFD.

For more information, visit [this link](#).

Suzano's history

Since 2019, Suzano has been reviewing its practices and today integrates the TCFD into the development of its strategy and management of climate risks and opportunities, adopting its recommendations as a reference for reporting potential climate-related financial impacts.

This effort involved mapping and formalizing processes for managing climate risks and opportunities in various areas. The company began to make annual assessments of its adherence to the TCFD recommendations, based on the criteria defined by the TCFD Maturity Map, from Accounting for Sustainability and has been constantly improving and expanding its adherence to the framework.

In 2022, Suzano hired a specialized external consultancy to expand the company's internal capacity to

analyze and manage physical and transition risks and opportunities in different climate scenarios and time horizons. This study, which continued in 2023, provided an overview of the possible physical and transition risks for forestry, industrial and logistics operations with their magnitude of impact, as well as a preliminary financial quantification exercise of the impact of these risks, which Suzano will seek to improve in the coming years.

During 2023, an analysis of the current state of climate change governance and recommendations were also developed, aiming to achieve the guidelines of the main reporting standards for the company to implement.

Suzano's integrated risk management policy combines impact and probability and indicates which risks are considered substantial, both for strategic and financial matters. Based on the results of the assessment, the company will develop action plans on climate risks with a focus on identifying and mitigating the impacts of climate change. These action plans will be monitored and measured through critical analyses, and the situation will be reported annually to the Executive Committee, the Statutory Audit Committee (CAE) and the Board of Directors (CA).

In line with developments in this area, Suzano is committed to adopting the ISSB's S1 and S2 standards to replace the TCFD recommendations. In 2023, we analyzed to verify compliance with the requirements of the new standards, comparing them with compliance with the TCFD metrics previously carried out. Thus, by 2024 we have outlined a clear path for implementing the requirements established by the ISSB standards, taking into account interpretation and adaptation to the company's scenario.

Governance

The Board of Directors is responsible for overseeing the sustainability strategy, including climate change risks and opportunities, supported by the Sustainability Committee, a collegiate advisory and instructional body responsible for defining the climate change management strategy, analyzing and monitoring the implementation of the defined objectives, indicators and targets three times a year.

Due to the growing importance of this issue at Suzano, part of the variable remuneration of consultants up to the company's Executive Committee is linked to sustainability and climate targets. In 2023, approximately 40 climate-related targets were set by various areas, such as Research and Development, Logistics, Engineering, Digital, Legal, Procurement, Corporate Relations and Climate Change.

At the administrative level, Suzano manages the issue through initiatives in different departments, such as Forestry, Industrial and Logistics Operations, New Business, Research and Development, Strategic Planning, Recovery and Utilities, and Risk Management. Moreover, the company has an exclusive Climate Change department, which is part of the Sustainability Department. It aims to ensure that initiatives are in line with the company's journey towards a low carbon economy, articulating with internal and external audiences the global scenario of climate trends and regulations. All the fronts and initiatives are described in the "[Climate change at Suzano](#)" indicator.

Additionally, in 2023 we updated the **Corporate Climate Change Policy** to guide our employees on the values of the business and align behavior towards a common goal. The climate change principles described in the Policy aim to guarantee mitigation actions to reduce and remove greenhouse gases (GHG) from the atmosphere and maximize the company's positive impacts, as well as developing actions to adapt to the effects of climate change. The purpose of the Policy is to confirm Suzano's commitment to combating climate change, towards the transition to a low carbon economy, and to contribute to a resilient future for society. The disclosure and updating of the Policy were communicated to all employees, in Portuguese and English, and approved by the Executive Committee.

Strategy

Natural resources are becoming increasingly scarce. The future depends on our ability to innovate and our responsibility to optimize the use of available resources. This scenario represents opportunities for Suzano and, based on it, we have defined our long-term strategic vision:

- To continue to be a benchmark in the sector in terms of efficiency, profitability and sustainability from the forest to the customer;
- To be a transforming agent in the expansion of new markets for biomass;
- To be a benchmark in sustainable and innovative solutions for the bioeconomy and environmental services, based on planted trees.

At Suzano, innovation and sustainability go hand in hand to transform renewable raw materials from trees into bioproducts for billions of consumers in more than 100 countries. With over 90 years of experience, we operate mainly in the pulp (grade and fluff papers) and paper (paperboard, printing and writing and tissue) segments. Furthermore, the company's **bioeconomy strategy** is fully aligned with global trends and demands for renewable solutions for a low-carbon economy in the following priority areas:

- Lignin;
- Biopetroleum;
- Nanocellulose;
- Biocomposites.

These areas represent opportunities to replace fossil-based products, which consume more energy and water.

In our ambition to expand boldly into new segments (time horizon of five to ten years), partnerships to replace single-use plastic and the partnership with Finnish startup Spinnova to produce textile fiber from microfibrillated cellulose (MFC), obtained from eucalyptus planted in Brazil, are relevant examples of opportunities for Suzano.

With one of the largest forest areas in the world, the company understands its role in combating climate change. Together, native forests and eucalyptus plantations contribute directly to removing and storing carbon (CO₂) from the atmosphere. For this reason, Suzano is committed to doing more than neutralizing the direct and indirect emissions of our value chain. Our goal is to remove significant additional amounts of carbon from the atmosphere, thus mitigating the effects of the global climate crisis.

Risk and opportunity management

Suzano has a structure dedicated to corporate risk management, including risks related to climate change, which are considered some of the company's priority risks at a corporate level. With its methodologies, tools and processes to ensure the identification, assessment and treatment of its main short-, medium- and long-term risks, the management system allows for the continuous monitoring of risks and their possible impacts, the control of the variables involved and the definition and implementation of mitigating measures to reduce identified exposures. The company's assessment of the potential physical impacts of climate change, as well as those resulting from the transition to a low-carbon economy, is ongoing and will continue to evolve.

We incorporate climate-related risks into the entire Enterprise Risk Management (ERM) process. As part of the process of continuous monitoring of climate risks, we develop action plans focused on mitigating the short, medium and long-term impacts of climate change, with critical actions being reported periodically to the Executive Committee, the CAE and the Board of Directors.

The risk management process also includes specific approaches at the operational level. One example is the modeling of climate change scenarios and monitoring of indicators by the technical R&D team. This data is used to calibrate the harvest and planting planning models and to review the assessment of correlated climate risks to define new specific action plans when necessary.

Decisions related to dealing with risks (mitigate, transfer, accept or avoid) are made by risk committees established in our industrial units, business areas and international offices, after their identification and evaluation according to their respective impacts and probabilities.

If the risk is at a high or critical level, it is reported to the company's executive committee (for more information on the functioning of risk committees and governance for reporting the main risks to senior management, access the [Risk Management](#) indicator).

Climate scenario analysis

Physical risks: can impact wood supply planning, forestry operations and the strategic direction of innovation projects. We mapped these risks considering four global warming scenarios from the Intergovernmental Panel on Climate Change (IPCC) (SSP1-2.6, SSP2-4.5, SSP3-7.0 and SSP5-8.5), and four future periods (2021-2040, 2041-2060, 2061-2080 and 2081-2100), based on nine global climate models, including multimodel assessment (ensemble).

Climate risk analysis is carried out using statistical models. In forest productivity, we use an ecophysiological model based on the 3-PG process (Physiological Processes Predicting Growth), a recognized scientific tool calibrated to our environmental conditions. Through this modeling, estimates of impacts are made considering climate change scenarios and analyses resulting from El Niño and La Niña events over the last 102 years.

Determining these potential impacts is essential for the business and has been going on for years. In 2006, for example, we measured the increase in CO₂ in most of the genotypes planted, using various physiological variables in the trees. In 2009, Suzano updated its database using three global models (HAD, CSIRO and PCM), based on the IPCC scenarios (A1, B1, A2 and B2). The study was revisited in 2015, when the researchers assessed and identified risks in both scenarios (RCP 2.6 and RCP 8.5).

We invest in initiatives to manage or adapt to the physical risks of climate change, such as research and development, to implement innovations throughout the value chain. Ongoing projects seek to increase the resilience of forest clones to climatic adversities, as well as their tolerance to pests and diseases, and to develop tools for the early diagnosis of these impacts. We carry out increasingly sophisticated analyses using artificial intelligence, big data and analytics to achieve even more sustainable forest management in the context of climate change.

Climate indicators are used to calibrate harvesting and planting planning models to mitigate possible productivity losses, optimize forest productivity and help with investments and other strategic decisions. Suzano has, for example, the largest private eucalyptus genetic base in the world and an extensive climate monitoring base to mitigate and monitor climate effects.

Based on the physical risk analysis, it is considered that the company's assets - biological assets, which are measured at fair value, fixed assets and intangible assets - could be impacted by climate change. For this reason, management considered the main risk data and assumptions highlighted below.

Possible impacts on the determination of the fair value of biological assets due to the effects of climate change, such as rising temperatures and scarcity of water resources, may have an impact on some assumptions used in accounting estimates related to the company's biological assets, as follows:

- **Losses of biological assets**, due to fires and impacts from the increased presence and resistance of pests and other forest diseases favored by the gradual increase in temperature;
- **Reduced productivity and expected growth** (IMA), due to the reduced availability of water resources in basins and other atypical climatic events, such as droughts, frosts and torrential rains;
- **Interruption in the production chain** due to adverse weather events;
- **Scarcity of water resources in industry**: although our units are efficient in their use of water, there are contingency plans for all units affected by possible water shortages and action plans for dealing with the water crisis in critical regions.

Transition risks: Suzano continuously assesses possible climate transition risks that may impact its operations, such as regulatory, legal, technological, market and reputational risks.

Regulatory risks are related to the potential mitigation and adaptation policies assumed by a government that may incur costs or opportunities for companies. Among the issues mapped out by Suzano are carbon pricing, customs carbon taxation, trade barriers and/or restrictions related to the alleged contribution, even if indirect, to the intensification of climate change, which increases the risk of litigation.

The company has been closely following the discussions on carbon market regulation, as well as the public consultations on new international schemes, such as the Carbon Border Adjustment Mechanism (CBAM), part of the Europe Union Green Deal.

In the financial area, the company understands that a possible regulated market could generate costs or opportunities, depending on the regulatory scenarios, and so it began to incorporate an internal carbon pricing variable in 2023 to measure and verify the impact of projects on emissions. Thus, based on this analysis, financial indicators are generated with and without the carbon shadow price, so that the impact on emissions can be considered in the approval processes for new investments, among the other financial criteria for prioritizing their Capex investments in modernization and expansion.

In practice, the internal carbon price is incorporated into the net present value (NPV) of projects, with a feasibility scenario and an initial shadow price of US\$ 10/t. As a result, projects that reduce GHG emissions and help decarbonize our operations will have a better financial result and a differentiating factor when making capital allocation decisions.

We used different data sources in our price scenario modeling to establish internal carbon prices for different areas, which in turn have different contexts, such as industrial (scopes 1 and 2), road and maritime logistics (scope 3) and forest planting (scope 1 removal). The modeling takes as a reference the prices of carbon taxes levied in Latin America, the current prices of regulated and voluntary international carbon markets, as well as price projections for the coming decades estimated by different institutions, such as the World Bank's Partnership for Market Readiness (PMR Brazil), the International Energy Agency (IEA) and the UK's International Renewable Energy Agency (Irena).

Another legal risk mapped relates to compliance with contractual clauses in sustainable bonds and loans [Sustainability Linked Bonds (SLB) and Sustainability Linked Loans (SLL)] assumed by Suzano, related to the intensity of our greenhouse gas emissions, the intensity of water capture for use in industrial processes and the percentage of women in leadership positions. Failure to meet these targets could lead to a future increase in the cost of these debts, as provided for in the respective contracts.

Another important front on which Suzano is working to mitigate the risks of regulatory transition (explained above) and of the market (resulting from the shortage of supply of resources affected by climate change) is the constant investment in efforts to monitor and reduce its emissions. Despite having

one of the best performances in the sector about the intensity of our scope 1 and 2 emissions per product manufactured and one of the best performances projected for 2030, we understand that competitiveness in the global market will also depend on greater ambitions and efforts to reduce absolute GHG emissions. For this reason, in 2023 Suzano submitted its targets for validation by the Science-Based Target Initiative (SBTi), in line with the methodologies and guidelines stipulated by the initiative. As the targets submitted are at the validation stage, their technical details have not yet been released.

Besides this, we have evaluated our GHG emissions projections up to 2050, considering the company's growth assumptions, the different decarbonization scenarios and using different tools:

- 1.5 °C, developed by SBTi using the IPCC Special Report on global warming of 1.5 °C;
- Transition Pathway Initiative (TPI) tool, which uses the 2DS and B2DS scenarios developed by the IEA;
- Methodology of the Assessing Low Carbon Transition (ACT) initiative, which uses the IEA's B2DS and NZE 2050 scenarios.

In the latter, we evaluate not only the carbon intensity of our entire operation and the trajectory of emissions by type of product produced but also the generation of heat, steam and electricity through technologies aligned with low carbon in our industries, as well as our material and intangible investments in mitigation actions, technologies and low carbon products in the coming years.

Opportunities

Due to the large volume of CO₂ removal by eucalyptus and native forest and the renewable origin of Suzano's raw material, the company sees opportunities for new business related to climate change mitigation.

Its forestry base represents a potential **supply of carbon credits** to be sold to companies and institutions wishing to offset their emissions and meet their climate targets. The Carbon Business and Corporate Venture and New Business teams are responsible for developing these opportunities internally. Suzano currently operates in the voluntary carbon market and, in 2023, made 1.7 million verified carbon units (VCUs) available for sale. To find out more, visit the "[Carbon market](#)" indicator.

A highlight of the year was the two product neutralization partnerships with Suzano, made possible by the sale of credits: the neutralization of 50,000 copies of three different titles printed with Suzano's Pólen® brand of paper and the neutralization of 102 tonnes of carbon dioxide (CO₂) generated in the process of manufacturing 6 million boxes of medicines, carried out with the printing company Box Print and the pharmaceutical company Merck.

In addition, in the Corporate Venture Capital area, Suzano Ventures made an investment of up to 1 million dollars in 2023 in an Israeli carbon startup that is developing digital technology for **geoprocessing**, i.e. bringing agility and transparency to the entire process of analyzing land use, measuring and managing carbon sequestration and the use of water resources. Marvin Blue saw the partnership with Suzano as an opportunity to expand its horizons and, together with our team, has been working on the development of intelligent models that provide information on climate scenarios and contribute to efficiency in climate change management operations.

Another opportunity identified in our business is the **reuse of biomass and wood waste** from the production process to generate a significant portion of our energy needs. Approximately 88.1% of our entire operation and energy matrix (which involves forestry, industry, logistics, etc.) comes from renewable fuels (such as Black liquor and biomass), and the remaining 11.9% from non-renewable resources (such as natural gas and fuel oil).

In terms of electricity, we are self-sufficient at the Aracruz (ES), Imperatriz (MA), Mucuri (BA) and Três Lagoas (MS) units, where surplus generation is sent to the grid. In 2023, 1,329,552 MWh (1,329 GWh) of renewable electricity was supplied to the public grid from these units. This surplus energy sold can be the subject of international renewable energy certification, the so-called I-REC (Renewable Energy Certificate). In 2023, sales of I-RECs totaled 498,894 reais.

Linked to Suzano's strategy, the expansion of the offer of current products and new products with low carbon intensity, which can replace others of fossil origin, takes place against a backdrop of our customers seeking solutions for their decarbonization strategies.

Metrics and targets

Suzano publishes **more than 100 indicators used to assess climate risks and opportunities**, including GHG emissions and removals in scopes 1, 2 and 3¹, calculated in line with the GHG Protocol methodology. Some of these metrics are also incorporated into operational performance indicators, with specific targets to be achieved.

Among our 15 Commitments to Renewing Life - our long-term goals - two are on the climate change front:

- Remove 40 million tonnes of CO₂ equivalent from 2020 to 2025;
- Reduce the intensity of carbon emissions (scopes 1 and 2) per ton of product produced (tCO₂e/t) by 15% by 2030.

However, other targets contribute to the climate agenda insofar as they can help to replace fossil products:

- Offer 10 million tonnes of renewable products that can replace plastics and oil derivatives by 2030;
- Increase renewable energy exports by 50% by 2030.

Since joining SBTi in 2021, Suzano has been working to establish a GHG emissions reduction target in line with the 1.5 °C scenario. This effort should include direct emissions and emissions from the value chain (scope 3). In 2023, the target proposals were submitted for validation by the initiative, and approval is expected throughout 2024.

It is worth mentioning that the current target (a 15% reduction in emissions intensity) is in line with science and the Paris Agreement, according to three methodologies: Transition Pathway Initiative (TPI), Baringa and Truecost.

In terms of metrics, Suzano's **environmental management system** includes a series of metrics related to GHG emissions and capture, forest restoration, water capture and consumption, energy consumption and self-generation, as well as waste generation and disposal.

Below are the metrics monitored, by theme.

Biodiversity

- High Conservation Value Areas (HCVAs) in endangered species habitat
- Company, leased or managed areas within or adjacent to protected areas and areas of high biodiversity value outside protected areas
- Commitment to Biodiversity Conservation
- Commitment to Zero Deforestation
- Commitments and partnerships

- Biodiversity management in forestry operations
- Habitats protected by biome by Suzano
- Significant impacts of activities, products, and services on biodiversity
- Fires in Suzano areas
- Fauna and flora monitoring
- Mucuri Springs Project
- Ecological Restoration Program

Water

- Description of water management risks and discussion of strategies and practices to mitigate these risks
- Water management in operations
- Effluent management in industrial operations

GHG emissions and capture

- Carbon balance (removals and emissions), removals and stocks
- GHG emissions and methodology
- Direct GHG emissions (scope 1), by category and type
- Management of GHG emissions in forestry, industrial and logistics operations
- Intensity of GHG emissions
- Other indirect GHG emissions (scope 3¹), by category

Energy

- Energy consumption inside and outside the organization
- Energy management
- Degree of renewability of the energy matrix, percentage of electricity from the grid, biomass and other renewable energies and energy intensity

Waste management

- Waste management

Carbon credit

- Suzano's carbon market

Circular economy

- Life cycle assessments
- Recycled fiber acquired, used or recovered, by business unit
- Recycled fiber acquired, used or recovered, by product segment
- Revenue from reusable, recyclable and/or biodegradable products

NOTES

1. Scope 3 categories measured: 1. Purchased goods and services; 4. Upstream transportation and distribution; 5. Waste generated in operations; 6. Business travel; 7. Employee commuting; 9. Downstream transportation and distribution.

#CARBON REMOVAL

CARBON BALANCE (REMOVALS AND EMISSIONS), REMOVALS AND STOCKS

Material Topics: Climate change

Other hashtags: Carbon removal; Climate change

Frameworks

GRI: 305-1; 305-2; 305-3

GRI Dimension: Environmental

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Carbon balance (CO₂): is the difference between anthropogenic emissions and removals of greenhouse gases (GHG) from the atmosphere over a given period.

Removals: carbon dioxide removals (CDR). They refer to the process of removing CO₂ from the atmosphere according to the Intergovernmental Panel on Climate Change (IPCC).¹ Being the opposite of emissions, practices or technologies that remove CO₂ are often described as achieving «negative emissions». There are two main types of CDR: from improving existing natural processes that remove carbon from the atmosphere (for example, by increasing its absorption by trees, soil or other «carbon sinks»), or from chemical processes to, for example, capture CO₂ directly from ambient air and store it elsewhere.²

Afforestation (planting new trees in areas where there were no forests) and reforestation (replanting trees in areas where there were forests but they have been converted) are also considered forms of CDR because they increase natural CO₂ sinks.³

The IPCC warned in its report on climate change mitigation⁴ that keeping the temperature rise within the 1.5 °C limit will be impossible without carbon dioxide removals. Removals can offset the GHG emissions of sectors that cannot completely decarbonize their activities or that may take a long time to do so.

Carbon stock: according to the IPCC, is the amount of carbon held within a reservoir at a specific time. Oceans, soils and forests are examples of carbon stocks.

The carbon stock in a reservoir or pool can change according to the difference between carbon additions and losses. When losses are greater than additions, the carbon stock becomes smaller and so the reservoir acts as an emission source to the atmosphere; when losses are less than additions, the reservoir acts as a sink.

Balance (removals and emissions), removals and carbon stocks at Suzano

Suzano's carbon balance is calculated from the difference between scope 1, 2 and 3⁹ emissions and the balance between emissions and direct removals from land use (net removals by land use).

Carbon removals occur when forest biomass grows - for example, when even a single tree is planted in a pasture area or when an already planted area is increased from 500 hectares to 600 hectares.

Thus, when there is an increase in the volume of biomass in a given Suzano area, its equivalent increase in carbon is considered to be "direct removal by land use change". On the other hand, when there is a reduction in the volume of biomass (such as during harvest periods), the equivalent loss in carbon is considered to be "direct emissions from land use change".

The company's carbon stock is then the balance between all the direct emissions and removals from land use in forest areas that occurred in a given year (or an annual "snapshot" of all the carbon that is stored in its natural reservoirs).

As a company that carries out responsible forest management, Suzano has eucalyptus cultivation areas in which the process of planting, harvesting and conserving the native forest are in the form of a mosaic. In this way, the company maintains a constant carbon stock, with the conservation areas stabilized or growing and removing carbon from the atmosphere, and the eucalyptus cultivation areas, for the most part, with growing seedlings. The CO₂ removal value linked to the environmental restoration process and High Conservation Value Areas (HCVAs) is included in the removal values of native vegetation areas.

Regarding the planted forest areas, as Suzano has a cultivation cycle of approximately seven years, only one-seventh of the planted forest areas are under constant harvest. The other six-sevenths of the planted forest areas are, to varying degrees, storing carbon over time and ensuring that this stock remains in the field.

Calculation methodology

The method currently used to estimate carbon removal in eucalyptus plantations is in line with international methodologies, based on IPCC guidelines. Carbon removals were calculated using the "stock change method", following the IPCC Guidelines for National Greenhouse Gas Inventories (volume 4, chapter 4).⁵

To calculate removals, data from the Cadastral Inventory of plantations from 2 years old is used. In this way, carbon removals in 2023 reflect the increase in biomass from plantations that took place until 2021 and the loss of biomass from harvests that took place in 2023. Plantations that took place in 2022 and 2023 will only have their removals accounted for in the Carbon Stock and Removals Inventory from 2024 and 2025, respectively.

Thus, GHG removals by planted forests are calculated using the stock change method by IPCC guidelines. To calculate the carbon stock (which increases as the vegetation grows and decreases when it is harvested), Suzano uses data from its forest registry database, which includes information on areas, in hectares, separated by age and clone, density and volume of biomass for each of these ages. Based on this information, the IPCC-recognized conversion factors (C to CO₂), above- and below-ground biomass proportion factor and biomass expansion factors (BEF) are applied, and carbon stocks are calculated.

For areas earmarked for conservation and restoration, the gain-loss method is used to calculate the

volume of carbon removals, a methodology also recommended by the IPCC guidelines. This calculation uses information and data from the company's forest registry combined with carbon stock factors by phytophysiology and biome and by successional stage (level of forest maturity).

All these factors come from the most consolidated and recognized bibliographical references in Brazil and from the IPCC itself.

GHG Protocol Land Sector and Removals Guidance e SBTi FLAG

The GHG Protocol is an initiative of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) that establishes standards and guidelines for measuring and managing GHG emissions from public and private sector operations, value chains and mitigation actions.

Since 2020, the GHG Protocol has developed the Land Sector and Removals Guidance⁶ to help companies account for and report their GHG emissions and removals about land management, land use change, biogenic products, carbon dioxide removal technologies and related activities in GHG inventories, based on the Corporate Standard and Scope 3 Standard.

Based on its vast experience in forest inventories and inventories of carbon emissions and removals, Suzano has collaborated in the development of this new Guidance as a member of the Advisory Committee and through technical discussions in the sector and participation in public consultations promoted by the GHG Protocol.

In 2023, the company took part in the pilot test phase of the Guidance and submitted its contributions on the guidelines and calculation methods proposed by the methodology. To do this, it carried out an assessment using its data, involving specialists from various areas of the company. Since then, the Guidance has been under review by the Advisory Committee and the Technical Working Group, and its final version is expected to be published at the end of 2024. Following the publication of the final version of the Guidance, Suzano will evaluate its internal procedures for the inventory of emissions and carbon removals against the new GHG Protocol guidelines and will update them if necessary.

The Guidance is also of great importance to the company because its methodology is used by the Science Based Target Initiative (SBTi) in its own Forest, Land Use and Agriculture (FLAG)⁷ guide for companies in land-use intensive sectors to set science-based targets that include reducing forest and land-use change emissions (LULUCF) and carbon removals.

In 2023, SBTi announced⁸ that companies in the agricultural and forestry sectors wishing to submit new targets or update already submitted fossil emission reduction targets should also submit a LULUCF emission reduction and removals target following the FLAG Guidance and the pilot version of the GHG Protocol Land Sector and Removals Guidance. Following its commitment made in 2021 with the Business Ambition for 1.5°C and SBTi initiatives, Suzano submitted for validation its emission reduction and CO₂ removal targets aligned with the methodologies and guidelines stipulated by SBTi, attaching to the process a series of documents to support SBTi's analysis and demonstrate points of inconsistency in the calculations in the FLAG tool for the forest products and paper sectors. In December 2023, SBTi announced that this FLAG methodology had been temporarily suspended specifically for the forest products and paper sectors.

Therefore, Suzano will continue in 2024 in the process of reviewing and approving its mitigation commitments with SBTi and will remain available and active for the processes of finalizing the GHG Protocol Land Sector and Removals Guidance and to participate in reviews and improvements of the FLAG methodology with SBTi.

The tables below provide the following information:

- Carbon balance (removals and emissions);
- Carbon removals;
- Carbon stocks.

Notes:

1. Reference available [here](#);
2. Reference available [here](#);
3. Reference available [here](#);
4. Reference available [here](#);
5. Reference available [here](#);
6. Reference available [here](#);
7. Reference available [here](#);
8. Reference available [here](#).
9. Scope 3 categories measured: 1. Purchased goods and services; 4. Upstream transportation and distribution; 5. Waste generated in operations; 6. Business travel; 7. Employee commuting; 9. Downstream transportation and distribution.

Carbon balance (removals and emissions), in tonnes of CO₂e¹

	2020	2021	2022	2023
Scope 1 emissions	2,155,102.69	2,328,335.53	2,378,304.09	2,421,049.08
Scope 2 emissions	59,531.90	137,822.64	49,216.75	49,237.12
Scope 3 emissions	1,568,893.44	1,842,093.64	1,737,960.57	1,643,791.84
Total emissions	3,783,528.03	4,308,251.81	4,165,481.41	4,114,078.04
Balance between land use emissions and removals	-18,983,839.64	-13,204,509.36	-2,080,751.67	-9,238,526.38
Total balance (emissions - removals)	-15,200,311.61	-8,896,257.55	2,084,729.74	-5,124,448.34

1. The indicator considers Suzano's emissions. For more details, see the indicators: "[Direct greenhouse gas emissions \(scope 1\), by category and type](#)" and "[Other indirect greenhouse gas emissions \(scope 3\), by category](#)".

Carbon removal, in tonnes of CO₂ equivalent (tCO₂e)

	2020			2021			2022			2023		
	Suzano - planted forests	Suzano - native vegetation	Suzano – total	Suzano - planted forests	Suzano - native vegetation	Suzano – total	Suzano S.A. – planted forests	Suzano S.A. – native vegetation	Suzano S.A. – total	Suzano S.A. – planted forests	Suzano S.A. – native vegetation	Suzano S.A. – total
Biogenic emissions by land use	33,063,426.44	n/a	33,063,426.44	35,504,588.97	n/a	35.504.588,97	44,887,590.43	n/a	44,887,590.43	44,246,396.10	n/a	44,246,396.10
Biogenic removals by land use	-48,231,510.96	-3,815,755.12	-52,047,266.08	-44,824,539.53	-3,884,558.80	-48.709.098,33	-43,067,325.76	-3,901,016.34	-46,968,342.10	-49,441,544.13	-4,043,378.36	-53,484,922.48
Balance between emissions and removals from land use	-15,205,266.10	-3,815,755.12	-18,983,839.64	-9,319,950.57	-3,884,558.80	-13.204.509,37	1,820,264.67	-3,901,016.34	-2,080,751.67	-5,195,148.03	-4,043,378.36	-9,238,526.38

Carbon stocks, in tonnes of CO₂ equivalent (tCO₂e)¹

	2020	2021	2022	2023
Suzano S.A. - planted forests	164,799,325.93	170,785,672.50	160,351,112.79	164,037,657.51
Suzano S.A. - native vegetation	150,992,295.12	165,973,008.90	158,149,838.43	171,492,435.98
Suzano S.A. – total	315,791,621.05	336,758,681.41	318,502,973.22	335,530,093.49

1. This indicator considers Suzano's emissions. For more details, see the indicators: "Direct greenhouse gas emissions (scope 1), by category and type" and "Other indirect greenhouse gas emissions (scope 3), by category".

ADDITIONAL INFORMATION

Carbon balance

The carbon balance considers emissions and removals from Suzano's operations. Details of greenhouse gas emissions can be found in the indicator "[Greenhouse gas \(GHG\) emissions and methodology](#)". In 2023, maintaining the trend of the historical series, the company had a negative carbon balance, which means that our forestry operations removed more carbon from the atmosphere than is emitted throughout the company's entire operational chain and contributed positively to reducing the global effects of climate change.

Carbon removal

In 2023, we had total removals (anthropogenic biogenic) of 53 million tonnes of CO₂ from the atmosphere and total emissions (anthropogenic biogenic) of 44 million tonnes of CO₂, resulting in a balance of 9 million tonnes of CO₂ removed from the atmosphere in 2023.

The balance sheet takes into account plantations (aged 2 years or more), forest growth, harvesting, and management of the forest base in the current year. The result of Suzano's removals is due to the entry of planted bases in recent years, in addition to the maintenance of current forests, in line with the movement to expand the forestry base that will provide the company with greater resilience and wood supply in the long term, in line with its business strategy.

Carbon stock

In 2023, we had an increase in the carbon stock of the areas eligible in the calculation methodology. With a movement to expand the forestry base in line with the growth of our forests, the stock guarantees a permanent carbon reserve in Suzano's areas.

Native vegetation, on the other hand, saw an increase in area in 2023 and a greater carbon stock compared to the previous year. This growth is natural and continuous in preservation areas and in line with constant refinements/improvements in the process of classifying native areas with more granular updates of phytophysiognomies in subclasses according to the Brazilian Institute of Geography and Statistics (IBGE for its acronym in Portuguese).

For 2023, both emissions and removals were verified by a third party.

Suzano will continue to expand its forestry base in line with its strategy of positioning itself in the pulp and bioproducts market, as well as its conservation and ecological restoration program, which will result in increased removals over the years, contributing to the achievement of the Commitment to Renewing Life in this area.

#BIODIVERSITY

BIODIVERSITY MANAGEMENT IN FORESTRY OPERATIONS

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: 3-3

GRI Dimension: Material Topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Based on the conservation and sustainable use of natural resources, the ecosystem services balance is fundamental for Suzano, as its business model involves an inseparable relationship with the environment. As a nature-based company, the eucalyptus planted and used in pulp production depends directly on natural resources. Thus, acting to conserve biodiversity and restore ecosystems benefits society and ensures the perpetuity of your own business.

Due to the high cost of creating and maintaining protected natural spaces, the state generally promotes these initiatives. However, most of the world's land, and its biodiversity, is in private areas. Thus, the private sector's commitment to establishing and protecting natural areas plays a key role in global efforts to increase the area of conserved natural habitats.

According to Brazilian Forest Service (SFB in portuguese acronym)¹ data, 98% of Brazil's forest area is made up of natural forests, while the rest is occupied by planted forests (approximately 9 million hectares planted with eucalyptus, pine, and other species for industrial purposes in the production of pulp and paper, wood panels, laminate flooring, energy production, and biomass).

In the international context, Brazil stands out as the country where the planted tree sector protects the most natural areas. There are around 6 million hectares of Permanent Preservation Areas (PPAs), Legal Reserve Areas (LR), and Private Natural Heritage Reserves (RPPNs in portuguese acronym)².

Suzano has been committed to identifying and conserving biodiversity in its areas of occupation and considers nature conservation to be an essential part of its business model, in which the company's plantation areas are interspersed with native forests and protected areas that have been managed to

increase the connection of biodiversity in these environments, through mosaics and ecological corridors, and the restoration of degraded areas.

Suzano's protected areas include PPAs and LRs, established and managed by Brazilian Forestry Law No. 12,651/2012. Depending on the ecological, environmental and social attributes of these areas, part of them can be considered a High Conservation Value Area (HCVA) and/or RPPN, in which case they must be voluntarily established and specifically managed and protected following certification requirements and legislation applicable to these conservation areas.

Suzano maintains and protects more than 1 million hectares of native vegetation, which corresponds to 40% of its total area. In this territory, the company has voluntarily identified 74 areas defined as HCVA and 7 RPPNs [category IV of the International Union for Conservation of Nature (IUCN)], totaling around 90,000 hectares considered to be of global or national importance for biodiversity conservation.

The management of Suzano's conservation areas aims to promote the maintenance, improvement, and sustainable use of biodiversity, protecting ecosystems, species, and genetic diversity, and ensuring compliance with current legislation.

The company's biodiversity management relies on the **Biodiversity Monitoring Plan**, which establishes the general guidelines, procedures, and responsibilities for managing the conservation of its areas.

Regarding the defined HCVAs, Suzano has a specific Monitoring Plan for each forestry business unit, which presents monitoring indicators, potential risks to the attributes of high value for biodiversity identified, and the necessary protection measures. For RPPNs, special forms of management and protection of identified values are established by specific requirements and legislation applicable to these conservation areas.

Moreover, in areas where the need for intervention to re-establish ecological functions has been identified (due to previous use by cattle grazing and other uses by third parties), Suzano has a strategy and an **Ecological Restoration Program**, which considers landscape planning and the integration of its actors, to contribute to the conservation of biodiversity and generate social benefits.

To reverse the loss of biodiversity and generate a positive impact on nature, in 2021 the company voluntarily established a commitment to connect half a million hectares of fragments - the equivalent of four times the size of Rio de Janeiro - in the Cerrado, Atlantic Forest and Amazon biomes by 2030 through ecological corridors. This commitment goes beyond Suzano's gates and focuses on the territory where biodiversity is most threatened, as defined by the Ministry of the Environment [MMA (Priority Areas for Biodiversity Conservation)].

The creation of ecological corridors connects isolated areas, enabling the movement of animals, an increase in vegetation cover, and, consequently, regenerating biodiversity. It is important to emphasize that the biodiversity commitment established by Suzano, besides covering three of Brazil's six biomes, took into account the representativeness of the company's entire territorial extension and influence, and its implementation will collaboratively take place with various stakeholders, in partnership with universities and, above all, with the local communities and the landowners of areas that will be connected.

To achieve this goal, Suzano is focused on the Connect, Engage and Protect axes. Based on these pillars, the company will strategically act through the implementation of biodiversity corridors; the creation of a network of Conservation Units (CUs); the conservation of primate and palm populations; and the establishment of business models that generate shared value and biodiverse production, as well as actions to reduce pressures on biodiversity as a result of human action. For further information, visit: [Commitment to Renew Life - Conserving Biodiversity](#).

Notes:

1. Brazilian Forest Service - National Forest Information System [SNIF (2020)] – [Map of Brazilian Forests](#);
2. The Brazilian Tree Industry (IBÁ) – [landscape management](#).

SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: 304-2; 3-3

GRI Dimension: Environmental; Material Topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Recognizing the potential impact of its operations on forests and other natural habitats, Suzano's Corporate Environmental Management Policy establishes a risk assessment and identification of actions based on the Mitigation Hierarchy Theory, aimed at preventing, mitigating, adapting, restoring and compensating for negative impacts, as well as increasing the positive effects inherent to its operational activities.

Suzano's environmental aspects and impacts are identified and assessed by forestry unit and recorded in their respective Environmental Aspect and Impact Matrices (EIA). The main negative impacts on nature include:

- Alteration of the soil's physical quality;
- Contamination and alteration of soil quality;
- Alteration of wildlife;
- Scarcity of water resources;
- Siltation of watercourses;
- Contamination and alteration of air quality.

It is important to highlight that **there are also positive impacts**, such as reducing the greenhouse effect through carbon sequestration by planted and native forests, increasing connectivity in the landscape, and maintaining biodiversity.

To ensure the management and control of impacts in its EIA Matrix, Suzano also determines measures to avoid or mitigate negative effects and increase positive ones. These measures are shared internally with the operational areas through training for employees and third parties, to promote continuous learning about the importance of environmental care in daily activities. Here are some examples of the measures adopted by Suzano in the routine of its operational activities:

- **Micro-planning of forestry operations** (prior to forestry, harvesting and logistics activities) with environmental recommendations aimed at preventing and mitigating impacts;
- **Pre- and post-operation socio-environmental monitoring** (before and after forestry, harvesting, and logistics operations), to verify the effectiveness of the socio-environmental recommendations suggested in the micro-planning stage;
- **Minimal cultivation** (keeping wood residues in the soil after harvesting), directly contributing to the conservation of moisture in the soil and the prevention of erosion;
- **Monitoring of fauna and flora**, to assess the impact of forestry operations on biodiversity, as well as the responses of populations and ecosystems to conservation practices;
- **Periodic patrols with a team specialized in identifying socio-environmental incidents and intensification of patrols carried out by property surveillance**, to prevent and deal with incidents that have an impact on biodiversity;
- **Installation of identification and orientation signs at all the company's operating units**, to prevent and mitigate the impacts caused by illegal practices;
- **Trained firefighting brigades and monitoring equipment** to mitigate the impacts of fires;
- **Firebreak maintenance** as an important practice in preventing and containing fires;
- **Water abstraction at legally authorized points**, respecting the limits established for abstraction and shared use with adjacent communities;
- **Ecological restoration** for the formation of corridors connecting remnants of native vegetation and the formation of ecologically representative conservation area networks, as a practice for restoring adverse impacts. A number of methods are used for ecological restoration, such as native planting, direct seeding, control of invasive exotic species, among others

In addition to these measures adopted in its operational routine, Suzano has a long-term commitment that goes beyond its gates and focuses on the territory where biodiversity is most threatened, according to the Ministry of the Environment (MMA, for its initials in Portuguese) definition of Priority Areas for Biodiversity Conservation. To reverse biodiversity loss, the company has pledged to connect half a million hectares of fragments - the equivalent of four times the size of Rio de Janeiro - in the Cerrado, Atlantic Forest, and Amazon biomes by 2030 through ecological corridors. The creation of ecological corridors connects isolated fragments, enabling the movement of animals, an increase in vegetation cover, and, consequently, the regeneration of biodiversity.

Total number and total area of operational units with biodiversity impact assessments

Biodiversity impact assessment	2023	2023
	Total number of operational units	Total area of operational units (hectares)
Operational units (total)	5	2,793,986
Operational units with biodiversity impact assessment	5	2,793,986
Units near areas of critical biodiversity ¹ among those evaluated	5	290,248
Units near areas of critical biodiversity with a biodiversity management plan ¹	5	290,248

1. In these lines, only the critical areas for biodiversity within Suzano's operational units were considered.

Significant direct and indirect impacts, both positive and negative, on biodiversity

Variable	Details
Affected species	Forest Stewardship activities can affect wildlife occupation, especially mammals, birds, reptiles, and insects, due to the noise resulting from operational teams. Since the 1990s, Suzano has had a structured biodiversity monitoring process, aimed at understanding the relationship between its operations and nature
Extent of impacted areas	Areas close to harvesting operations that occur exclusively within planted eucalyptus fragments
Impact duration	Occurs every harvest cycle (7 years)
Reversibility or irreversibility of impacts	No significant irreversible impacts were identified. The degree of change can vary between short and medium duration, given the aspect occurrence

COMMITMENT TO ZERO DEFORESTATION

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

A major and growing global concern is Brazil's deforestation rate increase. To this end, there are already several initiatives for monitoring systems and deforestation alerts per Brazilian biome.

In this sense, and considering this to be a basic premise for any initiative in the face of biodiversity loss, Suzano is committed to a zero deforestation policy (since July 2020) and to adopting best forest management practices, establishing its plantations exclusively in areas previously anthropized by other uses, as well as improving the environmental quality of areas earmarked for conservation.

Zero deforestation for the company means that there is no planting or acquisition of eucalyptus in areas that were previously occupied by native vegetation and that have been deforested, legally or illegally, as established in its [Wood Supply Policy](#).

To this end, Suzano institutes and applies the **Due Diligence System (DDS)**¹ to 100% of the wood supplied to its factories. This assessment aims to ensure compliance with the principles of its policies, such as the commitment to zero deforestation and compliance with international regulations [e.g. EU Deforestation Regulation (EUDR)] and the FSC and PEFC Forest Stewardship, Controlled Wood (FSC-STD-40-005), National Risk Assessment for Brazil (FSC-NRA-BR V1-0) and PEFC ST 2002:2020 standards. The main stages of this process are:

- Analysis of documents proving land use rights and assessment of native forest conversion. If there are any conflicts and/or restrictions, these must be duly assessed by a multidisciplinary group and dealt with before the contract is formalized;
- Analysis of land use boundaries with officially demarcated Conservation Units ("CUs"), priority areas for conservation, indigenous communities, and traditional communities.

After the legal and environmental validations, the forest area is registered in a system called *Zenith*, which includes relevant information - such as the geolocation of plantation and conservation areas, the name of the rural property, the region, and state - and covers company and third-party wood. This registration stage is part of **Suzano's traceability program**, which is committed to ensuring that 100% of the products delivered to customers can be traced back to the wood's origin. In other words, the program monitors the wood during planting, management, harvesting, and transport to the factory. There, the information is recorded in a system that allows it to be connected to the production of the batch of pulp and other products, such as paper and tissue.

To bring transparency to the process, Suzano has FSC and PEFC Forest Management certifications at its forestry units and FSC and PEFC Chain of Custody certifications at its industrial units, distributors, and traders. All traceability controls are assessed during internal audits and by external audits conducted by the independent third-party certification body.

To ensure that deforestation is not present in the value chain and to fulfill our Commitment to Zero Deforestation, as well as provide transparency of its activities for stakeholders, the company has been publishing the Zero Deforestation Annual Report ([2020](#), [2021](#), and [2022](#)) since 2020, based on a systemic analysis of public data on deforestation in Brazil, cross-referencing it with its operating base.

This analysis covers all the regions where Suzano operates in the national territory to evaluate deforested areas:

- **Information gathering:** documentary collections, history of land use and conservation, gathering relevant evidence;
- **Analysis and assessment of deforestation:** checking reports, images of possible deforestation and collecting evidence on site, if necessary;

- **Creation of action plans for dealing with deforestation involving interested parties:** real estate processes, contracts linked to third parties, lawsuits, police reports, any environmental licenses obtained by third parties, maps and photographic records collected in the field;
- **Monitoring and control of the defined action plans:** monitoring of the areas that have been cut down with revisits to the areas by the Heritage Surveillance, images, review or even return of possession, monitoring of legal actions, and inclusion of the areas in the Ecological Restoration Program.

The entire system is also verified by an independent third-party audit, to ensure that the process adopted confers credibility, technical precision, and impartial analysis and reporting.

Suzano actively participates in initiatives to protect natural areas, in partnership³ with NGOs, local governments, and research institutes that combat deforestation, promote ecological restoration and create conditions to promote sustainable development.

Notes:

1. For further information, see the indicator "[Total number and percentage of suppliers that have undergone environmental and social assessment](#)";
2. For further information, see the indicator "[Percentage of products with traceable origin of raw materials](#)";
3. For further information, see the "[Commitments and partnerships](#)" indicator.

ADDITIONAL INFORMATION

For a better understanding of this indicator, we will clarify some important concepts below:

- **Deforestation or suppression:** consists of the action or result of eliminating or extinguishing native vegetation in a given area;
- **Natural area and native vegetation:** an area with original, remnant or regenerated vegetation that contains various species of flora (trees and other plants) and fauna (animals) that are native or natural to the area;
- **Hectare:** unit of measurement of area that is equivalent to approximately one soccer field, or 10,000 square meters;
- **Ecological restoration:** is the process of helping to re-establish an ecosystem that has been degraded, damaged, or destroyed and aims to move a degraded ecosystem onto a recovery path that allows it to adapt to local and global changes, as well as the persistence and evolution of its component species;
- **Geospatial analysis:** technical analysis using specific software and satellite images to assess areas of native vegetation;
- **Monitoring:** this is done to determine the status of a system, process, product, or activity by collecting data in stages or at different times.

COMMITMENT TO BIODIVERSITY CONSERVATION

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Drawing inspiration from trees, Suzano has learned that life always renews itself. Trees are part of the solution for society's challenges, such as climate change, the scarcity of natural resources, the loss of biodiversity and increasing social inequality. For this reason, the company believes that it is its duty to strengthen this movement of regeneration, oxygenation and renewal of the world, living every day its purpose of **renewing life inspired by trees**.

In Brazil and around the world, one of the main threats to biodiversity loss is habitat fragmentation. This phenomenon occurs when a continuous natural area of environmental value is subdivided into smaller, unconnected areas. This is due to several reasons, such as the uncontrolled growth of urban areas and the expansion of the agricultural border. Fragmentation alters ecological interactions in the landscape, isolates species which may contribute to their extinction and interferes with the loss of territorial resilience to climate change and the provision of ecosystem services, among other adverse effects.

With this in mind and aware that the areas of native vegetation in the biomes where Suzano operates have different levels of fragmentation, in 2021 the **Commitment to Renew Life** was launched as a long-term goal **aimed at biodiversity conservation**, encompassing three of Brazil's six biomes, considering the extent and impact of the company's entire territory.

The Commitment's premise is to reduce the biodiversity loss and generate a net positive impact on nature. Suzano has pledged to connect, through ecological corridors, half a million hectares of fragments in the Cerrado, Atlantic Forest and Amazon biomes by 2030 - the equivalent of four times the size of the city of Rio de Janeiro. This commitment goes beyond the company's gates and focuses on the territory where biodiversity is most threatened, according to the Ministry of the Environment's (MMA) definition of Priority Areas for Biodiversity Conservation. The creation of ecological corridors connects

isolated fragments, allowing the movement of animals, an increase in vegetation cover and, as a result, the regeneration of biodiversity.

To accomplish the Commitment, Suzano has subdivided it into three pillars of activity: **Connect, Engage** and **Protect**. Based on these pillars, the company acts strategically through ecological restoration and sustainable production management within corridors designed to connect important protected areas, creating a network of Protected Areas (PAs), which conserve fauna and flora, and establishing business models that generate shared value and biodiverse production, as well as working on initiatives to reduce pressure on biodiversity as a result of human activity.

In this respect, and considering this to be a basic principle for any action aimed at biodiversity conservation, Suzano is committed to a zero deforestation policy and the adoption of best forest management practices, besides only using wood from plantations established exclusively in previously degraded areas and outside legally protected areas.

The company understands that for its efforts to be effective in terms of biodiversity conservation, it is necessary to act as a network, considering the landscape composition in the territory. As such, the company also reinforces the importance of biodiversity in its business strategies through the Brazilian Business Commitment for Biodiversity, launched by the Brazilian Business Council for Sustainable Development (CEBDS), in addition to being part of the creation and development, as a private initiative, of the Taskforce on Nature-related Financial Disclosures (TNFD) and the Capitals Coalition.

COMMITMENTS AND PARTNERSHIPS

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Given Suzano's territorial coverage and the diversity of environments in which it operates, where each region in which the company is located requires a different set of skills, technologies and approaches, it has been necessary to build a diverse network of strategic partners, including NGOs, universities, companies and surrounding communities.

Working in conjunction with a network of strategic partners, Suzano has been innovating in terms of technology and methodologies for the management of natural capital, striving to improve efficiency, reduce environmental impacts and create job and knowledge-sharing opportunities specific to each of the biomes where the company operates.

Some of the partnerships established and their strategic goals are listed below:

- **Atlantic Forest Restoration Pact:** Signing the Pact, which foresees the recovery of 15 million hectares of forests in Brazil by 2050, is a clear example of Suzano's willingness to establish solid partnerships. More than one hundred institutions and companies are part of this initiative, which contributes to the restoration of an important portion within the biome's native vegetation cover.
- **Alliance for the Restoration of the Amazon:** Suzano has also joined the Alliance for the Restoration of the Amazon, a pact for the conservation of this biome, which today is considered the largest biodiversity reserve on Earth. The restoration of the Amazon Rainforest is the main focus of the Alliance and its founding organizations (which include civil society organizations, government institutions, research institutions and companies), which also aim to boost the forest restoration economy in the biome and to encourage all the links in this production chain, generating business opportunities, jobs and income. Suzano is part of the Strategic Coordination Council as a representative of the private sector, whose role is to establish norms, rules, principles and policies for the Alliance's management and operationalization.

Also regarding the Amazon biome, Suzano is involved in two other initiatives:

- **Partners for the Amazon Platform:** a platform for collaborative initiative among the private sector to promote new models of sustainable development in the Amazon. It aims to develop and identify concrete and innovative solutions for biodiversity and natural resource conservation in this biome, as well as to ensure quality of life for local communities.
- **Brazilian Business Council for Sustainable Development (CEBDS):** Suzano is a member of CEBDS, which aims to promote sustainable development by working with governments and civil society, as well as disseminating the latest concepts and practices on the matter. CEBDS represents the World Business Council for Sustainable Development (WBCSD) network in Brazil, which has almost 60 national and regional councils in 36 countries and 22 industrial sectors, as well as 200 business groups operating on all continents. The institution has represented its members at all the United Nations Climate Change Conferences since 1998 and the Convention on Biological Diversity since 2000.

Here are further examples of multisectoral commitments and platforms in which Suzano is a official member:

- **[Diálogo Florestal](#):** an initiative that promotes interaction between companies in the forestry sector,

sector associations, civil society organizations, community groups, indigenous peoples, trade associations and educational, research and development institutions. The *Diálogo* aims to scale up efforts to conserve and restore the environment. Suzano is part of the São Paulo Forest Forum, the Bahia Forest Forum and the Capixaba Forest Forum, as well as the national board of the Diálogo Florestal.

- **Brazilian Coalition on Climate, Forests and Agriculture:** a multi-sectoral movement comprising leading agribusiness organizations in Brazil, the main civil organizations in the environmental and climate field, leading academic representatives, sectoral associations and leading companies in the areas of wood, cosmetics, steel, paper and cellulose, among others (with more than 300 members). Its purpose is to work with the Brazilian government, promoting open dialogue among different entities and companies, and establishing alliances for international cooperation, in order to make the low-carbon economy viable, keeping abreast of developments in the processes needed to do so, as well as sharing ideas and results with society.
- **New Generation Plantations:** Created by WWF, the NGP is a platform for sharing knowledge (on climate change, biodiversity, landscape restoration, sustainable development and the bioeconomy), best practices and collaborative learning on plantations. It connects a community of people and organizations from civil society, the public and private sectors, and the academia to work on solutions that can help to transform landscapes and increase positive impacts.
- **One Trillion Trees – 1t.org:** aims to mobilize, connect and empower the global reforestation community to conserve, restore and grow a trillion trees by 2030. The initiative is part of the World Economic Forum's work to accelerate nature-based solutions in support of the United Nations Decade of Ecosystem Restoration (2021-2030), and is supported by funding from Marc and Lynne Benioff of the Marc R. Benioff Foundation.

Here are some examples of partnerships established with NGOs, universities and companies:

- **The Nature Conservancy (TNC):** a partnership lasting more than 12 years for the implementation of ecological monitoring in restoration areas. This partnership already provides an extensive database for analyzing the efficiency of restoration methods and techniques, as well as for exchanging technologies.
- **SOS Mata Atlântica:** Partner in preparing Municipal Plans for the Conservation and Recovery of the Atlantic Forest (PMMA in Portuguese) in 33 municipalities where Suzano operates in the states of Bahia, Espírito Santo, Minas Gerais and São Paulo. The Municipal Plans for the Conservation and Restoration of the Atlantic Forest were established by Law No. 11,428 of December 22, 2006, known as the Atlantic Forest Law, and regulated by Decree No. 6,660 of November 21, 2008, which established their minimum content. The goal is to involve and encourage local managers and agents to participate in municipal planning and to qualify municipal environmental consultants in the development of the PMMA.

Below is a list of NGOs that are supporting Suzano in the construction of the PMMAs:

- o Associação Ecoar Florestal;
- o Cânions Paulistas;

- o Grupo Ambiental Natureza Bela;
 - o Guarda Mirim Posto da Mata;
 - o Instituto Cílios da Terra;
 - o Instituto de Biodiversidade;
 - o Instituto de Defesa e Estudos dos Remanescentes da Mata Atlântica (Iderma);
 - o Instituto H&H Fauser;
 - o Instituto Ideas;
 - o Instituto Itapoty;
 - o Instituto Refloresta;
 - o Instituto Suinã;
 - o Movimento Pro Rio;
 - o Sociedade Amigos por Itaúnas.
-
- **Centro de Reintrodução de Animais Silvestres (Cereias):** Suzano is a partner and supporter of the wildlife reintroduction project, located on 11.5 hectares of land loaned by the company in Barra do Riacho, municipality of Aracruz (State of Espírito Santo). CERÉIAS has been qualified by the Brazilian Ministry of Justice as a Civil Society Organization of Public Interest (OSCIP, in Portuguese acronym), a private non-profit organization supported by donations and subsidies from private and public companies.
 - **Manacá Institute:** a civil society organization that promotes conservation. Founded in 2014, the Institute works to conserve biodiversity in the Atlantic Forest of the State of São Paulo. In 2011, Suzano, in partnership with the Institute, reviewed the management plans for the Entre Rios and Olavo Egydio Setúbal Private Natural Heritage Reserves (RPPNs in Portuguese acronym), with the aim of updating the diagnosis and zoning of these conservation units and, above all, strengthening the management programs established, based on the Methodological [Guide for the Preparation of the ICMBio 2015 RPPN](#), from the Chico Mendes Institute for Biodiversity Conservation (ICMBio). In 2022/2023, we carried out the Public Use Plan (PUP) for the Santa Isabel farm, in the municipality of Itapeva, and the Ibiti farm, in the municipality of Itararé, both in São Paulo.
 - **Large Mammals of the Serra do Mar/Manacá Institute Program:** more effective and integrated monitoring network, connecting different territories, such as protected areas, RPPNs and local communities, to promote wildlife conservation in the Great Atlantic Rainforest Reserve. Suzano is making Vitória Farm available for camera traps. The initiative has the support of ABN AMRO, Grupo Boticário Foundation and WWF, and has the partnership of: ABBEV, Elguero, Fundação Florestal, Grande Reserva Mata Atlântica, ICMBio, Legado das Águas, the Graduate Program in Ecology and Conservation at the Federal University of Paraná (PPGECO/UFPR) and the Society for Wildlife Research and Environmental Education (SPVS).
 - **University of São Paulo (USP) / Laboratory of Ecology and Forest Restoration and Laboratory of Tropical Silviculture:** a technical partnership established along the beginning of the Ecological Restoration Program of the company, in the 90's, aimed at refining methodologies, defining

partnerships to work in the selection of species, as well as other relevant aspects related to the management of the topic.

- **São Paulo State University (UNESP) / Rio Claro Campus:** A partnership for scientific research on the black lion tamarin (*Leontopithecus chrysopygus*) at Rio Claro Farm, in Lençóis Paulista (State of São Paulo).
- **Federal University of Viçosa (UFV) / Forest Investigation Society (SIF):** Partnership to assess the conservation status of endangered primates at São Sebastião do Ribeirão Grande Farm, in Pindamonhangaba (State of São Paulo), and Parque da Neblinas, in Mogi das Cruzes (State of São Paulo), using as a target species the miquiqui-do-sul (*Brachyteles arachnoides*), the largest Neotropical primate endemic to the Atlantic Forest and listed by the Ministry of the Environment as “endangered”. It is estimated that there are approximately 1,200 adult individuals in the wild.

This project includes land and aerial monitoring, using a specialized drone to survey primate populations, detailing the demographics and population viability of the Miquiqui-do-sul groups, to identify the main threats and determine priority actions to protect the species. Moreover, as part of the partnership’s planned activities, a Biodiversity Monitoring Plan was designed to focus on wildlife. The main guiding elements for the continued monitoring and management of information on fauna at Suzano’s forestry business units (“UNFs”), distributed in different regions of Brazil, including the states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul, Minas Gerais, Pará, Piauí, São Paulo and Tocantins.

- **State University of Maranhão Tocantine Region (Uemasul):** a partnership that aims to strengthen technical and scientific cooperation through research and extension activities applied to forestry (conservation, silviculture, restoration and sustainable development), as well as the development of personnel with operational and leadership skills to work in the region's forestry sector, involving 20 direct beneficiaries and 1,000 indirect beneficiaries.
- **Federal University of Mato Grosso do Sul (UFMS):** partnership to conduct studies on:
 - **Ichthyofauna:** The study aims to identify the fish species present in the streams of the Moeda and Periquito micro-basins, in the state of Mato Grosso do Sul. These sites were studied in 2007 and 2013, and the current initiative aims to increase knowledge of the fish community, create a historical database, and thereby observe any changes in the species composition of the two systems;
 - **Edge effect in Cerrado forest fragments:** intends to monitor possible edge effects in the fragments found at the Duas Marias farm, using a multiple biological and physical-chemical indicator approach, studying taxonomic and functional characteristics both inside and at the edges of the fragments. Based on the analysis of the data, recommendations for management and/or further research will be generated.
- **Veracel:** In 2019, Suzano entered into a partnership with Veracel for the integrated monitoring of biodiversity in the landscape, covering part of the states of Bahia, Espírito Santo and Minas

Gerais, where both companies have an established forest base. The goal of integrated monitoring is to understand the dynamics of species in this area, located in the central corridor of the Atlantic Forest, and how the companies' forests contribute to the conservation and maintenance of biodiversity in the area.

- **Procter & Gamble/WWF:** collaborative restoration planning on three priority properties in the state of Espírito Santo. The initiative, which is in line with other native forest restoration projects implemented by Suzano, is part of P&G's commitment to ensure that all of its operations are carbon neutral within this decade. The goal is to ensure the protection and restoration of the Atlantic Forest through a movement that includes social, environmental and sustainable development elements. The initiatives in Espírito Santo were led by WWF-Brazil, with the support and expertise of Suzano in generating income for local communities.
- **Agroícone:** Partnership to carry out the reestablishment of native vegetation through direct seeding in different units of Suzano.
- **Sofidel:** The Amazon Corridor is part of Suzano's Biodiversity Commitment, a strategy that aims to promote conservation and biological diversity in the Amazon region, joining forces to ensure the preservation of this unique ecosystem. In this regard, Sofidel, a Suzano client, is joining us in providing resources for the engagement activities and the implementation of the sections of the corridor that pass through the settlements in the city of Itinga do Maranhão (MA).
- **Brazilian Institute for Development and Sustainability (IABS):** also with regard to the Amazon corridor, IABS is acting as an implementation partner in a region with four settlements also in Itinga do Maranhão, looking to implement ecological restoration and sustainable management in sections of the corridor that pass through these settlements. At the beginning of 2023, efforts focused on finalizing the registration of beneficiary families in the 17 village associations identified by Suzano as priorities to support the project. To complete the first stage of baseline identification for the implementation of the project, in addition to the socio-economic survey used by the company, a seminar was held to integrate the beneficiaries in Itinga do Maranhão, the municipality closest to most of the settlements. Currently underway is the environmental mapping of the settlements and plots, the environmental validation of the areas to be restored and preparation of the restoration plan.
- **Save Brasil:** in 2021, 2022 and 2023, the São Paulo bicudinho-do-brejo-paulista (*Formicivora paludicola*), a species endemic to the São Paulo Atlantic Forest and threatened with extinction, was monitored.
- **Luiz de Queiroz College of Agriculture (Esalq/USP):** NewFor is a thematic project of the São Paulo Research Foundation (Fapesp), in partnership with the Dutch Research Council (NWO), launched in 2019 with the aim of understanding restored forests that benefit nature and people. The goal is to assess the multifunctionality of the different types of forests found in the state of São Paulo, in order to support large-scale forest restoration. The NewFor team is composed of professors, researchers and students from different fields of knowledge and from public and private institutions. The project is coordinated by Professor Pedro Brancalion (Esalq/USP) and Professor Frans Bongers (Wageningen University in the Netherlands). In addition to the NewFor research, the same team of researchers is conducting a study on mixed plantation silviculture (eucalyptus and native species).

- **Restor:** is the largest network of restoration and conservation areas in the world. Suzano is a partner in the initiative, having made its restoration polygons available for uploading to the platform and started carrying out seedling survival tests with drone images.
- **EcoHealth Alliance:** EcoHealth Alliance, in partnership with the Federal University of ABC (UFABC), is carrying out the ZooRest project, monitoring small mammals and herpetofauna on 12 farms in the Paraíba Valley in São Paulo. The goal is to assess how forest restoration affects the recovery of fauna communities and how this leads to shifts in virus communities which are carried by rodents considered to be disease reservoirs. Predictions are that forest restoration can only provide disease regulation services in certain landscape contexts - and this is what will be tested. The project is funded by Fapesp.
- **Acamar:** partner in an education for sustainability project, this initiative aims to promote environmental issues (forest fires, waste, biodiversity) to elementary school students from rural municipal schools in the municipality of Capão Bonito (SP), close to the company's areas.
- **Caminhos da Semente:** a network of people and organizations dedicated to scale-up ecological restoration in Brazil, with a focus on direct seeding. We have formed a partnership to test and implement direct seeding in restoration at an operational scale.
- **Florestar – São Paulo Association of Producers, Suppliers and Consumers of Planted Forests:** its activities consist of promoting the growth and competitiveness of its members' forest production in the State of São Paulo, translating their interests and needs into results.
- **State University of Maranhão (Uema):** The main target of this partnership is the pinnate curassow (*Crax fasciolata pinima*). The species is close to global extinction in the wild, and there are no known specimens in captivity. Recent population estimations indicate that its wild population is less than 50 individuals (BirdLife International, 2018). With that in mind, this partnership aims to carry out four field expeditions, throughout 2023 and 2024, aimed at locating new specimens of the pinnate curassow, as well as other endemic and endangered bird species, in the largest forest fragments owned by Suzano in the Belém Endemism Center, an area spread between Pará and Maranhão.

AREAS WITHIN OR ADJACENT TO PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED ÁREAS

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: 304-1

GRI Dimension: Environmental

SASB Sector: Forest Management

SASB Dimension: Activity Metrics; Ecosystem services and impacts

SASB Code: RR-FM-000.a; RR-FM-160a.2

Stakeholder Capitalism Metrics: Planet



Commitment: Commitment to renewing life

Context

The following data is available in the tables below:

- Total area managed within or adjacent to protected areas and areas of high biodiversity value outside protected areas;
- Location and size of company land, leased or managed within or adjacent to protected areas and areas of high biodiversity value outside protected areas;
- Areas adjacent to Conservation Units (CUs) by forest stewardship unit;
- Areas within Conservation Units (CUs) per forest stewardship unit.

Total area managed within or adjacent to protected areas and areas of high biodiversity value outside protected areas (hectares)¹

	2020	2021	2022	2023
Within ²	105,465.24	105,770.51	106,228.09	196,973.03
Adjacent ³	202,344.44	205,639.00	208,124.14	204,315.01

1. The data source for this indicator is the MMA Conservation Units, January 2023. The total area under management corresponds to the company's own and leased land within or adjacent to Conservation Units (CUs). Conservation Units are territorial areas, including their environmental resources, with relevant natural characteristics, created and protected by public authorities for conservation purposes. There are five types of **integral protection** CU: Ecological Stations (Esec for its initials in Portuguese), Biological Reserves (Rebio in Portuguese), Parks (national, state and municipal), Natural Monuments (Monat in Portuguese) and Wildlife Refuges (RVS for its initials in Portuguese). The group of PAs with sustainable use includes the following categories: Environmental Protection Area (EPA), Sustainable Development Reserve, Private Natural Heritage Reserve (PNHR), Area of Relevant Ecological Interest, State Forest and Fauna Reserve.
2. In the indicators, "within" refers to the area within the categories above of Conservation Units, whether full protection or sustainable use. Buffer Zone (BZ), also known as the "Buffer Zone", refers to the areas located around a protected area, where human activities are subject to specific rules and restrictions, to minimize negative impacts on the protected area.
3. For these indicators, "adjacent" refers to the area within the BZs established for each CU. It is worth noting that EPAs and RPPNs are the only categories of CUs that do not generate a BZ. If a unit has a management plan, the BZ is the one spatialized in the plan. When it doesn't, the default radius for the BZ is 3 kilometers.

Location and size of company land, leased or managed within or adjacent to protected areas and areas of high biodiversity value outside protected areas

	2021				2022				2023			
	Type of area (company, leased and/or managed)	Position about the conservation area or HCVA (within, adjacent to and/or covering part of it)	Type of operation (office, manufacturing/production or extractive operation)	Area attribute (terrestrial, freshwater or marine ecosystem - biome)	Type of area (company, leased and/or managed)	Position about the conservation area or HCVA (within, adjacent to and/or covering part of it)	Type of operation (office, manufacturing/production or extractive operation)	Area attribute (terrestrial, freshwater or marine ecosystem - biome)	Type of area (company, leased and/or managed)	Position about the conservation area or HCVA (within, adjacent to and/or covering part of it)	Type of operation (office, manufacturing/production or extractive operation)	Area attribute (terrestrial, freshwater or marine ecosystem - biome)
Bahia (forestry)	Company, lease, partnerships	Within and adjacent	Forestry operation	Atlantic Forest	Company, lease	Within and adjacent	Forestry operation	Atlantic Forest	Company, lease, partnerships	Within and adjacent	Forestry operation	Atlantic Forest
Bahia (industrial)	Company	Outside	Office / factory operation / forestry operation	Atlantic Forest	Company	Outside	Office / factory operation / forestry operation	Atlantic Forest	Company	Outside	Office / factory operation / forestry operation	Atlantic Forest
Espírito Santo (forestry)	Company, lease, partnerships	Within and adjacent	Forestry operation	Atlantic Forest	Company, lease	Within and adjacent	Forestry operation	Atlantic Forest	Company, lease, partnerships	Within and adjacent	Forestry operation	Atlantic Forest
Espírito Santo (industrial)	Company	Outside	Office / factory operation / forestry operation	Atlantic Forest	Company	Outside	Office / factory operation / forestry operation	Atlantic Forest	Company	Outside	Office / factory operation / forestry operation	Atlantic Forest
Minas Gerais (forestry)	Company	Within	Forestry operation	Atlantic Forest	Company	Within	Forestry operation	Atlantic Forest	Company	Within and adjacent	Forestry operation	Atlantic Forest
São Paulo (forestry)	Company, lease, partnerships	Within and adjacent	Forestry operation	Mata Atlântica e Cerrado	Company, lease, partnerships	Within and adjacent	Forestry operation	Atlantic Forest	Company, lease, partnerships	Within and adjacent	Forestry operation	Atlantic Forest and Cerrado
São Paulo (industrial)	Company	Outside	Office / factory operation / forestry operation	Atlantic Forest	Company	Outside	Office / factory operation / forestry operation	Atlantic Forest	Company	Outside	Office / factory operation / forestry operation	Atlantic Forest
Mato Grosso do Sul (forestry)	Lease	Outside	Forestry operation	Cerrado	Lease	Within and adjacent	Forestry operation	Cerrado	Company, lease, partnerships	Within and adjacent	Forestry operation	Cerrado
Mato Grosso do Sul (industrial)	Company	Outside	Office / factory operation / forestry operation	Cerrado	Company	Outside	Office / factory operation / forestry operation	Cerrado	Company	Outside	Office / factory operation / forestry operation	Cerrado
Maranhão (forestry)	Company	Within and adjacent	Forestry operation	Amazonia and Cerrado	Company	Within and adjacent	Forestry operation	Amazonia and Cerrado	Company	Within and adjacent	Forestry operation	Amazonia and Cerrado
Maranhão (industrial)	Company	Outside	Office / factory operation / forestry operation	Cerrado	Company	Outside	Office / factory operation / forestry operation	Cerrado	Company	Outside	Office / factory operation / forestry operation	Cerrado
Amazonas (forestry)	Company	Within	Forestry operation	Amazonia	Company	Within and adjacent	Forestry operation	Amazonia	Company	Within	Forestry operation	Amazonia
Rio de Janeiro (forestry)	Partnerships	Within and adjacent	Forestry operation	Atlantic Forest	Company	Outside	Forestry operation	Atlantic Forest	Company	Outside	Forestry operation	Atlantic Forest

Areas adjacent to Conservation Units (CUs) by forest stewardship unit (hectare)

	2020	2021	2022	2023 ¹
Bahia	106,836.25	107,668.98	108,637.71	108,637.71
Espírito Santo	72,446.22	69,689.43	70,408.18	71,544.24
Minas Gerais	0.00	0.00	0.00	4.10
São Paulo	14,094.40	18,511.86	19,624.56	19,700.61
Mato Grosso do Sul	1,716.82	1,707.28	1,707.28	1,707.42
Maranhão	2,250.44	2,429.38	2,429.39	2,390.94
Rio de Janeiro	0.00	633.09	317.66	330.00
Amazonas	4,999.37	4,999.37	4,999.37	0.00
Consolidated total	202,343.50	205,639.39	208,124.14	204,315.01

- In 2023, the methodology related to the Buffer Zone (BZ) mapping base was revised. In previous years, the Buffer Zone included the Conservation Unit. In 2023, the cartographic base was revised so that the area of the BZ is counted from the boundary of the CU, in a thread-like format, i.e. actually characterizing the buffer region. Below is a breakdown of the changes per unit:
 - Bahia: the methodology had no impact on the number of BZs;
 - Espírito Santo: the methodology had no impact on the number of BZs, but the number increased due to the expansion of the base E-ARC-101878- Três Corações Farm, as well as the inclusion of the CU ARIE Aroeiras do Riacho Municipal. This property is not within the CU, but it is in its BZ;
 - Minas Gerais: the methodology had no impact on the number of BZs, but the number increased due to the expansion of base M-JE-109365-Água Preta. This property is mostly inside the Conservation Unit and a small part in the BZ;
 - São Paulo: on the balance sheet, the methodology did not impact the number of BZs. Some properties decreased their reporting due to the methodology (S-BM-99011-Capanhao / S-BT-99010-Pedra Branca / S-BT-99007-Pedra Branca / S-MC-99008-Pedra Branca / S-NASE-99534-São Gabriel Farm), but the number increased due to the inclusion of the RVS Bicudinho CU in Guararema; the company owns an area adjacent to the CU;
 - Mato Grosso do Sul: the methodology was responsible for the small decrease in the reporting of Suzano's area within the Pombo PNM BZ;
 - Maranhão: the methodology reduced the reporting of the Chapada das Mesas NP, but the base expansion I-IMP-14005-Natividade was responsible for generating a new impact on the BZ of the Resex do Ciriáco;
 - Rio de Janeiro: the methodology was not responsible for the increase, as Suzano's areas only occurred in the BZ region. What caused the increase was the cartographic revision of the boundary of the RVS Médio Paraíba State Conservation Unit, which consequently increased the radius of the BZ; for this reason, Suzano's area of impact changed more;
 - Amazonas: the methodology had an impact on reporting. Suzano's area is 100% inside the Conservation Unit and, therefore, in the BZ there is no longer any reporting of area in the Iquiri Flona.

Areas within Conservation Units (CUs) per forest stewardship unit (hectare)

	2020	2021	2022	2023 ¹
Bahia	2,106.00	2,371.19	2,409.02	2,405.11
Espírito Santo	4,903.22	4,925.41	4,922.94	4,908.46
Minas Gerais	1,709.48	1,682.29	1,705.86	1,994.02
São Paulo	70,383.86	70,446.55	70,223.69	76,733.35
Maranhão	21,362.58	21,286.35	21,286.35	20,016.57
Mato Grosso do Sul	0.00	0.00	680.87	85,916.15
Rio de Janeiro	0.00	59.35	0.00	0.00
Amazonas	4,999.37	4,999.37	4,999.37	4,999.37
Consolidated total	105,464.51	105,770.51	106,228.09	196,973.03

- In 2023, a revision was made to the methodology related to the BZ mapping base. In previous years, the BZ contained the CU in its area. In 2023, the cartographic base was revised so that the area of the BZ is counted from the boundary of the Conservation Unit, in a thread-like format, i.e. actually characterizing the buffer region. Below is a breakdown of the changes per unit:
 - Bahia: decrease due to adjustment of the cartographic base of both Suzano and CU;
 - Espírito Santo: decrease due to the cartographic readjustment of the Córrego Grande RB CU;
 - Minas Gerais: increase due to the acquisition of farm M-JE-109365-Água Preta, located in the CU - RB Mata Escura;
 - São Paulo: increase due to the expansion of the base of 17 farms located in CUs (S-CÇ-132889-Nova Esperança / S-PMHA-109577-Borba Gato / S-PBA-114439-Sítio Moraes / S-SOS-109579-Água Branca / S-PBA-110007-Sítio São Jorge / S-INA1-19057-Sta. Rita / S-TO-122025-Invernada Barreiro / S-PRCA-109234-Rio das Pedras / S-AIA-122144-Grótão / S-AIA-120626-Pico Alto Farm/ S-AMP-102872-São Rafael / S-AMP-18094-Santo Expedito / S-PD-128245-Riacho Grande / S-SRA-128202-Serreta / S-BTU-128269-Velha Farm/ S-SRA-17640-Água Bonita). Additionally, the CU RVS do Bicudinho was included in the cartographic base, impacting four farms (S-GU-99513-Bloco Francos / S-GU-99516-Banco Farm / S-GU-101194-Putim / S-GU-99532-São Carlos Rogemar Farm);
 - Maranhão: decrease due to the deactivation of farms A-US-99432-Vertente / A-US-99411-Condomínio Custódio / A-US-99414-Condomínio Custódio / A-US-99412-Condomínio Custódio / A-US-99441-Mangabeirinha;
 - Mato Grosso do Sul: increase due to the revision of the CU base. The federal public base does not contain the units EPA Aporé River Sub-Basin Decree No. 2.585/2009, of 8/5/2009 + Protection Area Municipal Decree No. 059/2009 / Protection Area Municipal Decree No. 089, of 9/8/2011 + Protection Area Municipal Decree No. 108/2018, of 27/3/2018 / + EPA Guariroba Decree No. 7183, of 21/9/1995. These units were sent via a request from the Forest Environment, consulted on SISLA. In addition, there has been a base expansion of 29 farms that are located in these revised EPAs (C-CMPR-105780-Figueira Farm/ T-CASS-109552-Santa Helena Farm/ T-CASS-109531-Lúcio / C-RDRP-122035-

Dois Meninos II / C-CMPR-106020- Palanque Farm/ C-RDRP-103389-Jacuba / C-RDRP-106224-Santa Adelaida I and Santa Adelaida II / C-RDRP-106225-Santa Bárbara / C-RDRP-103388-Santa Angélica / C-RDRP-109505-Guavira / C-RDRP-103379-São José do Pontal / C-RDRP-103541-Janaina / T-INOC-109524-Santa Mercedes / C-RDRP-103385-Recôncavo / T-INOC-109571-São Judas Tadeu / C-RDRP-102874-João da Rita Farm / C-RDRP-102493-Mimoso 01 / C-RDRP-109409-Santo Antônio - Remanescente / C-RDRP-102387-Md / T-BATA-108444-Colorado / C-RDRP-102138- Garimpo / C-RDRP-103514-Garimpo Parte / T-CASS-121880-Farm V-11 / T-INOC-109396-Rio Manso Farm / T-INOC-109507-Farm Jiii / T-INOC-109392-Três Marias Farm / T-INOC-109260-Conquista Farm/ T-INOC-109417-Nossa Senhora / C-RDRP-102400-Quatro Irmãos);

- o Rio de Janeiro: remained stable;
- o Amazonas: remained stable.

HIGH CONSERVATION VALUE AREAS (HCVAS)

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Forest Management

SASB Dimension: Ecosystem services and impacts

SASB Code: RR-FM-160a.3

Stakeholder Capitalism Metrics: NA



Commitment: N/A

Context

All natural habitats contain environmental and social values or functions, whether in the provision of food and/or water, climate regulation or their ecological, cultural and economic significance. When these values are considered exceptional or of critical importance, the area can be defined as a High Conservation Value Areas (HCVAs). The concept of High Conservation Value (HCV) was first developed by the Forest Stewardship Council (FSC) as part of its Standard (Principle 9) to ensure the maintenance of significant or critical social and environmental values in the context of forest certification, and has proved useful in identifying and managing environmental and social values in productive landscapes.

Suzano uses as a reference the attribute criteria based on and adapted from the HCV Resource Network's

2018 General Guide for Identifying High Conservation Values¹. HCVA are areas in which attributes are recognized, such as species diversity with the occurrence of endemic, threatened or endangered species; landscape-level mosaics considering extensive areas of well-conserved forests; areas within or containing rare or threatened ecosystems and habitats; and the provision of environmental services, among others (including socio-cultural features).

Additionally, the company owns areas of Private Natural Heritage Reserve (RPPN, for its initials in Portuguese), which is a special Brazilian category of conservation unit [defined by the National System of Conservation Units (SNUC, for its initials in Portuguese)], created voluntarily and in perpetuity, either at the federal or state level. Aimed primarily at nature conservation, these private reserves protect remnants of native forest and water resources, as well as fostering the development of scientific studies and environmental education and experience activities in the natural environment.

To control threats to its attributes, Suzano carries out an integrated set of environmental protection and monitoring measures:

- **Wood Supply Policy:** Commitment to Zero Deforestation and adoption of best forest stewardship practices;
- **Corporate Environmental Stewardship Policy:** risk assessment and determination of measures to prevent, mitigate, adapt, restore and compensate for adverse impacts;
- **Flora and fauna monitoring;**
- **Ecological restoration** to form corridors connecting remnants of native vegetation;
- **Periodic patrols** with a specialized team to identify socio-environmental occurrences and intensified patrols carried out by the property surveillance team;
- **Trained firefighting brigades** and monitoring equipment at all the company's operating units;
- **Maintenance of firebreaks and installation of identification signs** and guidance on illegal practices.

The table below shows the size of the HCVA by region of the country where Suzano operates.

Note:

1. Access the full document at [this link](#).

High Conservation Value Areas (HCVAs) per forest stewardship unit (hectare)¹

	2020	2021 ²	2022	2023 ³
São Paulo	4,879.71	9,360.65	10,620.90	10,634.12
Mato Grosso do Sul	6,968.00	11,330.08	11,330.08	11,334.55
Espírito Santo-Bahia	20,213.64	19,986.05	18,965.02	17,941.75
Maranhão	25,335.37	53,524.32	52,677.60	52,846.75
Consolidated total	57,795.38	94,201.10	93,593.60	92,757.17

1. This indicator considers HCVAs following the *General Guide for Identifying High Conservation Values*. In these areas, we have the most diverse types of vegetation - such as forests, restingas, muçunungas, and wetlands (mangroves, marshes, etc.) - which are home to endemic and endangered species, as well as overlapping with RPPNs.
2. In 2021, Suzano established a corporate standard of methods and criteria to identify environmental attributes and thus review and determine the HCVAs in all its regions of operation. As a result, there was a significant increase of more than 30,000 hectares of HCVA in the forestry units.

3. The variation in the number in 2023 is due to the result of the HCVA revaluation studies and the expiration of lease contracts for areas that had HCVAs under Suzano's management.

PROTECTED HABITATS

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: 304-3

GRI Dimension: Environmental

SASB Sector: Forest Management

SASB Dimension: Activity Metrics; Ecosystem services and impacts

SASB Code: RR-FM-000.A; RR-FM-160a.2

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The following information is available in the tables below:

- Protected habitats by type;
- Protected habitats by type and forest management unit;
- Total areas maintained by Suzano by type of land use;
- Total areas for development by type of land use.

Protected habitats by type (hectares)¹

	2020	2021	2022	2023
Mata Atlântica	353,479.13	357,700.44	356,590.49	358,757.11
Cerrado	329,360.69	351,225.90	388,320.28	417,672.55
Amazônia	242,027.15	252,206.19	256,971.56	262,685.30
Total	924,866.97	961,132.53	1,001,882.34	1,039,114.96

1. The figures reported are only for areas considered eligible for conservation in protected biomes. In this indicator, the "pampa" is not reported. The 2021 data has been revised and, from 2022, we have included the reporting of "mangrove" and "restinga" in the above biomes.

Protected habitats by type and forest management unit (hectares)¹

	2020					2021					2022					2023				
	Aracruz/Mucuri	São Paulo	Três Lagoas/Cerrado	Imperatriz/Urbano/Teresina	Total	Aracruz/Mucuri	São Paulo	Três Lagoas/Cerrado	Imperatriz/Urbano/Teresina	Total	Aracruz/Mucuri	São Paulo	Três Lagoas/Cerrado	Imperatriz/Urbano/Teresina	Total	Aracruz/Mucuri	São Paulo	Três Lagoas/Cerrado	Imperatriz/Urbano/Teresina	Total
Mata Atlântica	268,641.00	81,240.45	3,597.23	0.00	353,479.13	275,053.48	79,067.77	3,579.19	0.00	357,700.44	280,552.03	75,711.82	326.64	0.00	356,590.49	283,431.68	74,998.79	326.64	0.00	358,757.11
Cerrado	908.09	36,067.61	157,664.26	134,720.73	329,360.69	1,430.56	35,429.27	216,167.34	98,198.73	351,225.90	1,430.56	34,729.83	256,351.32	95,808.57	388,320.28	1,430.56	38,289.73	293,860.49	84,091.77	417,672.55
Amazônia	0.00	0.00	0.00	242,027.15	242,027.15	0.00	0.00	0.00	252,206.19	252,206.19	0.00	0.00	0.00	256,971.56	0.00	0.00	0.00	262,685.30	262,685.30	262,685.30
Total	269,549.44	117,308.06	161,261.49	376,747.88	924,866.97	276,484.04	114,497.04	219,746.53	350,404.92	961,132.53	281,982.60	110,441.65	256,677.96	352,780.13	1,001,882.34	284,862.25	113,288.52	294,187.13	346,777.06	1,039,114.96

- The figures reported are only for areas considered eligible for conservation in protected biomes. In this indicator, the "pampa" is not reported. The 2021 data has been revised and, as of 2022, we have included the reporting of "mangrove" and "restinga" in the biomes above. The figures are summarized by forest site, as detailed below: Aracruz/Mucuri (BA, ES, MG-North, RJ-North); São Paulo (SP, MG-South, RJ South); Três Lagoas/Cerrado (MS, GO); and Imperatriz/Urbano/Teresina (MA, PA, AM, TO, PI).

Total areas maintained by Suzano by type of land use (hectares)¹

	2020			2021			2022			2023		
	Company areas	Areas leased and partnerships	Total	Company areas	Areas leased and partnerships	Total	Company areas	Areas leased and partnerships	Total	Company areas	Areas leased and partnerships	Total
Planting and available	754,465.00	591,688.00	1,346,153.00	672,626.16	648,634.46	1,321,260.62	845,635.61	629,894.18	1,475,529.79	837,218.00	766,503.00	1,603,721.00
For conservation	527,224.00	433,634.00	960,858.00	493,742.27	512,139.68	1,005,881.95	578,363.11	468,798.81	1,047,161.92	566,356.00	525,222.00	1,091,578.00
Infrastructure	51,982.00	38,586.00	90,568.00	45,989.17	40,398.55	86,387.72	55,196.09	35,835.51	91,031.60	55,291.00	43,395.00	98,686.00
Total	1,333,671.00	1,063,908.00	2,397,579.00	1,213,357.60	1,201,172.69	2,413,530.29	1,479,194.81	1,134,528.50	2,613,723.31	1,458,865.00	1,335,120.00	2,793,985.00

- The indicator **does not take into account** the development, market and Veracel areas.

Total areas for development by type of land use (hectares)¹

	2020	2021	2022	2023
Planting and available	126,005.00	120,464.00	108,119.00	102,317.00
For conservation	0.00	0.00	0.00	0.00
Infrastructure	0.00	0.00	0.00	0.00
Total	126,005.00	120,464.00	108,119.00	102,317.00

1. The indicator only considers promotion areas.

FAUNA AND FLORA MONITORING

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: 304-4

GRI Dimension: Environmental

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The involvement of the private sector in the creation of protected areas and the protection of natural areas plays a key role in the global effort to increase the area of protected areas. Suzano maintains and protects more than 1 million hectares of native vegetation, or about 40% of its total area. Since the 1990s, the company has carried out monitoring and studies of wildlife in these protected areas, which are consolidated in a database of Brazilian biodiversity in the biomes where the company operates. The quantitative and qualitative determination of the elements that make up the environment and their correlation with forest stewardship activities can generate consistent technical indications about the best strategy for managing biodiversity in the territories where the company operates.

In this regard, Suzano has a Biodiversity Monitoring Plan, which aims to generate new knowledge, improve the environmental management of its forestry operations and help fulfill the following commitments:

- [Voluntary sustainability commitments](#) made by the company, such as Conserving Biodiversity, Fighting the Climate Crisis, Caring for Water and Reducing Poverty;
- Forest certification requirements (FSC® and PEFC);
- International agreements (e.g. the Convention on Biological Diversity (CBD));
- Sectoral and multilateral agreements (e.g. the Forest Dialogue's Sustainable Forest Mosaics Project);
- National Action Plans (NAP) for the Conservation of Endangered Species or Speleological Heritage - Chico Mendes Institute for Biodiversity Conservation (ICMbio for its acronym in Portuguese);
- Sustainable Development Goals (SDGs).

At Suzano, **biodiversity monitoring** is understood as monitoring the development and changes in components and parameters of the landscape and the communities and populations of wild fauna and flora, to evaluate the effects of forest stewardship on the natural environment. To carry out biodiversity monitoring, the following stages are established: selection of indicators (or biological groups); planning of the sampling design; data collection and storage; and recommendations on the execution and critical analysis of the results. These steps are fundamental for assessing forest stewardship and biodiversity, characterizing the composition, structure and functionality (dynamics) of fauna and flora at the community and regional landscape scale, and identifying endangered, rare, endemic and bioculturally interesting species in the biomes.

Considering the hierarchical approach to biodiversity and the objectives proposed for the Monitoring Plan, biodiversity assessment is carried out at two levels:

- **Landscape:** is defined through the environmental units represented as one of the sampling indicators. These are geographical areas delimited based on the assumption that the distribution of species is dependent on relatively homogeneous conditions in terms of climatic, physical and phytophysiological characteristics;
- **Community:** to assess the health and well-being of species, populations and ecosystems, various groups of fauna and flora are used as bioindicators, where their presence or abundance can reflect, in measures, the characteristics of the habitat:
 - o **Herpetofauna (amphibians and reptiles):** amphibians have their life cycle in aquatic and terrestrial environments and are considered important bioindicators of the quality of the habitat where they live; because they breathe through their skin, they are directly influenced by changes in the habitat, such as water quality. Reptiles, on the other hand, are ectothermic animals and have a slow metabolism, which directly influences their recovery after environmental disturbances, and their health is directly linked to the health of the habitat;
 - o **Avifauna (birds):** is considered to be a group of excellent bioindicators of the diversity of different ecosystems. It occupies a wide variety of ecological niches and consequently contributes to a large number of ecosystem services, such as seed dispersal, and its absence in the environment can be an indicator of the impact of climate change, since this group occupies all terrestrial habitats in different landscape contexts;
 - o **Mastofauna (medium and large mammals):** plays important ecological roles in ecosystems that directly influence the distribution and diversity patterns of plants and other animals, as well as the recovery of degraded areas and the control of pests and diseases.
 - o **Native vegetation:** in this case, the tree component (shrubs and trees) is the primary source of resources (food and shelter for fauna), defines the carrying capacity of animal

communities and allows inferences to be made about the effect of treatments on the biodiversity associated with forests. These groups are monitored in the representative fragments of the environmental units where the company has forestry operations, also representing the different ecosystems present in the forest stewardship areas.

These monitoring areas are located in different mosaics of forest cover and are home to various phytophysiognomies of the Cerrado, Atlantic Forest and Amazon biomes. To date, **Suzano has recorded more than 4,000 species of fauna and flora**, of which more than 400 are threatened with extinction and 350 are endemic. For each species identified, data is stored on its characteristics (morphology, nomenclature, phylogeny, habits, diet, behavior), geographical distribution (collection record, recording method, biome, phytophysiognomy, successional stage), endemism and degree of threat. The spatialization, diversity of environments and excellent state of conservation of some remnants allow them to shelter a great diversity of species. These areas play a significant role in representing the diversity of wild fauna and flora in the company's areas, whether in the local or regional context, when compared to Conservation Units (UCs) or an entire biome - for example, with the concentration of endemic birds.

As for the results obtained by forestry unit, the **São Paulo** Unit's project for the conservation of the southern miqui (*Brachyteles arachnoides*) stands out. This species is endemic to the Brazilian Atlantic Forest, is "in danger of extinction (EN)" and is considered the largest primate in the Americas. The southern miquis are captivating and are considered a flagship and umbrella species when, due to their popular and ecological characteristics, they attract conservation efforts that also contribute to the conservation of other species and their biome. They are also important seed dispersers, helping in the natural regeneration of native forests, as well as being a sentinel species, due to their ability to measurably determine environmental risks or dangers to human health or well-being.

Also taking place at the São Paulo unit, in partnership with the Federal University of Viçosa (UFV for its initials in Portuguese), is the miquis conservation program on the São Sebastião do Ribeirão Grande and Vitória Farms [High Conservation Value Areas (HCVAs)], in Parque das Neblinas (an environmental reserve managed by the Ecofuturo Institute). Currently, it is estimated that there are around 1,200 adult miquis in the wild, each of a different size, living in the treetops, and it is estimated that fruit accounts for 71% of their diet - thus, miquis are considered excellent seed dispersers.

The program aims to assess the conservation status of primates, especially those threatened with extinction in areas of relevant biological interest in the Serra do Mar and Serra da Mantiqueira regions, elected as the eighth irreplaceable area on planet Earth (LE SAOUT *et al.*, 2013). Innovative monitoring methods are employed, using drones [unmanned aerial vehicles (UAVs)] with a high-resolution color camera and a thermal camera capable of differentiating the animals' body temperature from the ambient temperature, allowing for a larger sampling area compared to traditional ground surveys. This program and the importance of these areas have already been referenced in the National Action Plan for the Conservation of Miquis (ICMBio, 2011) and in the Red List of threatened species of the International Union for Conservation of Nature and Natural Resources (IUCN Red List, 2019).

In partnership with SAVE Brasil, Suzano is also carrying out a population study in São Paulo of the São Paulo white-tailed godwit (*Formicivora paludicola*) on four farms in the forestry unit. The species has one of the most restricted geographic distributions among Brazilian birds, occurring exclusively in specific wetlands located in the hydrographic basins of the upper Tietê and Paraíba do Sul rivers. It is the newest discovery in ornithology - the first records were made in 2004. Endemic to the Atlantic Forest and threatened with extinction, it is among the priority species for conservation in the National Plan for Birds of the Atlantic Forest - 2nd Cycle, drawn up by ICMBio's National Center for Research and Conservation of Wild Birds (Cemave for its acronym in Portuguese) in 2023.

In the **Mato Grosso do Sul** unit, it is worth highlighting the presence of top predators, such as the puma (*Puma concolor*), with important records over time, those threatened with extinction, such as the maned wolf (*Chrysocyon brachyurus*), the marsh deer (*Blastocerus dichotomus*) and the jaguar (*Panthera onca*), and species that are difficult to detect, such as the giant armadillo (*Priodontes maximus*), a species vulnerable to extinction and known for being the ecosystem's engineer. These continuous records demonstrate the maintenance of fundamental natural ecological processes.

In the **Espírito Santo** unit, the Mutum Preto and Recanto das Antas Private Natural Heritage Reserves (PNHRs) stand out. Together with the Sooretama Biological Reserve and the Vale Nature Reserve, they make up a complex of more than 50,000 hectares that acts as a biodiversity stronghold, where endangered and endemic species of the Atlantic Forest are safeguarded. The PNHRs contain important vegetation formations, such as tableland forests, restingas and muçunungas in a good state of conservation, which is evidenced by the low levels of anthropization and the high levels of species diversity, in which the tree flora reaches impressive levels, being among the highest in the Atlantic Forest.

In the **Bahia** unit, there is significant environmental heterogeneity in the areas monitored, including the muçunungas formations, which can show great physiognomic variation (from grassland to forest, with various specific designations), where the soil is sandy, moist and soft. The periodic flooding of these areas plays an important role in maintaining the region's water resources and can be classified as different in the landscape where muçunungas, tabuleiro and restinga forests predominate. Thus, the records of fauna in the muçunungas certainly help to maintain species in the regional context, since this area provides habitat.

In the **Maranhão** unit, the areas monitored have peculiarities that reinforce their importance for the conservation of socio-biodiversity, such as the concentration of endemic, rare, endangered and bioculturally interesting species, and socio-cultural diversity, with the presence of quilombola communities, settlements and indigenous peoples. This is due to the fact that the forestry base is located in the Belém Endemism Center (CEB for its initials in Portuguese), which comprises the richest biodiversity territory in the Amazon; however, it is also the most threatened: 70% of the region's biodiversity has already been suppressed to build cities (SILVA; RYLANDS; FONSECA, 2005).

Specifically about the biodiversity recorded in the unit, the jaguar (*Panthera onca*), the puma (*Puma concolor*) and the harpy eagle (*Harpia harpyja*) stand out, which are threatened at regional and national levels and are bioindicators of the health of ecosystems, as they are predators at the top of the food chain. The presence of these species shows that the faunal populations below them in the food chain are relatively balanced. In addition to predators, species have been recorded that make a major contribution to the natural regeneration of forests and native grasslands, pest and disease control, natural fertilization and nutrition of the soil, and the fixation and maintenance of carbon in the soil, such as tapir (*Tapirus terrestris*), peccary (*Tayassu pecari*), black cuxiú (*Chiropotes satanas*), cujubi (*Aburria cujubi*), jacupiranga (*Penelope pileata*) and red-billed araçari (*Pteroglossus bitorquatus bitorquatus*), all of which are threatened with extinction at national and/or international level.

In addition to recording the species mentioned above that have appeared in biodiversity monitoring, a new expedition project was started in 2023 in search of the most endangered bird species in the Amazon - which currently has less than 50 individuals in the wild - the pinima curassow (*Crax fasciolata pinima*), which has not yet been recorded in the company's forestry base, but has the potential to occur in the HCVA near the Gurupi Biological Reserve (Rebio). The project was started in partnership with researchers from the State University of Maranhão (UEMA, for its acronym in Portuguese), and the search for records of this species in new areas with potential for its occurrence is one of the priority actions of the National Action Plan for the Conservation of Amazonian Birds, managed by Cemave/ICMBio.

Species included in the IUCN Red List and in national conservation lists with habitats located in areas affected by the organization's operations, by level of extinction risk¹

	2020				2021				2022				2023			
	São Paulo	Mato Grosso do Sul	Espírito Santo/Bahia	Maranhão	São Paulo	Mato Grosso do Sul	Espírito Santo/Bahia	Maranhão	São Paulo	Mato Grosso do Sul	Espírito Santo/Bahia	Maranhão	São Paulo	Mato Grosso do Sul	Espírito Santo/Bahia	Maranhão
IUCN ² - critically endangered (CR)	0	0	6	No monitoring	2	0	4	No monitoring	0	0	2	1	2	0	2	0
IUCN - endangered (EN)	0	0	13	No monitoring	4	0	6	No monitoring	1	0	6	4	2	0	12	3
IUCN - vulnerable (VU)	0	6	32	No monitoring	10	7	23	No monitoring	8	5	21	16	6	6	29	9
ICMBio ³ - critically endangered (CR)	0	0	3	No monitoring	0	0	2	No monitoring	0	0	1	2	1	0	1	0
ICMBio - endangered (EN)	0	0	10	No monitoring	6	0	6	No monitoring	1	0	4	0	3	0	11	1
ICMBio - vulnerable (VU)	0	8	26	No monitoring	12	12	17	No monitoring	11	9	20	22	6	9	19	7

1. The "least concern" or "near threatened" categories are not considered because they do not include species that are actually threatened, and are not very representative.
2. IUCN: International Union for Conservation of Nature.
3. ICMBio: Chico Mendes Institute for Biodiversity Conservation.

Total number of species found in monitoring, by type

	2020				2021				2022				2023			
	São Paulo	Mato Grosso do Sul	Espírito Santo/Bahia	Maranhão	São Paulo	Mato Grosso do Sul	Espírito Santo/Bahia	Maranhão	São Paulo	Mato Grosso do Sul	Espírito Santo/Bahia	Maranhão	São Paulo	Mato Grosso do Sul	Espírito Santo/Bahia	Maranhão
Amphibians	18	15	19	No monitoring	24	16	22	No monitoring	No monitoring	17	No monitoring	No monitoring	13	15	No monitoring	9
Birds	1	94	296	No monitoring	272	212	276	No monitoring	263	171	271	334	265	98	273	212
Mammals	9	31	25	No monitoring	45	30	22	No monitoring	33	31	32	33	24	24	28	25
Plants	0	168	523	No monitoring	225	62	524	No monitoring	251	No monitoring	256	364	56	No monitoring	274	293
Reptiles	0	15	3	No monitoring	2	9	3	No monitoring	No monitoring	13	No monitoring	No monitoring	2	3	No monitoring	5
Total	2	323	866	No monitoring	568	329	847	No monitoring	547	232	559	731	360	140	575	544

ADDITIONAL INFORMATION

Since 2021, Suzano has had a **Biodiversity Database** that integrates information for each biological group of fauna and flora identified. The main function of this tool is the storage, organization, and standardization of corporate records, to provide a temporal analysis of monitoring, with the generation of scientific knowledge about biodiversity, to propose and/or strengthen conservation measures.

References:

1. SILVA, J. M. C; RYLANDS, A. B; FONSECA, G. A. B. The Fate of the Amazonian Areas of Endemism. *Conservation Biology*, v. 19, n. 3, p. 689-694, 2005;
2. OREN, D. C; ROMA, J. C. Composição e vulnerabilidade da avifauna da Amazônia Maranhense, Brasil. *In: Amazônia Maranhense - diversidade e conservação*. Belém: Museu Paraense Emílio Goeldi, 2011. p. 221-248;
3. LE SAOUT, S. *et al.* Protected areas and effective biodiversity conservation. *Science*, 342(6160), p. 803-805, 2013.

OPTIMIZING OPPORTUNITIES FOR ECOSYSTEM SERVICES PROVIDED BY FOREST AREAS

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Forest Management

SASB Dimension: Ecosystem services and impacts

SASB Code: RR-FM-160A.4

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The balance of ecosystem services, based on the conservation and sustainable use of natural resources, is fundamental for Suzano, as its business model involves an inseparable relationship with the environment.

As a nature-based company, the eucalyptus planted and used in its pulp production depends directly on natural resources. Therefore, acting in favor of biodiversity conservation and ecosystem recovery, as well as benefiting society as a whole, ensures the perpetuity of the company's business model.

According to Brazilian legislation (Law No. 14,119 of January 13, 2021), which establishes the National Policy for Payment for Environmental Services, ecosystem services can be classified into four categories:

- **Provisioning services:** provide environmental goods or products for consumption or sale, such as water, food, wood, fibers and extracts;
- **Regulatory services:** promote the stability of ecosystems, such as sequestering and storing carbon, maintaining air quality and the hydrological cycle and controlling critical erosion processes and potential pest populations;
- **Cultural services:** non-material benefits provided by ecosystems, through recreation, tourism, cultural identity, spiritual and aesthetic experiences and intellectual development, among others;
- **Support services:** ensure basic ecosystem functions, such as nutrient cycling, production, maintenance or renewal of soil fertility, pollination and maintenance of biodiversity.

Therefore, Suzano guides its operational decisions to ensure the integrity of ecosystem services in the territory where it operates, with the opportunity to contribute positively through its practices, programs, and projects, such as the following examples.

Beehives Program

The program aims to strengthen the beekeeping chain in the regions where Suzano operates, to boost income generation and improve the quality of life in the communities involved, while contributing to the preservation of the environment. Through this initiative, the associations and/or cooperatives have access to the company's areas to carry out their production and management activities, formalizing this access through loan contracts for the bee pastures.

Additionally, in partnership with other agents, the program encourages access to public policies, seeking investments in infrastructure for beekeepers who are part of associations/cooperatives. This collaboration strengthens the structure needed for beekeeping, thus promoting the sustainable development of this activity in the territories. The initiative also establishes an ongoing relationship with beekeepers and neighboring associations, promoting the multiple uses of forests, following Suzano's Generate and Share Value culture.

Nascentes do Mucuri Program

Launched in 2017, the project was proactively developed by Suzano in partnership with rural families, communities, companies, and local entities, carrying out preservation, conservation, and socio-environmental training actions through rural extension. The project aimed to strengthen the collectives, help train young people, provide technical assistance, promote the exchange of knowledge, and train the local population to produce sustainably, combining food security, income generation, and environmental conservation.

The consolidated result is as follows:

- Direct support and assistance to 10 rural associations;
- More than 370 partner families and 59 rural communities served;
- 515 Permanent Preservation Areas (PPAs) and more than 300 hectares in the process of ecological restoration;
- More than 46,230 seedlings planted;
- More than 480 kilos of green manure seeds sown;
- Providing direct technical assistance to 150 farming families;
- More than 1,500 moments of technical assistance provided;
- More than 350 hectares of agricultural areas agroecologically managed;
- More than 130 rural training sessions held with more than 1,970 people trained; and
- More than 17,700 people mobilized.

The project's activities are currently suspended for a critical analysis of the results obtained in recent years, to ensure alignment with the company's strategy. During this analysis, the data and indicators obtained are evaluated to identify opportunities for optimization and strategic improvement.

Ecological Restoration Program

Suzano's Ecological Restoration Program covers the Atlantic Forest, Cerrado, and Amazon biomes and works in the territories to significantly increase connectivity between existing forest fragments and promote the formation of networks of ecologically representative conservation areas.

In this way, the ecological restoration fostered by the Program tends to promote the improvement of ecosystem services, such as water supply, biological control of pests and diseases, local and regional climate regulation, maintenance of air quality and the hydrological cycle, carbon sequestration and storage, and pollination.

Thus, Suzano's Ecological Restoration Program has contributed to **increasing the coverage of native vegetation in Brazil** - more than 39,000 hectares of areas in the process of restoration implemented by 2023 - as well as the adaptive capacity of these environments to climate change and the reduction of environmental impacts.

High Conservation Value Areas (HCVAs)

Depending on the ecological, environmental and social attributes of the areas protected by Suzano, some of them can be considered High Conservation Value Areas (HCVAs). The company uses as a reference the attribute criteria based on and adapted from the HCV Resource Network's General Guide for Identifying High Conservation Values, reissued in 2018. HCVAs are areas in which these attributes are recognized:

- Diversity of species with the occurrence of endemic, threatened or endangered species;
- Mosaics at the landscape level considering extensive areas of well-conserved forests;
- Rare or threatened ecosystems and habitats;
- Provision of ecosystem services, such as protection of water sources and erosion control in vulnerable soils;

- Presence of resources to meet the needs of local communities, indigenous populations or traditional populations;
- Areas of cultural, historical, religious, ecological or economic importance, at a global or national level, or critical to the traditional culture of local communities, indigenous populations or traditional populations.

In its protected areas - more than 1 million hectares - Suzano has identified 76 areas defined as HCVAs, totaling **over 90,000 hectares considered to be of global or national importance** in 2023.

HCVAs are identified voluntarily, demonstrating the company's commitment to the conservation of biodiversity, natural resources, and ecosystem services, as special forms of management and protection of the identified values are established under specific requirements and the legislation applicable to these conservation areas.

Moreover, by conserving its HCVAs, Suzano contributes to the promotion of ecosystem services such as water and food supply, local and regional climate regulation, carbon sequestration and storage, control of critical erosion processes, maintenance of biodiversity, recreation, ecotourism, etc.

Parque das Neblinas

Suzano's environmental conservation area of approximately 1 million hectares includes Parque das Neblinas, a sustainable use reserve managed by the Ecofuturo Institute and located in the state of São Paulo.

Aimed primarily at nature conservation, the reserve protects remnants of native forest and water resources - 7,000 hectares of Atlantic Forest in different stages of regeneration and 530 protected springs - as well as fostering the development of scientific studies - more than 1,300 species of biodiversity, including the discovery of new ones for science and those threatened with extinction - and environmental education and experience activities in the natural environment.

In 2021, Suzano received **certification for two ecosystem services** provided by Parque das Neblinas: Biodiversity Conservation and Recreational Services. The validation took place following an audit process for FSC® forest certification, carried out at the Park. The certification proves the benefit generated by the maintenance and conservation of Parque das Neblinas for cultural and support ecosystem services.

Planos da Mata

Since April 2021, Suzano and SOS Mata Atlântica have been working in partnership to make the Planos da Mata ('Forest Plans' in Portuguese) project feasible, designed to promote the preparation of Municipal Atlantic Forest Plans (PMMAs, for its initials in Portuguese).

The aim is to strengthen public policies for local territorial planning and development to maintain environmental services by protecting biodiversity, restoring native forests, developing the green economy, generating jobs and income and providing greater legal certainty for land use. The project is expected to give rise to a kind of environmental master plan for 33 municipalities in São Paulo, Espírito Santo and Bahia in which Suzano has manufacturing and forestry operations.

Long-term commitment to mitigating climate change

Climate change is a major global challenge. According to the World Economic Forum's annual global risks

report, over the next ten years, the most likely risks are related to extreme weather conditions, failure of climate action and anthropogenic environmental damage.

Suzano has a **significant forestry base, with a total area of approximately 2.4 million hectares**, which includes eucalyptus plantations and one of the largest areas of privately protected native forests in Brazil, with approximately 1 million hectares. Together, native forests and eucalyptus plantations contribute directly to the removal and stock of CO₂.

For this reason, the company recently committed to removing 40 million tonnes of CO₂ from the atmosphere by 2030, i.e. Suzano's goal is to go beyond neutralizing direct emissions and those of its chain, removing significant additional amounts of carbon from the atmosphere, contributing not only to mitigating climate change, but also to promoting regulatory ecosystem services (sequestering and storing carbon, maintaining air quality and the hydrological cycle) and support services.

Long-term commitment to increasing water availability

Suzano depends directly on the service of providing water for the sustainability of its eucalyptus plantations, protected areas and industrial centers. As a way of making a positive contribution to this ecosystem service, in 2020 the company committed to **increase water availability** in 100% of critical river basins by 2030.

Critical watersheds are those subject to a lack of water availability due to natural characteristics (such as climate and soil type) and land use. Suzano will focus on watersheds where there is significant occupation by the company (equal to or greater than 30%), so that the practices adopted by Forest Stewardship can have an effect and generate the best results to reverse the criticality of these watersheds.

Long-term commitment to biodiversity conservation

One of the main threats to biodiversity loss in Brazil and worldwide is habitat fragmentation, i.e. the subdivision of a continuous natural area into unconnected areas.

Fragmentation alters ecological interactions in the landscape, isolates species, resulting in reduced genetic variability and reproductive success - which can contribute to their extinction - and interferes with the loss of resilience of territories to climate change and the provision of ecosystem services, among other adverse effects.

Given this and aware that the biomes where Suzano operates face different levels of fragmentation, in 2021 it launched a long-term commitment to biodiversity conservation to **connect half a million hectares of fragments** - the equivalent of four times the size of Rio de Janeiro - through ecological corridors in the Cerrado, Atlantic Forest and Amazon biomes by 2030, to reverse biodiversity loss and generate a net positive impact on nature.

The creation of ecological corridors connects isolated areas, enabling the movement of animals and increasing vegetation cover, as well as promoting the ecosystem services of provision, regulation and support, in addition to the regeneration of biodiversity.

ECOLOGICAL RESTORATION PROGRAM

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: 304-3

GRI Dimension: Environmental

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano understands that ecological restoration is a commitment and a responsibility for the company in the regions where it operates. To meet legal and certification requirements, as well as voluntary commitments, since 2010 the company has been carrying out the Ecological Restoration Program, covering the Atlantic Forest, Cerrado and Amazon biomes, in all its forestry operations.

The program aims to significantly increase connectivity between existing forest fragments and to promote a network of ecologically representative conservation areas in all the territories where it is implemented.

Due to Suzano's territorial expression and the diversity of environments in which the company operates, as well as the complexity of ecological restoration itself, there was a need to create a diversified network of strategic partners, including NGOs, universities, companies and surrounding communities, to develop the Program. This network has been innovating in restoration technology, seeking to improve efficiency, reduce environmental impacts and generate job opportunities and knowledge sharing for the creation of specific restoration methodologies for the three biomes mentioned. For more details on the partnership network, see the "[Commitments and partnerships](#)" indicator.

The Program promotes improvements in ecosystem services, such as water supply and purification, biological control of pests and diseases, local and regional climate regulation, improved air quality, carbon sequestration and storage, and pollination. For more details, visit the indicator "[Optimizing opportunities for ecosystem services provided by forest areas](#)".

Suzano's Ecological Restoration Management Manual defines the general guidelines and procedures for the Ecological Restoration Program, including planning, diagnosis, implementation, maintenance and monitoring.

Planning for the areas to be restored is defined based on legal deadlines for license conditions,

Environmental Restoration Commitment Terms (TCRAs) and Degraded Area Restoration Plans (PRADs), and the logistics of operations and/or proximity to the farms.

The **diagnosis** stage involves characterizing the environmental situation and land use of each area. This can be done in the field and/or through remote sensing techniques, using drones and satellite images, Lidar (Light Detection and Ranging), among other technologies. Once the results have been determined, the areas' resilience potential is assessed to support the appropriate implementation method for each area.

It is in the **implementation** phase that the activities take place for an area to be considered «in the process of restoration». The chosen method is determined during the diagnostic phase::

- **Passive restoration:** does not involve implementation activities, as the area has the capacity for self-regeneration. The area must be kept free of degradation factors;
- **Assisted natural regeneration:** conducting regenerating individuals of native species, where there is no need for planting interventions;
- **Native planting:** planting seedlings or seeds of regional native species;
- **Consortium planting of eucalyptus and natives :** only occurs in Legal Reserves with environmental agency authorization in areas classified as pasture, sparse dirty pasture, exposed soil or preserved agriculture. It consists of interspersing native species with eucalyptus;
- **Nucleation:** implantation of nuclei of different sizes and shapes that facilitate and boost the succession process of a degraded area;
- **Direct sowing:** consists of the manual, mechanized or both sowing of seeds of native species with good germination potential;
- **Control of exotic/invasive species:** control of exotic/invasive tree species in natural areas, aimed at reducing the dispersal of propagules and the dominance of the environment by these species, as well as reducing the incidence of new invaded areas.

The **maintenance** phase includes a set of cultivation treatments to ensure the survival of regenerating plants or plants derived from seeds or seedlings. This phase can include activities such as fertilizing plants, chemical weeding and mowing. Activities are defined in the monitoring phase.

Suzano has a monitoring plan for restoration areas, structured into two types: operational (or silviculture) and ecological, in order to correct the ecological trajectory of the area after detecting an unsatisfactory indicator, as well as to improve the techniques and methodologies used.

Operational monitoring aims to ensure quality standards in operations. It includes measures of native seedling quality, planting survival, weed and ant monitoring and operational implementation quality (soil preparation, planting and herbicide application results).

Ecological monitoring, on the other hand, aims to assess the ecological attributes of areas undergoing restoration, to verify whether there is a need to engage in adaptive management activities (densification planting, enrichment and others) to correct the local ecological trajectory, as well as to indicate the extent to which they can be considered "restored". Restored areas are those in the sample blocks where reference values for restoration are reached, as defined in state legislation or in company standards, which may also consider landscape indicators in addition to the parameters described above.

Thus, Suzano's Ecological Restoration Program has contributed to increasing the coverage of native vegetation in Brazil and to reducing environmental impacts, as well as to the adaptive capacity of these environments to climate change.

The tables below provide the following data:

- Total size of areas undergoing restoration, by forest management unit;
- Total number of seedlings planted for restoration, per forest management unit;
- Size of areas with restoration processes ongoing, by forest management unit.

Total size of areas undergoing restoration, by forest management unit, in square kilometers (km²)¹

	2020	2021	2022	2023
São Paulo	118.16	121.72	124.04	128.80
Mato Grosso do Sul	6.38	6.38	9.27	9.98
Espírito Santo/Bahia	204.40	221.56	238.40	254.86
Maranhão	1.23	1.23	1.84	2.88
Total	330.17	350.89	373.55	396.51

1. The figures represent the total size of areas in the process of restoration under Suzano's management up until the year reported, by forestry business unit, regardless of the stage of restoration the areas are in.

Total number of seedlings planted for restoration, by forest management unit^{1 1}

	2020	2021	2022	2023
São Paulo	390,000	390,000	390,000	390,000
Mato Grosso do Sul	49,800	49,800	50,897	56,444
Espírito Santo/Bahia	9,980,217	10,762,147	11,646,054	12,864,926
Maranhão	15,200	15,200	15,700	17,200
Total	10,435,217	11,217,147	12,102,651	13,328,570

1. The figures represent the accumulated result up until the period in review. The planting of seedlings began in the following years:
 - o São Paulo Unit: 2010;
 - o Espírito Santo/Bahia Unit: 2010;
 - o Mato Grosso do Sul Unit: 2014;
 - o Maranhão Unit: 2018.

Size of areas with restoration processes ongoing, by forest management unit in square kilometers (km²)¹

	2020	2021	2022	2023
São Paulo	2.88	3.56	2.32	4.76
Mato Grosso do Sul	0.00	0.00	2.89	0.71
Espírito Santo/Bahia	2.10	17.16	16.85	16.45
Maranhão	0.00	0.00	0.61	1.04
Total	4.99	20.72	22.67	22.95

1. This indicator only considers restoration areas implemented in the year indicated in the columns, i.e. areas where the restoration process has begun. Therefore, this indicator does not include maintenance and monitoring areas.

NASCENTES DO MUCURI PROJECT

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Launched in 2017, the Nascentes do Mucuri project was proactively developed by Suzano in partnership with rural families, communities, companies and local entities, carrying out preservation, conservation and socio-environmental training actions through rural extension. The project aimed to strengthen the collectives, help train young people, provide technical assistance, promote the exchange of knowledge, and train the local population to produce sustainably, combining food security, income generation, and environmental conservation.

The consolidated result is as follows:

- Direct support and assistance to 10 rural associations;
- More than 370 partner families and 59 rural communities served;
- 515 Permanent Preservation Areas (PPAs) and more than 300 hectares in the process of ecological restoration;
- More than 46,230 seedlings planted;
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- More than 1,500 moments of technical assistance provided;
- More than 350 hectares of agricultural areas managed agroecologically;
- More than 130 rural training sessions held with more than 1,970 people trained;
- More than 17,700 people mobilized.

The project's activities are currently suspended for a critical analysis of the results obtained in recent years, to ensure alignment with the company's strategy. During this analysis, the data and indicators obtained have been evaluated to identify opportunities for optimization and strategic improvement.

Find out more at this [link](#).

#CERTIFICATION

CERTIFICATION MANAGEMENT

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: 3-3

GRI Dimension: Material Topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Certification management at Suzano is carried out for forestry and industrial operations, corporate processes, commercial operations and international offices, attesting to responsible socio-environmental conduct at the different business stages.

We have dedicated teams responsible for guiding the company's different areas to act in accordance with the requirements of nationally and internationally recognized certifications.

Our certifications show Suzano's commitment to operational excellence and enable the continuous improvement of processes and products, benefiting customers, employees, society and the environment. To this end, internal and external audits are carried out annually, which can be hybrid (face-to-face and remote) or entirely face-to-face, in line with the **International Accreditation Forum (IAF)** guidelines and the other guidelines established by the normative standards.

Forest Stewardship

Forest stewardship certifications aim to ensure the proper use of natural resources and human relations with engagement and commitment. Responsible forest management is the result of a solid socio-environmental governance model, which adopts the best sustainability practices and standards, seeking to protect, recover, and promote the sustainable use of ecosystems and to create value for all stakeholders with whom we have a relationship, in total compliance with the company's strategy and long-term vision.

Suzano reinforces its commitment to adhere to **Forest Stewardship Council® (FSC®)** and **Cerflor/PEFC Principles and Criteria**, demonstrating good conduct when developing forest products, respecting the environmental, social, and economic aspects of each region in which it operates.

Based on ethical and transparent behavior, we fully manage the aspects and possible impacts of our forest management activities and adopt effective measures to eliminate or reduce them when caused by our forestry operations. Additionally, we have established metrics for mapping these possible impacts and methodologies for monitoring and control that contribute to the continuous improvement of our processes.

Forest certification encourages improvements in biodiversity conservation and maintenance of ecosystem services, contributing to carbon sequestration, road maintenance and protection of soils against erosion, improved health and safety conditions at work, and involvement and engagement with local communities. Furthermore, it makes it easier to manage legal and administrative issues related to the legal origin of wood and wood-based products.

Suzano establishes communication mechanisms with the most diverse segments of society (stakeholders), keeping them updated on its activities. Among these mechanisms are three dedicated to receiving comments and complaints from stakeholders. The first is the **Stakeholder System (Sispart)**, through which we receive, handle, record and respond to complaints, as well as repair losses and damages arising from the execution of our operational activities. Occurrences and communication with stakeholders impacted by forestry operations are recorded using the **Operational Dialogue** tool, as are the resolutions and mitigating measures adopted.

The second mechanism is the **Ombudsman's Office**. It provides an anonymous channel for registering complaints for the internal and external public. Complementing the above channels, the company also has **Suzano Responde**, a telephone line that allows the recording of complaints and questions from stakeholders.

Chain of Custody

Our products (pulp, Eucafluff, MFC, paper and tissue) are covered by FSC® and PEFC chain of custody certifications, guaranteeing the responsible origin of 100% of the wood and the production process's transparency.

The Chain of Custody certification guarantees the traceability of forest goods, from the production of the raw material to the product that reaches the end consumer, also considering labor, health, and safety requirements.

Suzano is committed to implementing and maintaining the Chain of Custody requirements according to internationally recognized norms and standards. To this end, it has a traceability program with trained professionals, computerized systems, and verification by internal and external third-party audits.

The commitment to standards, laws and certifications is set out in the **Wood Supply Policy**, which establishes criteria for the land and timber acquisition in line with:

- Brazilian Forest Code;
- FSC® Association Policy Criteria;
- FSC® and PEFC® forest stewardship and chain-of-custody standards;
- FSC® controlled wood, PEFC controlled sources;
- European Timber Regulation (EUTR);

- United Kingdom Timber Regulation (UKTR);
- Lacey Act (USA);
- Australian Illegal Logging Prohibition Act;
- Fundamental principles of the International Labor Organization (ILO).

Industrial Operations

The industrial certifications show the use of best practices in process management at the manufacturing units, ensuring, in a balanced way, customer satisfaction, continuous improvement of operations, environmental protection, and employee occupational health and safety.

Suzano maintains its integrated certifications (ABNT NBR ISO 9001:2015 | ISO 14001:2015 | ISO 45001:2018) in its industrial plants, port terminals, corporate offices, and international offices. It is worth highlighting the commitments made with NBR 15755 *Reciclato* certification, SMETA, and EcoVadis protocols.

ADDITIONAL INFORMATION

The scope and standards used for certification are described below.

FSC® Chain of Custody

- Scope of certification: Pulp products (Eucafluff and MFC, paper and tissue)
- Type of certificate: Multi-site
- FSC® Standards:
 - FSC-STD-40-003 V2-1_EN_Certification Multi-site CoC;
 - FSC-STD-40-004 V3-1_PT_Chain of Custody certification;
 - FSC-STD-40-005 V3-1_PT_Requirements for FSC® Controlled Wood Consumption
 - FSC-STD-40-007 V2-0_EN_Recovered material;
 - FSC-STD-50-001 V2-1_EN_Requirements for use of the FSC® trademarks by certificate holders.
- PEFC standards:
 - PEFC ST 2002:2020 - Requirements for Forest Products Chain of Custody;
 - PEFC ST 2001:2020 - PEFC Trademark Rules.
- Certification scope:
 - IMA-COC-001388, IMA-CW-001388 and IMA-COC-0007 (factories);
 - SCS-COC-009938, SCS-CW-009938 and SCS-PEFC-COC-009938 (*traders*);
 - SCS-COC-009929 and SCS-PEFC-COC-009929 (*distributors*).

FSC license codes

- Chain of Custody - Factories - FSC-C010014
- Chain of Custody - Traders: Europe, China and the United States - FSC-C012430
- Chain of Custody - Distribution Centers in Brazil, Argentina and Finland - FSC-C003231
- PEFC license codes:
 - o Chain of Custody - Factories - PEFC/28-32-62;
 - o Chain of Custody - Traders: Europe, China and the United States - PEFC/28-32-62;
 - o Chain of Custody - Distribution Center in Brazil, Argentina and Finland - PEFC/28-32-61.

Forest Stewardship

- FSC® Standard: FSC-STD-BRA-01-2014 V1-1 EN - Assessment of Forest Plantations in the Federative Republic of Brazil: Harmonized Standard Among Certifiers
- FSC® Certification scope: Forest Plantation Management
- Type of certificate: Individual
- Cerflor Standard: ABNT NBR 14.789, version 2012 - Sustainable Forest Stewardship - Principles, Criteria and Indicators for Forest Plantations
- Cerflor certification scope: Forest Plantation Management
- Type of certificate: Individual

FSC Pesticides Policy - FSC-POL-30-001 V3-0 EN (applied to all forest units)

- Ecosystem Services Procedure: Demonstrating Impacts and Market Tools - FSC-PRO-30-006 V1-2 (applied to the São Paulo forestry unit)
- FSC license codes:
 - Forest Stewardship BA - FSC-C155943;
 - Forest Stewardship ES - FSC-C110130;;
 - Forest Stewardship MA - FSC-C118283;
 - Forest Stewardship MS - FSC-C100704;
 - Forest Stewardship SP - FSC-C009927.
- CERFLOR license codes:
 - Forest Stewardship BA - SYS-FM/Cerflor-0013;
 - Forest Stewardship ES - IMA-MF-0007;
 - Forest Stewardship MA - SYS-FM/Cerflor-0001;
 - Forest Stewardship MS - IMA-MF-0005;
 - Forest Stewardship SP - SYS-FM/Cerflor-0012.

Scope of industrial certification: projects, product development, production, storage, commercialization in the domestic and foreign markets, and technical support for eucalyptus hardwood pulp, Eucafluff pulp, coated papers, uncoated papers, paperboard, cut-size papers, tissue papers, and lignin.

Scope of port terminal certification: service rendering of unloading, handling, storage, shipping, and receiving of dry and inert general cargoes not added in containers, except chemical products, in export/import operations.

We meet the standards:

- ABNT NBR ISO 9001:2015;
- ABNT NBR ISO 14001: 2015;
- ABNT NBR ISO 45001:2018.

TOTAL AND PERCENTAGE OF CERTIFIED AREA, BY TYPE OF CERTIFICATION

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Forest Management

SASB Dimension: Ecosystem services and impact

SASB Code: RR-FM-160a.1

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano has forest stewardship certifications attesting that the company takes care of and makes good use of the natural resources in the areas under its responsibility, as well as establishing a relationship with the communities surrounding its plantation areas. Eucalyptus plantations are certified twice: once by the Forest Stewardship Council® (FSC®) and once by the Programme for the Endorsement of Forest Certification (PEFC), with each certification system having its principles and criteria. The plantations are

located in the states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul, Minas Gerais, Pará, Rio de Janeiro, São Paulo and Tocantins.

The following data is available in the tables below:

- Total certified area, by type of certification;
- Percentage of certified area, by type of certification.

Total certified area, by type of certification (hectares)¹

	2020	2021	2022	2023
Total FSC® and PEFC/Cerflor certified area	1,632,182.26	1,583,071.12	1,843,272.42	2,090,556.02
FSC® and PEFC/Cerflor certified plantation area	924,817.00	904,674.32	1,049,971.53	1,214,203.94

1. The data refers to December of each year.

Percentage of certified area, by type of certification¹

	2020	2021	2022	2023
Total FSC® and PEFC/Cerflor certified area	80.00%	77.00%	83.03%	85.07%
FSC® and PEFC/Cerflor certified plantation area	83.00%	82.00%	93.36%	95.21%

1. The data refers to December of each year.

ADDITIONAL INFORMATION

Suzano has a **Forest Stewardship Plan** for each region in which it operates, which contains all the information, documents, reports, records and maps that describe, justify and regulate activities to be carried out by any manager, team or organization, with or without a relationship to the management unit, including social and environmental programs and statements of objectives and policies.

For controlled source areas, the company carries out a **due diligence program**, based on the FSC-STD-40-005 standard for controlled wood, ensuring that these areas are safe:

- Comply with all applicable legislation, respecting the right to ownership, possession and peaceful use of the land;
- Do not compromise High Conservation Value Areas (HCVAs);
- Respect human rights;
- Guarantee the rights of indigenous peoples and traditional communities;
- Guarantee the rights of workers, including issues related to health and safety and following the Fundamental Principles of the International Labor Organization (ILO);
- Do not convert native areas into commercial wood plantations.

The assessment of controlled wood is verified annually in audits, and the forest stewardship practices implemented in these areas are equivalent to those in forest areas with management certification. Both involve assessing the forest inventory, monitoring and controlling forest pests and diseases and adopting management practices that seek to minimize impacts on biodiversity (such as ecological restoration, protection of springs and rivers, and biodiversity and hydrological monitoring).

We have teams focused on building productive and sustainable forests, always following the best silvicultural, harvesting and logistical practices available, as well as the quality and safety standards demanded by the company.

We have authorization from the National Biosafety Commission (CTNBio for its acronym in Portuguese), of the Ministry of Science, Technology, Innovation and Communications, to carry out research with transgenic eucalyptus, both in the laboratory and in the field. It is important to note that we do not use genetically modified eucalyptus forests commercially - we only carry out research to learn about and assess the potential of this technology and the possible risks associated with it. This research is carried out in areas that are not included in the scope of forest certifications.

The transportation and storage of chemical products are carried out in accordance with current Brazilian legislation and compliance with FSC® and PEFC standards, as is the relationship with traditional and indigenous communities, which takes place in a participatory manner and in a way that promotes the autonomy of these regions.

License codes:

- **FSC®:** Forest Stewardship BA - FSC-C155943; Forest Stewardship ES - FSC-C110130; Forest Stewardship MS - FSC-C100704; Forest Stewardship MA - FSC-C118283; Forest Stewardship SP - FSC-C009927;
- **PEFC:** Forest Stewardship BA - SYS-FM/Cerflor-0013; Forest Stewardship ES - IMA-MF-0007; Forest Stewardship MS - IMA-MF-0005; Forest Stewardship MA - SYS-FM/Cerflor-0001

PERCENTAGE OF AREA AND WOOD SUPPLY VERIFIED BY THIRD PARTIES AS LEGALLY COMPLIANT

Material Topics: Biodiversity

Other hashtags: Restoration

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Pulp & Paper Products

SASB Dimension: Supply Chain Management

SASB Code: RR-PP-430a.1

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Committed to sustainability practices in its supply chain, Suzano has set itself the goal of monitoring and mitigating risks in 100% of the wood supply process, covering both its management and that of suppliers (tier 1 and non-tier 1), in terms of environmental, social, economic and legal requirements. To this end, the plantation areas managed by the company and its suppliers are covered by the main international certification systems, involving annual checks by third-party bodies:

- Forest Management Forest Stewardship Council® (FSC®)¹ and PEFC/Cerflor;
- FSC® Controlled Wood/PEFC² Controlled Sources.

The wood supply process includes the stages of initializing the contract (analysis of the suitability of the property and the profile of the bidder), making the contract operational (harvesting and transportation) and closing the contract. In this sense, the following are considered wood suppliers:

- Tier 1 [direct] suppliers: each farm is considered an individual supply unit, regardless of how many owners the farm has or whether the same owner has several farms;
- Service providers for wood harvesting and transportation:
 - o Tier 1 suppliers [direct]: wood harvesting and transportation service providers contracted directly by Suzano;
 - o Non-tier 1 [indirect] suppliers: timber harvesting and transportation service providers contracted by the farm owners.

Additionally, and to which all Suzano's wood supply is subject, we have adopted the [Wood Supply Policy](#) and

the [Commitment to Zero Deforestation](#), the development of which complies with the Brazilian Forest Code, the criteria of the FSC® Association Policy, the FSC® and PEFC Forest Stewardship and Chain of Custody standards, FSC® Controlled Wood, and PEFC Controlled Sources. Also, the fundamental principles of the International Labor Organization (ILO) and compliance with international regulations on traceability and the legal origin of wood, such as European Timber Regulation (EUTR), United Kingdom Timber Regulation (UKTR), Lacey Act (United States) and Australian Illegal Logging Prohibition Act.

In practice, the principles are verified through checklists, documentation, maps, periodic field visits and management applications, by qualified technicians, from the formalization of the contract to the harvesting and transport of the wood, taking into account that the regularity of the planting is a prerequisite of the contract.

FSC® and/or PEFC Forest Management certified areas and FSC® Controlled Wood/PEFC Controlled Sources areas are audited annually by independent certifying bodies, which assess the criteria of the forest certification standards both documentally and on-site, attesting to the continuity of the certificates and legal compliance. The results of the audits can be found on the [FSC®](#) website.

In the tables below you can find the following information:

- Percentage of the area verified by third parties as being in legal compliance;
- Percentage of wood/wood fiber supply verified by third parties as legally compliant per forest stewardship unit;
- Percentage of wood suppliers assessed and/or contracted in compliance with company requirements, by forest stewardship unit.

Notes:

1. **FSC License Codes:** Forest Stewardship BA - FSC-C155943; Forest Stewardship ES - FSC-C110130; Forest Stewardship MS - FSC-C100704; Forest Stewardship MA - FSC-C118283; Forest Stewardship SP - FSC-C009927; Chain of Custody - Units in Brazil - FSC-C010014; Chain of Custody - Europe, America and China - FSC-C012430; Chain of Custody - Distribution Center in Brazil, Argentina, Ecuador and Finland;
2. **PEFC License Codes:** Units in Brazil - PEFC/28-32-63; Traders - Europe, United States and China - PEFC/28-32-62; Distribution Center in Brazil, Argentina and Finland - PEFC/28-32-61.

Percentage of the area verified by third parties as being in legal compliance

	2020	2021	2022	2023
Percentage	100%	100%	100%	100%

Percentage of wood/wood fiber supply verified by third parties as legally compliant, per forest stewardship Unit

	2020	2021	2022	2023
Mato Grosso do Sul	100%	100%	100%	100%
São Paulo	100%	100%	100%	100%
Bahia	100%	100%	100%	100%
Maranhão	100%	100%	100%	100%
Espírito Santo	100%	100%	100%	100%
Total	100%	100%	100%	100%

Percentage of wood suppliers assessed and/or contracted in compliance with company requirements, by forest stewardship unit

	2020	2021	2022	2023
Mato Grosso do Sul	100%	100%	100%	100%
São Paulo	100%	100%	100%	100%
Bahia	100%	100%	100%	100%
Maranhão	100%	100%	100%	100%
Espírito Santo	100%	100%	100%	100%
Total	100%	100%	100%	100%

ADDITIONAL INFORMATION

In 2023, external audits were carried out on Suzano's entire forestry base, in the states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo.

To complement the external audits and to ensure effective monitoring, audits are carried out annually on the FSC® Controlled Wood/PEFC Controlled Sources areas, in which the criteria of the forest certification standards are verified. In these processes, documents are checked for compliance with the standards and applicable legislation, and on-site visits are made to assess the practice of the standard in the field.

In 2023, 981 documentary and/or field audits were carried out, including wood supply and services for harvesting and transporting wood:

- In 317 wood supply areas, the harvesting and transportation services were contracted by the farm owners themselves (non-tier 1 suppliers), and 317 documentary checks and 317 field checks were carried out, totaling 634;
- In 65 wood supply areas, harvesting and transportation services were contracted directly by Suzano (tier 1), and 65 documentary and 65 field checks were carried out, totaling 130;
- In 196 wood supply areas, harvesting and transportation were carried out by Suzano's operation, with documentary verification totaling 196;
- In 21 areas where wood is supplied, the suppliers are certified for forest management, with documentary verification totaling 21.

These figures represent 100% of the supply base. For the deviations identified in the field, there is a Field Guide, which guides the deadlines and actions to be taken for each type of deviation. Furthermore, deviations are recorded in a management application to ensure that any outstanding issues are followed up and closed. For more details, see the indicator "[Total number and percentage of suppliers who have undergone environmental and social assessment](#)".

PERCENTAGE OF PRODUCTS EXTERNALLY CERTIFIED BY AGENCIES

Material Topics: Biodiversity

Other hashtags: Restoration

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano is committed to ensuring that 100% of the products delivered to customers can be traced back to the origin of the wood. To this end, the company has a robust traceability program in place, covered by Forest Stewardship Council® (FSC®)¹ and Programme of Endorsement for Forest Certification (PEFC)² Chain of Custody certifications at its industrial units, distribution centers and commercial offices, which are audited annually by an independent certifying body.

In the traceability program, professionals are duly qualified and trained to operate with computerized systems, registers, tracking forms, transport, sales or transfer tax documents.

Starting with wood, after the legal, social and environmental validations carried out in the due diligence program, the production unit is registered in our system, called Zenith, which includes relevant information, such as the geolocation of plantation and preservation areas, the name of the rural property, region, state and certification, and covers wood managed by us and our partners.

This record is kept from planting to handling, harvesting and transporting the wood to the factory. For transport, a tax document is issued to accompany the wood to the factory, where the information is recorded in our computerized system, which keeps the history and allows the connection with the production of the finished pulp product and other products, such as paper and toilet paper. Products are identified with a batch number, and this information is kept on tax documents during storage, transportation and sale to the end customer.

All traceability controls are evaluated during internal audits and also during external audits conducted by the certification body every year.

In 2023, Suzano carried out 58 **internal Chain of Custody audits** covering the entire scope: factories and controlled wood [at the Aracruz (ES), Belém (PA), Imperatriz (MA), Jacareí (SP), Limeira (SP), Mogi das Cruzes (SP), Mucuri (BA), Rio Verde (SP), Suzano (SP) and Três Lagoas (MS) units; in the distributors' scope (32 centers in Brazil, 1 in Argentina, 1 in Ecuador and 1 in Finland); and in the traders' scope (China, the United States and Europe).

The **external audits**, carried out by an independent certifier, took place at the Imperatriz, Mogi das Cruzes, Rio Verde, Suzano and Três Lagoas units, at four distribution centers and at the US office, totaling 17 audits. As a result, non-conformities were pointed out that do not compromise the traceability program. The details can be found on the certification's public website.

The table below shows the percentage of products certified externally by agencies, broken down by type of certification.

Notes:

1. License codes: Forest Stewardship BA - FSC-C155943; Forest Stewardship ES - FSC-C110130; Forest Stewardship MS - FSC-C100704; Forest Stewardship MA - FSC-C118283; Forest Stewardship SP - FSC-C009927; Chain of Custody - Units in Brazil - FSC-C010014; Chain of Custody - Europe, America and China - FSC-C012430; Chain of Custody - Distribution Center in Brazil, Argentina, Ecuador and Finland - FSC-C003231
2. PEFC license codes: Units in Brazil - PEFC/28-32-63; Traders - Europe, United States and China - PEFC/28-32-62; Distribution Center in Brazil, Argentina, Ecuador and Finland - PEFC/28-32-61.

Percentage of products externally certified by agencies, broken down by type of certification

	2020		2021		2022		2023	
	Paper	Pulp	Paper	Pulp	Paper	Pulp	Paper	Pulp
FSC ^{®1}	99.00%	65.00%	95.65%	71.00%	95.43%	85.14%	96.42%	80.22%
PEFC ²	1.00%	5.00%	4.00%	3.00%	4.44%	2.05%	3.30%	2.76%

1. In 2022, the percentage of FSC[®] pulp sales became made up of the percentage of FSC Mixed Credit + FSC Controlled Wood sales. In 2023, pulp sales were approximately 67% FSC Mixed Credit and 14% FSC Controlled Wood.
2. The percentage of PEFC sales is made up of the percentage of sales with a 100% PEFC declaration.

INFORMAÇÕES COMPLEMENTARES

The figures for certified products (FSC[®] and PEFC) represent the market demand for certified products. Most of the pulp we sell has some kind of certification, and the majority of the volume is certified by the Forest Stewardship Council[®] (FSC[®])¹. About paper, FSC[®] currently accounts for 96% of sales.

VOLUME AND PERCENTAGE OF OWN AND THIRD-PARTY CERTIFIED WOOD, BY CERTIFICATION TYPE

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Pulp & Paper Products; Containers and Packaging

SASB Dimension: Supply Chain Management

SASB Code: RR-PP-430a.1; RT-CP-430a.1

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano plays an active role in the development of forest certification, which is an excellent tool for promoting responsible forest management and demonstrating to our customers, suppliers, investors and other stakeholders that the raw materials used in our products are 100% from responsible and traceable sources. As such, forest certifications are part of the company's long-term strategy, considering market demands, costs and operational capacity.

The company is committed to monitor 100% of its wood supply, whether from its own management or from suppliers (tier 1 and non-tier 1), in terms of environmental, social, economic and legal requirements. To this end, the company's plantations and those of its suppliers are covered by the main international certification systems, which are verified annually by third parties:

- Forest Management Forest Stewardship Council® (FSC®) and Cerflor/PEFC;
- FSC® Controlled Wood/PEFC Controlled Sources.

Suzano encourages its wood suppliers to seek FSC® and/or PEFC Forest Management Certification. To ensure the responsible supply of wood from partners who do not adhere to the forest management certification program, we apply a due diligence system based on the **Suzano Wood Supply Policy**, international regulations and the FSC® and PEFC Wood/Controlled Sources standards. Due Diligence verifies compliance with environmental, social, legal and labor requirements through first- and second-party audits, as well as third-party audits conducted by independent agencies.

Implementing this practice includes both direct wood suppliers and indirect suppliers who carry out harvesting and transportation. To learn more on the controls applied, access the indicator: "[Total number](#)

[and percentage of suppliers that have undergone environmental and social assessment](#)". In addition, the results of the audits can be found on the FSC® website.

We are committed to ensuring that 100% of our products are traceable and covered by the FSC® and PEFC Chain of Custody standards.

The following data is available in the tables below:

- Percentage of certified recycled wood and/or fiber, by certification type;
- Volume of certified wood and/or fiber, by certification type.

Percentage of certified wood¹ and/or recycled fiber, by certification type

	2020		2021		2022		2023	
	Company Wood ³	Outsourced wood	Company Wood ³	Outsourced wood	Company Wood ³	Outsourced wood	Company Wood ³	Outsourced wood
FSC® ² and PEFC/Cerflor Chain of Custody	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
FSC® Forest Management	93.00%	25.00%	93.00%	49.00%	97.00%	44.00%	97.44%	42.57%
FSC® Controlled Wood	7.00%	75.00%	7.00%	51.00%	3.00%	56.00%	2.56%	57.43%
PEFC/Cerflor Forest Management	85.00%	18.00%	92.00%	6.00%	97.00%	5.00%	97.44%	3.21%
Controlled Sources	15.00%	82.00%	8.00%	94.00%	3.00%	95.00%	2.56%	96.79%

- The wood considered is of virgin fiber type. The rationale taken into consideration for calculating the percentage is:
 - o % of wood under Suzano FSC management = total own FSC wood / total own wood;
 - o % FSC outsourced wood = total FSC outsourced wood / total outsourced wood;
 - o The same applies to PEFC.
- License codes: Forest Management BA - FSC-C155943; Forest Management ES – FSC-C110130; Forest Management MS – FSC-C100704; Forest Management MA – FSC-C118283; Forest Management SP – FSC-C009927; Chain of Custody - Units in Brazil - FSC-C010014; Chain of Custody - Europe, China and America - FSC-C012430; Chain of Custody - Distribution Center in Brazil, Argentina, Ecuador and Finland - FSC-C00323.
 - o Wood Supply Policy: [link](#).
 - o Zero Deforestation Policy: [link](#).
- Owned wood includes all wood managed by Suzano (owned + leased).

Volume of certified wood and/or fiber, by certification type, in cubic meters (m³)

	2020			2021			2022			2023		
	Company Wood ²	Outsourced wood	Total	Company Wood ²	Outsourced wood	Total	Company Wood ²	Outsourced wood	Total	Company Wood ²	Outsourced wood	Total
FSC ^{®1}	23,222,972.14	2,836,404.17	26,059,376.31	20,408,359.52	8,399,175.92	28,807,535.44	24,490,620.14	6,514,652.42	31,005,272.56	23,839,023.29	6,410,294.61	30,249,317.90
PEFC/Cerflor	21,201,707.52	2,015,437.85	23,217,145.37	20,260,305.74	971,661.62	21,231,967.36	24,718,198.58	764,332.94	25,482,531.52	23,839,023.29	483,824.34	24,322,847.63

- License codes: Forest Management BA - FSC-C155943; Forest Management ES - FSC-C110130; Forest Management MS - FSC-C100704; Forest Management MA - FSC-C118283; Forest Management SP - FSC-C009927; Chain of Custody - Units in Brazil - FSC-C010014; Chain of Custody - Europe, China and America - FSC-C012430; Chain of Custody - Distribution Center in Brazil, Argentina, Ecuador and Finland - FSC-C00323.
 - Wood Supply Policy: [link](#).
 - Zero Deforestation Policy: [link](#).
- Owned wood includes all wood managed by Suzano (owned + leased).

ADDITIONAL INFORMATION

Wood from areas managed by Suzano generally has dual certification - Forest Stewardship Council® (FSC®) Forest Management and PEFC/Cerflor Forest Management (Brazilian Forest Certification Program). As of 2023, the company has included approximately 265,000 hectares of areas within the certification scopes of its units, which shows its commitment to increasing the availability of certified wood. We also encourage our suppliers to seek forest management certification. Historically, our partners have gone for FSC® certification.

Certification standards

- Forest Management Forest Stewardship Council® (FSC®) and PEFC/Cerflor:
 - FSC® Standard: FSC-STD-BRA-01-2014 V1-1 EN - Assessment of Forest Plantations in the Federative Republic of Brazil: Harmonized Standard among Certifiers;
 - Cerflor Standard: ABNT NBR 14.789, version 2012 - Sustainable Forest Management - Principles, Criteria and Indicators for Forest Plantation.
- Controlled Wood/Controlled Sources:

- o FSC-STD-40-005 V3 - Requirements for the Supply of FSC® Controlled Wood;
- o FSC-NRA-BR V1-0 - National Risk Assessment for Brazil;
- o PEFC ST 2002:2020 - Chain of Custody Requirements for Forest Products.
- Chain of Custody:
 - o FSC-STD-40-004 V3-1_EN - Chain of Custody Certification;
 - o PEFC ST 2002:2020 - Chain of Custody Requirements for Forest Products.

License codes

- Forest Management
 - o FSC® license codes:
 - Forest Management BA - FSC-C155943;
 - Forest Management ES - FSC-C110130;
 - Forest Management MS - FSC-C100704;
 - Forest Management MA – FSC-C118283;
 - Forest Management SP – FSC-C009927.
 - o Cerflor license codes:
 - Forest Management BA – SYS-FM/Cerflor-0013;
 - Forest Management ES – IMA-MF-0007;
 - Forest Management MS – IMA-MF-0005;
 - Forest Management MA – SYS-FM/Cerflor-0001;
 - Forest Management SP – SYS-FM/Cerflor-0012.
- Chain of Custody
 - o FSC® license codes:
 - Chain of Custody - Units in Brazil - FSC-C010014;
 - Chain of Custody - Traders - Europe and America - FSC-C012430;
 - Chain of Custody - Distribution Center in Brazil and Argentina - FSC-C003231.
 - o PEFC license codes:
 - Chain of Custody - Units in Brazil - PEFC/28-32-63;
 - Chain of Custody - Traders - Europe, United States and China - PEFC/28-32-62;
 - Chain of Custody - Distribution Center in Brazil, Argentina, Ecuador and Finland - PEFC/28-32-61.

#FIRE FIGHTING

FIRES IN SUZANO AREAS

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

You can find the following information in the tables below:

- Number of fire outbreaks in Suzano áreas;
- Total conservation area affected by fires by state;
- Total plantation area affected by fires by state.

Number of fire outbreaks in Suzano areas

	2020	2021	2022	2023
Bahia	1,121	1,374	2,251	3,764
Espírito Santo	3,105	3,395	5,75	3,486
Maranhão	2,453	1,2	1,809	396
Mato Grosso do Sul	137	122	72	129
Minas Gerais	3	3	99	19
Pará	169	71	131	92
Rio de Janeiro	15	7	0	2
São Paulo	788	671	763	874
Tocantins	39	35	12	35
Total	7,83	6,878	10,887	8,797

Total conservation area affected by fires by state, in hectares (ha)

	2020	2021	2022	2023
Bahia	642.00	743.00	101.17	1,854.30
Espírito Santo	459.00	597.00	403.42	431.80
Maranhão	1,214.57	492.80	875.70	812.70
Mato Grosso do Sul	4,518.00	3,004.38	11.48	410.50
Minas Gerais	4.30	129.17	81.01	0.00
Pará	195.56	17.61	432.85	139.80
Rio de Janeiro	71.70	1.33	0.00	1.50
São Paulo	993.97	1,589.55	116.57	71.60
Tocantins	163.20	42.71	477.45	32.80
Total	8,262.30	6,617.55	2,499.65	3,750.00

Total plantation area affected by fires by state, in hectares (ha)

	2020	2021	2022	2023
Bahia	2,769.00	2,911.00	1,195.83	9,772.10
Espírito Santo	7,876.00	7,820.00	3,981.58	5,519.00
Maranhão	614.61	205.61	792.30	831.10
Mato Grosso do Sul	6,422.00	3,018.59	58.52	975.50
Minas Gerais	56.23	3.96	75.99	8.30
Pará	71.34	32.12	38.15	114.70
Rio de Janeiro	226.86	3.18	0.00	2.40
São Paulo	2,309.32	3,647.79	676.43	510.80
Tocantins	3.80	0.00	23.55	35.10
Total	20,349.16	17,642.25	6,842.35	17,769.00

ADDITIONAL INFORMATION

Regarding the occurrence of fires, in comparison with the year 2022, it can be seen that there has been a significant increase in the area affected. This increase was mainly due to the El Niño weather phenomenon, which caused temperatures to rise, making the climate hotter and drier. The combination of higher temperatures, lower humidity and less rainfall has created an environment conducive to fires of a larger scale and impact in various regions.

Overall, Suzano does a unique job in dealing with forest fires and conserving the environment. We have teams trained and prepared to act both preventively and reactively. We committed in 2020 to set targets for reducing the area burned for the management of the teams responsible. In 2021 this was implemented, and there was investment in technology and innovation for firefighting structures and monitoring center systems.

In addition, during the most critical periods, additional monitoring and firefighting teams were deployed, firebreaks and roads were maintained, and the specific program in the field of Protection and Fighting of Forest Fires (PFFF) and Asset Intelligence (AI), Guardians of the Forest, was promoted, which consists of actions to raise awareness among the population living near forests and among children, to fight fires and other irregularities that could lead to fires in Suzano's areas and those of third parties (for example, illegal dumping of garbage).

#ENVIRONMENTAL MANAGEMENT

INVESTMENT IN CAPEX AND OPEX FOR ENVIRONMENTAL MANAGEMENT IN FORESTRY OPERATIONS

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The table below presents the Capex and Opex investments for environmental management in forestry operations from 2020 to 2023.

Capex and Opex investments for environmental management in forestry operations, in BRL (R\$)

	2020				2021				2022 ²				2023			
	Capex	Opex	Total	Savings	Capex	Opex	Total	Savings	Capex	Opex	Total	Savings	Capex ³	Opex	Total	Savings
Forestry operations ¹	6,851,980.88	29,254,060.99	36,106,041.87	0.00	11,012,646.30	19,994,175.78	31,006,822.08	0.00	21,380,753.70	23,099,394.23	44,480,147.93	0.00	26,067,950.91	22,875,999.15	48,943,950.06	0.00

1. For investments in forestry operations, Capex disbursements relate to the long-term commitment

to biodiversity conservation and the Ecological Restoration Program for degraded habitats. Under Opex, these are the disbursements needed to manage the processes and projects under the governance of the Forest Environment (MAF, in Portuguese acronym).

2. The main reason for the significant increase in 2022 is the expansion of the maintenance area in the ecological restoration process.
3. The increase in Capex investment in 2023 refers to the disbursements needed to deploy the initiatives of the Biodiversity Commitment, in addition to restoration maintenance costs at the Maranhão forestry unit.

INVESTMENT IN ENVIRONMENTAL PROTECTION/ CONSERVATION IN FORESTRY OPERATIONS

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The table below shows comparative data on investment in environmental protection/conservation in forestry operations from 2020 to 2023.

Investments and spending on environmental protection/conservation in forestry operations, in BRL (R\$)¹

	2020	2021 ²	2022 ³	2023 ⁴
Investments and expenses	18,470,630.84	72,754,637.25	111,787,349.64	125,410,112.45

1. The calculation took into account total investments in biodiversity monitoring and conservation and water monitoring, as well as disbursements on ecological restoration, waste treatment and disposal, property surveillance and fire prevention and fighting.

2. The significant difference in 2021 compared to 2020 is due to the following disbursements, which were not included in the indicator at the time: property surveillance and fire prevention and fighting.
3. The difference in value in 2022 compared to 2021 is due to the increase in maintenance areas for the ecological restoration process, biodiversity monitoring in all units that year and an increase in the fee for property surveillance.
4. The difference in value in 2023 compared to 2022 is due to the increase in resources earmarked for implementing the actions of the Biodiversity Commitment, as well as restoration maintenance costs in the Maranhão forest unit and the increase in costs due to the fire crisis caused by El Niño.

ENVIRONMENTAL MANAGEMENT INVESTMENT IN INDUSTRIAL OPERATIONS

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: N/A

Context

In 2023, we made BRL 159,966,349.00 in environmental investments, which represents a significant increase compared to 2022 (BRL 24,188,433.10). This increase is due to modernization projects that had an impact on the performance of environmental indicators.

Opex fell slightly by 6% compared to the previous cycle, from BRL 291,823,972.58 in 2022 to BRL 273,378,816.32 in 2023. The cost of waste treatment remained in line with that reported in the previous cycle, at BRL 84,161,812.34.

In 2022, we had BRL 38,816,981.70 in savings, which includes amounts such as: recoverable taxes for environmental services, costs avoided with water we no longer consume and waste we no longer send to landfills. In previous years, we also included the reimbursements from the waste treatment plants, which is why the figure is lower than in the historical series.

Environmental management investments, in BRL (R\$)

	2020	2021	2022	2023
Total of environmental investment	89,181,284.09	48,029,278.90	24,188,433.10	159,966,349.00
Investments and expenditures for environmental protection/conservation	327,499,423.13	271,848,597.66	316,012,405.69	433,345,165.32
Investments and expenditures for waste treatment and disposal by industrial operation	84,480,286.87	67,166,071.13	83,041,519.03	84,161,812.34

Capex and Opex investments for environmental management, in BRL (R\$)¹

	2020	2021	2022	2023
Capex	89,181,284.09	48,029,278.90	24,188,433.11	159,966,349.00
Opex ²	238,318,139.04	223,819,318.76	291,823,972.58	273,378,816.32
Total	327,499,423.13	271,848,597.66	316,012,405.69	433,345,165.32
Savings	71,520,888.12	118,083,300.10	64,207,771.16	38,816,981.72

1. Considers the total investment in Capex and Opex related to environmental issues in industrial units.
2. Considers the amounts earmarked for maintaining the environmental management of each industrial unit, which includes environmental monitoring, conducting environmental studies, audits and licensing, solid waste management, water and liquid effluent treatment, among others.

#USE OF AGROCHEMICALS

AGROCHEMICAL USE MANAGEMENT

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: 3-3

GRI Dimension: Material topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano uses agrochemicals to deal with factors that reduce or limit eucalyptus production, such as pests (insects and mites), diseases (caused by microorganisms and stress factors), and weeds (plant species that compete for space, water, light, and nutrients).

For each biological target, we perform what we call integrated management, from which we seek to know the target that needs to be controlled and develop tools for population detection and monitoring, assessing issues such as the incidence and severity of each infestation.

According to this monitoring, we control the target, whether by biological, genetic, physical, cultural, or chemical strategies, **prioritizing biological and genetic control whenever possible. Recommendations for the use of agrochemicals are made by a specialized team, based on compliance with national, international, and certification policies.** The use of agrochemicals is managed by the operational teams, which generate indicators on the use of this type of input in the company, which are evaluated annually by external auditors.

We strictly follow the Pesticide Policy of the Forest Stewardship Council® (FSC®)¹ and the Pesticide Policy of PEFC/Cerflor (Brazilian Forest Certification Program), which have their own rules on the use of agrochemicals. We also comply with current Brazilian legislation regulating the registration and use of agrochemicals in the country, which involves the Ministry of Agriculture and Livestock (MAPA in Portuguese acronym), the National Health Surveillance Agency (ANVISA in Portuguese - Ministry of Health), and the Brazilian Institute for the Environment and Renewable Natural Resources (IBAMA in Portuguese - Ministry of the Environment).

We are part of other initiatives that address the issue of the responsible use of agrochemicals in a technical way, including:

- **Forest Protection Research Program (Protef in Portuguese):** linked to the Forest Research Institute (Ipef in Portuguese), it focuses on the sustainable management of pests, diseases, and weeds;
- **Forestry Defense Committee of the Brazilian Tree Industry (Ibá in Portuguese):** a group of companies from the forestry sector that discuss issues and align technical positioning strategies about MAPA's chemicals policy, providing an environment for discussions and progress on this issue;
- **Research projects:** partnerships with different renowned universities and research institutes in Brazil and abroad, with work related to the integrated management of pests, diseases, and weeds [ex. Federal University of Viçosa (UFV), São Paulo State University (Unesp), Federal University of Lavras (UFLA), Luiz de Queiroz College of Agriculture, University of São Paulo (Esalq/USP), Federal University of Grande Dourados (UFGD), Federal University of Espírito Santo (Ufes), Federal University of the Jequitinhonha and Mucuri Valleys (UFVJM) and Clonar - linked to the UFV business incubator].

We are committed to maintaining a technical basis behind our recommendations involving the use of agrochemicals. For this reason, any product used in our activities must be included in a technical list reviewed and managed by a qualified professional. This list contains all the agrochemicals that are authorized for use at Suzano - by the policies we follow - and when it is updated in the system, a notice is sent to the person responsible for purchasing this type of input at the company.

Whenever possible, we seek to expand the application of biological pest control techniques, as well as genetic control by selecting eucalyptus clones with a certain level of resistance to pests and diseases. Thus, given that environmental factors (such as temperature, humidity, and the occurrence of fires) can favor or hinder biological control, we evaluate which control method is the most suitable for each field scenario and each target to be controlled. As a result of these actions, in 2023, we reached the **production of 249 million natural enemies, released on 343,245 hectares**. Concerning genetic control, in the same year we evaluated resistance to diseases and pests in potential new clones and seedlings originating from different progenies.

In 2023, we continued the actions of 2022 in investing in people and infrastructure, which allowed us to expand the preventive strategies of genetic control (FenomicS Project) and biological control (Biocontrol Project). Furthermore, we have made the risk alerts for some pests and diseases operational and dynamic, providing more agile and targeted decision-making, which will allow us to act to control these diseases in smaller outbreaks.

Note:

1. License codes: Forest Stewardship BA - FSC-C155943; Forest Stewardship ES - FSC-C110130; Forest Stewardship MS - FSC-C100704; Forest Stewardship MA - FSC-C118283; Forest Stewardship SP - FSC-C009927.

#LAND USE

LAND USE MANAGEMENT

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: 3-3

GRI Dimension: Material topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Social and environmental responsibility and the creation of shared value are part of Suzano's business strategy. The company recognizes the value of its forests, both in the conservation of natural resources and in the supply of sustainable eucalyptus wood, its main raw material.

Considering this to be a basic premise for any initiative in the face of biodiversity loss, Suzano is committed to a zero deforestation policy (since July 2020) and the adoption of best forest stewardship practices, establishing its eucalyptus plantations exclusively in areas previously anthropized by other uses, as well as promoting the improvement of the environmental quality of areas designated for conservation.

Zero deforestation for the company means that there is no planting or acquisition of eucalyptus planted in areas that were previously occupied by native vegetation and that have been deforested, legally or illegally, as established in its [Wood Procurement Policy](#). Suzano only uses planted forests in its production process, and natural forests are earmarked for conservation.

To ensure that deforestation is not present in its value chain and to fulfill its Commitment to Zero Deforestation, as well as provide transparency of its activities for stakeholders, the company has been publishing the **Zero Deforestation Annual Report** ([2020](#), [2021](#) e [2022](#)), since 2020, based on a systemic analysis of public data on deforestation in Brazil and information from its operational base.

Suzano operates under the guidance of legislation, standards and commitments and is committed to forestry initiatives that are widely recognized internationally [Forest Stewardship Council® (FSC®) and Programme of Endorsement for Forest Certification (PEFC)]. Furthermore, to monitor Brazilian regulations at municipal, state, and federal levels, and maintain contact with stakeholders for risk mapping and

decision-making, the company relies on specific software that supports analysis and decision-making.

Suzano's operations are currently located in the states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul, Minas Gerais, Pará, São Paulo and Tocantins, covering the Cerrado, Atlantic Forest and Amazon biomes.

To evaluate the areas of forest producers and wood suppliers, Suzano has a **Due Diligence System (Verification Program)**, which is a set of activities to monitor the sources of raw materials (wood) to meet the requirements of voluntary forest certification, the company's internal policies and applicable legislation.

The program covers 100% of wood suppliers, and contracts include clauses on compliance with current legislation. All this control is evaluated by clients, investors and internal and external auditors of voluntary forest certification standards.

Therefore, when acquiring wood for its production processes, Suzano follows these principles:

- Comply with all applicable legislation and binding international agreements;
- Do not convert native areas for commercial use after July 2020 (date of publication of the company's Timber Procurement Policy);
- Produce exclusively from wood from forest plantations;
- Do not compromise recognized areas of high conservation value;
- Identify the origin of the wood and ensure that the entire supply chain is traceable;
- Respect the right to property, peaceful possession and use of land;
- Respect human rights;
- Ensure the civil rights of workers, including issues related to health and safety, observing the fundamental principles of the International Labor Organization (ILO);
- Guarantee the rights of indigenous peoples and traditional communities;
- Ensure that forestry and timber supply operations do not cause deforestation;
- Carry out field visits to demonstrate documentary compliance.

The assessment, monitoring and compliance with regulatory issues are also evaluated in Suzano's **Integrated Risk Management** and comply with the certification mechanisms focused on this issue, namely FSC® and PEFC, which attest to the company's conduct in the development of forest products, respecting the environmental, social and economic aspects of the region. In such cases, Suzano is audited annually against pre-established and publicly disclosed environmental, social and economic performance standards.

Recognizing the potential impact of its operations on forests and other natural habitats, the company's **Corporate Environmental Management Policy** establishes a risk assessment for each activity carried out, based on the theory of the mitigation hierarchy, and the determination of measures for the prevention, mitigation, adaptation, restoration and compensation of adverse impacts, as well as the amplification of beneficial impacts.

Suzano believes that a fairer and more sustainable world is built on the transformative attitudes of society as a whole. That is why it invests in social development in its areas of operation. The purpose of its social strategy is to drive social development in the company's areas of operation, alongside partners, by strengthening relations with communities and investing in education and job and income opportunities.

The **relationship programs** are based on a community engagement methodology, which represents a deeper, more inclusive and continuous structured relationship and establishes Suzano as a partner in

local development. In practice, this is done by organizing a cycle of structured dialogues, the objectives of which are to share information and define short- and long-term goals and the actions and responsibilities of the parties involved.

The programs are born out of local vocations and needs. To boost the local development of neighboring communities, Suzano carries out various work and income, culture, sports and education programs and initiatives for rural, urban, traditional and indigenous communities. Some examples are Beehives Program and Sustainable Extractivism Program.

ADDITIONAL INFORMATION

Suzano does not use natural forest areas for wood production. These areas are designated for environmental conservation. Currently, the company maintains and protects more than 1 million hectares of native vegetation, which corresponds to around 40% of its total area.

TOTAL AREA PLANTED WITHIN OUT-GROWER SCHEMES (FOMENTO)

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

This indicator deals with the quantification in hectares of the contractual development modality. This modality varies according to the size of the area or at the option of the developer, according to the programs offered by the company: Renda Verde, Invest Verde, Empreende Verde, Compra Futura, and Parceria Rural.

The table below shows the total planting area within out-grower schemes.

Total planting area within out-grower schemes, in hectares (ha)

	2020	2021	2022	2023 ¹
Maranhão, Pará and Tocantins Units	13,305.00	12,091.00	11,440.00	12,770.78
Bahia, Espírito Santo, Minas Gerais and Rio de Janeiro units	97,661.00	96,130.00	86,987.00	82,502.12
Piauí Unit	3,508.00	2,384.00	1,527.00	1,526.60
Rio Grande do Sul Unit	3,448.00	3,448.00	3,448.00	1,394.70
São Paulo Unit	7,670.00	6,350.00	4,700.00	4,123.19
Mato Grosso do Sul Unit	407.00	53.00	0.00	0.00
Total	125,999.00	120,456.00	108,102.00	102,317.39

1. Source: December closing of each year. CAD01 Total Development modality.

ADDITIONAL INFORMATION

In 2020, the variation in value was due to the deactivation of most of the development contracts located in Rio Grande do Sul.

In previous years, this indicator did not take into account the development base in São Paulo and the Três Lagoas region and the Cerrado Project, both in the state of Mato Grosso do Sul, as this is almost insignificant compared to the company's entire base. However, we believe it is important to report the total base as well as the company's monthly closings. For this reason, we have included the regions of São Paulo, Três Lagoas and the Cerrado Project in the 2022 figures.

TOTAL AREA OF LAND USED FOR THE PRODUCTION OF BASIC PLANT, ANIMAL OR MINERAL COMMODITIES

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Planet



Commitment: N/A

Context

The table below presents the total area of land used for the production of basic plant, animal, or mineral commodities.

Total land area used for the production of basic plant, animal or mineral commodities, in hectares (ha)¹

	2020	2021	2022	2023
Total	1,472,160.00	1,441,727.00	1,583,649.00	1,706,038.46

1. Source: CAD01A - December of each year. Sum of all planted and available area (available UP + available use), considering own, leased, partnership and development areas. Does not include market wood and Veracel.

AGGREGATE INVENTORY OF STANDIN

Material Topics: Biodiversity

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Forest management

SASB Dimension: Activity metrics

SASB Code: RR-FM-000.B

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

The table below shows the total volume of wood with bark from Suzano's forests throughout Brazil.

Aggregate inventory of standing timber, in cubic meters (m³)¹

	2020	2021	2022	2023
Total	133,328,645.00	136,165,618.94	132,176,120.95	135,868,509.00

1. For the indicator, the total volume with bark was considered.

ADDITIONAL INFORMATION

The increase in stock in 2023 compared to 2022 can be explained by the dynamics of the entry of (on average productive) areas into the state of Mato Grosso do Sul and the maintenance of its base, as well as the exit of less productive areas.

#ACCESS TO EDUCATION

SUZANO EDUCATION PROGRAM (PSE)

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Quality education is one of the most important structural challenges in Brazil. In recent decades, the analysis of the educational context has revealed difficulties in terms of access to public schools, retention of students throughout their school careers, and learning during basic education.

Suzano recognizes that it has an important role to play in this context and wants to be part of the solution. That's why, through the Suzano Education Program (PSE, for its initials in Portuguese), the company invests in improving the quality of public education through the professional development of educators and the engagement and participation of families and communities, with a focus on student learning.

The Basic Education Development Index (IDEB, for its initials in Portuguese) is the benchmark for measuring the quality of basic education in Brazil, and we have made a public commitment to increase this indicator by 40% in all priority municipalities by 2030, in collaboration with the public administration and social organizations that are partners in this effort.

Goals

The PSE aims to help public management focus on improving student learning and the use of resources, while at the same time structuring a territorial education project built with and for people. In this sense, it also works on the intersectoral coordination of actors from education, social assistance and health, strengthening the social protection network for children and adolescents.

The methodology is based on an educational diagnosis and the prioritization of common challenges

among groups of municipalities that are part of the Education Development Arrangements (EDAs), which together develop solutions to improve education in the territory. In doing so, we hope to contribute to reducing educational inequality in these regions, ensuring regular school attendance, and improving student learning with greater family and community participation and engagement.

EDA municipalities - 2023

- **EDA BA:** Alcobaça, Caravelas, Mucuri, Nova Viçosa, and Prado
- **EDA ES I:** Aracruz and João Neiva
- **EDA ES II:** Conceição da Barra and Montanha
- **EDA MA:** Açailândia, Bom Jesus das Selvas, Buriticupu, Cidelândia, Estreito, Itinga do Maranhão, São Francisco do Brejão, São Pedro da Água Branca, and Vila Nova dos Martírios
- **EDA MS:** Água Clara, Brasilândia, Inocência, Ribas do Rio Pardo, Santa Rita do Pardo, and Três Lagoas

Highlights and achievements throughout 2023

- Consolidation of strategic planning as a management tool for each of the 5 EDAs
- Structure the governance of the EDAs in Bahia, Espírito Santo (I and II), Maranhão and Mato Grosso do Sul, defining the group's name and components and drawing up a letter of intent
- Creation of intersectoral groups in each of the 24 municipalities that are members of the PSE, focusing on systemic actions to strengthen the social protection network to ensure the integral development of students
- Expand the repertoire of school leaders [principals and pedagogical coordinators] through ongoing training for more participatory and democratic action as a condition for student learning.
- Consolidation of good pedagogical and school management practices based on training with experiences from different levels of collaboration: between municipalities, between secretariats and schools, and between schools, strengthening the collaborative culture among PSE participants

2023 numbers

- 646 public basic education schools
- 128,812 municipal school students
- 1,537 direct participants¹
- 136,678 people benefited²

The table below summarizes the project results by region.

Notes:

1. Direct participants: education secretaries and technical teams, school managers, teachers [distance education course], and intersectoral teams (education, health, and social assistance);
2. People benefited: direct participants + students and teachers from the network (except teachers from the distance education course already included in the direct participants).

Consolidate project results by region¹

Region	2020 ²			2021 ³			2022 ⁴			2023		
	Number of municipalities served	Number of participants	Number of people benefited	Number of municipalities served	Number of participants	Number of people benefited	Number of municipalities served	Number of participants	Number of people benefited	Number of municipalities served	Number of participants	Number of people benefited
São Paulo	10	53	452	6	31	46,951	5	196	42,244	0	0	0
Mato Grosso do Sul	1	5	26	5	175	25,826	6	306	27,632	6	200	24,959
Espírito Santo	5	39	279	7	540	53,546	5	612	43,173	4	228	25,464
Bahia	3	24	181	6	1,295	58,643	5	724	34,214	5	296	31,93
Maranhão	9	71	729	12	1,725	127,373	8	1,281	58,406	9	813	54,325
Pará	1	8	0	0	0	0	0	0	0	0	0	0
Total	29	200	1,73	36	3,766	312,339	29	3,119	205,669	24	1,537	136,678

1. The PSE considers the participation of civil society (families and communities) as co-responsible in the process of developing education in the territory, both for territorial issues and for the implementation of educational policies. In 2021, the first PSE evaluation was conducted to establish a baseline for the program, taking into account the educational challenges posed by the Covid-19 pandemic on public school networks.
2. In 2020, to calculate the number of participants, secretaries and technical teams of municipal education departments were taken into account; to calculate the number of people benefited, school managers participating in the program were taken into account. In 2020, in addition to the work carried out in the EDAs, the PSE operated in eight schools in the Sacramento District, in Belém (PA), which was discontinued in 2021.
3. With the release of the Ideb data for 2021, it was observed that the municipalities served by the PSE achieved an average of 4.7, the expected result in the projection curve of the commitment's target of "Increasing the Ideb in all municipalities considered a priority by 40% - from 4.7 to 6.6 by 2030". The analysis of the IDEB results of the municipalities participating in the PSE is recorded in the Technical Note produced by the Metas Sociais consultancy, which was also hired to design the projection of the Commitment to Renewing Life focusing on education.
4. In 2022, the municipalities that make up the São Paulo EDAs received Suzano's investment in education for the last time, considering that they are already consolidated municipalities and have reached the proposed goal of advancing the Ideb. During this period, the municipalities of Angico (TO) and Dom Eliseu (PA) did not sign an agreement with the PSE, so they temporarily stopped receiving the investment. Just as in 2021, in 2022, the number of participants was calculated taking into account secretaries, technical teams from the municipal education departments, school managers, and teachers who attended the distance learning courses; the number of people who benefited was calculated taking into account teachers in the network and students participating in the program.

#LOCAL COMMUNITIES

RELATIONSHIP MANAGEMENT WITH LOCAL COMMUNITIES AND ATTENDANCE AT SOCIAL PARTICIPATION AND PUBLIC POLICY MANAGEMENT FORUMS

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Suzano always maintains a dialogue with the communities affected by its operations, building a model of assertive engagement through social mobilization with its stakeholders. The Social Development Department is responsible for managing this relationship, based on guidelines that are integrated into the company's Management System and are based on the United Nations (UN) Guiding Principles on Business and Human Rights. The main mechanisms include:

- Social and Environmental Investment and Donations Policy;
- Indigenous Peoples and Traditional Communities Relationship Policy;
- Relationship Management Manual;
- Manual for Populational Resettlement;
- Urban and Rural Communities Relationship Procedure;
- Operational Dialogue Procedure;
- Stakeholder Occurrence Management Procedure;

- Procedure for Identification and Evaluation of Social Aspects and Impacts;
- Procedure for Social Demands Management.

This management model for relations with communities is based on transparent dialog, respect for rights, social and cultural values, and recognition of the leading role and autonomy of local actors. In this sense, consultation with communities is an ongoing process, which is scaled and planned locally, according to the following guidelines:

- Engaging stakeholders, encouraging an integrated decision-making process that will create long-term links and value for all;
- Incorporate socio-environmental information and demands from communities into Suzano's decision-making processes;
- Have planning and monitoring mechanisms in place to identify, avoid, and mitigate the adverse impacts of forestry activities, ensuring respect for the social and cultural values of the communities living in the areas directly affected by our operations;
- Assess the results and socio-economic impacts of long-term business through continuous and participatory monitoring;
- Create mechanisms for resolving social and cultural conflicts arising from forestry activities, allowing the free participation of communities;
- Design business strategies aimed at social inclusion and the generation of work and income for vulnerable communities near Suzano's areas;
- Fostering partnerships with the government and society to improve education and promote local development in the areas surrounding the company's forestry and industrial areas;
- Recognize and strengthen cultural and social values of traditional communities, indigenous peoples and ethnic minorities.

The community relations process is a permanent theme at different levels of the organization's governance, whether at local, regional, or corporate level. Among the instances in which the issue is monitored are the local and corporate **Shared Value Committees**, which deal with Suzano's reputational assessment based on its relationship with strategic stakeholders (including communities), and the **Risk and Business Continuity Meetings (RCNs in portuguese acronym)**, which monitors all the risks associated directly or indirectly with the company's operations, including social risks, and the **Sustainability Committee**, which is responsible for evaluating and suggesting improvements in the process of dealing with communities and providing guidance to the Board of Directors on decisions related to this issue.

Suzano's extensive area of operation encompasses a variety of economic, social, and cultural realities, as well as different historical contexts of relationships. All the communities located within the perimeter established for the Directly Affected Areas (a radius of up to 3 kilometers from the boundaries of the forest management units) are identified and characterized using socio-economic indicators and the social impacts caused by the company's forest management. This characterization is carried out using a tool called the **Social Inventory**, based on direct observation and interviews with local residents.

Based on the Social Inventory, the relationship process with the communities is prioritized and planned. Using a Prioritization Matrix, relationship models with communities are established by location, taking into account four dimensions:

- Socioeconomic vulnerability;

- Impact generated by the company's activities;
- Municipal context;
- Importance to the company (social report).

Suzano has the following relationship models:

- **Engagement:** is the main tool for relations with neighboring communities considered to be priorities. It represents a deeper, more inclusive, and continuously structured relationship that establishes Suzano as a partner in local development. Its methodology takes into account the specificities of the different realities and stakeholders involved, strengthening and valuing the protagonism of the entire community, the development of legitimate leadership, the building of social capital, and the recovery of citizenship and self-esteem. It also encourages and strengthens local networks to promote dialogue and solidarity between the parties. According to our Social and Environmental Investments and Donations Policy, Suzano's social and environmental investments must be the result of community engagement processes.
- **Operational Dialogue:** a relationship tool in which the company consults and establishes agreements with neighboring communities to minimize and mitigate the impacts of its operations in the localities. Suzano holds dialogues with neighbors and communities that are under its influence before forestry operations and, in these moments of discussion, sets out all the actions it undertakes to take to avoid or minimize the negative impacts of its activities, as well as listening to the demands and suggestions of the community.
- **Presence in forums for social participation and public policy management:** we seek to strengthen dialogue and partnerships with governments, companies, organized civil society entities, and universities by actively playing an executive and advisory role in forums and working groups at home and abroad that deal with issues related to our socio-environmental activities.

On all these fronts, the aim is to create conditions to mitigate adverse impacts and contribute to the local and territorial development of communities.

The table below shows some of the main forums in which Suzano actively participates in social and territorial development issues and dialogues in which it is represented.

Attendance at social participation and public policy management forums

Forum	Theme	Stakeholders
Partners for the Amazon Platform (MA)	Public Policy, Territorial Development and Biodiversity	Company, NGOs, Government, Academia
Council of Coconut Breakers, Extractionists and Family Farmers of the Rice Road (MA)	Territorial Development	Company, Association
Expo Imperatriz (MA)	Agribusiness	Companies, NGOs, Governments, Universities
Expo Industry (MA)	Agribusiness	Companies, NGOs, Governments, Universities
Arraiá da Mira (MA)	Culture and Agribusiness	Company, NGOs, Government, Radio
Imperatriz Agribusiness Fair (FEAGRO) (MA)	Agribusiness	Companies, NGOs, Governments, Universities
Maranhão Territorial Development Network (REDE TEMA in Portuguese)	Public Policy, Territorial Development and Biodiversity	Company, NGOs, Government, Academia
Tocantins Territorial Development Council (MA)	Territorial Development	Companies, NGOs, Governments, Universities

Southeast Para Territorial Development Council (MA)	Territorial Development	Companies, NGOs, Governments, Universities
Regional Innovation Ecosystem - Cellulose Valley of Três Lagoas (MS)	Relationships	Public, private and third-sector institutions
Agricultural Development and Rural Extension Agency (Agraer in portuguese) and Sebrae - ref. Supply Network Avenue (MS)	Job and income generation	Public-private institution
Integra East Coast Association (AICL in portuguese) (MS)	Relationships	Public, private and third-sector institutions
SEBRAE - MS/SEBRAETEC - Dairy Cattle (MS)	Job and income generation and Relationships	Public-private institutions and rural communities
Municipal Council for Children and Adolescents of Ribas do Rio Pardo (MS)	Protection of Rights	Government and CSOs
Municipal Council of the Child and Adolescent of Água Clara (MS)	Protection of Rights	Government and CSOs
Municipal Council of Social Assistance of Ribas do Rio Pardo - MS (MS)	Protection of Rights	Government and CSOs
Court of Justice of Mato Grosso do Sul and Childhood Brasil (MS)	Protection of Rights	Public institution/Civil Society Organization of Public Interest
Ribas do Rio Pardo City Council (MS)	Basic Environmental Plan (PBA in portuguese)	Public institution
Ribas do Rio Pardo Social Assistance Reference Center (MS)	Job and income generation	Public institution
Secretaria de Saúde de Ribas do Rio Pardo (MS)	Health and Protection of Rights	Public institution
Ribas do Rio Pardo Health Department (MS)	Job and income generation	Company and Third Sector
Ribas do Rio Pardo Education Department (MS)	Education	Public institution
Municipal Coordination of Public Policies for Women in Ribas do Rio Pardo (MS)	Protection of Rights	Public institution
Mato Grosso do Sul Beekeeping Sector Advisory Chamber (MS)	Job and income generation	Public institution
National Honey Sector Chamber (MS)	Job and income generation	Public institution
Água Clara Municipal Coordination of Public Policies for Women (MS)	Protection of Rights	Government and CSOs
Dois Irmãos do Buriti City Hall (MS)	Relationships	Public institution
National Foundation for Indigenous Peoples (FUNAI in portuguese acronym) (MS)	Relationships	Public institution
Mato Grosso do Sul Public Prosecutor's Office (MS)	Protection of Rights	Public institution
State Secretariat for Social Assistance and Human Rights (SEAD in portuguese) (MS)	Protection of Rights	Public institution
Monthly APL meetings Vale do Paraíba (SP)	Developing the beekeeping chain	Public, private and third-sector institutions
Monthly APL meetings Alto Tietê (SP)	Developing the beekeeping chain	Public, private and third-sector institutions
Cuesta Pole APL meetings (SP)	Developing the beekeeping chain	Public, private and third-sector institutions
APL Agrotech meetings (SP)	Developing the beekeeping chain	Public, private and third-sector institutions
Bee Products Sector Chamber Meetings (SP)	Developing the beekeeping chain	Public, private and third-sector institutions
Agro APL (Mogi das Cruzes) (SP)	Development of agricultural chain	Public, private and third-sector institutions
Serra do Mar State Park Advisory Council (Santa Virgínia Nucleus) Suzano (SP)	Issues related to Serra do Mar State Park	Public, private and third-sector institutions
CIESP Advisory Board (Jacareí) (SP)	Relationships	Public, private and third-sector institutions
Mogi das Cruzes Business Development Agency (AGFE in portuguese) (SP)	Promoting Employability	Public, private and third-sector institutions

Apiculture Sector Chamber (BA)	Harmonize the parties involved, increasing the efficiency of the beekeeping chain and the effectiveness of public policies in the state, leading to greater competitiveness.	Company, Academia, Community, Government, Others
Territorial Collegiate of Sustainable Development -CODETER (in Portuguese), TI - Far South (BA)	To consolidate itself as an object for planning, co-management and concertation of public policies, their programs and projects. Recognizing the need for decentralization and the involvement of local agents as essential for development, promoting	Company, Academia, Community, Government, Others
PAT Mandioculture (BA)	Strengthening manioc cultivation and flour production, traditional activities in the far south of Bahia.	Company, Academia, Community, Government, Others
Bahia Forest Forum (BA)	Following the principles of the Forest Dialogue, the Regional Forums should promote the participation of all companies and organizations that work with forestry and the environment in the region they influence.	Company, Academia, Community, Government, Others
Sustainable Rural Development Council – CONDESRU (in portuguese) (ES)	Sustainable Rural Development - Aracruz	Municipal Government, Company, Community, Institutions (INCAPER, IDAF)
Espírito Santo State Technical Chamber for Beekeeping and Meliponiculture (ES)	Organize the production systems of beekeeping and meliponiculture	Government, Company, Institutions (IDAF, INCAPER), Federation, Association
Espirito Santo Foundation for Agro-Socio-Environmental Development and Innovation - Fundagres Inovar (ES)	Research, education, development, and innovation in the following areas: agriculture, sustainable agriculture, fisheries, aquaculture, the environment, climate change, sanitation, agro-tourism, collective health, economic, social, and cultural development, and combating poverty.	Government, Company, Institution - INCAPER
Aracruz Indigenous Forum (ES)	Sustainability: Forum of companies to meet the collective demands of indigenous areas	Government, Company, Others
Permanent Commission for Mediation and Monitoring of Land Conflicts in Espírito Santo (ES)	Conflict mediation	Company, Academia, Community, Government, Others
Piraqueçu Sustainable Development Reserve Council (ES)	Sustainability, Sustainable development, Riverside families	Government, Company, Communities, Academia, Others
Aracruz Municipal Environment Council (ES)	Sustainability, Sustainable development	Government, Company, Communities, Academia, Others
North Central Coast Hydrographic Basin Committee (ES)	Sustainability, Sustainable development	Government, Company, Communities, Academia, Others

ASSOCIATIONS PARTICIPATING IN THE ENGAGEMENT PROCESS

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: General Disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

The engagement of communities, associations and cooperatives is one of the objectives of the Relationship, Education and Poverty strategic axes in Suzano’s social management, seeking sustainable development and the construction of more resilient territories. Based on a consolidated matrix with detailed information on all the locations directly impacted by the business, the company defined objective prioritization criteria (general characterization, impact of operations, socio-economic data, and social opinion), which guide which of them are priorities in the relationship.

Once the prioritization has been completed, strategies for engaging with these groups are defined, focusing on constant and transparent communication, income generation, institutional strengthening of local organizations, strengthening cultural and sports practices, defending rights, supporting access to public policies, and supporting local events. This portfolio is customized according to the characteristics of the location, always looking for the best arrangement to accelerate local development and maintain a peaceful relationship between the location and the company.

This process represents a deeper, more inclusive and continuous structured relationship that establishes Suzano as a partner in local development. Its methodology takes into account the specificities of the different realities and stakeholders involved, strengthening and valuing the protagonism of the entire community, the development of legitimate leadership, the building of social capital and the recovery of citizenship and self-esteem. It also encourages and strengthens local networks to promote dialog and collaboration between the parties. According to our Social and Environmental Investments and Donations Policy, Suzano’s social and environmental investments must be the result of community engagement processes.

One of the strategies of the engagement process is to encourage access to public policies by associations in the states. The following data is available in the tables below:

- Number of associations accessing public policies by region;
- Number of associations participating in relationship processes with engagement by region.

Number of associations accessing public policies by region

	2020	2021	2022	2023
Bahia	33	51	45	80
Espírito Santo	44	42	25	23
Maranhão	3	9	12	12
Mato Grosso do Sul	8	16	11	13
São Paulo	17	10	4	5
Total	105	128	97	133

Number of associations participating in relationship processes with engagement by region

	2020	2021	2022	2023
Bahia	52	75	67	104
Espírito Santo	57	45	35	28
Maranhão	19	25	49	12
Mato Grosso do Sul	23	33	8	25
São Paulo	32	34	34	28
Total	183	212	193	197

SOCIAL IMPACT MANAGEMENT

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: 3-3; 203-2; 413-2

GRI Dimension: Economic; Social; Material Topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Prosperity



Commitment: N/A

Context

We assess the social and environmental impacts of all our operations and adopt actions to avoid, mitigate or compensate for adverse effects of our operations, as well as to enhance their positive impacts. Social aspects and impacts are classified and prioritized using a matrix that takes into account factors such as potential severity, frequency, probability and scope. Depending on the degree of significance, monitoring and control mechanisms are defined.

Among the real negative impacts, we can highlight the alteration of landscapes; the compromise of the capacity and quality of local road networks; nuisances related to dust, noise and excessive lighting; the modification of the land structure and local production; the risk of irregular occupations and the increase in truck traffic in communities.

Potential negative impacts related to our business include: altering the availability and quality of water; altering local historical, archaeological and historic heritage; compromising the food security of populations; conflicts with customary/traditional uses of forest resources in preservation and conservation areas; nuisances due to product drift in neighboring areas; possible interruptions or interference in communication and electricity systems.

Additionally, the demands of the relevant stakeholders are evaluated using our relationship management system, known as the Stakeholder System, which enables feedback on the identification and evaluation flow for the matrix.

The processes are participatory and include:

- Public disclosure of the results of environmental and social impact assessments;
- Local development programs based on the needs of local communities;
- Stakeholder engagement plans based on stakeholder mapping;
- Committees and processes for broad consultation with the local community, including vulnerable groups;
- Work councils, occupational health and safety committees and other employee representative bodies to discuss impacts; and
- Formal processes for complaints and grievances from residents of the areas surrounding our facilities.

TOTAL STOLEN WOOD

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

In the past, wood theft was one of the main impacts on Suzano's business, creating a conflict with some of the communities surrounding the regions where we operate. In 2009 alone, wood theft meant the company lost more than 650,000 cubic meters of wood (more than 50 million reais). In 2022, there was a significant reduction, indicating the success of the company's social strategy in recent years, which seeks to reduce land pressure, establish dialogue with communities and offer opportunities to generate income and work in our territories of operation. The reduction in the area affected was even lower in 2023, which also shows the effectiveness of the monitoring, as well as the preventive and strategic actions of the Asset Intelligence (AI) area.

The table below shows the total amount of wood stolen by region.

Total stolen wood by region ¹

	2020	2021	2022	2023
	Unit of measurement: m ³		Unit of measurement: hectares	
São Paulo	366.00	366.00	2.08	9.00
Mato Grosso do Sul	0.00	9.00	0.00	0.00
Espírito Santo	9,422.00	5,364.00	150.59	140.30
Bahia	2,600.00	2,054.00	44.41	32.40
Maranhão	42.00	16.00	0.21	3.00
Total	12,430.00	7,809.00	197.29	184.70

1. Until 2021, stolen wood data was reported in volume (m³). In 2022, we started reporting in area [hectare (ha)], following the pattern of how the forestry operation reports data about damage (fires). The methodology was changed to bring it into line with the way the company reports other damage to biological assets. The board of directors receives the figures in this unit of measurement (ha) in the monthly reports and at the annual closing. The targets of the executives involved in the process are also measured in hectares.

#TRADITIONAL COMMUNITIES

RELATIONS WITH INDIGENOUS AND TRADITIONAL COMMUNITIES

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: 411-1

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The area in which Suzano operates is very diverse, both in terms of environmental issues and political and socio-cultural aspects. In the latter case, it demonstrates a management model of transparent and participatory relations with local communities, indigenous and traditional peoples. In this sense, the relationship with indigenous and traditional communities located in the areas of influence of the company's operations will be conducted in a culturally appropriate and sustainable manner, based on trust and mutual respect of rights and interests, in accordance with our **Corporate Human Rights Policy** and the following principles established by the **Corporate Policy on Relations with Indigenous Peoples and Traditional Communities**:

- Guarantee of the right to consultation and free, prior and informed consent of indigenous peoples and traditional communities, under the terms of Convention No. 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 traditional knowledge and practices of indigenous peoples and traditional communities associated with biological diversity and genetic resources, and the right to benefit-sharing from this use;
- Promote the full realization of the socio-economic and cultural rights of indigenous peoples and traditional communities;
- Preservation of cultural rights, the exercise of community practices, cultural memory and racial and ethnic identity.

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

- Respect the traditional forms and practices of communities and peoples for governance spaces in which to discuss the planning and execution of activities arising 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, social organization and politics of each community;
- Size the deadlines with the communities in such a way as to ensure that their internal processes of understanding and discussion are respected;
- Encourage the strengthening of the technical and political coordination of indigenous and traditional peoples and organizations in their relations 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 (NGOs) that represent the rights and interests of indigenous peoples and traditional communities;
- Dedicate professionals with experience and adequate qualifications on the rights and specific socio-cultural and political aspects of 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 relations with communities;
- Promote transparency in relations with indigenous and traditional communities in society by regularly publishing the results achieved.

Suzano's socio-environmental investments in relation to indigenous and traditional communities must be aligned with its **Corporate Policy on Socio-Environmental Investments and Donations**, observing the following specific guidelines:

- Ensure that the socio-environmental investments to be made are in line with the best ethno-development practices, respecting and strengthening the traditional way of life and the development priorities of indigenous and traditional communities;
- Make socio-environmental investments that strengthen socio-cultural, environmental, and economic sustainability and improve the quality of life of the indigenous and traditional communities with which the company interacts;
- Promote development projects that strengthen sustainable territorial management, aimed at the protection, recovery, conservation, and sustainable use of indigenous lands and their natural resources, provided that this is legally possible;

- Establish shared management and decision-making processes for the projects implemented, defining the company's responsibilities and counterparts, together with the communities and organizations involved;
- Involve government institutions, NGOs and organizations representing indigenous and traditional communities (local, regional, and national levels) in the planning and execution of the projects developed;
- Support initiatives to strengthen and enhance traditional culture, quality and culturally appropriate education and traditional medicine;
- Align social investment projects with public policies in various 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 in society, by periodically publicizing the results achieved.

Indigenous communities

Suzano maintains an active, transparent, and culturally appropriate dialog with the indigenous communities in its area of operation, which is the pillar of all the actions developed by the company for this public, in conjunction with the stakeholder. To this end, systematic visits and meetings are held in indigenous communities, as well as occasional meetings when requested - which can take place individually or collectively, through their movements or councils - thus providing an opportunity to disseminate information about the company's actions and projects.

To achieve this, systematized visits and meetings are held in indigenous communities, as well as occasional meetings when requested - which can take place individually or collectively, through their movements or councils - thus providing an opportunity to disseminate information about the company's actions and projects. Through dialog, an ethical and transparent relationship is established between Suzano and the community, which contributes to understanding the universe of results achieved by this approach, thus making it possible to identify real demands, engagement, and relationships, as well as collaborating in managing the potential and real impacts of the company's operations.

Below is a list of indigenous communities in Suzano's area of operation.

Bahia Unit

- Águas Belas Village
- Alegria Nova Village
- Cahy Village
- Canto da Mata Village
- Corumbauzinho Village
- Craveiro Village
- Dois Irmãos Village
- Gurita Village

- Monte Dourado Village
- Mucugê Village
- Pequi Village
- Renascer (hã hã hãe) Village
- Tawa Village
- Tibá Village
- Trevo do Parque Village

Espírito Santo Unit

- 3 Palmeiras Village
- Amarelos Village
- Areal Village
- Boa Esperança Village
- Caieira Velha Village
- Comboios Village
- Córrego do Ouro Village
- Irajá Village
- Nova Esperança Village
- Olho d'Água Village
- Pau Brasil Village
- Piraquê-Açu Village

Maranhão Unit

- Amarante do Maranhão
- Arariboia
- Apinajé Indigenous Area
- Fulni-Ô Indigenous Area
- Bom Jesus do Tocantins
- São Bento do Tocantins
- TI Mãe Maria

Mato Grosso do Sul Unit

- Ofaié Xavante Indigenous Village
- Brasilândia

2023 highlights - indigenous communities

- To continue the structured actions of the Relationship Program with Indigenous Peoples of the Maranhão forestry business unit (UNF) in the areas of continuous relationship, protection of territory and ethnodevelopment
- Support for brigades fighting fires in indigenous territories in Maranhão (Arariboia, Caru, Governador, Krikati and Porquinhos)

- Active listening with leaders of the Apinajé Indigenous Area – Tocantina
- Support and participation in the inauguration of the cornerstone of the Tenetehar Knowledge Centre, created by the Tukàn Institute and located in the Arariboia Indigenous Land, in the municipality of Amarante do Maranhão. The purpose of this project is to preserve the knowledge of indigenous peoples and promote innovation, sustainability, and entrepreneurship. The Center will be the first university within an indigenous territory in Brazil
- continue strengthening education, through the Kijêtxawê Project, in the far south of Bahia, with the donation of educational support material for all children and adolescents enrolled in their schools, whether state or municipal
- Encouragement to guarantee the rights of indigenous communities in the Far South of Bahia, by providing transportation to participate in agendas with public authorities
- A partnership agreement was signed with the Tupiniquim and Guarani Indigenous Farmers' Cooperative - Coopyguá, located in Aracruz (ES), giving the group of native seed collectors free access to Suzano's preservation areas. Coopyguá has already collected more than 3,500 kilos of seeds from native species, 2,400 of which were in the company's preservation areas
- Investment of approximately 1 million reais in initiatives for handicrafts, meliponiculture, agriculture, infrastructure, marketing (Coopyguá) and sport in indigenous communities in Aracruz

Regarding the breakdown of actions with indigenous communities according to geographic region, the [Programs with indigenous communities](#) indicator highlights the main programs and projects for historical and cultural appreciation, strengthening relationships and improving the quality of education, among other areas.

Quilombola communities

Suzano's relationship with quilombola communities is most intense in the states of Bahia, Espírito Santo and São Paulo. Among the 40 remaining quilombo communities identified by the company and registered in its Community Prioritization Matrix, 33 are concentrated in the north of Espírito Santo. This relationship follows the guidelines established by Suzano's Policy for Relations with Indigenous Peoples and Traditional Communities.

Below is a list of quilombola communities in the company's area of operation.

Bahia Unit

- Engenheiro Cândido Mariano
- Helvécia
- Juazeiro (Juazeiro Vila)
- Naiá
- Rio do Sul
- Volta Miúda

Espírito Santo Unit

- Angelim 1
- Angelim 2

- Angelim 3
- Angelim Disa
- Beira-Rio Arural
- Córrego da Cacimba
- Córrego do Alexandre
- Córrego do Chiado
- Córrego do Macuco
- Córrego do Retiro (Nossa Senhora da Penha)
- Córrego do Sapato
- Córrego do Sertão
- Córrego Grande – CB
- Córrego Santa Isabel
- Córrego São Domingos de Itauninhas
- Coxi
- Dilô Barbosa
- Divino Espírito Santo
- Linharinho
- Mata Sede
- Morro da Onça
- Morro das Araras
- Nova Vista I e II
- Palmito
- Roda d'Água
- Santa Luzia – SM
- Santana
- Santaninha
- São Cristóvão
- São Domingos (Paraíso)
- São Jorge
- Serraria

São Paulo Unit

- Cafundó
- Jaó

2023 highlights - quilombola communities

- Arena Verão project, held between January and March 2023, in the municipalities of Mucuri, Nova Viçosa and Prado (BA), and promoted by Suzano to generate and share value. With a special program, a space was made available to promote social projects, with the sale of products from the Bela Vista Community Association (gourmet ice cream), the Picadão da Bahia Beekeepers'

Association (honey and propolis) and, in particular, the Helvécia greengrocers' group, represented by the community's Quilombola Association, as well as a space with other products on display. This initiative promoted the integration of tourists with Suzano, as well as contributing to the generation of income for the participating social projects

- Successful completion of the projects funded by the Sustainable Business Call for Proposals, which supported 97 initiatives in the north of Espírito Santo, benefiting around 600 people
- Realization and completion of projects in partnership with organizations such as Amigos da Justiça (entrepreneurship), Abequar Institute (professional qualification), Bússola Hub (professional qualification and entrepreneurship), Cooperative of Agricultural Producers of the Cricaré Basin [Coopbac (extractivism and social development)] and Cáritas (professional qualification and entrepreneurship), which benefited approximately 2,600 residents
- Successful execution of the Suzano in the Communities program projects, in partnership with the National Industrial Apprenticeship Service (Senai its acronym in Portuguese), providing more than 4,500 enrollments in vocational courses and training workshops, with a special focus on women and young people in the rural areas of quilombola communities in northern Espírito Santo
- Investment in eight projects of quilombola community associations, aimed at diversifying the local economy through economic alternatives, with the Alternative Business to Tips and Branches program
- Approximately 60 young people have completed a technical course in the environment, in partnership with the Master School. All the young people come from quilombola communities in the north of Espírito Santo
- Construction and revitalization of 11 infrastructures, including farinheiras, association headquarters, honey houses, bakeries, kitchens and workshops, in quilombola communities in the north of Espírito Santo

Fishing communities

Currently, six fishing communities are under the influence of Suzano's operations, located in the states of Bahia and Espírito Santo. The relationship with fishing communities takes place through active and permanent dialog, seeking to build a positive agenda with structuring actions and investments that boost the socio-economic development of these communities. To this end, our premises are to increase social capital and articulate strategic actions that stimulate the autonomy of the fishing class with a territorial focus, strengthening the culture of cooperation and sustainable practices. Local leaders, representatives of local government, social movements, the private sector, NGOs and other civil society organizations are thus sought to participate.

Below is a list of the fishing communities in Suzano's area of operation.

Bahia Unit

- Alcobaça Fishing Community
- Caravelas Fishing Community
- Mucuri Fishing Community
- Nova Viçosa Fishing Community
- Prado Fishing Community

Espírito Santo Unit

- Aracruz Fishing Community

2023 highlights - fishing communities

- Inauguration of the ice factory in Nova Viçosa, Bahia, with direct investment by Suzano. The plant will serve the municipality's fishing community, with a capacity of 24,000 tonnes of filtered and scaled ice per day. It will benefit more than 2,000 people directly and indirectly, including fishermen, shellfish gatherers, fishmongers, traders and tourists. The factory was designed using a sustainable concept, allowing for low operating costs. The water used to produce the ice is collected and treated in the structure itself, and the installation of photovoltaic panels makes it possible to reduce electricity costs by 90%
- Renovation and improvement of the Barra do Riacho Fishermen's Association shipyard in Aracruz, Espírito Santo, an important place for the maintenance and renovation of the community's fishermen's boats

The following information is available in the tables below:

- Total number of identified cases of violations of indigenous peoples' rights;
- Results of projects with fishing communities consolidated.

Total number of identified cases of violations of indigenous peoples' rights

	2020	2021	2022	2023
Identified cases	0	0	0	0

Results of projects with fishing communities consolidated¹

		2020			2021			2022			2023		
		Initiatives, Associations and/or Cooperatives involved	Direct beneficiaries ³	Families attended ³	Initiatives, Associations and/or Cooperatives involved	Direct beneficiaries ³	Families attended ³	Initiatives, Associations and/or Cooperatives involved	Direct beneficiaries ³	Families attended ³	Initiatives, Associations and/or Cooperatives involved	Direct beneficiaries ³	Families attended ³
Engagement with Fishing Communities	Bahia ¹	8	4,595	3,037	8	6,555	3,210	8	6,457	3,238	8	7,950	2,340
Engagement with Fishing Communities	Espírito Santo ²	7	2,496	650	4	2,325	688	4	2,649	759	5	2,320	680
Engagement with Fishing Communities	Total	15	7,091	3,687	12	8,880	3,898	12	9,106	3,997	13	10,270	3,020

- Engagement with fishing communities in Bahia related to the municipalities of Alcobaça, Caravelas, Nova Viçosa and Mucuri with support for gastronomic fairs, public notices, investments in productive infrastructure, strengthening of the fish chain in the region (Association of Shellfish gatherers of Ponta de Areia and Caravelas | Association of Net Fishermen, Arraieira de Caravelas | Fishermen's Coexistence Center | Fishermen's Colony Z-25 of Caravelas | Fishermen's Colony Z-29 of Nova Viçosa | Cooperative of shellfish gatherers and fishermen of Caravelas | Cooperative of shellfish gatherers and fishermen of Nova Viçosa | Mucuri River Fishermen's Association).
- Engagement with fishing communities in Espírito Santo related to the municipality of Aracruz with

support for education and culture actions, investments in access infrastructure, strengthening the fish chain and handicrafts in the region (Councils in Barra do Riacho and Vila do Riacho, Citizen Fisherman initiative, Solidarity Alliance Project, Spirit of the Waters Project, Saber Viver Project and Protection Networks).

3. People and families who participate directly in the engagement processes.

PROGRAMS FOR INDIGENOUS COMMUNITIES

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

By identifying the territory’s potential and maintaining a constant and transparent dialog about the company’s operations, the foundations are laid for a process of community consultation and engagement, aimed at developing strategies to strengthen local social institutions, contributing directly to territorial development. These strategies are customized according to the profile of the community and the priority objectives of each social group, which is essential when we are talking about traditional communities.

Relations with indigenous and traditional communities located in the areas of influence of Suzano’s operations are conducted in a culturally appropriate, permanent manner, based on trust and mutual respect of rights and interests, following the company’s Corporate Human Rights Policy and the principles established by the Corporate Policy for Relations with Indigenous Peoples and Traditional Communities. To find out more, access the indicator “[Relations with indigenous and traditional communities](#)”.

The following programs are examples of community engagement processes customized according to the characteristics of the indigenous communities present in the territories where Suzano operates.

Tupiniquim Guarani Sustainability Program [PSTG (ES)]

This program aims not only to cultivate coexistence between the company and the Tupiniquim and Guarani peoples located in Aracruz (ES), but also to support the municipality's 12 indigenous communities (7 Tupiniquim and 5 Guarani villages) in managing their duly demarcated and ratified territories. The aim is to enable the occupants of these lands to re-establish the environmental conditions necessary for socio-cultural practices, to affirm their ethnic identity and carry out sustainable economic activities.

The specific goals of each activity are:

- **Meliponiculture:** to rescue endangered or extinct species of native stingless bees in the region, contribute to the food security of indigenous families and promote alternative income generation by selling the products of the hives;
- **Strengthening production:** promoting agriculture and animal husbandry using techniques that do not compromise the health of the soil on indigenous lands and allow indigenous families to be autonomous in terms of feeding themselves and sustaining themselves economically;
- **Handicrafts:** working with collectives, mainly women's groups, to strengthen culture and generate income by creating, producing and selling handicrafts;
- **Marketing:** encouraging the organization of collectives to market products from the PSTG (Tupiniquim Guarani Sustainability Program in Portuguese), through [Coopyguá - the Tupiniquim and Guarani Indigenous Farmers' Cooperative of Aracruz](#);
- **Collective demands:** demands aligned with the needs of the communities, integrating actions to improve infrastructure, culture, strengthen production and handicrafts.

2023 highlights

- Signing of a partnership agreement with Coopyguá, giving the group of native seed collectors free access to Suzano's preservation areas. More than 3,500 kilos of seeds from native species have already been collected by Coopyguá, 2,400 kilos of which were in the company's preservation areas
- Support for indigenous sports initiatives - Indigenous Football Championship and traditional indigenous games
- Investment in handicrafts, meliponiculture and seed collectors led by Coopyguá
- Investment of 800,000 reais in collective actions in the territory's 12 villages - improving infrastructure, culture, strengthening production and handicrafts

Projects with Pataxós indigenous communities (BA)

The purpose of the projects is to maintain an active, culturally appropriate dialog with the traditional indigenous communities in Suzano's area of influence, always guided by transparency and collective construction in defining lines of action. The implementation of projects and actions goes through due consultation and is constantly reaffirmed with the communities to make decisions. Active dialog makes it possible to identify demands and maintain relationships, as well as helping to manage the potential and real impacts of the company's operations.

In the municipalities of Alcobaça, Itamaraju and Prado, in the state of Bahia, Suzano maintains a relationship with 16 indigenous villages of the Pataxós and Pataxós Hã Hã Hae ethnic groups, with the due alignment and knowledge of the competent body, the National Foundation for Indigenous Peoples

(FUNAI), supporting actions to value and preserve their culture and tradition, as well as the education of indigenous children and young people. All these actions were built in a participatory way with the leaders and chiefs of the villages, and with indigenous representative movements in the territory.

2023 highlights

- Maintenance of the Kijêtxawê Project, aimed at strengthening education in the 16 villages, with the donation of school kits for more than 1,600 children and adolescents enrolled in their schools, whether state or municipal
- Encouraging the pursuit of guaranteed rights through the provision of infrastructure for indigenous leaders to travel on positive agendas with public authorities
- Maintaining active, transparent and culturally appropriate dialog with indigenous communities

Relationship program with indigenous peoples (Mapato)

The Indigenous Relations Program at the Maranhão forestry unit is the result of an articulation between Suzano and the indigenous leaders of the states where this unit is influenced [Maranhão, Pará and Tocantins (Mapato)]. Its aim is to help conserve natural resources and improve the living conditions of indigenous communities by improving and expanding sustainable agricultural practices, empowering indigenous fire brigades and strengthening organizations, multiplying knowledge and experiences among indigenous communities.

The program has a participatory approach, involving indigenous leaders and representative organizations in its implementation, monitoring and evaluation, aiming to improve the management of natural resources and increase sustainable agricultural activities.

It should be noted that this scope could be broadened by the base of the representative organizations involved, the networks and forums they are part of, at local and territorial level. For the years 2023 and 2024, five indigenous lands (TIs, for its initials in Portuguese) were prioritized: TI Apinajé (Apinajé ethnic group), TI Arariboia (Guajajara ethnic group), TI Fulni-o (Fulni-o ethnic group), TI Krikati (Krikati ethnic group) and TI Mãe Maria (Gavião ethnic group).

For Maranhão, a solid partnership was built between Suzano, the Coordination of Organizations and Articulations of the Indigenous Peoples of Maranhão (Coapima, for its initials in Portuguese), Funai, the Brazilian Institute of the Environment and Renewable Natural Resources (Ibama, for its initials in Portuguese) and indigenous communities, based on structuring actions defined jointly by different actors.

2023 highlights

- Since 2022, the company has been investing in the work of the nine indigenous brigades in Maranhão, with general support for infrastructure and logistics, such as personal protective equipment, a complete kitchen kit, notebooks, data shows, printers, a power generator and other items necessary for the regular operation of these structures, which are fundamental for the maintenance and protection of indigenous territories and the conservation of the environment. These brigades work in the state's indigenous territories (Arariboia, Caru, Governador, Krikati and Porquinhos). A video was produced, available [here](#), demonstrating this activity, which is receiving investment from the company.
- Articulation with leaders of the Apinajé Indigenous Land - Tocantins: the aim was to present Suzano's initiatives with indigenous peoples in the region and to actively approach and listen to the main demands of this public for synergies and joint work
- Suzano's participation and engagement in the inauguration of the cornerstone of the Tenetehar Knowledge Centre, conceived by the Tukàn Institute and located in the Arariboia Indigenous

Land, in the municipality of Amarante do Maranhão. This project aims to preserve the knowledge of indigenous peoples and promote innovation, sustainability and entrepreneurship. The Center will be the first university within an indigenous territory in Brazil. The ceremony was attended by the governor of Maranhão, Carlos Brandão, the Minister for Indigenous Peoples, Sônia Guajajara, mayors, deputies, secretaries and representatives of the Tukàn Institute, the Brazilian Micro and Small Business Support Service (Sebrae, for its acronym in Portuguese), the State University of Maranhão (Uema, for its acronym in Portuguese), among other institutions.

The table below shows the number of villages involved in the programs, as well as the number of participants and beneficiaries from 2020 to 2023.

Sustainability programs with indigenous communities¹

	2020			2021			2022 ²			2023 ³			
	Tupiniquim Guarani (PSTG)	Ofaié	Pataxós and Pataxós Hã Hã Hae	Tupiniquim Guarani (PSTG)	Ofaié	Pataxós and Pataxós Hã Hã Hae	Tupiniquim Guarani (PSTG)	Ofaié	Pataxós and Pataxós Hã Hã Hae	Tupiniquim Guarani (PSTG)	Ofaié	Pataxós and Pataxós Hã Hã Hae	Indígenas Mapato (Apinajé, Fulni-o, Gavião, Guajajara and Krikati)
Number of villages covered	12	1	15	12	1	15	13	1	15	12	0	16	5
Number of participants	1,315	12	0	1,340	15	0	343	30	0	275	0	851	830
Number of beneficiaries	5,260	36	784	3,950	45	809	1,228	120	847	825	0	3,033	14,430

1. The Tupiniquim Guarani Sustainability Program (PSTG) takes place in the state of Espírito Santo. The Ofaié Indigenous Sustainability Program takes place in the state of Mato Grosso do Sul. Unlike what was reported in 2022, the projects with the Pataxós and Pataxós Hã Hã Hae indigenous communities take place in the state of Bahia, and not in Espírito Santo (GRI 2-4). Finally, the relationship program with the indigenous peoples in Mapato (Apinajé, Fulni-o, Gavião, Guajajara and Krikati) takes place in the states of Maranhão, Pará and Tocantins.
2. From 2022 onwards, only data from income-generating projects for participants and beneficiaries was taken into account.
3. In 2023, there was no Ofaié Indigenous Sustainability Program.

#EMPLOYMENT OF LOCAL LABOR

HIRING OF A LOCAL LABOR FORCE

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: 202-2

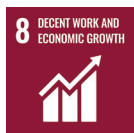
GRI Dimension: Economic

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Hiring local workers is one of Suzano's strategies for social and economic improvement in the regions where the company operates. The figures for the historical series show stable rates close to 64%, with a greater weight in operations with a large volume of professionals.

The following tables present the following data:

- Percentage of local hiring by functional category and region;
- Percentage of senior management hired locally;
- Percentage of local hiring of senior management, by relevant operating unit.

Percentage of local hiring by functional position and region¹

	2020 ²						2021 ³						2022 ⁴						2023 ⁵					
	North	North East	Central West	South East	South	Total	North	North East	Central West	South East	South	Total	North	North East	Central West	South East	South	Total	North	North East	Central West	South East	South	Total
Administrative	71.68	44.70	38.94	80.84	74.19	66.64	62.07	46.52	35.35	80.15	71.88	65.49	61.04	48.38	36.63	78.90	78.40	65.11	62.39	51.16	36.61	76.09	81.03	60.40
Consultant	75.00	16.81	21.74	71.26	40.00	57.00	60.00	21.49	21.05	71.40	20.00	57.87	54.55	21.29	24.17	69.53	21.05	57.36	51.76	17.89	18.14	69.12	26.67	53.47
Coordinator	72.73	20.41	16.67	68.18	33.33	55.44	62.50	15.09	3.45	68.67	66.67	54.68	46.81	20.68	9.35	64.86	66.67	52.26	54.65	27.11	16.97	62.92	35.56	47.89
Executive Director	n/a	n/a	n/a	63.64	n/a	63.64	n/a	n/a	n/a	58.33	n/a	58.33	n/a	n/a	n/a	53.96	n/a	53.96	n/a	n/a	n/a	50.39	n/a	46.04
Director	n/a	n/a	n/a	43.75	n/a	43.75	n/a	n/a	n/a	41.18	n/a	41.18	n/a	n/a	n/a	49.12	n/a	46.64	n/a	n/a	n/a	49.83	n/a	39.94
Specialist	n/a	0.00	0.00	71.79	n/a	59.57	n/a	0.00	0.00	74.07	n/a	65.57	n/a	n/a	19.67	72.34	n/a	63.06	n/a	n/a	27.94	71.47	n/a	61.29
Executive manager	n/a	7.69	0.00	60.87	n/a	49.43	n/a	13.33	0.00	61.63	n/a	50.93	n/a	13.77	n/a	60.30	n/a	49.07	n/a	6.56	16.33	62.37	n/a	44.89
Manager	100.00	8.00	4.76	66.17	0.00	50.73	100.00	14.89	3.45	63.18	0.00	49.66	n/a	12.90	5.09	60.81	n/a	47.21	n/a	14.85	17.64	62.67	100.00	45.73
Operational	61.90	56.68	46.31	78.20	85.29	64.99	66.62	59.02	48.64	78.18	82.86	65.69	65.40	58.41	48.45	78.95	84.43	65.18	60.63	59.80	46.82	78.63	85.54	64.09
Chairperson	n/a	n/a	n/a	100.00	n/a	100.00	n/a	n/a	n/a	100.00	n/a	100.00	n/a	n/a	n/a	100.00	n/a	100.00	n/a	n/a	n/a	100.00	n/a	100.00
Supervisor	56.25	27.27	30.00	75.74	50.00	55.06	69.57	22.31	21.54	78.41	66.67	50.77	61.77	23.31	26.06	74.77	61.82	50.12	56.25	26.98	20.03	70.29	82.35	45.42
Total	63.20	51.68	43.47	77.45	73.68	64.19	66.17	53.97	44.28	77.20	72.15	64.33	64.37	53.90	44.78	76.93	75.11	63.73	60.32	55.31	43.02	75.93	76.57	61.49

1. For some functional positions, this data does not apply since there are no employees in these positions.
2. In 2020, Facepa was fully incorporated by Suzano S.A., so as of that year, its data began to be reported in a consolidated manner with the company's indicators, rather than separately, as it had been previously.
3. In 2021, the calculation model was reviewed and foreign sub-areas were not considered in its composition.
4. In 2022, the previous reports were reviewed, consolidating the companies.
5. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

Percentage of senior management hired locally

	2020	2021	2022	2023
Percentage	51.00%	50.00%	47.89%	45.27%

Percentage of local hiring of senior management, by relevant operating unit¹

	2023
Head office (São Paulo-SP)	62.64%
Aracruz (ES) Unit	47.47%
Belém (PA) Unit	n/a
Cachoeiro de Itapemirim (ES) Unit	n/a
Fortaleza (CE) Unit	n/a
Imperatriz (MA) Unit	6.47%
Jacareí (SP) Unit	65.70%
Limeira (SP) Unit	73.00%
Mogi das Cruzes (SP) Unit	n/a
Mucuri (BA) Unit	11.51%
Ribas do Rio Pardo (MS) Unit	39.22%
Rio Verde (SP) Unit	100.00%
Suzano (SP) Unit	66.67%
Três Lagoas (MS) Unit	4.41%
Bahia Forestry unit	n/a
Espírito Santo Forestry unit	38.14%
Maranhão Forestry unit	n/a
Minas Gerais Forestry unit	n/a
Mato Grosso do Sul Forestry unit	20.24%
Rio Grande do Sul Forestry unit	n/a
São Paulo Forestry unit	23.44%
Overall average	45.27%

1. Relevant operational units are considered to be the industrial units, the forestry units and the central office, which account for 95% of Suzano's overall workforce. For some units, the data does not apply because there are no senior management members at these locations.

ADDITIONAL INFORMATION

The indicator defines local labor as individuals who, at the time of hiring, work in the state where they were born; and senior management as positions at functional management level and above.

#INCOME GENERATION

SUZANO SOCIAL PROGRAMS

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano believes that a fairer and more sustainable world is built on the transformative attitudes of society as a whole. For this reason, the company invests in social development in its areas of operation.

The purpose of the Social Strategy is to promote, alongside partners, the social development of the areas surrounding the company's operations, by strengthening relations with communities and investing in education and opportunities for work and income generation.

1. Community relation programs

The relationship programs are built on a methodology of community engagement, which represents a deeper, more inclusive, and continuous structured relationship, and establishes Suzano as a partner in local development.

This methodology takes into account the specificities of the different realities and stakeholders involved, prioritizing and valuing the protagonism of the entire community, the development of legitimate leadership, the building of social capital and the recovery of citizenship and self-esteem. It also encourages and strengthens local networks to promote dialogue and solidarity between the parties.

In practice, this happens through the organization of a cycle of structured dialogues, the objectives of which are to share information, and define short- and long-term goals, actions and responsibilities for the parties involved. The programs are born from the vocations and needs of each locality.

To boost the development of neighboring communities, Suzano carries out various work and income, culture, sports, and education programs and initiatives aimed at the following audiences:

- **Rural communities:** initiatives that train and strengthen social organizations and networks for territorial development, access to institutional markets and public policies, as well as expanding regional supply networks through the organization of small rural producers;
- **Traditional communities and indigenous peoples:** initiatives carried out on an ongoing basis based on trust and mutual respect for rights and interests, by Suzano's Corporate Human Rights Policy and Corporate Policy for Relations with Indigenous Peoples and Traditional Communities, to promote ethnodevelopment practices, respecting and strengthening traditional ways of life, natural options and as a priority for the development of indigenous and traditional communities;
- **Urban communities:** initiatives that strengthen individual and collective protagonism through socio-cultural and socio-sporting projects proposed by the communities and supported by Suzano through periodic public selection notices (with or without tax incentives).

As a social strategy, the programs and initiatives foster territorial relations, as well as opportunities to contribute to achieving the company's publicly stated social commitments to reduce poverty and improve education. Some examples are listed below.

1.1. Beehives Program

The program aims to strengthen the beekeeping chain in the regions where Suzano operates to boost income generation and improve the quality of life in the communities involved while contributing to the preservation of the environment. Through this initiative, associations and/or cooperatives have access to the company's areas to carry out their production and management activities, formalizing this through contracts for access to bee pastures.

Additionally, in partnership with other agents, the program encourages access to public policies, seeking investments in infrastructure for beekeepers who are part of associations/cooperatives. This collaboration strengthens the structure needed for beekeeping, thus promoting the sustainable development of this activity in the territories.

The initiative also establishes an ongoing relationship with beekeepers and neighboring associations, promoting the multiple use of forests, following Suzano's Culture Guideline Generate and Share Value.

2023 highlights

- Unprecedented partnership with the Banco do Brasil Foundation to strengthen the honey production chain in the Legal Amazon
- Formation of the Ribas do Rio Pardo Mixed Agricultural Cooperative (Coopardo), in Mato Grosso do Sul, for the Tatu Canastra Seal
- Partnership with Lacan: connection between Suzano and Lacan, an investment fund partner, to expand access to bee pasture for participants in the Beehive Program.
- Consolidation of four Local Productive Arrangements (APLs) in the honey chain in the state of São Paulo
- Progress in agro-industrial certification in the state of Espírito Santo, facilitating access to the national honey market
- Structuring the honey processing process of the Community Association of Farmers and Beekeepers of Argolo (Acargo), in Bahia, through the purchase of a trailer

1.2. Sustainable Settlements Program

The program is aimed at generating work and income and is geared towards agropastoral production in agroforestry systems, in partnership with the Landless Rural Workers' Movement (MST its initials in Portuguese) and the Luiz de Queiroz College of Agriculture at the University of São Paulo (Esalq/USP).

The goals are:

- Ensuring food security/sovereignty and providing the elements for income generation;
- Eradicate illiteracy;
- Guaranteeing access to basic healthcare;
- Ensuring access to public policies;
- Ensuring the necessary infrastructure conditions to achieve the project's vision (roads, renovations, water/sanitation and new construction).

The program currently benefits 2,304 families in 21 Suzano and Veracel areas in the far south of Bahia. On Suzano's 5 farms (11,000 hectares), 576 families are currently settled.

2023 highlight

- Completion and delivery of the new academic buildings, accommodation and canteen at the Egidio Brunetto Popular School of Agroecology and Agroforestry. The delivery of the works was the last action to be completed under the agreement signed in 2015 between the state government, forestry companies and social movements fighting for the land. The inauguration event was attended by the governor of Bahia and the ministers of Agrarian Development (MDA for its initials in Portuguese) and the Civil House.

1.3. Agente do Bem

The Agente do Bem program aims to mobilize all sectors of local society to participate in actions to protect the rights of children and adolescents in cities. The program is an initiative of Suzano in technical partnership with Childhood Brasil, an institution dedicated to the **protection of children and adolescents**, and with various public bodies and services, civil society organizations, the community, local entities, and companies, which seek to engage everyone so that each one becomes an Agente do Bem, in other words, a protector of children, adolescents and women.

The goals are:

- Acting to promote the protection of children and adolescents and women's rights in the areas where Suzano operates;
- Mobilize all sectors of local society to participate in actions to protect the rights and defend children, adolescents and women;
- Articulate and contribute to strengthening the Network for Guaranteeing the Rights of Children, Adolescents and Women in priority municipalities, through advocacy and public policies;
- Developing actions for citizen education, approaching this issue in a positive and welcoming way, focusing on vulnerabilities and risks, but also on the public's potential.

The objectives of the Program in the "Major Works" scenario are Ribas do Rio Pardo¹ (MS):

- Mitigate the impacts generated by the massive migration of workers to the region, which can especially affect children, adolescents and women;

- Helping the municipal and state levels of Mato Grosso do Sul to reduce the levels of femicide and exploitation of children and adolescents;
- Strengthen the positive perception of the company in its relationship with the community and its stakeholders;
- Strengthening the Rights Guarantee System in the municipality of Ribas do Rio Pardo.

2023 highlights

- Carrying out a situational diagnosis of sexual, domestic and family violence, with the participation of the main bodies in the protection network for children, adolescents and women in the municipality of Ribas do Rio Pardo
- A meeting between the Mato Grosso do Sul Court of Justice (TJMS), Childhood Brasil and Suzano to validate the action plan resulting from the detailed diagnosis of the situation of violence against children, adolescents and women in the municipality of Ribas do Rio Pardo. The diagnosis included an articulation (within the councils) for the establishment of the municipal management committee (Law No. 13.431/17 and the women's pact); a communication plan with campaigns to prevent violence against children and adolescents; and a proposal for training and support for Ribas do Rio Pardo's rights guarantee network, made up of the municipality's Health, Education and Social Assistance Department, the Municipal Council for the Rights of Children and Adolescents (CMDCA for its acronym in Portuguese) and the Guardianship Council
- Definition of a welcoming and listening flow for female workers in situations of domestic violence, involving representatives from Childhood Brasil, the Ombudsman's Office, Communications and the Agente do Bem program team.
- Application of the survey on the profile of workers on large construction sites and risk behaviors
- Formation of a team of multipliers for the Agente do Bem program to raise awareness and engage the other employees of the enterprise. The action involved 29 companies with technical training, definition of an action plan, thematic campaigns and ongoing dialog with leaders and other employees
- 1st face-to-face meeting of the multipliers of the Agente do Bem program, with discussion of the role of the multiplier, tips on how to carry out non-violent communication and the start of awareness-raising activities on the work fronts
- Definition of the strategy with the multiplier of the Agente do Bem program, belonging to the logistics area, to raise awareness among truck drivers who have temporary access to the Cerrado Project
- Participation in the Internal Week for the Prevention of Accidents in Rural Work (SIPATR for its acronym in Portuguese), in partnership with the Judiciary and security services, such as the Court of Justice, the Prosecutor's Office, the Military Police and the Civil Police. It was a time to inform and raise awareness among employees and service providers in favor of ending violence against women
- Partnership with the Ribas do Rio Pardo Public Prosecutor's Office to raise awareness and engage the industrial operation team on the theme of "Domestic and family violence against women"
- The team from the Court of Justice's Women's Coordination Office held a training session for the 70 multipliers from the 26 partner companies in the Agente do Bem program on ending domestic and family violence against women

- The same team gave four talks to the site's employees on ending domestic and family violence against women
- The Make it Beautiful campaign in May reached 13,114 people [own employees and third parties] and the Driver's Day campaign in July reached 165 drivers at the Cerrado, Espírito Santo, Maranhão, Três Lagoas and Belém Consumer Goods units. The campaigns are carried out to educate employees, third parties, and communities and distribute materials containing the reporting channels

2. Poverty reduction

According to the 2023 Synthesis of Social Indicators, published by the Brazilian Institute of Geography and Statistics (IBGE for its initials in Portuguese), Brazil has around 67.8 million people living in poverty.

Suzano understands that it has an important role to play not only in supporting economic development, but also in promoting social transformation in the more than 200 municipalities in which it operates. Our strategy is based on investing in scalable solutions, building partnerships through networks, territorial arrangements and coalitions, and on the opportunities for Suzano's business to contribute to poverty reduction through its value chain.

The company's social investment is a strategic instrument for generating value, both for the business and for neighboring communities and the regions where Suzano operates, guaranteeing engagement with stakeholders.

The company's work focuses on solutions with a direct impact on poverty reduction, guided by its multidimensionality - which affects the spheres of income, health and education - and which can be replicated and expanded in different municipalities. The projects are part of six programs, which cover regional characteristics and their socio-economic vocations:

Suzano currently works with **six programs aimed at reducing poverty**. Find out more about them below.

2.1. Sustainable Extractivism

We work together with communities that extract products from native biodiversity, such as fruit, leaves and seeds, to train people and cooperatives in sustainable practices and boost development in the regions.

The **Pindowa project**, for example, encourages the productive activities of people from Maranhão and Tocantins who work with extractivism, especially the coco-babaçu breakers. This is a pioneering initiative with extractivist communities and the Cooperative of Extractivists and Family Farmers of the Rice Road [Imperatriz (MA)]. In 2023, seven extractivist brands were launched, with products made from the extraction of derivatives of coco-babaçu. The brands aim to boost extractive communities' access to the market and add value to socio-biodiversity products.

2.2. Supply networks

Suzano encourages the creation of partnerships between rural producers, traders and customers in the municipalities where it operates to strengthen food security, agriculture and livestock farming in the regions. One example is the partnership with the **Partners for the Amazon** platform and the **United States Agency for International Cooperation (USAID)**, which operates in the southeast of Pará. The initiative aims to strengthen organizations, promote food security, stimulate community ecotourism and strengthen entrepreneurship. The initiative has already reached 1,400 people in 13 communities in Dom Eliseu and Ulianópolis, in Pará.

2.3. Inclusive recycling

Through partners, Suzano works to train waste pickers who are part of cooperatives or who work independently, to strengthen cooperatives, to encourage an increase in demand for materials and to work with public authorities to help generate income and develop a circular economy.

The **Recicle Aracruz** project is an example of a cooperative that operates within the Suzano factory in Aracruz (ES). The cooperative members have seen a 90% increase in their income with the professionalization project and access to new markets over the last two years.

2.4. Entrepreneurship

Suzano believes that women and young people are the most vulnerable groups in Brazil when it comes to multidimensional poverty, as they face violence, have high financial dependency, receive lower salaries, are the majority of unemployed people, work multiple shifts and have a fundamental daily occupation that is devalued and not monetized. For this reason, the company invests in starting and running businesses proposed by women and young people. It also invests in creating products and services that encourage entrepreneurship.

One such example is the **Seed Project**, with the Brazilian Micro and Small Business Support Service (Sebrae for its acronym in Portuguese), through which we train people in vulnerable situations in 56 municipalities in São Paulo. The initiative focuses on entrepreneurship, and more than 2,500 people will benefit from it by 2024, through training, mentoring and support in the job market.

2.5. Access to employment

We want to train, professionalize and promote connections for access to formal employment. In 2023, Suzano teamed up with the **Coca-Cola Institute (ICCB for its acronym in Portuguese)** on a project to train 70,000 socially vulnerable young people and employ at least 15,000 of them by 2025, who will be able to take up jobs at one of the two companies or one of our partner companies in strategic territories. The training will take place through the Youth Collective Platform. The aim is to help reduce inequalities and accelerate the economic empowerment of young Brazilians. The initial investment planned, of 4 million reais by Suzano over two years, will be added to the 25 million reais invested by the ICCB in the regions prioritized jointly by the institutions.

2.6. Value Chain

Suzano's Value Chain program is an innovative and strategic solution to complex challenges. By prioritizing the inclusion of the social component, it aims to lift individuals out of poverty by offering tangible opportunities along the company's value chain. In response to the shortage of skilled labor, the difficulty of finding workers in the region and the need for employment in specific municipalities, the program establishes a vital connection between local labor and employment opportunities, both in Suzano's direct operations and through suppliers.

In 2023, one of the initiatives that stands out is the Employability Projects in São Paulo, Maranhão and Mato Grosso do Sul, where we boosted hiring through an interface with service-providing companies (SPC) in the region, enabling 4,593 people to be lifted out of poverty.

3. Improving the quality of education

The **Suzano Education Program (PSE for its initials in Portuguese)** invests in improving the quality of public education, through the professional qualification of educators and the social participation of families and communities, and aims to help public management be able to focus on improving student learning and the use of resources, while at the same time structuring a territorial education project built with and for people.

In this sense, it also works in the intersectoral articulation of actors from education, social assistance and health, strengthening the social protection network for children and adolescents. The methodology is based on an educational diagnosis and the prioritization of common challenges between groups of municipalities that are part of the Education Development Arrangements (EDAs) and which, together, build solutions to improve education in the territory. With this, we hope to help reduce educational inequalities in the territories, ensuring a regular school trajectory and increased student learning, with greater participation and engagement from families and communities.

2023 highlights

- Consolidation of Strategic Planning as a management tool for each of the five EDAs
- Structuring the governance of the EDAs of Maranhão, Espírito Santo, Bahia and Mato Grosso do Sul, defining the group's name and components and drawing up a letter of intent
- Setting up intersectoral groups in each of the 24 municipalities that are members of the PSE, with a focus on systemic action to strengthen the social protection network to ensure the all-round development of students
- Expanding the repertoire of school managers [principals and pedagogical coordinators] through ongoing training, so that they can act in a more participatory and democratic way as a condition for student learning
- Consolidation of good educational and school management practices based on training with experiences from different levels of collaboration: between municipalities, between secretariats and schools and between schools, strengthening the collaborative culture among PSE participants

The table below consolidates the number of people benefiting from social programs.

Note:

1. To find out more about the Cerrado Project, which takes place in the municipality of Ribas do Rio Pardo, visit this [link](#).

Number of people benefited¹ by social programs

	2020	2021	2022 ³	2023 ⁴
Total ²	50,250	422,760	276,071	347,091

1. All the people who benefited (directly and indirectly) from Suzano's social programs and projects were considered, focusing on Poverty Reduction, Community Relations and Improving the Quality of Education.
2. It reflects the consolidated results of programs and projects from the regional offices in Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo.

3. The difference in the number of beneficiaries from 2021 to 2022 was because some municipalities had not joined the Suzano Education Program (PSE), the initiative with the highest participation in the indicator. In 2021, there were 312,339 beneficiaries, while in 2022 there were 205,669.
4. In 2023, 347,091 people benefited from investments in social programs, projects and initiatives, an average increase of 26% compared to 2022. This increase refers to the expansion of investments in the Commitment to Renewing Life poverty reduction strategy, which has leveraged investments and the public served (commitment to lift 200,000 people out of poverty by 2030). Of the total number of people benefited, 95,891 came from the Community Relations strategy, 136,678 from the Improving the Quality of Education strategy and 114,522 from the Poverty Reduction strategy.

CONSOLIDATED RESULTS OF INCOME-GENERATION PROGRAMS

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Suzano recognizes that it has an important role to play not only in supporting economic development, but also in promoting social transformation in the more than 200 communities in which it operates. Our strategy is driven by investing in scalable solutions, building partnerships through networks, territorial arrangements and coalitions, and identifying opportunities for our business to contribute to poverty alleviation through its value chain.

Suzano's social investment is a strategic tool to generate value both for the company and for the neighboring communities and regions where the company operates, ensuring stakeholder involvement.

The focus is on solutions with a direct impact on poverty alleviation, guided by its multidimensionality - which affects the spheres of income, health and education - and can also be reproduced and scaled up

in different municipalities. The projects fall under six programs that cover regional specificities and their socio-economic potential. These include: inclusive recycling, sustainable extraction, entrepreneurship, supply and service networks and access to employment.

The table below consolidates the following data:

- Number of participants and beneficiaries in social income-generation programs and projects;
- Total revenue generated through social income-generation programs and projects.

Consolidated results of income generation programs¹

	2020			2021			2022 ⁶			2023 ⁶		
	Number of participants ²	Beneficiaries ³	Total revenue generated (R\$) ⁴	Number of participants ²	Beneficiaries ³	Total revenue generated (R\$) ⁴	Number of participants ²	Beneficiaries ³	Total revenue generated (R\$) ⁴	Number of participants ²	Beneficiaries ³	Total revenue generated (R\$) ⁴
Total ⁵	4,296	24,467	48,695,194.76	4,825	30,736	93,016,679.85	14,100	47,237	79,306,566.37	49,212	114,522	85,998,729.00

1. This indicator monitors the total number of participants and beneficiaries of income-generating programs in which Suzano invests.
2. The number of participants includes the people directly supported by the income-generating programs in which Suzano invests.
3. The number of people benefiting is calculated by counting those who live in the same household as the participants in the income-generating programs and projects and who benefit from the results obtained from them (improved income, food, housing conditions, acquisition of assets).
4. Revenue generated is calculated from the sum of the total annual income resulting from sales of products and/or services from activities related to the programs and projects.
5. Reflects the overall results of the Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo regions.
6. The revenue generated was calculated using census data and by extrapolating the sample data collected in the process of evaluating the social income-generating programs and projects invested in by Suzano. In 2022, the drop in total revenue generated compared to 2021 may have been an effect from the method applied, but the results show an increase in the number of participants, beneficiaries and people lifted out of poverty in relation to previous years.

#SOCIAL INVESTMENT

PRIVATE SOCIAL INVESTMENT MANAGEMENT

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Socio-environmental investment and donations are strategic instruments for generating value both for the business and for neighboring communities and the regions where Suzano operates, guaranteeing engagement with stakeholders. The company's multiple types of social and environmental investments and donations are managed so that their results can be measured and evaluated in terms of their contribution to the sustainability of the business and the scope of the Commitments to Renewing Life (CPRV, for its initials in Portuguese), long-term social goals publicly adopted by the company.

This issue is managed under the Corporate Policy on Socio-environmental Investments and Donations, the Social Demands Management Procedure, the Socio-environmental Investment Project Management Procedure, the Policy on Relations with Indigenous Peoples and Traditional Communities and the Relationship Management Manual. The policies, Manual and procedures describe the processes and main relationship tools used by Suzano with its stakeholders.

The company's **Social Development** area monitors and evaluates the entire process related to demands for social investment to fulfill social commitments and the relationship dimension, as well as cooperation, donations and sponsorship, periodically reporting the results of this monitoring to the corporate and local Shared Value Commission (SVC) (units). The Commission is a forum that brings together managers from different areas intending to integrate sustainability policies and strategic guidelines into the company's management and operations.

The focus of Suzano's social investment is to **promote, alongside partners, the social development of the areas in which it operates**, by strengthening relations with communities and investing in education and opportunities for work and income.

When investing in social projects, the company establishes selection criteria that involve its Compliance Policy and legal requirements to guarantee the suitability of social institutions.

Suzano has two ways of conducting social projects:

- **Company intervention (Relationship):** model in which the Social Development teams carry out the intervention directly with the beneficiaries, as well as monitoring compliance with the results expected by the project;
- **Intervention by partner organizations (Poverty and Education):** model in which the local partners are responsible for intervening with the direct beneficiaries, as well as collecting information to verify the achievement of the Poverty and Education target. Local partner organizations include civil society organizations (CSOs), trade associations, social impact businesses, third-sector management companies and the S System.

The activities of registering, evaluating, approving and monitoring the budget for all socio-environmental investment projects are carried out directly by Suzano, through the **Socio-Environmental Investment Management** module of Suzano's Stakeholder Relationship Management System.

The progress of these projects is monitored and evaluated by the social institutions invested in, independent consultants and employees from the company's Social Development area, through visits, the submission of reports and/or the rendering of accounts by the associations and project participants, by the schedules established with each of them.

The implementation of each project's **Action Plan** is monitored using evidence such as photos, reports, attendance lists and monitoring indicators. Updating the activities carried out is the responsibility of the invested institution and the Suzano team responsible locally. The process and performance indicators of the social projects are monitored periodically through an internal indicator platform and reported periodically to this Sustainability Center.

To monitor and evaluate the progress of the projects, the partner organizations must carry out the activities according to the approved plan. Periodically, following the contract, they send Suzano an activity report and the information needed to monitor the results of the projects. All information and activity reports are also entered into the Stakeholder Relationship Management System.

The efficiency and effectiveness of the relationship strategies and socio-environmental investments adopted, as well as the use of the material, human and financial resources available, are evaluated through the **Social Monitoring and Evaluation System**. The system is used both to formulate and reformulate organizational and strategic practices (based on the progress of processes and the achievement of goals) and to analyze and compare indicators over time (focusing on the results and impact of the intervention). The results of the investments are evaluated at least once a year, using indicators classified into three categories:

- **Process indicators:** geared towards evaluating the progress of contracted practices and the execution of physical and financial planning;
- **Result indicators:** are intended to present the situation of achievement of the targets set annually;
- **Impact indicators:** present the internal and external effects related to the established corporate drivers.

Social investments by type

Socio-environmental investment is a priority for establishing relationships with communities and achieving the social commitments made by Suzano by 2030:

1. **Reduce poverty:** lifting 200,000 people out of poverty;
2. **Improve the quality of education:** increase the Basic Education Development Index (IDEB) by 40% in all high-priority municipalities.

The company works to ensure that social investment is structural in the medium term and can effectively collaborate in the municipalities. The social programs meet the vocation and social demands of the localities, identified through a broad participatory social diagnosis and with the advice of specialists, when necessary. For this reason, donations, sponsorships and other motivated actions are one-off and complementary to the investment in these social strategy initiatives.

However, especially from 2020 to 2022, faced with the health, social and economic emergency scenario caused by the Covid-19 pandemic, Suzano, like several other companies in Brazil, mobilized extra resources in structures and donations for **emergency initiatives** in the municipalities where it operates and in municipalities in Brazil with a critical situation for dealing with the disease, especially in the poorest communities.

In 2022, with the pandemic under control, the company resumed focusing its investments on projects in its social strategy (Community Relations, Poverty Reduction and Improving the Quality of Education). In 2023, around 96% of Suzano's social investment was earmarked for projects in these areas.

Social investments by source

In 2023, 89.05% of Suzano's social investment came from its resources aligned with its social strategy.

Company resources obtained through repayable financing

In 2023, Suzano did not provide repayable financing to invest in social programs. The funds were obtained through direct disbursement by the company.

The following data is available in the tables below:

- Social investments by type;
- Social investments by source;
- Company resources obtained through repayable financing.

Social investments by type

	2020		2021		2022		2023	
	Amount invested (R\$)	Percentage	Amount invested (R\$)	Percentage	Amount invested (R\$)	Percentage	Amount invested (R\$)	Percentage
Social investment projects ¹	34.314.866,71	40.47%	36.721.475,70	55.64%	49.328.988,60	94.44%	55,720,295.56	95.99%
Donations ²	1.891.313,77	2.23%	4.339.482,48	6.58%	2.730.739,25	5.23%	2,327,493.63	4.01%
Total resources invested in initiatives to support society in mitigating the effects of the Covid-19 pandemic ³	48.590.093,96	57.30%	24.936.745,12	37.78%	175.810,75	0.34%	0.00	0.00%
Total	84.796.274,44	100.00%	65.997.703,30	100.00%	52.235.538,60	100.00%	58,047,789.19	100.00%

- Social investment projects:** in 2023, around 96% of Suzano's social investments were earmarked for social programs, projects and initiatives in its strategy in the areas of Community Relations, Poverty Reduction and Improving the Quality of Education. From 2021 to 2023, direct own investment increased by around 34.4%, jumping from BRL 36.1 million to BRL 49.3 million (in this last analysis, investments through incentive laws are disregarded).
- Donations:** are one-off contributions or expenses that meet the specific demands of non-profit institutions, bodies or individuals representing communities and associations. The source of funds for this type of donation is the budget of the business and functional areas. An example of this was Suzano's strong action in 2022 to mitigate the impacts caused by the floods in the far south of Bahia.
- Total resources invested in initiatives to support society in mitigating the effects of the Covid-19 pandemic:** Between 2020 and 2021, in the context of the pandemic, Suzano made donations to mitigate the effects of the health crisis in Brazil. Faced with the scenario of fighting the pandemic, donations were mobilized for emergency initiatives in the municipalities where the company operates and in municipalities with a critical situation for dealing with the virus. In 2022, with the control of Covid-19, Suzano resumed its focus on the investment strategy in structuring projects. In 2023, there were no investments on this front.

Social investments by source

	2020		2021		2022		2023	
	Amount invested (R\$)	Percentage	Amount invested (R\$)	Percentage	Amount invested (R\$)	Percentage	Amount invested (R\$)	Percentage
Company resources ¹	84,698,589.73	99.88%	65,468,503.30	99.20%	47,722,201.94	91.36%	51691214,19	89.05%
Incentivized resources ²	97,684.71	0.12%	529,200.00	0.80%	4,513,336.66	8.64%	6,356,575.00	10.95%
Total	84,796,274.44	100.00%	65,997,703.30	100.00%	52,235,538.60	100.00%	58047789,19	100.00%

1. **Company resources:** These are Suzano's resources earmarked for social investment in structuring projects in line with its social strategy, in addition to one-off and emergency donations. In the 2020 to 2022 period, this item includes resources earmarked for initiatives to mitigate the effects of the Covid-19 pandemic (in 2023, there were no investments on this front).
2. **Incentivized resources:** federal tax incentive laws and endorsed by the respective departments responsible.

Company resources obtained through repayable financing, in BRL (R\$)

	2020	2021	2022	2023
Total value	0,00	0,00	0,00	0,00

DEVELOPMENT AND IMPACT OF INVESTMENTS IN INFRASTRUCTURE AND SERVICES OFFERED

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: 203-1

GRI Dimension: Economic

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

In its business model and operations, Suzano recognizes the strategic relevance of investments in local infrastructure, shared with stakeholders, to promote sustainable territorial development. In particular, investments aimed at maintaining roads and accesses that connect the company's forestry production activities with industries play a crucial role in facilitating the benefit of communities and other stakeholders who also use these routes.

Suzano understands that investing in infrastructure that directly benefits local communities, such as roads, schools, and association headquarters, not only improves the accessibility and connectivity of its activities but also strengthens its social and economic base.

By investing in, renovating and maintaining roads and other infrastructure, the company not only sustainably facilitates access to resources, but also boosts local economic development. Moreover, the improvement of roads increases access to essential services such as health care and education, helping to raise the quality of life in the communities where Suzano operates, and reinforcing its commitment to **Generating and Sharing Value**.

In the tables below you can access data relating to:

- Development and impact of investments in infrastructure and services offered in 2023;
- Development and impact of investments in infrastructure and services offered, by region.

Development and impact of investments in infrastructure and services offered in 2023

	2023	2023
State/unit	Cost of each investment ¹ (in BRL)	Current or expected impacts on local communities and economies, including positive and negative impacts if significant
Bahia	R\$ 87,143,056.03	Improving access to and the quality of roads used by communities and other stakeholders; improving community infrastructures such as schools and associations
Espírito Santo	R\$ 11,097,809.00	Improving access and the quality of roads used by communities and other stakeholders; improving association infrastructures; maintaining the passage channel for fishing community vessels.
Maranhão	R\$ 17,468,665.00	Improving access to and the quality of roads used by communities and other stakeholders; improving public infrastructure
Mato Grosso do Sul	R\$ 75,613,463.00	Improved access to and quality of roads used by communities and other stakeholders
São Paulo	R\$ 57,571,770.00	Improving access to and the quality of roads used by communities and other stakeholders; improving community infrastructures such as health units and associations

1. The investments made refer to resources and/or services intended to improve access to and the quality of roads in common use by Suzano and by communities and other stakeholders, and to improve community infrastructures. These investments were made in kind (through tangible goods or services), free of charge and with no expectation of financial compensation, commercial partnerships, advertising and/or specific resources.

Development and impact of investments in infrastructure and services offered, by region, in BRL (R\$)

	2020	2021	2022 ¹	2023 ²
São Paulo	0.00	14,005.52	2,616,497.00	57,571,770.00
Mato Grosso do Sul	43,359.00	69,465.26	4,106,897.00	75,613,463.00
Espírito Santo	1,487,345.00	1,622,891.00	20,510,055.00	11,097,809.00
Bahia	14,000.00	48,962.00	26,033,867.00	87,143,056.03
Maranhão	58,500.00	0.00	13,109,748.00	17,468,665.00
Total	1,603,204.00	1,755,323.78	66,377,064.00	248,894,763.03

1. In 2022, investments to improve the infrastructure of the road network that benefits the communities will be included in this indicator. This data is obtained from the Logistics area.
2. In 2023, with progress in the process of consolidating and extracting information, there was a significant increase of 275% in investments in infrastructure and services offered in the territories compared to 2022.

#MECHANISMS FOR DIALOGUE AND ENGAGEMENT

ENGAGEMENT MECHANISMS

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: 413-1

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

The process of building relationships with surrounding communities has two main purposes: the first is to **keep Suzano's Social License to Operate**, and the second is to **strengthen territorial development**. To attain these objectives, it is essential to ensure constant and transparent communication with local associations and cooperatives, NGOs, remote neighbors, unions, municipalities, states and other companies, thereby maintaining a mostly positive perception of Suzano within the territory.

Besides the aspect of communication, a crucial aspect is to be willing to jointly build solutions with the community to address local issues, which can be environmental, social, cultural, economic, structural or even emergency-related. Both dimensions (communication and development of collaborative solutions) are fully intertwined in our relationship strategy, as they are mutually reinforcing.

Nowadays, our relationship strategy covers all areas within the influence of Suzano's 13 manufacturing units and 1 under construction, the forestry network that supports these units and also the port operations in Brazil. In global figures, these operations directly or indirectly affect the daily lives of 1,608 localities in more than 200 municipalities in 9 Brazilian states.

Operational units engage in relationships and communication with surrounding communities as a result of the operationalization of our community relations strategy. These include the following instruments: Operational Dialogue, investment programs/projects and social management processes, along with those for socio-environmental impacts.

In order to identify, prevent and mitigate potential impacts caused by its operations, Suzano proactively and continuously promotes the process of **Operational Dialogue** in the surrounding communities where operations are scheduled to begin, such as forestry, harvesting and wood transport operations, as well as dialogue in the localities surrounding its plants.

Also as a way of engaging and identifying the territories in which it operates, the company applies an instrument known as the **Social Inventory**, through consultative discussions with communities in order to gather information aimed at characterizing and, consequently, prioritizing the relationship process. The information gathered includes basic infrastructure, such as access to energy, access to water, schools and health facilities, the dynamics and model of local development, among other data. It is applied according to a schedule.

Other models of engagement are the processes of **identifying, classifying and monitoring High Conservation Value Areas (HCVAs) and Sites of Special Significance (SLSs)** of interest or the uses and access by communities in the company's areas. Also noteworthy are the **face-to-face agendas** and **monitoring of social programs and projects** in the strategic areas of Relationships, Poverty and Education.

The process described above is applicable to new operations (a new mill, for instance) or even to the acquisition of new farms, when the aforementioned actions are preceded by social due diligence, carried out before a new farm is included in Suzano's portfolio through acquisition, lease or just the purchase of wood. This process is a prior social risk analysis, which characterizes the neighborhood and identifies possible social liabilities/risks related to the property. Depending on the risk, the social area may recommend not closing the deal.

The following information is available in the tables below:

- Number of projects under implementation/development in consultation stage with local communities;
- Percentage of operations with implemented local community engagement processes, impact assessments and/or local development programs, by region and type of initiative;
- Percentage of operations requiring a local community consultation process, by region.

Note:

1. The following are considered operational units: Aracruz and Cachoeiro de Itapemirim (ES), Belém (PA), Eunápolis and Mucuri (BA), Imperatriz (MA), Jacareí, Limeira, Mogi das Cruzes, Rio Verde and Suzano (SP), Maracanaú (CE) and Três Lagoas (MS). The Eunápolis unit is a joint operation where Veracel is responsible for social action. The Ribas do Rio Pardo unit (Cerrado) currently under construction is considered.

Number of projects under implementation/development in consultation stage with local communities¹

	2020	2021	2022	2023
São Paulo	0	0	0	0
Mato Grosso do Sul ²	0	1	1	1
Espírito Santo	1	0	0	0
Bahia	0	0	0	0
Maranhão	0	0	0	0
Total	1	1	1	1

1. This indicator only considers consultation regarding the implementation of new manufacturing ventures. Community consultation is an ongoing process, planned and customized according

to the specifics of each project. At Suzano, consultation is considered a process of qualified, “both-way” dialogue, providing information and possible impacts of the project, but also bringing demands from the communities. Thus, the consultation process provides opportunities for the company to learn from the experience and knowledge of communities, identify their needs, vocation, economic potential and concerns, as well as manage the mitigation of the impacts of operations.

2. Suzano is implementing its new plant in Ribas do Rio Pardo (MS): the Cerrado Project. The new mill has gone through several stages of consultation with the surrounding communities, stakeholders and public authorities. Learn more about the project here: <https://www.suzano.com.br/projetocerrado>.

Percentage of operations with local community engagement processes, impact assessments and/or local development programs in place, by region and type of initiative¹

	2020						2021						2022						2023						
	São Paulo	Mato Grosso do Sul	Espírito Santo	Bahia	Maranhão	Total	São Paulo	Mato Grosso do Sul	Espírito Santo	Bahia	Maranhão	Total	São Paulo	Mato Grosso do Sul	Espírito Santo	Bahia	Maranhão	Total	São Paulo	Mato Grosso do Sul	Espírito Santo	Bahia	Maranhão	Total	
Social, including gender, impact assessments based on participatory processes ²	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Environmental impact assessments and continuous monitoring	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public disclosure of the results from environmental and social impact assessments	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Local development programs based on local community needs	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Stakeholder engagement plans based on stakeholder mapping	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Committees and processes for extensive consultation with the local community, including vulnerable groups	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Works councils, health and safety committees and other employee representatives to discuss impacts	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Formal complaints from local communities	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

1. These initiatives are all related to the operationalization of the relationship strategy with communities and the mitigation of social impacts, which includes the following processes Operational Dialogue, socio-environmental investment programs/projects, community engagement processes, and socio-environmental impact management processes.
2. Under the item "Social, including gender, impact assessments based on participatory processes", the social impacts influenced by Suzano in the territories have no impact on their gender context, considering the company's operational perspectives and business model.

Percentage of operations requiring a local community consultation process, by region¹

	2020	2021	2022	2023
São Paulo	100%	100%	100%	100%
Mato Grosso do Sul	100%	100%	100%	100%
Espírito Santo	100%	100%	100%	100%
Bahia	100%	100%	100%	100%
Maranhão	100%	100%	100%	100%
Total	100%	100%	100%	100%

1. In order to identify, prevent and mitigate potential impacts caused by its operations, Suzano continuously engages in the Operational Dialogue process with all surrounding communities in areas where operations are expected to begin, such as forestry, harvesting and wood transport operations, as well as in the localities surrounding its plants.

ADDITIONAL INFORMATION

Engagement represents a deeper, more inclusive and continuous structured relationship that establishes Suzano as a partner in local development. According to the company’s Social and Environmental Investments and Donations Policy (PC.00.0007), Suzano’s social and environmental investments must be primarily the result of community engagement processes. Its methodology considers the specificities of the different realities and stakeholders involved, prioritizing and valuing the role of the entire community, the development of legitimate leaders, the building of social capital and the recovery of citizenship and self-esteem.

OPERATIONAL DIALOGUE

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: 2-25

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

One of the most important tools for ensuring Suzano's good relationship with the surrounding communities is the Operational Dialogue - a direct communication channel through which the company informs and guides planned operations, including possible risks and adverse impacts and ways to mitigate them.

The annual Dialogues plan covers all localities and neighboring areas impacted by the company's operational activities: forestry implementation, harvesting, transportation, purchase and sale of wood, construction sites and operational stoppages, as well as areas near the factories susceptible to odor retention during the winter.

Operational Dialogues are held through group meetings and/or individual conversations and begin before the start of operations. Through them, the company receives demands or adjustments suggested by the neighbors, as well as impressions and comments after the planned activities have been completed.

Suzano believes that dialog is only effective when the communication channel is always open. This is our priority: to provide the means for communities to talk to us and for agreements to be complied with.

The goals of the initiative are:

- Enable communities and neighbors to have prior knowledge of the activities that will be carried out in their surroundings;
- Identify, prevent and minimize potential risks caused by operations;
- Strengthen relationships, improve communication and answer questions about the company and its operational aspects;
- Identify local initiatives and potential that can be boosted through partnerships.

In 2023, Suzano held **4,106 Dialogues, with more than 7,500 participants, and achieved 76.04% compliance with operational demands, as well as 80.16% effectiveness in mitigation actions** (which remedy the possible negative impacts of operations).

The Annual Dialogue Program compliance index expresses the percentage ratio between the number of locations served by the Operational Dialogue and the number of locations affected by forestry operations.

2023 highlights

- Participation in actions carried out by the safety team in the field, in partnership with Forestry Logistics, to mitigate and avoid potential risks caused by the operation
- A total of 97 people from three communities in the municipality of Açailândia (MA) visited the Imperatriz plant to gain a better understanding of Suzano's processes and to strengthen the relationship with the leaders
- Participation in the training of two classes of Professional Drivers - Master Drivers, reaching our drivers and third-party drivers who travel in the communities present in our areas of operation
- The Operational Dialogue was held in 17 municipalities in Center-West Brazil, totaling 13,000 kilometers. Of these, 15 municipalities belong to Mato Grosso do Sul, culminating in Suzano's presence in almost 20% of the state

The following data is available in the tables below:

- Operational Dialogue - consolidation of the program's results;
- Compliance rate with the Annual Dialogue Program by region.

Operational Dialogue - consolidation of the program's results

2020				2021				2022				2023			
Dialogues held	Participants from the communities involved	Rate of meeting operational demands ¹	Index of effectiveness of mitigation actions ²	Dialogues held	Participants from the communities involved	Rate of meeting operational demands ³	Index of effectiveness of mitigation actions ⁴	Dialogues held	Participants from the communities involved	Rate of meeting operational demands ⁵	Index of effectiveness of mitigation actions ⁶	Dialogues held	Participants from the communities involved	Rate of meeting operational demands ⁷	Index of effectiveness of mitigation actions ⁸
1.600	9,099	97.50%	94.02%	1,842	6,036	90.47%	93.07%	3,790	8,137	86.63%	92.56%	4,106	7,515	76.04%	80.16%

- In 2020, it represents the average of the units in the states of Bahia (98.5%), Espírito Santo (89%), Maranhão (100%), Mato Grosso do Sul (100%) and São Paulo (100%).
- In 2020, it represents the average of the units in the states of Bahia (95.13%), Espírito Santo (96.66%), Maranhão (83%), Mato Grosso do Sul (98%) and São Paulo (97.33%).
- In 2021, it represents the average of the units in the states of Bahia (66.44%), Espírito Santo (95.42%), Maranhão (100%) and São Paulo (100%). During this period, there were no records for the state of Mato Grosso do Sul.
- In 2021, it represents the average of the units in the states of Bahia (93.33%), Espírito Santo (90%), Maranhão (91.67%), Mato Grosso do Sul (97.33%) and São Paulo (93%)..
- In 2022, it represents the average of the units in the states of Bahia (98.31%), Espírito Santo (96%), Maranhão (74.72%), Mato Grosso do Sul (64.1%) and São Paulo (100%).
- In 2022, it represents the average of the units in the states of Bahia (92%), Espírito Santo (81.6%), Maranhão (94%), Mato Grosso do Sul (99.2%) and São Paulo (96%).
- In 2023, it represents the average of the units in the states of Bahia (89.73%), Espírito Santo (87.12%), Maranhão (62.50%), Mato Grosso do Sul (50%) and São Paulo (90.86%).
- In 2023, it represents the average of the units in the states of Bahia (66.33%), Espírito Santo (84.33%), Maranhão (99%), Mato Grosso do Sul (67%) and São Paulo (97.33%).

Compliance rate with the Annual Dialogue Program by region¹

	2020	2021	2022	2023
São Paulo	100.00%	100.00%	100.00%	84.51%
Mato Grosso do Sul	100.00%	100.00%	100.00%	100.00%
Espírito Santo	100.00%	100.00%	100.00%	98.15%
Bahia	100.00%	96.51%	100.00%	93.85%
Maranhão	98.20%	100.00%	98.97%	100.00%
Total	99.64%	99.30%	99.79%	96.09%

1. Percentage ratio between the number of locations served by the Operational Dialogue and the number of locations affected by the operations.

OCCURRENCE MANAGEMENT

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: 2-25

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

For Suzano, occurrences are all the manifestations of interested parties related to its activities and products, which can be classified as complaints, doubts, compliments, suggestions, opinions, etc. In this sense, occurrence management is the process of receiving, registering, processing and returning these manifestations, related to Forest Stewardship, industrial and/or port operations. This management is carried out in the Occurrences module of **Suzano's Stakeholder Relationship System**, a tool used to manage relationships with neighbors, local and traditional communities and other stakeholders, recording,

monitoring and evaluating all occurrences received by the company through communication channels.

The communication channels available to receive incidents related to the environmental, social, and economic aspects and impacts resulting from Suzano's activities and products are Suzano Responds, Contact Us¹ of the regional office (toll-free number), Floresta Viva, Operational Dialogue and Odor Perception Network (OPN), in addition to face-to-face dialogue, sending e-mails and conducting a Satisfaction Survey.

Every month, the Social Development area evaluates the quality of the service provided and the effectiveness of the actions taken to deal with the complaints received, using the **Complaint Service Satisfaction Index**. This indicator expresses, as a percentage, the average score of the satisfaction evaluations made by the complainants.

In addition to assessing the quality of service and the effectiveness of the actions taken, the average time taken to deal with incidents is monitored according to the classifications provided for in the Incident Management procedure. The response time indicator expresses the number of days elapsed from the entry of incidents into the Stakeholder Relationship System until their closure (response).

To help mitigate the adverse impacts of the timber transportation operation, Suzano has invested in training its employees, in traffic education and in improving the dissemination of communication channels with the company, to reduce response times and better meet the demands of the communities.

During long-term operations, measures are adopted to establish greater control and adaptation of the operation, thus seeking to reduce the generation of impacts. Moreover, in cases of adverse impacts that generate unforeseeable losses and damage to rights in general and to stakeholders, the appropriate compensation and/or mitigation is carried out according to the particularities of each case.

The list below shows the main complaints received in 2023. As can be seen, Suzano's main adverse operational impacts identified that year are related to the transportation of wood, such as the generation of dust, damage to public property and private property, compromising the road network, nuisance caused by noise and odor and increased risk of accidents. The other impacts were specific and did not occur uniformly. Prevention and mitigation measures are also presented for each case.

Examples of adverse social impacts and control actions

Impact: nuisance caused by product drift² in neighboring areas. **Preventive and mitigation measures:** use of products authorized by environmental agencies, site signage, training of employees who apply the products, and maintenance of the equipment used for application.

Impact: increased risk of accidents. **Preventive and mitigation measures:** reduced and controlled speed, compulsory stops to check and re-tighten the load being transported, voluntary traffic safety campaigns.

Impact: dust nuisance. **Preventive and mitigation measures:** dust reduction by wetting the roads using water trucks.

Impact: compromising the quality of the road network. **Preventive and mitigation measures:** road maintenance during operations, monitoring and weight control of wood transport trailers.

Impact: noise nuisance. **Preventive and mitigation measures:** negotiation of the time at which operations are carried out.

The following data can be found in the tables below:

- Satisfaction rate in response to occurrences by region;
- Number of complaints received by region;
- Main impacts identified in the occurrence records of complaints registered by region, in 2023;
- Average complaint handling time, in days.

Notes:

1. Contact us: Bahia, Minas Gerais and Espírito Santo (0800 283 8383); Maranhão, Pará, Tocantins, Ceará and São Paulo (0800 771 1418); Mato Grosso do Sul (0800 642 8162);
2. Drift is when, for example, the wind carries/transportes part of a product that would be applied to eucalyptus plantations to areas neighboring the plantation.

Satisfaction rate in response to occurrences by region¹

	2020	2021	2022	2023
São Paulo	n/d	82.00%	90.00%	90.00%
Mato Grosso do Sul	80.00%	89.33%	89.33%	89.50%
Espírito Santo	90.00%	90.30%	90.00%	88.66%
Bahia	n/d	90.33%	90.00%	95.00%
Maranhão	n/d	89.30%	90.00%	85.66%
Total	85.00%	88.26%	89.67%	89.72%

1. Every month, the Social Development area evaluates with the applicants the effectiveness of the actions taken to deal with the incidents recorded in Suzano's Stakeholder Relations System. Service satisfaction is assessed in at least 10% of the incidents closed each month. The items evaluated are on the following scale: good, fair and bad:
 - o Suzano's service upon receipt of your incident;
 - o Response time until resolution;
 - o Result of the solution to the incident;
 - o General evaluation.

Number of complaints received by region

	2020	2021	2022	2023
São Paulo	233	504	784	482
Mato Grosso do Sul	36	30	69	117
Espírito Santo	94	123	175	65
Bahia	34	16	48	37
Maranhão	72	18	22	43
Total	469	691	1,098	744

Main impacts identified in the occurrence records of complaints registered by region, in 2023

	2023 ¹					
	Bahia	Espírito Santo	Maranhão	Mato Grosso do Sul	São Paulo	Total
Dust nuisance	3	8	25	8	33	77
Compromising the quality of the road network	10	7	1	58	94	170
Odor nuisance	0	0	1	0	206	207
Damage to public and private property	9	16	12	29	52	118
Increased risk of accidents (people and animals)	3	0	1	8	71	83
Noise nuisance	4	0	0	0	20	24
Power outage	0	1	0	0	2	3
Compromised road network capacity	10	7	1	50	42	110
Change in water availability	0	2	0	5	6	13
Impairment of vehicle flow due to vegetation interfering with the roadbed	0	5	0	0	4	9

1. In 2023, 744 occurrences of complaints were recorded regarding the activities of Suzano's operations (as shown in the table above). The table above highlights the number of impacts identified for the main classifications of complaints recorded.

Average complaint handling time, in days¹

	2020	2021	2022	2023 ²
São Paulo	97.75	63.64	50.08	54.88
Mato Grosso do Sul	115.00	120.43	132.82	157.32
Espírito Santo	56.00	54.04	82.07	139.95
Bahia	113.99	85.49	153.04	160.00
Maranhão ³	37.12	77.64	54.86	42.51
Total	83.97	80.27	94.57	118.67

1. The average time is calculated in days, of the records closed in the period covered by the report.
2. In 2023, there was a 25.4% increase in the average response time, influenced by the results of the São Paulo, Mato Grosso do Sul, Espírito Santo and Bahia units, due to the closure of records from previous years in the period covered by the report and other factors that contributed to this increase. As a mitigating measure, Suzano has been strengthening internal engagement with the interface areas to reduce the average response time for complaints. Furthermore, the

company has been looking for alternatives to qualify the average time evaluation (according to classifications) and technological solutions to improve the performance of the Complaint Occurrence Management process.

3. The reduction in the average time taken to deal with complaints is related to the improvement in the management process at the Maranhão unit, which is intensifying the monitoring of incidents to result in a reduction in the average time.

ADDITIONAL INFORMATION

The process of managing occurrences and their results includes the operational units (taking into account the factories and forestry bases that supply these units) represented by the states in the tables below:

- São Paulo: operational units in Jacareí (SP), Limeira (SP), Mogi das Cruzes (SP), Rio Verde (SP) and Suzano (SP);
- Mato Grosso do Sul: operational units in Ribas do Rio Pardo (MS) - under construction - and Três Lagoas (MS);
- Espírito Santo: operational units in Aracruz (ES) and Cachoeiro de Itapemirim (ES);
- Bahia: operational unit in Mucuri (BA);
- Maranhão: operational units in Belém (PA), Imperatriz (MA) and Maracanaú (CE).

NUMBER OF WORK STOPPAGES, PROTESTS AND DEMONSTRATIONS RELATED TO SUZANO'S ACTIVITIES, BY REGION

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

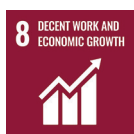
GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

All the incidents are related to stoppages of activities at Suzano’s operations carried out by representatives of local communities, quilombola communities, associations that collect tips and branches, workers’ unions and contracted employees. These stoppages were motivated by the following claims: land, labor and potential impacts of operations on communities. All cases were resolved after negotiations with community representatives and associations.

The data in the table below is segmented by region.

Number of work stoppages, protests and demonstrations related to Suzano’s activities, by region

	2020	2021	2022	2023
São Paulo	0	0	0	0
Mato Grosso do Sul	0	0	0	1
Espírito Santo	3	8	9	1
Bahia	4	2	6	3
Maranhão	2	0	7	2
Total	9	10	22	7

#LAND USE

FOREST AREA ON INDIGENOUS LAND

Material Topics: Land development

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Forest management

SASB Dimension: Rights of Indigenous People

SASB Code: RR-FM-210a.1

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano has no forest areas located in areas that are considered to be indigenous peoples' lands.

Forest area on indigenous land (ha)¹

	2020	2021	2022	2023
Own area	0.00	0.00	0.00	0.00
Leased área	0.00	0.00	0.00	0.00
Managed area	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

1. Source: National Indigenous Foundation (Funai), January 2023 - Homologated Indigenous Lands.

#WATER

WATER MANAGEMENT IN INDUSTRIAL AND FORESTRY OPERATIONS

Material Topics: Water

Other hashtags: N/A

Frameworks

GRI: 3-3; 303-1; 303-3; 303-5

GRI Dimension: Material Topics; Economic; Environmental

SASB Sector: Pulp & Paper Products; Containers and Packaging

SASB Dimension: Water Management

SASB Code: RR-PP-140a.1; RT-CP-140a.1

Stakeholder Capitalism Metrics: Planet



Commitment: Commitment to renewing life

Context

Water management in industrial operations

In pulp and paper factories, water is used as the main vehicle for transporting pulp and paper between the various pieces of equipment that make up each stage of the production process. The factories only capture around 20% of all the water used in the industry, since they have a reuse level of 80%. As an example, if a drop of water were monitored from the moment it was collected, it would be possible to see that it circulates approximately 4.5 times in various processes until it is sent to effluent treatment and returned to the water body following all Brazilian and international quality standards. Thus, we return around 85% of the volume we capture to the river or sea; just over 14% of the rest evaporates during the production process and therefore returns to the environment; and less than 1% is retained in our final product.

The reuse system is based on a series of internal reuses of industrial water, including cooling water, hot water, condensates (steam and liquor), bleaching filtrates, white water from the drying and paper machines and internal recirculations in the water treatment plant itself. The company operates within the reference limits of international best practices, such as Integrated Pollution Prevention and Control (IPPC) and the International Finance Corporation (IFC), which stipulate limits ranging from a minimum of 25 m³/t_{sa} to 50 m³/t_{sa}.

In 2020, Suzano announced its **Commitments to Renewing Life**, which include a target on water use: reducing specific water withdrawal by 15% by 2030. Following the announcement of this commitment,

the company defined a governance structure to manage this issue. We have an Industrial Environment Working Group (IEWG), which evaluates the results every month. Each industrial operation monitors the specific capture indicator daily with the industrial leaders. The results are disclosed at the monthly management results meetings to all the leaders of each business unit (Pulp, Paper and Packaging, and Consumer Goods) and to all the employees of the industrial units so that they can get involved in the issue.

The issue of water resource management is a material one for Suzano, and its management includes risk analysis and scenarios to mitigate the impacts caused by the use of water in industrial operations. In 2023, we updated the water stress analysis for the industrial units using the Aqueduct Water Risk Analysis, which showed that most of the company's industrial units are located in cities with low and/or medium-low water stress (less than 20%). The Aracruz (ES) site remained classified as an area considered to have a medium-high level of water stress (between 20% and 40%) and the Mogi das Cruzes (SP) site was also classified in this category. The Suzano (SP) and Rio Verde (SP) sites, which had been classified as having a high level of water stress (between 40% and 80%), were reclassified to medium-high. The only unit classified as having a high level of water stress was Maracanaú (CE), a tissue conversion unit that uses water only in the administrative areas.

Our internal risk mapping shows that the units located in Aracruz (ES), Jacareí (SP) and Mucuri (BA) have historically been the most affected by periods of water scarcity. We are therefore continuing to invest in technologies that reduce abstraction and therefore increase our resilience in water stress scenarios. Because of the scenario in Mucuri, the company took the strategic decision to acquire a Small Hydroelectric Plant (SHP) and to build a new Effluent Treatment Plant at the Mucuri Unit. In addition, we have developed the **Nascentes do Mucuri project**, which encourages the protection of the springs of the Mucuri River and the surrounding areas, promoting the continuity of this water resource, which is so valuable for maintaining ecosystem services in the municipality and the region. With the implementation of all these preventive and adaptation actions at Suzano's industrial units, there have been no episodes of production being reduced or halted due to the lack of water resources.

Suzano's participation in the **river basin committees** where its industrial units are located is considered strategic and aims to keep its operations aligned with the management plans for each basin, contributing to the generation of positive results for all stakeholders. In this sense, through local teams and leadership, the company participates in the following committees: Alto Tietê River Basin Committee; Rio Doce River Basin Committee (CBH-Doce for its acronym in Portuguese); Litoral Centro North River Basin Committee; Paraíba do Sul River Basin Committee (Ceivap for its acronym in Portuguese); Piracicaba, Capivari and Jundiá River Basin Committee (CPJ for its initials in Portuguese); and the National Water and Sanitation Agency (ANA in Portuguese) Crisis Committee for the Tocantins River.

Among the results already achieved, Suzano actively collaborated in defining the minimum effluent flows that can be practiced in the Paraíba do Sul River Basin, to guarantee minimum reserve levels. The company also contributed to defining the operating rules for the hydroelectric plants (HPPs) in the Tocantins River Basin, which aim to maximize the water stock in the Serra da Mesa HPP reservoir, the largest water stock in the world in terms of capacity. The stock of water in this reservoir will increase the resilience of the basin during long periods of drought.

In 2023, Suzano's total water withdrawal was in line with the volume reported in 2022. We had a 1.5% increase in absolute withdrawal, mainly due to the Aracruz unit, which used more water from the reservoir, given that the accumulated rainfall was lower than the historical average. We reached a specific catchment of 26.6 m³/t, accumulating a reduction of 11% since 2018. This represents a 71% achievement of our Commitment to Renewing Life, i.e. a 3.2 m³/t reduction in industrial abstractions. Considering the specific values, specific water consumption in the reporting period was 7.0 m³/t, 27% higher than the specific consumption for

2022 (5.5 m³/t) and meeting the target set for water consumption of up to 7.0 m³/t. We had a challenging year about the dirt present in the wood, so we opened our circuits more and recirculated less water.

Water management in forestry operations

Forests are vital natural infrastructures for freshwater supply, and their management can provide “nature-based solutions” to water-related social challenges. Suzano recognizes the importance of water as a vital resource for the balance of ecosystems and the very continuity of its business and is committed to guaranteeing the availability of and access to quality water for the different users of the watersheds in which it operates, through:

- Protect rivers and springs;
- Monitor water quality and quantity;
- Risk analysis and mitigation of impacts arising from its operations;
- Management and control of water abstraction by forestry operations;
- Ecological restoration of degraded environments;

Environmental awareness and education for employees and neighboring communities. In this sense, about water management, **guidelines are established to monitor water resources**, making it possible to assess the quality and availability of water in the bodies of water influenced by Suzano’s Forest Stewardship, as well as guiding decision-making, such as improving and adapting forest management and complying with the guidelines established by the company. In this way, proper forest stewardship promotes various ecosystem services, including water regulation and water quality regulation, which benefit not only forestry production but also the supply of quality water to the different users of the basins in which we operate.

Currently, water management in the forest takes into account demands associated with current legislation and/or environmental license conditions; forest certification requirements; international agreements [such as the Sustainable Development Goals (SDGs); the UN Decade of Restoration; and the 20x20 Initiative]; sectoral and multilateral agreements [such as forestry forums and the Brazilian Tree Industry (Ibá for its acronym in Portuguese)]; and partnerships with universities [the Luiz de Queiroz College of Agriculture at the University of São Paulo (Esalq/USP)], companies (P&G and Sonoco), government [State Forestry Institute (SFI)] and NGOs [The Nature Conservancy (TNC) and Instituto Terra]; demands from interested parties (such as overcharging for water use) and global platforms for publicizing impact management [CDP, Dow Jones Sustainability Index (DJSI), Global Reporting Initiative (GRI) and WaterFootprint, among others].

Suzano’s management and commitments

Eucalyptus is the main raw material in Suzano’s production process, which consumes water and carbon dioxide, carries out photosynthesis and returns water and oxygen to the atmosphere, with a production cycle of six to seven years.

With regard to water use, **forestry operations** have an itinerant and seasonal profile, directly influenced by the dynamics of planting and transportation. Watering the seedlings is only necessary in the first few days of eucalyptus planting. After this period, the water only needs to be used to moisten the roads near the communities and neighboring residents to control dust when transporting the wood, i.e. six to seven years after planting.

The collection and use of water for **forestry, harvesting, and logistics** are indicated by forestry planning, which takes into account the regulations established by the state public agency and the shared use of water by neighboring communities. Therefore, depending on the water availability of each resource and the volume needed by other users, the amount of water to be used in the operation is established. Surface water collection is carried out at points authorized or registered with the responsible state agencies, respecting the location, established conditions and limits (volume and/or frequency of collection), and other legal requirements regarding water collection and use. All authorized collection points are identified in an internal georeferenced database and made available to operational areas through maps.

The water use by the forestry operation is monitored by the Forestry Environment area, which checks the license issued by the environmental agency, the amount of water allowed to be withdrawn and the volume withdrawn by the operation at each site, with its geographical location, which speeds up the identification, control and correction of any deviations. Suzano's forestry base is distributed over several important river basins in Brazil, which have different environmental resources, uses, occupations and demands for water use. To ensure legal environmental compliance, guarantee knowledge and adherence to applicable legislation in forestry operations, prevent legal penalties, mitigate environmental impacts, and avoid damage to the company's image, it is necessary to identify, analyze, map, and evaluate all applicable legislation and other requirements relevant to the forestry business. Through the Legal Compliance system (called *Âmbito*), legislation is mapped into obligations and directed to the responsible operational areas to analyze and demonstrate compliance with legal requirements. Monthly monitoring and verification, along with annual internal audits, track the progress of compliance actions. This ensures responsible and transparent management of our forestry activities.

Faced with this diversity, Suzano seeks to increase the efficient use of water in the forest and to be hydrosolidary about this resource. In this context, at the beginning of 2020, the company made one of its Commitments to Renewing Life "to increase water availability in 100% of critical river basins by 2030". Critical watersheds are those subject to a lack of water availability due to natural characteristics such as climate, soil type and land use. Critical watersheds were mapped in all of Suzano's forestry units, taking into account local water, climate, strategic and social aspects. The company is concentrating its efforts on watersheds with significant occupation by its operations (equal to or greater than 30%) so that the practices adopted by forest stewardship can have an effect and generate the best results in terms of the watersheds' water availability.

To apply technical management actions in the forest, as well as to understand the supply/demand of water in the watersheds, Suzano has a robust environmental monitoring network. In 1990, it started the **Micro Basins Project** and currently has 14 experimental micro basins equipped with sensors to compute the water balance and broaden the understanding of the relationships and effects of forest stewardship in locations that are representative of Suzano's production model, in all of the company's forestry units.

The company has a network of **73 meteorological stations of its own**, in addition to 95 public stations distributed across its forestry base to assess the effects of climate on forest productivity and water supply in river basins. It also has a network of **six flow towers**, equipped with instruments that carry out water and carbon balances at very high monitoring frequencies.

Suzano has also had a partnership for more than ten years with the Cooperative Program on Environmental Monitoring in Watersheds (Promab for its acronym in Portuguese), coordinated by the Forest Hydrology Laboratory of the Forest Sciences Department at Esalq/USP. This cooperative program between companies in the sector and universities plays an important role in generating knowledge about the best management practices, bringing transparency to the business through numerous scientific publications and encouraging future research into the development and sustainability of this topic.

As an internal policy, Suzano has an **Environmental Aspects and Impacts Management Matrix**, which identifies forest stewardship activities that may impact water quality and availability and establishes control measures. Thus, periodic monitoring is carried out to assess water quality and availability at the company's units, where sampling points have been strategically plotted (representative of the production and coverage model) to establish a possible relationship between the company's eucalyptus planting/harvesting areas and the conditions of the water resources (water flow and quality, rainfall and laboratory results) located in the watershed in which Suzano operates.

Managing and identifying risks and opportunities

The water used by operational activities is regulated by the state public agency, which establishes the maximum amount of water to be used by the company. Irregular abstractions, i.e. in places without authorization from the agency or with a daily volume above what is permitted, entail environmental risks and can affect the availability of water, contaminate the soil or water and cause legal risks, with administrative or criminal liability. The risks associated with water consumption are reduced downstream flow, erosion and siltation, contamination due to the discharge of effluents, and the imposition of fines at both state and federal levels due to infringements of legislation related to water resources.

The following data is available in the tables below:

- Water abstraction by source in industrial operations;
- Water abstraction by source in forestry operations;
- Water consumption in industrial operations;
- Water consumption in forestry operations;
- Total number of river basins in which the quality and availability of water resources in forestry operations is monitored;
- Total number of river basins in which the quality and availability of water resources in industrial operations is monitored.

Water abstraction by source in industrial operations¹

	2020			2021			2022			2023		
	Total water withdrawn (m ³)	Total water withdrawn in water-stressed area (m ³)	Percentage of water withdrawn in water-stressed areas (%)	Total water withdrawn (m ³)	Total water withdrawn in water-stressed area (m ³)	Percentage of water withdrawn in water-stressed areas (%)	Total water withdrawn (m ³)	Total water withdrawn in water-stressed area (m ³)	Percentage of water withdrawn in water-stressed areas (%)	Total water withdrawn (m ³)	Total water withdrawn in water-stressed area (m ³)	Percentage of water withdrawn in water-stressed areas (%)
Surface waters, including wetlands, rivers and lakes	312,706,547.20	29,406,242.20	9.40%	322,378,551.40	28,965,102.50	9.00%	315,491,634.10	28,790,518.90	9.10%	316,641,967.48	0.00	0.00%
Groundwater/water tables	1,404,884.20	0.00	0.00%	1,389,042.80	0.00	0.00%	1,307,292.80	0.00	0.00%	1,315,302.06	0.00	0.00%
Rainwater	767,032.40	0.00	0.00%	270,809.20	0.00	0.00%	221,394.00	0.00	0.00%	286,055.14	0.00	0.00%
Third-party water ²	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	4,596.00	1,597.00	34.70%
Total	314,878,463.80	29,406,242.20	9.30%	324,038,403.40	28,965,102.50	8.90%	317,020,320.90	28,790,518.90	9.10%	318,247,920.69	1,597.00	0.00%

1. All water is taken from fresh sources ($\leq 1,000$ mg/L total dissolved solids). There is no withdrawal from seawater or produced water sources. The “Total water withdrawn” category includes total withdrawals in water-stressed areas.
2. The Maracanaú (CE) and Cachoeiro de Itapemirim (ES) units only use water for administrative activities, which comes from the municipality’s water utility. Therefore, in 2023 we started reporting the water used by these units in this category. In previous years, this data was reported on surface water.
3. Until 2022, the city of Suzano (SP) was classified as a water stress area by the [Aqueduct Water Risk Analysis](#). Therefore, the values of the Suzano and Rio Verde units fell into this category from 2020 to 2022. In 2023, a review was carried out and only Maracanaú was classified as a water stress area by the same tool.

Water abstraction by source in forestry operations¹

	2020			2021			2022 ²			2023		
	Total water withdrawn (m ³)	Total water withdrawn in water-stressed area (m ³)	Percentage of water withdrawn in water-stressed area (%)	Total water withdrawn (m ³)	Total water withdrawn in water-stressed area (m ³)	Percentage of water withdrawn in water-stressed area (%)	Total water withdrawn (m ³)	Total water withdrawn in water-stressed area (m ³)	Percentage of water withdrawn in water-stressed area (%)	Total water withdrawn (m ³)	Total water withdrawn in water-stressed area (m ³)	Percentage of water withdrawn in water-stressed area (%)
Surface waters, including wetlands, rivers, lakes and oceans	1,506,967.68	n/d	n/d	1,499,520.94	0.00	0.00%	1,171,062.73	2,134.69	0.14%	1,409,352.07	0.00	0.00%
Groundwater/water tables	299,893.36	n/d	n/d	141,445.05	0.00	0.00%	145,135.00	0.00	0.00%	187,183.60	0.00	0.00%
Rainwater	0.00	n/d	n/d	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%
Total	1,806,861.04	n/d	n/d	1,640,965.99	0.00	0.00%	1,316,197.73	2,134.69	0.13%	1,596,535.67	0.00	0.00%

1. The [Aqueduct Water Risk Analysis](#) tool was used to identify areas of water stress. All water is taken from fresh sources ($\leq 1,000$ mg/L total dissolved solids). There is no withdrawal from seawater sources, produced water or third-party water. The "Total water withdrawn" category includes total withdrawals in water-stressed areas.
2. Data for 2022 has been revised (GRI 2-4).

Water consumption¹ in industrial operations

	2020	2021	2022	2023
Total (m ³)	65,801,937.10	71,034,801.50	62,182,731.60	64,788,543.92
Specific (m ³ /t)	6.30	6.30	5.50	6.02
In water-stressed areas (m ³) ²	6,102,257.40	5,717,193.90	6,025,018.60	599.80

1. Water consumption is understood to be the difference between the amount of water collected in the units and the amount of water returned to the environment within the environmental parameters of current legislation (treated effluent) and losses (evaporation and incorporation into the product).
2. Until 2022, the city of Suzano (SP) was classified as a water stress area by the [Aqueduct Water Risk Analysis](#). Therefore, the values of the Suzano and Rio Verde units fell into this category from 2020 to 2022. In 2023, a review was carried out and only Maracanaú (CE) was classified as a water stress area by the same tool.

Water consumption in forestry operations, in cubic meters (m³)¹

	2020	2021	2022	2023
Total	1,806,861.04	1,640,965.99	1,651,233.91	1,596,535.67
In water-stressed areas ²	n/d	0.00	2,134.69	0.00

1. In Suzano's forestry operations, water consumption is considered equal to water withdrawal.
2. The analysis of water withdrawal and consumption in water-stressed areas began in 2021, based on the [Aqueduct Water Risk Analysis](#) tool.

Total number of river basins in which the quality and availability of water resources in forestry operations is monitored

	2020	2021	2022	2023
Total	53	65	76	85

Total number of river basins in which the quality and availability of water resources in industrial operations is monitored¹

	2020	2021	2022	2023
Total	n/d	n/d	n/d	10

1. Watersheds that are part of our industrial operations are considered to be watersheds. The Mogi das Cruzes (SP), Rio Verde (SP) and Suzano (SP) plants are located in the same basin.

DESCRIPTION OF RISKS ASSOCIATED WITH WATER MANAGEMENT AND MITIGATION STRATEGIES AND PRACTICES

Material Topics: Water

Other hashtags: effluents

Frameworks

GRI: 303-1

GRI Dimension: Environmental

SASB Sector: Pulp & Paper Products; Containers and Packaging

SASB Dimension: Water Management

SASB Code: RR-PP-140a.2; RT-CP-140a.2

Stakeholder Capitalism Metrics: NA



Commitment: N/A

Context

Efforts to minimize the risks of water scarcity in river basins, exacerbated by climate change, are urgently needed. Suzano's eucalyptus plantations, native forests and factories are directly dependent on water. To this end, it is necessary to understand, systematize, improve and expand the management of water use in rural areas, in industry and close to operations.

We understand that the following are **risks arising from water management at Suzano**: water unavailability at the forestry management units and factories; shortages of wood from our own plantations and those of our partners; the occurrence of social conflicts over the overlapping use of water; and penalization by the certification mechanisms applicable to the company's activities.

Rainfall is the main source of water for Suzano's forestry production. Rainfall events are seasonal, i.e. they tend to decrease in certain months of the year, causing natural periods of drought depending on the local climate regime. These periods of water shortage - between June and September in most of the company's areas - can be exacerbated by the occurrence of cyclical weather phenomena (such as El Niño and La Niña) or by climate change itself. During these periods, social conflicts tend to increase, for example due to overlapping water use.

To assess the effects of climate on forest productivity and water resources, Suzano has a network of **73 of its own meteorological stations** and uses **95 public stations** in its analyses, as well as **6 flow towers** equipped with instruments that measure the water and carbon balance at a very high monitoring frequency.

To understand forest management in water resources, the company has **14 experimental micro-watersheds** equipped with sensors to improve understanding of the relationships and effects of forest management in locations that are representative of its production model, in all of its forestry units.

In addition, Suzano has made the Commitment to Renew Life (CPRV in Portuguese acronym) to **increase water availability in 100% of critical river basins¹ by 2030**. In this context, the company aims to anticipate and apply local mitigating and/or transformative measures to prevent water shortages and consolidate its position as a leader in innovation (innovation for sustainability) in forest management. Once the comprehensive hydrological modeling study had been carried out on 100% of the watersheds covering its lands, the company prioritized restoration initiatives in the areas identified as critical, according to the water supply-demand ratio, the level of occupation of Suzano's lands, and the vulnerability of local communities. The expected results of these actions include: increased water availability in critical watersheds, reduction of social conflicts, and mitigation of forest production losses.

The CPRV also aims to **reduce by 15% the water withdrawn from industrial operations by 2030**. This commitment is in addition to the way Suzano's industrial units operate, which already follow the standards established by the Integrated Pollution Prevention and Control (IPPC) and the International Finance Corporation (IFC). The goal, in this instance, is to improve the performance of our operations even further and generate a significant reduction in the water withdrawn for industrial processes.

In 2023, Suzano's R&D, Industry and Communication teams conducted an extensive project on Suzano Ambassadors, focusing on "Water in the Forest", with presentations reaching more than 500 employees. We also received recognition from the Brazilian Pulp and Paper Technical Association (ABTCP) for the InovaAgua project, which presented water management in the forest, focusing on the micro-watershed network and the Water in the Forest CPRV.

It is worth mentioning that in 2023 we expanded our meteorological network in the regions where we operate, as well as our water monitoring network with the implementation of experimental micro-watersheds.

Note:

1. Critical watersheds are those subject to a lack of water availability due to natural conditions (such as climate and soil type) and land use patterns.

#EFFLUENTS

EFFLUENT MANAGEMENT IN INDUSTRIAL OPERATIONS

Material Topics: Water

Other hashtags: N/A

Frameworks

GRI: 303-2; 303-4

GRI Dimension: Environmental

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Effluent disposal performance

Total effluent discharge in the surface water category fell by 3% compared to the previous year. In seawater, the variation was minimal between the last two years. In 2023, we had some instabilities in the processes, which led to a reduction in the volume of effluents. The specific discharge went from 22.4 m³/t in 2022 to 22.9 m³/t in 2023.

Effluent quality

In general, the priority substances of concern are determined by the requirements of environmental agencies or control needs inherent to the region where the industrial process is installed. We decided to disclose to our external stakeholders the effluent analysis parameters established as a reference in the European Commission's Integrated Pollution, Prevention and Control (IPPC) international methodology for the pulp and paper sector (2015). Below, we will present the performance of each parameter, as well as a comparison of Suzano's performance and the IPPC reference values.

BOD Performance

In 2023, Suzano's Biological Oxygen Demand (BOD) load was 7,330.7 tonnes, which represented a 13%

increase over the load reported in 2022 (6,485.5 tonnes). The Três Lagoas unit was mainly responsible for the increase, as it had to make some adjustments to the hydraulic detention time of the polishing lagoon, which led to a 30% increase compared to the previous cycle. However, this issue did not have a significant impact on the specific indicator, which rose from 0.6 kg/t to 0.7 kg/t and remained within the international reference standards: between 0.3 and 1.5 kg/t, established by the IPPC.

COD Performance

In 2023, Suzano's Chemical Oxygen Demand (COD) load was 69,325.1 tonnes, which represented a 7% reduction compared to the load reported in 2022 (74,315.7 tonnes). The specific indicator remained in line with the previous cycle, dropping from 6.5 kg/t in 2022 to 6.4 kg/t in 2023. The figure is below the target set at the industrial units (7.00 kg/t) and remains within the international reference standards: between 8.00 and 23.00 kg/t, established by the IPPC.

TSS Performance

In 2023, Suzano's Total Suspended Solids (TSS) load was 8,817.9 tonnes, which represented a 4% increase over the load reported in 2022 (8,480.3 tonnes). The specific indicator remained in line with the previous cycle, rising from 0.7 kg/t in 2022 to 0.8 kg/t in 2023. The results are in the reference range of the international standards established by the IPPC, which points to results between 0.6 and 1.5 kg/t as the best performance.

AOX Performance

In 2023, there was a 10% reduction in the load of organohalogen compounds (AOX) compared to 2022, from 490.0 tonnes to 439.8 tonnes. We have seen stability in the specific indicator, which has remained at 0.04 kg/t over the last two years. The figure is well below the minimum reference of international standards (up to 2.5 kg/t), established by the IPPC, and more restrictive standards (up to 0.16 kg/t), such as those defined by the United States Environmental Protection Agency (USEPA) and the target set internally (equal to or below 0.15 kg/t).

Suzano does not use elemental chlorine in its pulp-bleaching operations. Our operations use Elemental Chlorine Free (ECF) technology, and the Jacaré factory also has Total Chlorine Free (TCF) technology.

Phosphorus Performance

In 2023, Suzano's phosphorus load was 284.5 tonnes, in line with the load reported in 2021 (281.7 tonnes). We saw a 33% increase in the specific indicator, which went from 0.02 kg/t to 0.03 kg/t. The results are in the reference range of the international standards established by the IPPC, which points to results between 0.01 and 0.03 kg/t as the best performance.

Nitrogen Performance

In 2023, there was a 10% reduction in the nitrogen load compared to 2022, from 1,213.1 tonnes to 1,089.0 tonnes. We observed stability in the specific indicator, which remained at 0.10 kg/t. The results are in the reference range of the international standards established by the IPPC, which points to results between 0.10 and 0.25 kg/t as the best performance.

The following information is available in the tables below:

- Total water discharge by source;
- Direct biochemical/biological oxygen demand (BOD) in effluents;
- Direct chemical oxygen demand (COD) in effluents;
- Presence of total suspended solids in effluents;
- Presence of AOX in effluents;
- Presence of total phosphorus in effluents;
- Presence of total nitrogen in effluents.

Total water discharge by source, in cubic meters (m³)

	2020 ¹		2021 ¹		2022		2023	
	Total	In water-stressed areas ²	Total	In water-stressed areas ²	Total	In water-stressed areas ²	Total	In water-stressed areas ²
Surface water	174,723,236.65	23,303,984.81	173,135,366.05	23,247,908.59	173,195,872.33	22,765,500.30	194,665,634.00	0.00
Sea water ³	51,049,305.24	0.00	56,620,327.24	0.00	58,876,216.66	0.00	58,791,347.00	0.00
Third-party water ⁴	n/d	n/d	n/d	n/d	n/d	n/d	3,676.80	1,277.60
Total	225,772,541.89	23,303,984.81	229,755,693.29	23,247,908.59	232,072,088.99	22,765,500.30	253,460,657.80	1,277.60

1. The surface water category covers fresh waters, i.e. with total dissolved solids $\leq 1,000$ mg/L.
2. By 2022, the city of Suzano (SP) has been classified as a water stress area by the [Aqueduct Water Risk Analysis](#). Therefore, the values of the Suzano and Rio Verde units fell into this category from 2020 to 2022. In 2023, a review was carried out and only Maracanaú (CE) was classified as a water stress area using the same tool.
3. The Aracruz (ES) unit has an underwater outfall and discharges effluent into the sea.
4. The Maracanaú and Cachoeiro de Itapemirim (ES) units only use water from the municipality's water utility for administrative activities. As a result, in 2023 we started reporting the water used by these units in this category. In previous years, this data was reported in surface water.

Direct biochemical/biological oxygen demand (BOD) in effluents

	2020	2021	2022	2023
Tonnes	4,780.39	6,384.70	6,485.49	7,330.70
mg/L	18.57	25.24	25.45	37.70
kg/t	0.46	0.57	0.57	0.70

Direct chemical oxygen demand (COD) in effluents

	2020	2021	2022	2023
Tonnes	72,609.80	74,486.64	74,315.66	69,325.10
mg/L	282.12	294.41	291.62	356.10
kg/t	6.95	6.65	6.53	6.40

Presence of total suspended solids in effluents

	2020	2021	2022	2023
Tonnes	8,227.09	8,396.76	8,480.34	8,817.90
mg/L	31.97	33.19	33.28	45.30
kg/t	0.79	0.75	0.75	0.80

AOX presence in effluents

	2020	2021	2022	2023
Tonnes	556.46	522.18	490.01	439.80
mg/L	2.16	2.06	1.92	2.30
kg/t	0.05	0.05	0.04	0.04

Presence of total phosphorus in effluents

	2020	2021	2022	2023
Tonnes	336.48	284.96	281.72	284.50
mg/L	1.31	1.13	1.11	1.50
kg/t	0.03	0.03	0.02	0.03

Presence of total nitrogen in effluents

	2020	2021	2022	2023
Tonnes	1,309.30	1,066.03	1,213.01	1,089.00
mg/L	5.09	4.21	4.76	5.60
kg/t	0.13	0.10	0.11	0.10

#HUMAN RIGHTS

HUMAN RIGHTS MANAGEMENT

Material Topics: Human rights

Other hashtags: N/A

Frameworks

GRI: 2-23; 2-24; 2-25; 3-3

GRI Dimension: General disclosures; Material topics

SASB Sector: Forest management

SASB Dimension: Rights of Indigenous Peoples

SASB Code: RR-FM-210a.2

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

1. Commitment to human rights

Suzano respects and promotes human rights in all its businesses and operations, for leaders, employees and contractors in Brazil and abroad. We seek to build relationships with suppliers, customers and other partners who share the same values and responsibilities.

The company has a **Human Rights Policy** that aims to establish this commitment by managing risks and opportunities, mitigating negative impacts, and maximizing positive impacts on the company and its value chain. It emphasizes rights relevant to Suzano, its operations and its value chain, including: the respect of customary rights; access to water and other natural resources and subsistence activities of traditional communities and indigenous peoples; the rejection of child labor and any form of forced or compulsory labor; freedom of association and collective bargaining; and the promotion of decent, safe, non-discriminatory work environments with adequate remuneration. We expect all of our business partners to respect human rights in their operations and to follow the principles and guidelines of this policy.

Our commitment is based on **respect for internationally recognized human rights**, understood as those expressed in the International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO) and its eight Fundamental Conventions. It also uses external reference documents, such as Convention No. 169 on Indigenous and Tribal Peoples; the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD); the principles of the Global Compact of the United Nations (UN); the UN's 2030 Agenda - 17 Sustainable Development Goals (SDGs); the International Finance Corporation's (IFC) Performance

Standards; the Global Reporting Initiative's (GRI) guidelines; the Forest Stewardship Council's (FSC) principles; and the Voluntary Principles on Security and Human Rights (VPSHR).

In addition, we are committed to initiatives to promote human rights, striving to increase the positive impacts of our activities and to play a leading role in transforming our value chain and society.

1. 1. Governance

Nowadays, human rights management at Suzano is shared by different areas, including Sustainability, People and Management, Audit, Forestry, Supplies and Logistics, among others.

1. 2. Voluntary commitments, forums and partnerships

As a member 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 initiatives and actions that violate these rights. We are also part of the Business and LGBTI+ Rights Forum, the Business Initiative for Racial Equality, Equity is a Priority, the Mulher 360 Initiative and the Mulher Florestal Network.

Since 2022, Suzano has taken part in the Human Rights Action Platform of the Global Compact - Brazil Network, which promotes dialogue on the role of companies in relation to human rights issues, according to both the UN Guiding Principles on Business and Human Rights and the SDGs. The Platform is comprised of representatives from companies, UN agencies, NGOs and the government, and its agenda includes discussions on gender equality, immigrants and refugees, the rights of LGBTQIAP+ people, indigenous peoples, people with disabilities, the fight against racism and forced labor, and promotes the Guiding Principles on Business and Human Rights.

In partnership with Childhood Brasil, the company carries out campaigns and training for internal and external audiences, connected to the Municipal Councils for Children's and Adolescents' Rights from ten of its partner municipalities. Learn more about the Agente do Bem Program on [this indicator](#).

Furthermore, we participate in the Comunidades na Mão Certa (Communities in the Right Direction) project, a collective learning and sharing space for best practices in the market to engage the different sectors of the community and public policies in tackling sexual violence against children and adolescents on Brazilian highways.

2. Human rights due diligence and evaluation process

Suzano operates in several locations in Brazil in where there are risks associated with human rights, which are inherent to the local context. In addition, its activities can represent risks, requiring the ability to adopt measures to prevent and mitigate impacts on human rights.

Since 2022, a corporate due diligence has been in place, including the mapping of human rights risks and the identification of opportunities to improve the existing management process. The framework of this project considered the context of this issue in Brazil and in the industrial sector, as well as the characteristics of the forestry, industrial, logistics and port operations, and Suzano's supply chain. In the process, more than 280 documents were assessed and 27 in-depth interviews were held. The information collected through risk management procedures, grievance mechanisms and stakeholder engagement was also used.

The following priority topics were identified as a result of the mapping carried out: Decent Work (includes forced labor; human trafficking; child labor; freedom of association and collective bargaining); Occupational

Health and Safety; Gender Equality and Harassment prevention (includes equal remuneration); Decent and Safe Work in the Value Chain; Right to a Healthy Environment and Access to Water; Health, Safety and welfare of Local Communities (includes women, children, and adolescents); Relations with Local Communities and Human Rights Defenders; Rights of Indigenous and Traditional Peoples and Communities; Land Rights; Rights of Communities in the Value Chain; Asset Security; Ethics and Transparency

Apart from the groups mentioned above, in the process of identifying risks, we considered the following groups of rightholders most relevant to the company's operations and value chain: employees and contractors (includes third-party employees); workers in the value chain; local communities (includes women, children, and adolescents); indigenous and traditional peoples and communities; human and environmental rightholders; and society. Rightholders include even those who have no direct interaction with the operations, but are affected by them, for example, local residents in remote communities.

Following the results of the due diligence process and classifying risks and potential impacts for Rightholders, action plans are being drawn up, taking into account the Guiding Principles on Business and Human Rights.

In forestry operations, wood suppliers are identified as a relevant public and are included in the FSC-STD-40-004 and Cerflor NBR 14.790 chain of custody certification and the Wood Supply Policy. The FSC also has a specific standard for receiving non-certified 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 things, risks to human rights. Suzano has implemented annual internal audits and, when deviations from the categories are detected, corrective actions are taken and monitored.

In terms of supplier management, we have established a **Sustainable Purchasing Policy**, which includes guidelines on human rights and addresses standards to be followed in the several stages of the relationship, from registration, approval and evaluation to monitoring. When engaging with Suzano, the supplier undertakes to allow previously agreed compliance assessment visits, providing all the records and information requested, ensuring that basic human rights are not at risk of being violated..

Our approval and registration process involves 100% of suppliers and takes into account mandatory documentation for contracting segments. In 2022, we incorporated sustainability requirements into this process, assessing mechanisms and strategies related to management and social performance, human rights, governance, quality management systems, integrity and the environment. We also made progress in automating and analyzing data to leverage risk prediction processes, improve the efficiency of audits in the supply chain and support decision-making for more responsible purchases. In this regard, we have established and nurtured important partnerships to support us on this journey of transformation.

To ensure the **rights of our employees**, Suzano complies with current legislation, collective bargaining agreements and the policies established in the company's Code of Ethics and Conduct. With regard to labor and union relations, we are committed to building respectful relationships with employee representatives and to complying with the agreements reached, always disclosing them to employees. We value and promote diversity, without discrimination of any kind, be it race, color, political conviction, gender identity, religion, sexual orientation, age, place of birth, disability, etc.

Suzano also monitors the adverse social impacts resulting from its activities on the communities surrounding its operations, and implements the most appropriate mitigation measures for each case. Suzano's **Social Monitoring and Evaluation Plan** aims to evaluate the efficiency and effectiveness of the relationship and socio-environmental investment strategies adopted, as well as to monitor and evaluate the processes and actions to minimize social risks associated with the company's operations (impacts and demands).

With regard to local, indigenous and traditional communities, human rights issues are monitored through internal procedures and defined in their operating licenses. Suzano undertakes to take the initiative to repair the damage, not waiting for the person affected to complain, and to guarantee the affected party the freedom to choose possible solutions.

3. Code of Ethics and Conduct

The Code of Ethics and Conduct includes the six ethical principles on which we base our daily actions, focusing on the quality of our relationships, products and services. The document, inspired by Suzano's Culture Guidelines, provides guidance and improves our daily actions and decisions, ensuring that activities with employees, shareholders, customers, suppliers, government agents and the community are aligned with the ethical behavior and respect cultivated by the company in its relationship with its different stakeholders. This involves the unchanging respect for human rights as an essential condition to be met by all parties involved in our business.

We focus on creating awareness, engagement and effective implementation of human rights in all our businesses, by means of communication initiatives, training and team meetings. In an effort to uphold the expected behavior of all Suzano employees, training on the Code of Ethics and Conduct is mandatory from time to time. It is worth noting that the document and its mandatory training have been updated in 2023, in accordance with our internal regulations.

We have also drawn up the Suzano **Supplier Code of Conduct**, which sets out strategies and the interaction environment between the company and its suppliers by clearly communicating the company's expectations regarding the operating conditions and functioning of its partners. The Code includes a chapter dedicated to human rights and social development, highlighting the following issues: forced labor, child labor and conditions of employment of young people, sexual exploitation of children and adolescents, community rights and minerals from conflict zones. The document is applicable to all Suzano suppliers, including their legal representatives, who undertake to act in accordance with the laws and regulations in force, as well as with the provisions of the Suzano Code of Ethics and Conduct and the contractual provisions signed between the parties.

4. Dialogue channels and grievance mechanisms

Suzano strives for transparency in its relations with its stakeholders. To this end, it has a structured process for receiving, registering, assessing, responding to and following up on all stakeholder comments related to its activities and products, such as complaints, doubts, suggestions and opinions, which can be accessed through the **call center** or by **e-mail** at suzanoresponde@suzano.com.br. Management of relationships with stakeholders is handled through Sispart, the corporate system for recording and monitoring incidents received by the company.

For internal and external audiences, Suzano also has an **ombudsman** channel, which guarantees confidential treatment of all issues raised, including those related to human rights. In the event of a violation of the Code of Ethics and Conduct, the Corporate Human Rights Policy and the Diversity and Inclusion Policy, the People & Management and Ombudsman teams are prepared to receive and deal with complaints of any kind, in addition to assuring confidentiality and non-retaliation against those involved. The channel can be contacted by phone at 0800 771 4060, by email at ouvidoriaexterna@austernet.com.br or through the portal, and applies to Suzano's operations in Brazil and in all the other regions of the world where we have offices.

Suzano is committed to remedying adverse impacts on human rights across its chain of operations. The complaints received are registered in a third-party computerized system. Once the complaint has been received, the investigation process begins, with a deadline of 30 days. Results are presented to the Conduct Subcommittee, which assesses the application of consequences and action plans, with final reporting to the Conduct Committee.

The main complaints relate to inappropriate behavior, fraud, physical conditions in the workplace, remuneration, working hours, benefits, labor issues, misconduct, selection/hiring/dismissal process, health and safety and information security. After due analysis and investigation, corrective and disciplinary measures are applied through warning, suspension or dismissal.

TOTAL NUMBER OF TRAINING HOURS AND TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES TRAINED IN HUMAN RIGHTS POLICIES AND PRACTICES

Material Topics: Human rights

Other hashtags: N/A

Frameworks

GRI: 412-2

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

In the tables below you can find the following data:

- Employees trained in human rights (number of hours and total number of participants);
- Percentage of employees trained in human rights.

Employees trained in human rights

	2020	2021	2022	2023 ³
Training hours ¹	396,930	438,210	462,210	435,360
Total number of trained employees ²	13,231	14,607	15,407	14,512

1. The training hours reported refer to Mandatory Training on the Code of Ethics and Conduct. One of the Code's ethical pillars is the importance of complying with human rights. The hours were calculated using the Code of Ethics and Conduct training control spreadsheet issued by Webtraining, which manages UniverSuzano, the company's online training platform..
2. The number of employees who completed the Mandatory Training on the Code of Ethics and Conduct was taken from the same spreadsheet.
3. The new Code of Ethics and Conduct training was launched at the end of August 2023, and Suzano is monitoring its progress; for this reason, the number of hours and the percentage of employees trained were lower than in the previous year.

Percentage of employees trained in human rights

	2020	2021	2022	2023 ¹
Percentage of employees trained in human rights	87%	86%	83%	69%

1. The new Code of Ethics and Conduct training was launched at the end of August 2023, and Suzano is monitoring its progress; for this reason, the number of hours and the percentage of employees trained were lower than in the previous year.

SECURITY TEAM TRAINED IN HUMAN RIGHTS POLICIES OR PROCEDURES, BY TYPE OF OPERATION

Material Topics: Human rights

Other hashtags: N/A

Frameworks

GRI: 410-1

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The table below presents the percentage of people working in the Asset Security area who have received formal training in Suzano's human rights policies or in specific application to security procedures. The answer includes employees of contractors.

Percentage of security personnel who have received formal training on the organization’s human rights policy or specific procedures and their application to security, by type of operation¹

	2020	2021	2022	2023 ²
Industrial operations	33%	100%	37%	100%
Forestry operations	97%	62%	72%	54%
Other offices/fixed stations	57%	100%	50%	100%
Port operations	80%	92%	92%	91%

1. In 2023, this topic involved the engagement of analysts from each unit and was consolidated in a standardized and corporate form for Asset Security. Full training has been applied, which justifies the increase in the number of staff trained between 2022 and 2023 in industrial operations and other offices/fixed stations.
2. The percentage variation in Forestry and Port Operations in 2023 is due to the change in service provider and resulting change in workforce, as well as a high turnover rate in the workforce, which left insufficient time to conduct the training with the entire workforce in 2023.

ADDITIONAL INFORMATION

The specialized companies provided training and qualification for the staff on subjects related to asset security, addressed in person, in order to ensure the best training for out teams.

RIGHT OF FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING, RISK OF CHILD LABOR AND FORCED AND/OR SLAVERY-LIKE LABOR IN OPERATIONS AND SUPPLIERS

Material Topics: Human rights

Other hashtags: Human rights; Working Relationships

Frameworks

GRI: 407-1; 408-1; 409-1

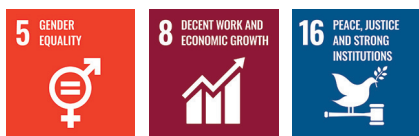
GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: N/A

Context

We ensure that all employees have the **full right to join a trade union**. We **respect collective bargaining** and ensure that unions representing occupational categories are provided with a bargaining agenda and effectively participate in the entire bargaining process to reach collective agreements.

Suzano's Code of Ethics and Conduct **expressly prohibits the exploitation of forced or compulsory labor, child labor or any other form of exploitation** that violates human dignity and current labor legislation. The Company is confident in its conduct in promoting an open, loyal and constructive dialogue with organizations representing employers and employees, based on the principles of freedom of association and respect for the plurality of ideas.

All service providers operating on Suzano premises, as well as their subcontractors, must follow specific criteria in order to maintain the integrity and safety of processes and people.

Different management approaches are adopted to evaluate our suppliers. We use Suzano's Supply Chain Social and Environmental Risk Matrix to segment its total supplier base and identify risks by analyzing purchasing categories from a social and environmental perspective, which includes human rights issues related to labor practices, forced and child labor and the sexual exploitation of children and adolescents.

Control of ancillary obligations is the process in which we monitor compliance with the collective agreement and/or convention that ensures the right to exercise freedom of association and collective bargaining.

In 2023, we continued the second-party audit process focused on ESG aspects, which began in 2022. This initiative was employed with our critical suppliers with a high sustainability risk, who were considered priorities for the process.

SSOMAR assessment (Occupational Health, Safety and Environment) is another important process, which monitors the risks of child labor and forced and/or slave-like labor at Suzano's operations.

This year, the company also implemented technological tools in its monitoring processes, such as the Linkana platform, a Brazilian startup that monitors risks based on financial, labor and ESG information, and RepRisk, a platform that allows us to make an initial assessment of suppliers' ESG risks and compare the company's exposure to its business peers, in addition to sending alerts when our suppliers appear in national and international media.

Wood suppliers

Committed to sustainability practices in its supply chain, Suzano has set itself the goal of monitoring and mitigating risks in 100% of the wood supply process, covering both its own management and that of its suppliers, in terms of environmental, social, economic and legal requirements.

The wood supply procedure includes the stages of initializing the contract [property suitability analysis and bidder profile], contract execution (harvesting and transportation) and contract closure.

In this sense, the following are considered wood suppliers:

- **Tier 1 suppliers [direct]:** each farm is considered an individual supply unit, regardless of how many owners that farm has or whether the same owner has several farms;
- **Service providers for wood harvesting and transportation:**
 - o Tier 1 suppliers [direct]: providers of wood harvesting and transportation services contracted directly by Suzano;
 - o Non-tier 1 [indirect] suppliers: wood harvesting and transportation service providers hired by the plantation owners.

In addition, and to which all Suzano’s wood supply is subject, we have adopted the [Wood Supply Policy](#) and **Commitment to Zero Deforestation**, the development of which complies with the Brazilian Forest Code, the criteria of the FSC® Association Policy, the FSC® and PEFC Forest Management and Chain of Custody standards, FSC® Controlled Wood, PEFC Controlled Sources, the fundamental principles of the International Labor Organization (ILO) and compliance with international regulations on traceability and the legal origin of timber, such as the European Timber Regulation (EUTR), the United Kingdom Timber Regulation (UKTR), the Lacey Act (United States) and the Australian Illegal Logging Prohibition Act.

The practices and guidelines presented are implemented through the **Due Diligence System/Monitoring Program**, which consists of risk assessment and mitigation within the supply chain. The social assessment monitors labor risks, child labor and forced and/or slavery-like labor.

To learn more, go to the indicator [“Total number and percentage of suppliers that have undergone environmental and social assessment”](#).

The following tables provide the following information:

- Suppliers with a significant risk of incidents of child labor and forced and/or slavery-like labor;
- Suppliers where the right to freedom of association and collective bargaining may be at risk.

Suppliers with a significant risk of child labor and forced and/or slavery-like labor¹

	2020		2021		2022		2023 ²	
	Centralized suppliers	Wood suppliers	Centralized suppliers	Wood suppliers	Centralized suppliers	Wood suppliers	Centralized suppliers	Wood suppliers
Total number	n/d	614	546	558	748	1,090	971	981
Number of suppliers assessed	n/d	614	546	558	748	1,090	971	981
Number of suppliers where risk was identified ³	n/d	614	546	558	748	1,090	971	981

1. The wood supply, assessed from an environmental, social (child labor and cases of forced and/or slave-like labor) and economic perspective, is defined in the Social and Environmental Risk Matrix as critical and high sustainability risk ([Sustainable Purchasing Policy](#)). As an additional risk assessment methodology, we use internationally recognized certification standards and regulations, such as the FSC® standards, the National Risk Analysis for Brazil, the European Timber Regulation (EUTR) and the United Kingdom Timber Regulation (UKTR), which are covered in the [Wood Supply Policy](#).
2. **Centralized suppliers:** in 2023, 799 direct suppliers and 172 non-tier 1 suppliers were assessed, totaling 971. **Wood suppliers:** in 2023, 981 documentary and/or field audits were carried out, including wood supply and services for harvesting and transporting wood.
3. Suzano believes that all wood suppliers are considered risk suppliers.

Suppliers where the right to freedom of association and collective bargaining may be at risk

	2020		2021		2022		2023 ¹	
	Centralized suppliers	Wood suppliers	Centralized suppliers	Wood suppliers	Centralized suppliers	Wood suppliers	Centralized suppliers	Wood suppliers
Total number	n/d	614	546	558	748	1.090	971	981
Number of suppliers assessed	n/d	614	546	558	748	1.090	971	981
Number of suppliers where risk was identified ³	n/d	614	546	558	748	1.090	971	981

- 1. Centralized suppliers:** in 2023, 799 direct suppliers and 172 non-tier 1 suppliers were assessed, totaling 971. **Wood suppliers:** in 2023, 981 documentary and/or field audits were carried out, including wood supply and services for harvesting and transporting wood.
2. Suzano believes that all wood suppliers are considered risk suppliers.

ADDITIONAL INFORMATION

Given Suzano's different businesses, we have implemented the [Social and Environmental Risk Matrix](#), which allows us to define consistent monitoring criteria in line with Suzano's Commitments to Renewing Life. We therefore seek to ensure that risks are mitigated right from registration, through to risk monitoring and performance assessment in line with the [Sustainable Purchasing Policy](#) and the [Supplier Code of Conduct](#).

Wood supply

Every year, internal audits are performed by third parties and external audits by the independent certifying body, in which the criteria of the aforementioned standards are verified. During the audits, documents are inspected for compliance with the standards and legal documents, as well as on-site visits to assess the practice of the standard in rural areas. In 2023, 981 documentary and/or field audits were carried out, including wood supply and wood harvesting and transportation services:

- In 317 wood supply areas, the harvesting and transportation services were contracted by the owner of the farms themselves [non-tier 1 suppliers], of which 317 document inspections and 317 field inspections were carried out, totaling 634;
- In 65 wood supply areas, harvesting and transportation services were contracted directly by Suzano (tier 1), with 65 document inspections and 65 field inspections, totaling 130;
- In 196 wood supply areas, harvesting and transportation were carried out by Suzano's own operation, with document inspections totaling 196;
- In 21 wood supply areas there are suppliers certified for forest management, with document inspections totaling 21.

In addition, in the external audit that took place in August 2023, on a sample basis, by an independent certifier, at the Imperatriz (MA), Rio Verde and Suzano (SP) and Três Lagoas (MS) units, no non-conformities related to the legality of wood supply were identified.

#WORKING RELATIONSHIPS

LABOR RELATIONS MANAGEMENT

Material Topics: Human rights

Other hashtags: N/A

Frameworks

GRI: 2-30

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Regarding labor and union relations, Suzano complies with current legislation, collective bargaining agreements, and the policies established in the company's Code of Ethics and Conduct.

We are committed to maintaining respectful relations with our employees' representatives and to complying with the agreements reached, always communicating them to all teams. To comply with these standards, as well as to have a harmonious, collaborative, and positive relationship with their employees, it is the responsibility of all managers to follow the corporate guidelines on labor relations, with the support and guidance of the Legal and People and Management areas.

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

Reports and complaints can be made to Suzano's Ombudsman department via electronic means or by telephone, with a specific number for this purpose¹. These channels are constantly disseminated to stakeholders by various means. Additionally, the company's Labor Relations area is monitored by internal and external audits, and the agreements signed are also monitored by government agencies, mainly by the Labor Relations Secretariat and the Federal Revenue Service.

This entire governance structure enables the sustainability of the business, preserving a positive and harmonious relationship with stakeholders, as well as providing joint solutions to the demands and opportunities arising from the working relationship.

The following information can be found in the tables below:

- Number of union negotiations expected in the next 12 months;
- Minimum notification period given to employees and their representatives prior to the implementation of significant operational changes;
- Number of strike and/or lockout cases in the year;
- Percentage of employees covered by collective bargaining agreements.

Note:

1. For more information, visit: www.suzano.com.br -> Ombudsman's Office

Number of union negotiations expected in the next 12 months

	2020	2021	2022	2023
Union negotiations expected in the next 12 months	30	30	30	31

Minimum notification period given to employees and their representatives prior to the implementation of significant operational changes

	2020	2021	2022	2023
Deadline (in weeks)	4	4	4	4

Number of strike and/or lockout cases in the year

	2020	2021	2022	2023
Strike and/or lockout in the year	0	0	0	0

Percentage of employees covered by collective bargaining agreements¹

	2020	2021	2022	2023
Employees covered by collective bargaining agreements	100%	100%	100%	100%

1. The indicator takes into account all employees at Suzano units in Brazil and abroad.

#DISMISSAL AND HIRING

TOTAL NUMBER AND RATE OF NEW HIRES

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: 401-1

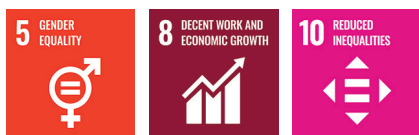
GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Prosperity



Commitment: N/A

Context

The following tables show data that include Suzano's teams, the Ecofuturo Institute and Facepa, which in 2020 was fully incorporated into the company and, as a result, its data began to be reported in a consolidated manner with the company's indicators. In addition, in 2021, FuturaGene was integrated into Suzano. In 2022, reports for 2020 and 2021 were revised, as the data was now reported on a consolidated manner. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

The data is segmented as follows:

- Total number and rate of new hires by gender;
- Total number and rate of new hires by age group;
- Total number and rate of new hires by region;
- Total number and rate of new hires of Black people by region;
- Total number and rate of new hires of people with disabilities (PwD) by region.

Total number and rate of new hires by gender¹

	2020		2021		2022 ²		2023 ³	
	Number	Rate	Number	Rate	Number	Rate	Número	Rate
Male	2,231	17.95%	2,681	20.09%	3,085	21.33%	2,829	18.08%
Female	442	19.90%	825	32.56%	1,125	36.42%	1,025	27.55%
Total	2,673	18.25%	3,506	22.10%	4,21	23.99%	3,854	19.90%

1. Rate of new hires = number of hires/annual average of the total number of employees by gender.
2. In 2022, the previous reports were revised, consolidating the companies.
3. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

Total number and rate of new hires by age group¹

	2020		2021		2022 ²		2023 ³	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Under 30	929	28.65%	1,309	40.37%	1,85	47.81%	2,08	15.58%
Between 30 and 50	1,632	19.96%	2,093	25.60%	2,214	19.42%	1,641	37.78%
Over 50	112	6.25%	104	5.80%	146	6.41%	133	5.36%
Total	2,673	18.23%	3,506	23.91%	4,21	23.99%	3,854	19.90%

1. Rate of new hires by age group=number of hires by age group / annual average of the total number of employees by age group.
2. In 2022, the previous reports were revised, consolidating the companies.
3. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

Total number and rate of new hires by region¹

	2020		2021		2022 ²		2023 ³	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
North	146	14.54%	213	22.87%	126	15.54%	129	16.26%
North East	554	13.17%	829	18.35%	684	13.91%	601	12.02%
Central-west	679	33.88%	1,07	43.56%	1,639	50.47%	1,783	41.64%
South East	1,259	17.65%	1,354	17.65%	1,647	20.03%	1,259	14.14%
South	4	4.93%	4	5.04%	7	9.25%	10	13.26%
Abroad	31	13.83%	36	13.96%	107	38.03%	72	23.37%
Total	2,673	18.23%	3,506	23.91%	4,21	23.99%	3,854	19.90%

1. Rate of new hires by region = number of hires by region / annual average of the total number of employees by region.
2. In 2022, a review of previous reports was carried out, consolidating the companies. In 2020, the

predominance of hiring occurred in the Southeast and Central-West regions, due to the increase in labor in forestry operations and the insourcing of the maintenance team at the Aracruz Unit (ES). In 2021 and 2022, the predominance of hiring was centered on the Southeast, Central-West and Northeast regions, due to the increase in labor in operations, new projects and insourcing, with large volumes at the Três Lagoas (MS) and Mucuri factories (BA).

3. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

Total number and rate of new hires of Black people by region¹

	2020		2021		2022 ²		2023 ³	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
North	119	11.85%	170	18.26%	99	12.21%	103	15.98%
North East	412	9.82%	629	13.92%	537	10.92%	469	12.38%
Central West	417	20.81%	678	27.60%	1,149	35.38%	1,178	44.15%
South East	642	9.02%	594	7.73%	845	10.28%	582	15.99%
South	1	1.23%	3	3.78%	1	1.32%	3	12.50%
Abroad	0	0.38%	1	0.39%	1	0.36%	0	0.00%
Total	1,591	10.85%	2,075	13.03%	2,632	15.00%	2,335	21.53%

1. Rate of new hires of Black people by region = (Number of new hires of Black people by region) / (Annual average of the total number of Black employees by region).
2. In 2022, the previous reports were reviewed, consolidating the companies.
3. 2023 Acquisition of Kimberly-Clark's tissue business in Brazil.

Total number and rate of new hires of people with disabilities (PwD) by region¹

	2020		2021		2022 ²		2023 ³	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
North	1	0.20%	5	0.54%	12	1.48%	9	1.13%
North East	1	0.05%	23	0.51%	37	0.75%	37	0.74%
Central-West	3	0.20%	8	0.33%	30	0.92%	62	1.45%
South East	4	0.24%	17	0.22%	50	0.61%	82	0.92%
South	0	0.00%	0	0.00%	1	1.32%	1	1.33%
Abroad	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	9	0.17%	53	0.33%	130	0.74%	191	0.99%

1. Rate of new hires of people with disabilities by region = annual average number of hires of people with disabilities by region / total number of employees with disabilities by region.
2. In 2022, the previous reports were revised, consolidating the companies. In 2022, we continued our growth in diversity and inclusion and, of all the people hired by Suzano in the year, 130 were people with disabilities, a significant increase on previous year.
3. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

TOTAL NUMBER AND RATE OF DISMISSALS

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: 401-1

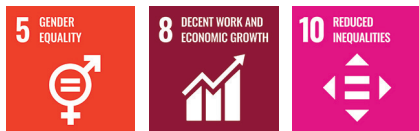
GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Prosperity



Commitment: N/A

Context

The following tables provide data taking into account the teams of Suzano, Ecofuturo Institute and Facepa, which was fully integrated into the company in 2020 and whose data is now consolidated in the company's indicators. FuturaGene was also merged into Suzano in 2021. In 2022, the 2020 and 2021 reports were revised, as the data was now reported on a consolidated basis. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

The data are segmented as follows:

- Total number and rate of dismissals by gender;
- Total number and rate of dismissals by age group;
- Total number and rate of dismissals by region;
- Total number and rate of dismissals of Black people by region;
- Total number and rate of dismissals of people with disabilities (PwD) by region.

Total number and rate of dismissals by gender^{1 2}

	2020		2021		2022		2023 ³	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Male	1,448	11.73%	1,498	11.21%	1,818	12.57%	2,103	13.44%
Female	229	11.17%	357	13.94%	505	16.35%	552	14.84%
Total	1,677	11.64%	1,855	11.65%	2,323	13.24%	2,655	13.71%

1. In 2020, the total number of departures fell significantly, reflected in reductions in the profile of departures by region (except Center-West and North), by gender and by age group. This is mainly due to the stabilization of the organizational structure after a year of integration between the companies that gave rise to Suzano (Suzano Papel e Celulose and Fibria). Between 2021 and 2022, an average turnover pattern was maintained, with a small increase in the number of women leaving, offset, however, by an intentional move to hire more women, which at the end of the year represented an increase in the overall percentage of women in the company. In 2023, the average turnover pattern remained the same, with a decrease in the number of women leaving and, consequently, an increase in the percentage of women in the company.
2. Termination rate by gender = number of terminations by gender / annual average of the total number of employees by gender.
3. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

Total number and rate of dismissals by age group^{1 2}

	2020		2021		2022		2023	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Under 30 years	380	11.95%	445	12.75%	625	16.15%	717	16.51%
Between 30 and 50 years	1,059	11.21%	1,158	11.25%	1,46	12.80%	1,691	13.49%
Over 50 years	238	13.44%	252	11.75%	238	10.45%	247	9.95%
Total	1,677	11.64%	1,855	11.65%	2,323	13.34%	2,655	13.71%

1. In 2020, the total number of departures fell significantly, reflected in reductions in the profile of departures by age group. This is mainly due to the stabilization of the organizational structure after a year of integration between the companies that gave rise to Suzano (Suzano Papel e Celulose and Fibria). In 2021 and 2023, departures maintained similar characteristics in the age group profile, with a slight reduction in the most senior group.
2. Termination rate by age group = number of terminations by age group / annual average of the total number of employees by age group.

Total number and rate of dismissals by region^{1 2}

	2020		2021		2022		2023 ³	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
North	175	17.41%	170	18.26%	211	26.03%	134	16.88%
North East	416	9.91%	458	10.14%	433	8.80%	499	9.98%
Center-West	434	21.66%	428	17.43%	700	22.10%	1,002	23.40%
South East	622	8.81%	758	9.86%	911	11.08%	972	10.92%
South	16	19.73%	4	5.04%	8	10.57%	14	18.56%
Abroad	14	15.41%	37	14.42%	60	21.33%	34	11.04%
Total	1,677	11.64%	1,855	11.65%	2,323	13.24%	2,655	13.71%

1. In 2020, the total number of departures fell significantly, reflected in reductions in the profile of departures by region (except the Center-West and north). This is mainly due to the stabilization of the organizational structure after a year of integration between the companies that gave rise to Suzano (Suzano Papel e Celulose and Fibria). Between 2022 and 2023, departures maintained historical regional turnover patterns, with no significant variations.
2. Termination rate per region = number of terminations per region / annual average of the total number of employees per region.
3. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

Total number and rate of dismissals of Black people by region¹

	2020		2021		2022		2023	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
North	134	13.25%	136	14.61%	168	20.72%	114	14.35%
North East	279	6.77%	309	6.84%	313	6.36%	389	7.78%
Center-West	229	11.43%	248	10.10%	452	13.92%	662	15.46%
South East	225	3.17%	263	3.42%	365	4.44%	448	5.03%
South	7	6.17%	1	1.26%	3	3.96%	4	5.33%
Abroad	4	7.90%	16	6.23%	9	3.20%	6	1.95%
Total	878	6.11%	973	6.11%	1,31	7.46%	1,623	8.38%

1. In 2023, the outflow of Black professionals maintained historical turnover patterns by region, with no significant variations.
2. Black employee dismissal rate by region = number of dismissals of Black professionals by region / annual average of the total number of employees by region.

Total number and rate of dismissals of people with disabilities (PwD) by region¹

	2020		2021		2022		2023	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
North	4	0.40%	1	0.11%	15	1.85%	6	0.76%
North East	4	0.10%	9	0.20%	11	0.22%	14	0.28%
Center-West	3	0.10%	2	0.08%	4	0.12%	14	0.33%
South East	9	0.15%	20	0.26%	27	0.33%	38	0.43%
South	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Abroad	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	20	0.14%	32	0.20%	57	0.32%	72	0.37%

1. Termination rate of people with disabilities by region = number of terminations of employees with disabilities by region / annual average of the total number of employees by region.

LAYOFF CASES AND ACQUISITIONS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

At Suzano, no layoff (temporary suspension of contracts) affected more than 10% of professionals (or 1,000 people) in 2021, 2022 or 2023.

At the beginning of June 2023, Kimberly-Clark's Tissue business in Brazil was acquired, affecting less than 10% of professionals (or 1,000 people). To learn more about this acquisition process, visit our 2023 Annual Report.

#DIVERSITY AND EQUAL OPPORTUNITIES

DIVERSITY, EQUITY, AND INCLUSION MANAGEMENT

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: 3-3

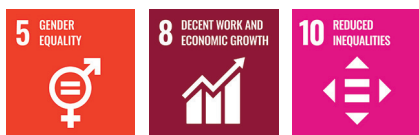
GRI Dimension: Material topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: N/A

Context

For Suzano, working on Diversity, equity, and inclusion (DE&I) is not only a duty, but also a business strategy. In a diverse and inclusive environment, people feel more involved, innovative, collaborative, engaged, and belonging, and the attraction and retention rates of new talent increase significantly. It is for these and other reasons that the topic is an important part of our Culture Guidelines.

We know that embedding Diversity, equity, and inclusion in an organization requires changing the way it is and the way it does business. This process, which is a real journey, only works if there is a strong and solid culture at its base. At Suzano, the work around DE&I began voluntarily and organically with the commitment of a group of employees who began discussing gender in 2016. Two years after its creation, in 2018, the movement has gained more strength, giving rise to two more affinity groups (AGs): Black people¹, which debates racial and ethnic inclusion, and LGBTQIAP+ (lesbian, gay, bisexual, trans, queer, intersex, asexual, pansexual)². As a result, **our movement was renamed Plural**. In 2019, two more AGs emerged: Generations and People with Disabilities, making a total of five fronts of action.

In the same year, with the creation of the new Suzano, the Plural program was institutionalized in an effort to strengthen inclusion in the company. To this end, it has AGs, sponsors [two executives per AG], leaders (two to three people per AG) and several employees who participate voluntarily to bring the movement to life in the environments where Suzano operates, fostering an environment of respect and welcome where all people can feel free and safe to be who they are.

An important front of action is the training offered on the **UniverSuzano platform**, an online training hub available to all the company's teams. Since 2019, the platform has offered training on DE&I, such as

unconscious bias, inclusive leadership, the importance of this topic in the corporate environment, and the role of HR in this journey.

We know that we have opportunities, so we seek to understand our barriers and biases, learn about best practices, forge alliances and partnerships so that we can get better every day, and ultimately target our investments in DE&I. We believe that investing in an increasingly diverse, equitable, and inclusive Suzano has at least three axes:

- **Social**, understanding that promoting solid initiatives to value diversity and promote inclusion, generating opportunities for all people to occupy relevant spaces in society, is an ethical imperative in our business.
- **Strategic**, because more diverse teams have a greater capacity for creativity, innovation, and productivity.
- **Cultural**, from the perspective that ensuring an environment of psychological safety, where everyone feels included, welcome, and belonging, is fundamental to attracting, retaining, and engaging people.

It was from this context that the **Commitments to Renew Life** included targets for DE&I, guiding our journey towards progress in this area until 2025. They are:

- Reach 30% women in leadership positions (functional managers and above);
- Reach 30% Black people in leadership positions (functional managers and above);
- Ensure 100% accessibility³ and achieve a 100% inclusive⁴ environment for people with disabilities;
- Reach a 100% inclusive environment for LGBTQIAP+ people.

Additionally, Suzano is committed to short-term goals to promote the diversity, equity, and inclusion agenda. For 2023, the targets have been defined as follows:

- Women in supervisory positions and above: increase representation by 2.10 percentage points (p.p.);
- Black people in managerial positions and above: increase representation by 2.25 percentage points;
- People with disabilities in the general workforce: increase representation by 0.75 p.p;

For the path we have taken, we have already received **two recognitions**: the Women on Board (WOB) seal, which recognizes companies that have women on their boards of directors or advisory boards, and the WEPs Award (Women's Empowerment Principles), organized by UN Women, in which Suzano was recognized in the Bronze category among large companies.

Suzano has teamed up with partners with solid experience in the field of DE&I to strengthen its governance and apply the best diagnostic and management tools. Among the partnerships that are in line with both our Commitments to Renew Life and our organizational values, the following stand out:

- **Business and LGBTI+ Rights Forum**: Suzano is a signatory of this business movement to improve our management practices, combat LGBTQIAP+phobia, and act with other companies to impact the business environment and society positively;
- **Business Initiative for Racial Equality**: a movement comprised by companies and institutions to promote racial inclusion. Aimed at ethnic-racial equality, it focuses on the promotion and career development and preparation of Black professionals for senior leadership;
- **Women's Empowerment Principles**: it is a set of considerations that help the business community to incorporate values and practices aimed at gender equality and women's empowerment into their businesses;

- **Equity is a Priority:** a movement launched by the Global Compact Brazil Network aims to increase the number of women in senior leadership positions (from senior management upwards). In it, we commit to a target of 30% of women in senior leadership positions by 2025;
- **Women 360 Movement:** is a Women's Economic Empowerment Reference Center for companies, social organizations and society. It seeks to collaborate in building a country that is more evolved in terms of gender equality and contributes to the economic empowerment of Brazilian women in a 360-degree vision, by promoting, systematizing, and disseminating advances in business policies and practices, and by engaging the Brazilian business community and society in general;
- **Forest Women's Network:** a movement that supports the discussion of gender in the forestry sector and society. It provides opportunities to build fairer, more collaborative, and respectful working environments voluntarily.

In 2023, Suzano launched **D+**, a development program aimed at women and black people in the company, whose objective is to promote career acceleration with sponsorship from the immediate leadership. D+ is based on sponsorship and exposure to internal opportunities, with the guarantee of building a development plan. In 2023, more than 300 people were mapped out to take part in this training, the structure of which is based on assessment, mentoring sessions, and an individual development trail.

Another highlight was **Somar**, a program in partnership with the National Industrial Learning Service (Senai), aiming to train the industrial and forestry operational workforce in entry-level positions, focusing on people with disabilities from communities close to Suzano's operations. In 2023, classes were held in seven locations, in the states of Bahia (Itabatã and Mucuri), Espírito Santo (Aracruz), Maranhão (Imperatriz), Mato Grosso do Sul (Três Lagoas) and São Paulo (Jacareí and Limeira), impacting more than a hundred participants.

On the talent attraction front, it's important to highlight the intentional and affirmative approach of programs such as Young Executives and Trainees, which in 2023 registered 73% and 74% women, respectively, among those approved. These results back up the company's commitment to reach 30% of women in functional management positions and above by 2025.

2023 also marked the launch of **Reflorescer**, a project aimed at welcoming Suzano employees, focusing on people aged 55 and over. Its first edition was held at the Aracruz (ES) unit, consisting of three modules: self-knowledge, health and well-being, and support for financial management, impacting around 60 people.

Also noteworthy during this period was **Diversidade Presente**, aimed at promoting a culture of diversity in the company's operations, through literacy and awareness-raising activities for local leaders. In 2023, around 90 people were impacted by the content and actions carried out by the project's pilot in the Cerrado.

Another highlight is the **Compras Inclusivas** program, whose main objective is to promote diversity, equity, and inclusion in our supply chain. Currently, efforts are focused on promoting opportunities in the gender equity agenda, with a focus on expanding the hiring of women-led companies. As part of the initiatives for 2023, we launched [Semear Delas](#), whose purpose is to foster the development and training of women in the regions where Suzano operates, intending to expand income-generation opportunities through female entrepreneurship. This year, we launched the first class in Maranhão, and currently, more than 30 women from the Imperatriz region are enrolled and taking part in the schedule of activities. The class is expected to end in the first quarter of 2024. The Inclusive Purchasing program recently won the [Inbrasc Award](#) in the ESG category.

To protect everyone in the company, we have a **Diversity & Inclusion (D&I) Policy** and a **Code of Ethics and Conduct**. If any conduct goes against what is expressed in these documents, we have People &

Management and Ombudsman teams prepared to receive and deal with complaints of any kind, as well as guaranteeing confidentiality and non-retaliation against the people involved. To this end, we have an external and independent call center, called the **Ombudsman Channel**, which is accessible to the company's internal and external public.

Notes:

1. **Black people:** terminology used by the Brazilian Institute of Geography and Statistics (IBGE), including self-declared black and brown people;
2. At Suzano, we opted to use the acronym **LGBTQIAP+**, which includes lesbian, gay, bisexual, trans, queer, intersex, asexual, pansexual people and "+" symbolizing all other sexual orientations, identities and gender expressions;
3. **Accessible environment:** according to a survey carried out by the iigual consultancy in 2020, our offices and industrial units in Brazil fall within this concept, based on reasonable adjustments and NBR9050 and progress measured annually after structural adjustments and renovations;
4. **100% guarantee of an inclusive environment:** according to a study by the consultancy Globescan, when analyzing the survey sample, results from 97.31% are within the 95% confidence interval and can therefore reflect a 100% inclusive environment.

NUMBER AND PERCENTAGE OF EMPLOYEES BY DIVERSITY CATEGORY

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: 405-1

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: Commitment to renewing life

Context

Suzano's Diversity, equity, and inclusion (DE&I) journey has been moving forward since the company was created in 2019. We understand that, in order to take intentional actions that actually reflect the company's reality, we need to measure numerous indicators that point to the demographics of our workforce. Only in this way will we be able to draw up targeted and effective actions that can leverage the numbers towards the Commitments to Renewing Life that have been defined by the company.

The data presented in this indicator includes **information from Suzano, the Ecofuturo Institute and Facepa**, which was fully incorporated into the company in 2020 - so its data is now reported in a consolidated manner with the company's indicators. Additionally, **FuturaGene** was incorporated by Suzano in 2021. For the 2022 cycle, the 2020 and 2021 reports have been revised to report data on a consolidated basis.

You can find the following information in the tables below:

- Total number and percentage of employees by race;
- Percentage of employees by job category and gender;
- Percentage of employees by functional category and age group;
- Percentage of Black employees by job category and gender;
- Percentage of employees with disabilities (PwD) by job category and gender;
- Percentage of LGBTQIAP+ employees by job category;
- Percentage of employees by region and gender;
- Percentage of employees by region and age group;
- Percentage of Black employees by region and gender;
- Percentage of employees with disabilities (PwD) by region and gender;
- Percentage of LGBTQIAP+ employees by region;
- Percentage of members of governance bodies by gender;
- Percentage of Black members of governance bodies by gender;
- Percentage of members of governance bodies with disabilities (PwD) by gender;
- Percentage of members of LGBTQIAP+ governance bodies;
- Percentage of members of governance bodies by age group;
- Percentage of employees by leadership level and race;
- Percentage of employees by leadership level and gender;
- Percentage of employees in STEM and revenue-generating roles by gender.

To learn more about DE&I initiatives, visit [this link](#).

Total number and percentage of employees by race

	2020		2021		2022		2023	
	Overall number	Percentage	Overall number	Percentage	Overall number	Percentage	Overall number	Percentage
White people	6,401	42.70%	6,775	40.60%	7,212	38.90%	8,218	39.84%
Pardos	6,574	43.80%	7,4	44.30%	8,322	44.90%	9,11	44.17%
Black people ¹	1,477	9.90%	1,724	10.30%	2,095	11.30%	2,311	11.20%
Indigenous people	100	0.80%	116	0.70%	154	0.80%	156	0.76%
Yellow people	317	2.10%	349	2.10%	370	2.10%	394	1.91%
Not informed	134	0.70%	329	2.00%	390	2.00%	438	2.12%
Total	15,003	100.00%	16,693	100.00%	18,543	100.00%	20,627	100.00%

1. Translator's note: pardo/a a gender-specific noun which refers to the official category of color and race in Brazil's census questionnaire to designate non-White/mixed race people.

Percentage of employees by job category and gender¹

	2020		2021 ²		2022		2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Administrative	60.21	39.79	58.55	41.45	52.47	47.53	57.75	42.25
Consultant	73.12	26.88	72.30	27.7	70.26	29.74	65.56	34.44
Coordinator	70.80	29.20	69.10	30.90	66.41	33.59	64.49	35.51
Director	94.89	5.11	92.71	7.29	85.67	14.33	81.25	18.75
Executive Director	91.67	8.33	98.60	8.39	89.54	10.46	90.91	9.09
Specialist	89.15	10.85	90.46	9.54	89.86	10.14	90.00	10.00
Executive manager	80.35	19.65	80.96	19.04	81.65	18.35	80.60	19.40
Functional manager	80.07	19.93	76.15	23.85	73.61	26.39	71.88	28.12
Operational	93.04	6.60	92.52	7.48	91.00	9.00	88.92	11.08
Chairperson	100.00	0.00	100.00	0.00	100.00	0.00	100.00	0.00
Supervisor	90.5	9.50	88.52	11.48	84.69	15.31	81.10	18.90
Total	84.75	15.25	83.92	16.08	82.4	17.6	80.00	20.00

1. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.

- In 2021, the “Board Member” category was deleted and the “Chairperson” category was inserted, making it necessary to correct for previous years.

Percentage of employees by employee category and age group¹

	2020			2021			2022			2023		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
Administrative	32.70	58.17	9.14	33.12	58.48	8.40	33.40	58.35	8.25	31.91	60.48	7.61
Consultant	13.44	70.16	16.39	12.75	73.09	14.16	12.39	74.47	13.14	10.61	76.48	12.90
Coordinator	7.03	76.36	16.61	10.25	73.68	16.07	8.12	78.27	13.61	6.10	81.05	12.85
Director	0.00	50.00	50.00	0.00	47.62	52.38	0.00	61.54	38.46	0.00	59.38	40.63
Executive Director	0.00	41.67	58.33	0.00	53.85	46.15	0.00	53.85	46.15	0.00	45.45	54.55
Specialist	0.00	57.00	43.75	0.00	57.38	42.62	0.00	56.72	43.28	0.00	51.43	48.57
Executive manager	0.00	71.43	28.57	0.00	69.23	30.77	0.00	70.40	29.60	0.00	69.40	30.60
Functional manager	1.68	81.14	17.17	2.46	82.15	15.38	1.40	83.19	15.41	0.98	81.66	17.36
Operational	20.79	64.90	14.31	20.84	65.36	13.8	22.05	64.41	13.54	21.65	64.46	13.89
Supervisor	6.99	75.68	17.33	10.75	73.5	15.75	10.11	76.04	13.85	9.25	79.13	11.61
Chairperson	0.00	0.00	100.00	0.00	0.00	100.00	0.00	0.00	100.00	0.00	0.00	100.00
Total	21.69	64.52	13.79	21.87	64.97	13.16	22.61	64.59	12.80	22.02	65.21	12.77

- In partnership with a company specializing in research methodology, Suzano has developed an instrument to assess our employees’ perception of an inclusive environment. Thus, in addition to monitoring the representativeness of multigenerational groups in our organization, we also monitor this index with a generational focus. The most recent study (from February 2020) points to a high favorability, with a result of 87.6%. From this study, we have the results by region, which allows us to propose specific actions that meet the needs of our people and the business.

Percentage of Black employees¹ by job category and gender²

	2020			2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Administrative	27.60	15.10	42.70	27.10	15.40	42.50	27.60	16.70	44.30	28.9	16.40	45.30
Consultant	17.90	5.40	23.30	17.00	4.40	21.40	16.10	6.20	22.30	16.00	6.70	22.70
Coordinator	19.80	7.30	27.20	18.30	8.90	27.10	18.60	9.70	28.30	19.20	10.20	29.40
Director	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Executive Director	8.30	0.00	8.30	15.40	0.00	15.40	15.40	0.00	15.40	18.20	0.00	18.20
Specialist	21.10	0.00	2.10	9.80	0.00	9.80	7.50	1.50	9.00	7.10	1.40	8.60
Executive manager	14.30	3.00	16.30	14.50	2.60	17.10	12.80	2.40	15.20	14.90	2.20	17.10
Functional manager	19.90	5.40	25.30	17.50	4.30	21.80	18.80	5.00	23.80	17.10	4.40	21.50
Operational	57.10	4.50	61.60	57.80	5.50	63.30	57.90	6.80	64.70	56.50	7.40	63.90
Chairperson	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisor	33.10	4.90	38.00	38.80	5.30	44.00	41.30	6.40	47.70	39.40	8.30	47.70
Total	46.90	6.70	53.70	47.20	7.40	54.70	47.50	8.70	56.20	46.10	9.20	55.37

1. The “black” category includes employees who declare themselves to be Black or Pardos. The data considers the total number of Black people divided by the total number of employees in the category.
2. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.

Percentage of employees with disabilities (PwD)¹ by job category and gender²

	2020			2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Administrative	2.37	1.35	3.72	2.6	1.46	4.07	3.30	2.00	5.20	3.95	2.62	6.57
Consultant	0.82	0.33	1.15	0.57	0.28	0.85	1.10	0.10	1.20	1.15	0.10	1.25
Coordinator	0.64	0.00	0.64	0.55	0.00	0.55	0.50	0.30	0.80	0.87	0.44	1.31
Director	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Executive Director	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Specialist	0.00	0.00	0.00	4.92	0.00	4.92	4.50	0.00	4.50	4.29	0.00	4.29
Executive manager	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.75	0.75
Functional manager	0.67	0.00	0.67	0.92	0.62	1.54	1.10	0.60	1.70	1.23	0.24	1.47
Operational	1.83	0.21	2.04	1.98	0.25	2.23	2.10	0.30	2.40	2.81	0.41	3.22
Supervisor	0.61	0.00	0.61	0.75	0.00	0.75	0.40	0.00	0.40	1.18	0.20	1.38
Total	1.8	0.43	2.23	1.96	0.49	2.44	0.60	2.20	2.80	2.84	0.86	3.70

1. PwD is the acronym used to refer to people with disabilities. In 2022, Suzano broke its record for hiring people with disabilities, totaling 130 professionals. However, we still have a challenge ahead of us. We have invested BRL 861,000 in actions to train our talent attraction team, set up a CV database, a training program for the PwD workforce, internal awareness and literacy events, an inclusive environment measurement survey, internal training, translation of content into Brazilian sign language (libras, for its acronym in Portuguese), actions to guarantee accessibility for people with disabilities and job mapping. All of these initiatives encourage an increase in the representation of people with disabilities in our organization, and the efforts to boost these numbers will be amplified in 2023.
2. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.

Percentage of LGBTQIAP+ employees¹ by job category²

	2020	2021	2022	2023
Administrative	6.00	6.70	6.40	6.30
Consultant	2.00	4.70	4.10	4.80
Coordinator	0.00	1.90	2.10	3.10
Director	5.00	4.80	0.00	3.10
Executive Director	0.00	7.70	7.70	0.00
Specialist	0.00	0.00	0.00	0.00
Executive manager	1.00	1.70	3.20	1.50
Functional manager	2.70	2.20	2.20	3.20
Operacional	4.10	4.00	3.60	3.20
Chairperson	0.00	0.00	0.00	0.00
Supervisor	4.60	5.80	5.90	6.50
Total	4.30	4.50	4.10	4.00

1. In 2020, Suzano began mapping its LGBTQIAP+ audience, following a voluntary indication of sexual orientation, gender identities, and expression. The acronym LGBTQIAP+ stands for lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual, and other non-heterosexual people not covered by the previous letters.
2. In 2022, a review and consolidation of the figures reported in previous years was carried out, which indicated significant changes in the previously reported figures. In 2020, the "Administrative" category increased from 3% to 6%; "Director" decreased from 6% to 5%; "Functional Manager" increased from 0% to 1%; "Operational" increased from 1% to 4.1%; and "Supervisor" from 1% to 4.6%, changing the total reported from 2% to 4.3%. In 2021, the only significant change was in the "Executive Manager" category, where the figure changed from 4.3% to 1.7%.

Percentage of employees by region and gender¹

	2020			2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
North	82.00	18.00	6.54	83.00	17.00	5.21	80.50	19.50	4.24	78.60	21.40	3.60
North East	90.00	10.00	28.56	89.00	11.00	28.72	87.20	12.80	27.22	86.57	13.43	24.52
Central West	86.00	14.00	13.75	82.60	17.40	16.41	81.10	18.90	19.95	80.49	19.51	22.79
South East	83.00	17.00	48.97	80.70	19.30	47.61	79.10	20.90	46.57	77.78	22.22	47.08
South	66.00	34.00	0.51	67.90	32.10	0.47	63.20	36.80	0.40	64.10	35.90	0.38
Abroad	55.00	46.00	1.67	51.20	48.80	1.58	49.20	51.40	1.62	45.56	54.44	1.64
Total	85.00	15.00	100.00	82.80	17.20	100.00	81.20	18.80	100.00	80.00	20.00	100.00

1. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.

Percentage of employees by region and age group¹

	2020			2021			2022			2023		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
North	20.80	65.55	13.65	19.10	66.29	14.61	15.54	68.92	15.54	13.06	71.06	15.88
North East	22.56	67.81	9.62	22.83	67.69	9.48	22.11	68.13	9.76	21.51	67.75	10.74
Central West	27.27	64.92	7.81	27.66	64.49	7.85	29.57	62.64	7.79	28.47	63.72	7.81
South East	19.64	62.50	17.86	19.68	63.53	16.79	20.66	62.91	16.43	19.96	64.12	15.92
South	15.79	73.68	10.53	13.92	73.42	12.66	14.86	72.98	12.16	19.23	69.23	11.54
Abroad	26.32	57.49	16.19	21.54	62.69	15.77	22.33	63.67	14.00	19.53	65.09	15.38
Total	21.69	64.52	13.79	21.87	64.97	13.16	22.61	64.59	12.80	22.02	65.21	12.77

1. In partnership with a company specializing in research methodology, Suzano has developed an instrument to assess the perception of an inclusive environment for our employees. Thus, in addition to monitoring the representativeness of multigenerational groups in our organization, we monitor this index with a generational focus. The most recent study (from February 2020) shows a high favorability, with a result of 87.6%. From this study, we have the results by region, which allows us to propose specific actions that meet the needs of our people and the business.

Percentage of Black employees¹ by region and gender²

	2020			2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
North	66.70	15.20	81.90	66.70	15.30	82.00	65.10	16.60	81.70	77.70	22.30	81.02
North East	65.90	6.60	72.50	66.80	7.60	74.50	66.40	9.10	75.50	87.10	12.90	75.89
Central West	48.20	7.30	55.50	48.30	10.20	58.50	50.90	11.40	62.40	81.20	18.80	62.60
South East	33.80	4.90	38.60	34.10	5.10	39.20	34.70	6.30	41.00	82.90	17.10	40.49
South	21.10	11.80	32.90	22.80	11.40	34.20	23.00	9.50	32.50	78.30	21.70	29.49
Abroad	29.60	24.70	54.30	20.80	18.50	39.20	15.70	15.00	30.70	48.80	51.20	24.85
Total	46.90	6.70	53.70	46.20	7.40	54.70	47.50	8.70	56.20	46.13	9.24	55.37

1. The "Black" category includes employees who declare themselves to be Black or brown. The data considers the total number of Black people divided by the total number of employees in the category. The 4 percentage point increase in the representation of women in the Center-West

Region over the last two years can be attributed mainly to efforts to train and develop women in forestry and industrial operations. As a result of recently created opportunities, such as the Cerrado Project, Suzano has structured itself to attract, develop and retain women in the operation, which has generated a significant flow of new vacancies in the region throughout 2021 and 2022.

2. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.

Percentage of employees with disabilities (PwD)¹ by region and gender²

	2020			2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
North	1.94	0.92	2.85	3.11	1.04	4.14	2.8	1.27	4.08	3.23	1.75	4.98
North East	1.28	0.35	1.64	1.54	0.46	2.00	1.94	0.59	2.54	2.59	0.77	3.36
Central West	0.87	0.44	1.31	0.77	0.44	1.21	1.22	0.54	1.76	2.04	0.85	2.89
South East	2.42	0.39	2.81	2.58	0.45	3.03	2.79	0.59	4.05	3.45	0.83	4.28
South	0.00	2.63	2.63	0.00	2.53	2.53	0.00	4.05	4.05	0.00	6.41	6.41
Abroad	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	1.80	0.43	2.23	1.96	0.49	2.44	0.6	2.20	2.80	2.84	0.86	3.70

1. PwD is the acronym used to refer to people with disabilities.
2. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.

Percentage of LGBTQIAP+ employees¹ by region

	2020	2021	2022	2023
North	6.40	7.50	5.70	5.90
North East	4.60	4.70	4.40	4.10
Central West	5.20	4.90	3.90	3.60
South East	3.70	4.10	4.10	4.00
South	5.30	6.30	6.80	6.40
Abroad	0.00	0.00	0.00	0.00
Total	4.30	4.50	4.10	4.00

1. In 2020, Suzano began to map its LGBTQIAP+ public, following a voluntary indication of sexual orientation, gender identities and expression. The acronym LGBTQIAP+ stands for lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual and other non-heterosexual people not covered by the previous letters.

Percentage of members of governance bodies by gender¹

	2020 ²		2021 ²		2022 ²		2023 ³	
	Male	Female	Male	Female	Male	Female	Male	Female
Board of Directors	80.00	20.00	80.00	20.00	66.67	33.33	66.67	33.33
Audit Committee	100.00	0.00	100.00	0.00	100.00	0.00	100.00	0.00
Statutory audit committee	n/d	n/d	n/d	n/d	n/d	n/d	75.00	25.00
Strategy and innovation committee	n/d	n/d	n/d	n/d	n/d	n/d	86.00	14.00
Management and finance committee	n/d	n/d	n/d	n/d	n/d	n/d	86.00	14.00
People committee	n/d	n/d	n/d	n/d	n/d	n/d	86.00	14.00
Sustainability committee	n/d	n/d	n/d	n/d	n/d	n/d	67.00	33.00
Remuneration and liability committee	n/d	n/d	n/d	n/d	n/d	n/d	67.00	33.00

1. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.
2. Data for 2020; 2021; 2022 have been reviewed.
3. As of 2023, Suzano started reporting data relating to the committees.
4. Some people are members of more than one committee.

Percentage of Black members of governance bodies¹ by gender²

	2020 ³		2021 ³		2022 ³		2023 ⁴	
	Male	Female	Male	Female	Male	Female	Male	Female
Board of Directors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Audit Committee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Statutory audit committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
Strategy and innovation committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
Management and finance committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
People committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
Sustainability committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
Remuneration and liability committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00

1. The “Black” category includes members who declare themselves Black or Pardos.
2. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.
3. The data for 2020, 2021 and 2022 has been reviewed (GRI 2-4).
4. As of 2023, Suzano began to report data from the committees.

Percentage of members of governance bodies with disabilities (PwD)¹ by gender²

	2020 ³		2021 ³		2022 ³		2023 ⁴	
	Male	Female	Male	Female	Male	Female	Male	Female
Board of Directors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Audit Committee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Statutory audit committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
Strategy and innovation committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
Management and finance committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
People committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
Sustainability committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00
Remuneration and liability committee	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00

1. PwD is the acronym used to refer to people with disabilities.
2. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.
3. The data for 2020, 2021 and 2022 has been reviewed.
4. As of 2023, Suzano began to report data from the committees.

Percentage of LGBTQIAP+ governance body members¹

	2020 ²	2021 ²	2022 ²	2023 ³
Board of Directors	0.00	0.00	0.00	11.00
Audit Committee	0.00	0.00	0.00	0.00
Statutory audit committee	n/d	n/d	n/d	0.00
Strategy and innovation committee	n/d	n/d	n/d	14.00
Management and finance committee	n/d	n/d	n/d	14.00
People committee	n/d	n/d	n/d	14.00
Sustainability committee	n/d	n/d	n/d	0.00
Remuneration and liability committee	n/d	n/d	n/d	0.00

1. Starting in 2020, Suzano began to map its LGBTQIAP+ public, following a voluntary indication of sexual orientation, identities and gender expression. The acronym LGBTQIAP+ stands for lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual and other non-heterosexual people not covered by the previous letters.
2. The data for 2020, 2021 and 2022 has been reviewed (GRI 2-4).
3. As of 2023, Suzano began to report data from the committees.

Percentage of members of governance bodies by age group

	2020 ¹			2021 ¹			2022 ¹			2023 ²		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
Board of Directors	0.00	20.00	80.00	0.00	20.00	80.00	0.00	33.33	66.67	0.00	33.00	67.00
Audit Committee	0.00	0.00	100.00	0.00	0.00	100.00	0.00	0.00	100.00	0.00	0.00	100.00
Statutory audit committee	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	0.00	33.00	67.00
Strategy and innovation committee	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	0.00	43.00	57.00
Management and finance committee	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	0.00	43.00	57.00
People committee	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	0.00	43.00	57.00
Sustainability committee	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	0.00	11.00	89.00
Remuneration and liability committee	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	0.00	0.00	100.00

1. The data for 2020, 2021 and 2022 has been reviewed (GRI 2-4).
2. From 2023 onwards, Suzano started reporting the data from the committees.

Percentage of employees by leadership level¹ and race

	2021					2022					2023				
	Black	White	Yellow	Indigenous	Not informed	Black	White	Yellow	Indigenous	Not informed	Black	White	Yellow	Indigenous	Not informed
Operational management	36.01	56.64	3.02	0.13	4.2	38.83	55.68	2.39	0.12	2.99	38.99	56.36	2.28	0.10	2.28
Tactical management	20.59	64.93	2.71	0.23	11.54	21.58	66.18	2.49	0.00	9.75	20.44	66.3	2.58	0.00	10.68
Strategic management	5.71	62.86	0.00	0.00	31.43	5.00	72.5	0.00	0.00	22.5	4.55	72.73	2.27	0.00	20.45
Total	29.64	59.77	2.83	0.16	7.59	31.71	59.9	2.35	0.07	5.96	31.53	60.30	2.38	0.06	5.73

1. The levels of leadership correspond to: operational management (supervision and coordination), tactical management (functional management and executive management) and strategic management (Executive Committee).

Percentage of employees by leadership level¹ and gender²

	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Operational management	23.00	77.00	24.50	75.50	26.80	73.20
Tactical management	24.20	75.80	24.50	75.50	26.00	74.00
Strategic management	5.70	94.30	17.50	82.50	15.90	84.10
Total	22.90	77.10	24.30	75.70	26.20	73.80

1. The levels of leadership correspond to: operational management (supervision and coordination), tactical management (functional management and executive management) and strategic management (Executive Committee).
2. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.

Percentage of employees in STEM and revenue-generating roles¹ by gender²

	2021	2021	2022	2022	2023	2023
	Female	Male	Female	Male	Female	Male
STEM functions	38.60	61.40	36.80	63.20	37.55	62.45
Revenue-generating functions	30.90	69.10	44.80	55.20	51.85	48.15

1. STEM roles refer to positions with a background in science, technology, engineering or mathematics.

2. STEM employees use their knowledge of science, technology, engineering or mathematics in their daily responsibilities. To be classified as a STEM employee, the professional must have a STEM-related qualification and make use of these skills in their operational position. Positions include, but are not limited to computer programmer, web developer, statistician, logistician, engineer, physicist and scientist. Revenue-generating functions are management functions in departments such as sales or that contribute directly to the output of products or services. Support functions such as HR, IT and Legal are excluded. They can also be referred to as profit and loss (P&L) functions.
3. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.

AVERAGE LENGTH OF STAY BY GENDER

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano's Diversity, equity, and inclusion (DE&I) journey has been moving forward since the company was created in 2019. We understand that in order to take intentional actions that truly reflect the reality of the business, we need to measure numerous indicators that point to the demographics of our workforce. Only then will we be able to draw up targeted and effective actions that can leverage the numbers towards the Commitments to Renewing Life that the company has defined.

One of these indicators is shown below: average years of employment by gender. Beyond the data, it should be noted that Suzano has focus groups - affinity groups - which qualitatively work on actions aimed at the following segmentations: gender; race and ethnicity; people with disabilities; LGBTQIAP+ people; and generations.

To find out more about DE&I actions, visit www.suzano.com.br/plural.

Average years at Suzano by gender

	2020 ¹	2021 ²	2022 ³	2023 ⁴
Male	8.60	8.10	7.70	7.80
Female	6.30	5.50	4.80	4.80

1. In 2020, Facepa was fully incorporated by Suzano S.A. Thus, as of that year, its data began to be reported consolidated with the company's indicators, and not separately, as was previously the case.
2. In 2021, FuturaGene was incorporated by Suzano.
3. In 2022, the previous reports were revised, consolidating the companies.
4. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

RATIO OF BASE SALARY AND REMUNERATION OF FEMALE EMPLOYEES TO BASE SALARY AND REMUNERATION OF MALE EMPLOYEES

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: 405-2

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: N/A

Context

The data in the table below was drawn up using the payroll for December 2023, considering only the active employees in Brazil and the companies in which Suzano S.A. has direct links (Suzano, Instituto Ecofuturo, Portocel, and Porto de Santos).

Proportion of base salary¹ and remuneration² of female employees in relation to base salary and remuneration of male employees

	2020		2021		2022		2023	
	Base Salary	Remuneration	Base Salary	Remuneration	Base Salary	Remuneration	Base Salary	Remuneration
Administrative	90.00%	90.00%	93.42%	93.44%	91.95%	91.95%	92.55%	92.55%
Consultant	93.00%	92.00%	92.46%	92.30%	89.62%	89.72%	90.58%	90.41%
Coordinator	95.00%	95.00%	94.98%	95.21%	93.20%	93.71%	93.13%	93.11%
Executive Committee [executive and functional]	78.00%	76.00%	83.38%	84.30%	81.87%	81.37%	83.14%	80.90%
Specialist	92.00%	92.00%	99.91%	99.91%	100.75%	100.75%	103.77%	103.77%
Executive manager	89.00%	90.00%	101.77%	101.77%	94.37%	94.38%	96.44%	96.44%
Functional manager	94.00%	93.00%	95.43%	95.43%	92.10%	92.10%	95.13%	95.13%
Operational	72.00%	71.00%	71.38%	71.07%	66.62%	66.43%	68.63%	68.45%
Supervisor	90.00%	88.00%	85.90%	85.88%	83.37%	82.97%	84.27%	84.07%

1. For the base salary, the nominal monthly salary was taken into account.
2. For remuneration, base salary and short- and long-term variable remuneration were used.

ADDITIONAL INFORMATION

The salary and remuneration disparities between male and female employees at Suzano stem primarily from the historical discrepancy in the demographic composition of the company's workforce when analyzed by gender. Therefore, the salary structure and remuneration packages of the male audience are higher than those of the female audience, since the first group has an average length of service in the company of 7 years, while the second has an average of 3.9 years.

#NON-DISCRIMINATION MANAGEMENT

MANAGEMENT OF NON-DISCRIMINATION, CASES OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: 3-3; 406-1

GRI Dimension: Material topics; Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano is against any kind of discrimination both in and out of the workplace. To reinforce this position, our Code of Ethics and Conduct has a specific ethical pillar for this issue: equality and diversity. We strive to treat everyone we meet with respect, dignity and attention, whether inside or outside the company. We also value diversity and inclusion of people and ideas, opposing any form of discrimination based on race, political conviction, gender, religion, sex, sexual orientation, age, place of birth, disability, etc.

In response towards this end, we started the **Plural Program**, a project that emerged at Suzano in 2016, organically and voluntarily, and was institutionalized in 2019, aimed at promoting a culture of valuing diversity and encouraging inclusion. In line with the company's sustainability and diversity, equity & inclusion (DE&I) strategies, the team in charge of the Program is co-responsible for promoting non-discrimination in the workplace, among other actions that cover the DE&I thematic.

Moreover, to ensure proper management of this issue, in December 2019 we launched our **Diversity and Inclusion Policy**, with the aim of determining the guidelines governing initiatives related to this issue in all of our operations. By doing so, we hope to ensure that cases of discrimination do not occur in the company and to promote a culture of respect for individuality throughout our value chain. To learn more, visit the "[Diversity, equity, and inclusion management](#)" indicator".

Numbers of cases of discrimination¹

	2020	2021	2022	2023 ²
Cases received	4	5	3	3
Cases for which a remediation plan is being implemented	0	0	0	1
Cases where the remediation plan has been implemented and its results analyzed through routine internal management analysis processes	0	0	0	1
Cases solved	4	5	3	2

1. This indicator does not consider data from the Cerrado Project and Suzano Holding S.A.
2. In 2023, we received three complaints of discrimination. One was closed as inconclusive due to insufficient information to open an investigation. Another is currently under investigation, while the third was closed with a finding of merit. In the latter case, the respondent received a written warning as a corrective measure.

#PARENTAL Leave

USE OF MATERNITY/PATERNITY LEAVE AND RATE OF RETURN AND RETENTION AFTER LEAVE

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: 401-3

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The following tables provide data on usage of maternity/paternity leave by gender and return and retention rates after maternity/paternity leave by gender. It is worth clarifying that Suzano is part of the Citizen Company Program, which grants extended maternity leave to women, for a total of six months.

Use of maternity/paternity leave by gender

	2020			2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees entitled to maternity/paternity leave	416	67	483	430	84	514	412	93	505	498	135	633
Total number of employees who took maternity/paternity leave	416	67	483	430	84	514	412	93	505	498	135	633
Total number of employees who returned to work in the reporting period after the end of maternity/paternity leave	418	77	495	451	75	526	461	100	561	504	119	623
Total employees who returned to work after maternity/paternity leave and were still employed 12 months after return to work	390	69	459	373	55	428	380	54	434	390	70	460

Return and retention rate after maternity/paternity leave by gender

	2020		2021		2022		2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Return rate ¹	100%	115%	105%	89%	112%	108%	101%	88%
Retention rate ²	92%	95%	89 %	71%	84%	72%	85%	70%

1. This is calculated by dividing the total number of employees who actually returned from maternity/paternity leave over the period in question (or who are expected to return within the next year, after the reporting cycle) by the total number of employees who took leave.
2. Calculated by dividing the total number of employees who were still working at the company 12 months after returning from maternity/paternity leave by the total number of employees who returned from leave.

ADDITIONAL INFORMATION

The number of male employees that returned to work in 2019 is higher than the number of employees who left in the same year due to the fact that it also includes those who went on leave in 2018 and only returned in 2019. January 14, 2019, we do not have a record of how many employees returned to work after maternity/paternity leave in 2017 and who were still employed 12 months after returning to work in 2018 - during this period, we were still operating as two separate companies (Suzano Papel e Celulose and Fibria).

Figures for 2020 include the sum of professionals who were entitled to leave in 2019 and returned in 2020, as well as those who were entitled to leave in 2020 and returned in the same year. It is worth noting that there is a balance of employees who took leave in 2020 and only returned the following year. Hence the following:

- In 2020, 416 employees were entitled to paternity leave. 398 of these left and returned in the same year (95.7%), and the remaining 18 (4.3%) returned in 2021. This brings the final number of employees who returned to work in 2020 to 398, who left and returned in the same year, and those who left in 2019 but only returned in 2020 are 20 professionals;
- In 2020, 67 employees were entitled to maternity leave. A total of 36 of these left and returned in the same year (53.7%), and the remaining 31 (46.3%) returned in 2021. The total number of employees who returned to work in 2020 is 36, who left and returned in the same year, and those who left in 2019 but returned in 2020 are 41 professionals.

The figures for 2021 consider the professionals who went on leave in the current year, and 100% of those who were entitled took their leave. The number of male employees who returned to work in 2021 is higher than the number of employees who left in the same year because it also includes those who went on leave in 2020 and only returned in 2021. As a result:

- In 2021, 430 employees were entitled to paternity leave. Of these, 412 left and returned in the same year (95.8%), and the remaining 18 (4.2%) were scheduled to return in 2022. The final number of employees returning to work in 2021 includes the 412 who left and returned in the same year, as well as 39 professionals returning in 2021 who left in 2020;
- In 2021, 84 employees were entitled to maternity leave. Of these, 41 left and returned in the same year (48.8%) and the remaining 43 (51.2%) returned in 2022. The final number of employees returning to work in 2021 includes the 41 professionals who left and returned in the same year, as well as 34 employees returning in 2021 who left in 2020.

The figures for 2022 consider the professionals who went on leave in the year, and 100% of those who were entitled took their leave. This is as follows:

- In 2022, 412 employees were entitled to paternity leave. 412 of these left and returned in the same year (100%). The final number of employees who returned to work in 2022 is 412 who left and returned in the same year, plus 49 returns in 2022 of those who left in 2021;
- In 2022, 93 employees were entitled to maternity leave. 50 of these left and returned in the same year (53.7%), and the remaining 43 (46.2%) were scheduled to return in 2023. The final number of employees who returned to work in 2022 totals 100, of which 50 left and returned in the same year and 50 returned from those who left in 2021.

The figures for 2023 consider the professionals who went on leave in the year, and 100% of those who were entitled took their leave. This shows:

- In 2023, 498 employees were entitled to paternity leave. A total of 497 of them left and returned in the same year (99.8%), and the only remaining employee (0.2%) is expected to return in 2024. The final number of employees returning to work in 2023 totals 504, of which 497 left and returned in the same year and 7 returned from those who left in 2022;
- In 2023, 135 employees were entitled to maternity leave. 71 of these left and returned in the same year (52.6%), and the remaining 64 (47.4%) are scheduled to return in 2024. The final number of employees returning to work in 2023 totals 119, 71 of whom left and returned in the same year and 48 of whom left in 2022.

#EMPLOYABILITY AND TURNOVER RATES

VOLUNTARY TURNOVER RATE

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The following tables present data considering Suzano's teams, the Ecofuturo Institute and Facepa, which in 2020 was fully incorporated by the company, and thus its data began to be reported in a consolidated manner as part of the company's indicators. FuturaGene was also merged into Suzano in 2021. In 2022, the 2020 and 2021 reports were reviewed, as the data was now reported on a consolidated basis. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

The tables are divided as follows:

- Voluntary turnover rate by gender;
- Voluntary turnover rate by age group;
- Voluntary turnover rate by region;
- Voluntary turnover rate among Black people;
- Voluntary turnover rate of people with disabilities;
- Turnover rate of leadership professionals by level.

Voluntary turnover rate by gender^{1 2}

	2020	2021	2022	2023
Male	3.50%	4.10%	4.17%	4.45%
Female	3.50%	6.00%	7.57%	6.20%
Total	3.50%	4.40%	4.77%	4.78%

1. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.
2. The increase in the voluntary turnover rate in the period was due to the competitive environment for workforce arising from projects in the sector. In 2021, following an atypical period due to the Covid-19 pandemic and also driven by strong actions by competitors in the market, there was an increase in voluntary resignations, a matter that has been the subject of several initiatives that should generate positive effects on the retention capacity of our professionals, such as a qualitative assessment of the reasons for resignations and monitoring the risk of losing professionals through a risk matrix. In 2023, the number of voluntary resignations remained on average.

Voluntary turnover rate by age group¹

	2020	2021	2022	2023
Under 30	4.40%	5.93%	7.35%	7.09%
Between 30 and 50	3.60%	4.40%	4.56%	4.66%
Over 50	1.60%	1.92%	1.41%	1.38%
Total	3.50%	4.40%	4.77%	4.78%

1. The increase in the voluntary turnover rate in 2021 was due to the competitive environment for workforce resulting from projects in the sector. In 2022, there was an increase in voluntary resignations in almost all age groups, mainly due to actions by competitors in the market. In 2023, the number of voluntary resignations remained on average.

Voluntary turnover rate by region¹

	2020	2021	2022	2023
North	3.30	2.90	3.79	3.14
North East	3.00	2.80	2.44	2.89
Central West	7.70	8.50	8.84%	9.69
South East	2.70	4.50	4.87	3.83
South	3.70	0.00	1.30	5.26
Abroad	0.00	0.00	0.00	0.00
Total	3.50	4.40	4.84	4.78

1. The increase in the voluntary turnover rate in the 2021 period was due to the competitive environment for workforce arising from projects in the sector. In 2021 and 2022, the most representative resignation rate is concentrated in the South East and Central West regions, which are the base of the ongoing projects in the sector and also of the more forceful actions of the competitors in the market. In 2023, resignation rates remained within the normal range, with a small decrease for the Southeast and an increase for the South.

Voluntary turnover rate of Black people¹

	2020	2021	2022	2023
Black people (Black and pardas)	3.10	3.70	4.43	4.93

1. The turnover rate for Black people was calculated by considering the number of dismissals of Black employees in the company over the total number of employees belonging to this group in the period.. The turnover of Black people in 2021 and 2022 was influenced mainly by the hiring rather than the resignation of professionals, however, the balance was positive, with an increase in the percentage of this group in the total number of employees.

Voluntary turnover rate of people with disabilities

	2020	2021	2022	2023
People with disabilities	1.57	3.94	2.01	3.78

Turnover rate of leadership professionals by level¹

	2020	2021	2022	2023
Operational management	16.59	10.95	15.28	12.78
Tactical management	11.95	11.26	9.48	8.38
Strategic management	9.09	15.38	21.05	13.95
Total	14.64	12.53	13.38	11.27

1. The levels of leadership correspond to: operational management (supervision and coordination); tactical management (functional managers and executive managers); strategic management (directors).

VACANCIES FILLED BY INTERNAL CANDIDATES

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The tables below show data considering the teams of Suzano, the Ecofuturo Institute and Facepa, which in 2020 was fully incorporated by the company, and thus its data is now reported in a consolidated manner to the company's indicators. FuturaGene was also merged into Suzano in 2021. In 2022, the 2020 and 2021 reports were reviewed, as the data was now reported on a consolidated basis. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

The tables are segmented as follows:

- Percentage of vacancies filled by internal candidates, by job category and gender;
- Percentage of vacancies filled by internal candidates, by job category, gender and region.

Percentage of vacancies filled by internal candidates, by job category and gender^{1 2}

	2020			2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Administrative	35.00%	32.00%	34.00%	33.00%	26.00%	30.00%	42.19%	39.82%	41.16%	30.38%	21.03%	26.58%
Consultant	30.00%	29.00%	30.00%	22.00%	19.00%	21.00%	23.21%	36.00%	28.34%	20.83%	6.00%	14.75%
Coordinator	61.00%	67.00%	63.00%	58.00%	60.00%	58.00%	52.08%	54.55%	52.86%	60.71%	60.00%	60.42%
Executive Committee	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Director	n/d	n/d	n/d	100.00%	0.00%	100.00%	0.00%	100.00%	50.00%	100.00%	0.00%	66.67%
Specialist	n/d	n/d	n/d	7.00%	0.00%	7.00%	n/d	n/d	n/d	n/d	n/d	n/d
Manager	53.00%	67.00%	57.00%	54.00%	18.00%	43.00%	48.48%	68.75%	55.10%	75.00%	0.00%	60.00%
Executive manager	40.00%	33.00%	38.00%	57.00%	0.00%	40.00%	42.86%	75.00%	54.55%	54.17%	56.25%	55.00%
Operational	48.00%	23.00%	45.00%	62.00%	49.00%	61.00%	69.34%	39.74%	66.05%	80.63%	70.34%	79.44%
Chairperson	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Supervisor	46.00%	50.00%	47.00%	47.00%	29.00%	43.00%	42.03%	32.14%	39.18%	50.00%	39.13%	47.19%
Total	44.00%	32.00%	41.00%	49.00%	29.00%	44.00%	53.19%	49.14%	49.31%	64.29%	36.24%	57.67%

1. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we have followed the classification presented due to information restrictions in systems.
2. Considering the diversity strategy, we are conducting initiatives to accelerate the preparation of successors for leadership positions, especially women and Black people. Moreover, the Recruitment team is proactively mapping women and Black people for positions with short succession mapping.

#TRAINING AND PERFORMANCE

TRAINING AND LEARNING MANAGEMENT

Material Topics: Diversity, equity, and inclusion; Climate change

Other hashtags: N/A

Frameworks

GRI: 404-1

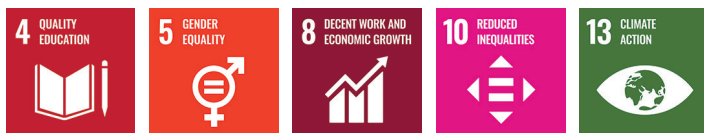
GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: N/A

Context

In terms of promoting the continuous learning of its team of professionals, Suzano offers various training courses (compulsory or not) on subjects that are important for the proper performance of each activity, as well as developing induction activities for newly hired employees and offering subsidized policies for language, undergraduate and graduate courses. At the same time, the company seeks to train its entire leadership in the knowledge and attributes desirable for the continuous and joint development of people, always with the Suzano leadership profile and the Culture Drivers as a backdrop. Based on this, it seeks to disseminate its strategy internally and connect the development of its employees to the reality of the business.

Every training demand is analyzed and approved by the applicant, their direct manager, the HR Business Partner and the teams responsible for each of the company's strategic groups. After all the necessary validations, the action follows Suzano's internal Training Policy. Those who participate must send evidence of their participation (such as attendance lists, certificates and evaluations) to the area responsible for checking. The information generated serves as input for internal and/or external audits regarding the effectiveness and veracity of the actions. Moreover, to support and intensify the different skills of its employees and thus improve the execution of their work, the company has programs aimed at the audiences listed below.

Employees

- **Suzano Orientation Program:** introduces new employees to Suzano's culture. It welcomes new professionals and prepares them to start their journey in the company.

- **Safety training:** mandatory training to comply with health and safety regulations and ensure a safe working environment for all employees
- In addition to the basic training, the operation must carry out the technical training (theory and practice) indicated in the **Development Journey** [UniverSuzano (US)], according to its function, area and unit.
- **Suzano Digital Academy:** is a strategic initiative to drive the company's digital transformation. Its main objective is to train and retrain employees in key areas of technology, fostering a culture of continuous learning.

Leveraging comprehensive courses, interactive workshops, and hands-on sessions, the Digital Academy equips participants with a broad spectrum of essential knowledge, ranging from programming fundamentals to the latest advancements in artificial intelligence, preparing them for the demands of the present and future. The Academy focuses on six main pillars: Data, Open Innovation, Agility, Development, Creativity and Digital Strategy.

The Digital Academy's measurable impact is evident in the tangible outcomes it has produced. These include: 30,000 hours of content consumed, Over 500 people trained, R\$29 million in value captured through implemented projects. In 2023 alone, Suzano's Digital Academy delivered 156 projects and trained 213 employees. With an average of 2 hours dedicated per week over a 7-month participation period, this demonstrates the Academy's effectiveness in boosting innovation and business performance.

While direct financial returns may not be immediately apparent, the intangible benefits are significant and crucial for Suzano's sustainable growth. This initiative goes beyond enhancing operational efficiency. It strengthens Suzano's competitive edge by fostering innovation. The Academy develops solutions and digital products that address evolving market demands, ultimately contributing to sustainable growth. It also tackles Suzano's priority issues and boosts employee and leadership engagement.

- **Mandatory training on Quality Policies, Environmental Management, and Health, Safety, and Quality of Life, which reinforces, among other principles:** balanced use of natural resources (water, land, and inputs), conservation of ecosystems and biodiversity, treatment of air emissions and effluents, waste reuse and reduction, conscious energy performance, combating climate change, and compliance with environmental legislation.

Leadership and potential future leaders Suzano

- **ELOS D+:** specific training and development actions for the public indicated as high performance or high potential in the company, through the development forum. In the case of the ELOS D+ program, participation is defined to meet criteria for promoting Diversity, equity, and inclusion (focus on women and Black people). In this way, participants are guided along a career acceleration path through development sessions, coaching, training (online and face-to-face), exchanges with leadership, discussion forums, specific projects, among other initiatives. In 2022, for the ELOS D+ program, we had 261 participants. It lasted 32 hours, with 52% of the target audience actively participating. Furthermore, the program facilitated 37 promotions [14.17% of participants]. In 2023, we launched a new class with 271 participants, which will graduate in 2024.
- **First Leadership Program:** The First Leadership is a program that aims to guarantee behavioral leveling for 100% of talents in their first formal leadership experience. Technical boarding of main

themes related to leadership responsibilities. Works on topics such as: Leading yourself; Challenges of early leadership; onboarding; developing people; recognition. In 2023, 40% of the eligible audience was trained and 23% of program participants were promoted to a management position.

Operational team

- **Capacitar Program:** aimed at in-house training, aims to develop the workforce in our regions of operation, through the insertion of training pools at the base of industrial operations (operations and maintenance), and to accelerate the training of potential successors for critical positions
- **Somar Program:** external training initiative that fosters development actions focused on people with disabilities and women from the local community, acting as a lever to promote diversity in Suzano's operations
- **Development Journey:** aimed at developing the operation's employees for their current position, future position and retraining, establishing a robust journey, standardizing best practices and enabling synergy between operations/processes
- **Cultivar Training Program:** external training program that aims to develop the workforce in our regions of operation, offering the local community professional training in the roles of forestry operators and mechanics, with the premise of making an immediate workforce available for operation
- **Cultivar Aceleração Program:** focusing on internal development, it aims to accelerate the operational maturity of new employees in the forestry area, through the inclusion of a training pool for operators and mechanics
- **Renovate Program:** for the development of forestry process technicians who act as staff alongside the first leadership [supervisors], supporting the development of the operational base

Administrative public

- **Pulp and Paper Management Preparation Program (PPMPP):** conducted in partnership with the Brazilian Pulp and Paper Technical Association (ABTCP for its initials in Portuguese), aims to promote the development of professionals who have recently graduated in Chemical or Production Engineering, in topics related to the Pulp and Paper business, to enable them to integrate more quickly into the corporate environment. As part of the scope, members receive training on the pulp and paper sector, sustainability, people management, management aspects, recovery and utilities, nanotechnology, biorefinery and self-knowledge, and make technical visits to companies in the sector
- **Program for the Preparation of Forest Managers (PPFM):** aims to train young forestry engineers in the contents and processes of the forestry business to work in the sector, speeding up the process of getting used to and preparing for their professional experience
- **Gente que Cuida de Gente (People Who Take Care of People in Portuguese):** training and learning program for Suzano's HR Business Partners, aimed at providing tools and guidelines for a more strategic approach and, consequently, equalizing the work format in the different business areas
- **Trainee:** is an entry-level program aimed at training and accelerating the development of future company leaders to work across the business. It lasts 18 months and its development proposal includes actions such as a one-month induction course; mentoring; training in emotional intelligence and self-knowledge; negotiation and influence; decision-making; and project management, as well as an action learning project (implementation of a business impact project)

- **Young Executives:** has the objective of forming a pipeline of leaders to work at Suzano. With a duration of 12 months, the development plan includes induction, job rotation, technical and behavioral training, people development activities and group coaching
- **Pulp Leadership:** in partnership with other companies in the sector, is integrated training in technical lines, soft skills, self-knowledge, leadership and cross-vision. It is the result of discussions by the internal pulp production working group, within the Digital and Next Generation levers, to work on professional acceleration, technical knowledge, the formation of a succession pipeline and attractiveness for the pulp area, as well as synergy between units. At the end of the 11 months, each participant will deliver an Improvement Project in the pulp area
- **Intern Development Track:** is a map of the Higher Internship Program Development Plan and its main objective is to serve as a guide for each intern throughout their journey at Suzano. It has several stages: Welcome Day; mentoring; advanced training; meetings with sponsors; Ambassadors League; training (Routine, Project Management and Presentation Techniques); and development management. It ends with the construction and presentation of the Challenge Project (developed during the internship to meet some demand/opportunity in the area/business)
- **Consumer Goods Academy (CGA):** in partnership with other companies in the sector, is integrated training in technical lines, soft skills, self-knowledge, leadership and cross-vision. It works on professional acceleration, technical knowledge, succession pipeline formation and attractiveness for the Consumer Goods area, as well as synergy between units
- **Green Berets:** program that seeks to prepare employees in depth through specific training with renowned specialists in the market. The modules cover the plant process, equipment, chemical balance and practical improvements used in different situations, as well as soft skills, to develop and improve the knowledge of those who work directly in the production process.

With the diversity of programs and development opportunities that Suzano has, it is necessary to constantly curate content and training. Therefore, there is currently a collaboration between the area responsible for People and Management and the technical specialist on the subject for this content analysis and validation, which is also provided for in the company's Training Policy. Moreover, there is a constant process of listening to employees through feedback evaluations and comments on training sessions. These, in turn, allow participants to air their grievances, comments, suggestions and compliments, always anonymously.

Suzano's goal is to ensure that 100% of its employees comply with mandatory training and Safety Standards (NRs). Also, in 2024 the development structure underwent a restructuring, becoming more organic and continuous, adding the concepts of Long Life Learning and Reskilling.

The following data is available in the tables below:

- Employees who received climate change training, by gender
- Training per employee, by gender;
- Training per employee, by functional category;
- Training per employee, by topic;
- Number of total training hours per employee, by age group;
- Number of total training hours by race.

Employees who received climate change training, by gender^{1 2}

	2020		2021		2022		2023 ³	
	Total number of hours	Percentage of employees	Total number of hours	Percentage of employees	Total number of hours	Percentage of employees	Total number of hours	Percentage of employees
Male	187.00	2%	17.00	0%	757.00	5%	223.55	1%
Female	129.00	6%	6.00	0%	492.00	13%	454.95	2%
Total	316.00	2%	23.00	0%	1,249.00	6%	678.50	3%

- For the number of trainings on climate change, the calculation considered the hours and number of employees who attended the following trainings:
 - o CEBDS Workshop - Voluntary Carbon Market;
 - o LCA and Forest Production: How to Communicate Environmental Benefits;
 - o LCA Network Learning Trail | Life Cycle Thinking Workshop;
 - o Climate Change in the Value Chain;
 - o Workshop on filling in the inventory;
 - o Legal roadshow;
 - o Sustainability Upload;
 - o Get to Know | Sustainability;
 - o Formare Aracruz;
 - o Formare TLS;
 - o MAI UNI Aracruz (Mar./23).
- We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we have followed the classification presented due to information restrictions in systems. The data calculated by gender is an estimate.
- Because of the lower volume of training given compared to 2022, the number varied. In 2022, we held several rounds of the Climate Change Roadshow, with more than ten areas. This project did not take place in 2023.

Training per employee, by gender¹

	2020			2021			2022			2023		
	Average hours	Total number of hours	Percentage of employees	Average hours	Total number of hours	Percentage of employees	Average hours	Total number of hours	Percentage of employees	Average hours	Total number of hours	Percentage of employees
Male	39.45	497,674.51	82%	46.75	647,660.25	86%	41.58	641,016.00	93%	52.20	876,512.28	93%
Female	19.76	44,999.93	81%	31.14	88,098.99	92%	31.40	113,431.37	92%	39.95	167,336.96	92%
Total	36.44	542,674.44	82%	44.12	735,759.24	92%	39.90	754,447.53	93%	49.75	1,043,849.24	93%

- We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we have followed the classification presented due to information restrictions in systems. The data only includes full-time employees.

Training per employee, by functional category¹

	2020			2021			2022			2023		
	Average hours	Total number of hours	Percentage of employees	Average hours	Total number of hours	Percentage of employees	Average hours	Total number of hours	Percentage of employees	Average hours	Total number of hours	Percentage of employees
Administrative	18.31	54,797.71	86%	24.50	81,862.99	87%	28.33	106,090.63	94%	24.56	110,921.56	94%
Advisor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Consultant	22.65	13,839.07	92%	30.15	21,284.56	94%	30.55	24,785.28	97%	28.56	27,629.73	97%
Coordinator	17.00	5,101.26	86%	26.01	9,365.11	91%	18.40	7,196.85	96%	19.43	9,074.01	96%
Director	2.60	44.17	76%	16.52	16.97	38%	4.06	130.38	85%	1.35	48.35	39%
Executive Director	0.39	4.25	36%	10.23	214.81	80%	0.95	12.50	77%	0.75	11.27	40%
Specialist	19.29	906.69	96%	19.78	1,206.69	100%	20.36	1,446.26	93%	27.68	2,076.51	92%
Executive manager	8.03	762.46	83%	21.87	2,558.77	92%	14.03	1,839.63	93%	13.41	1,864.60	82%
Functional manager	14.53	4,258.12	88%	20.10	6,531.62	90%	16.54	5,986.50	97%	17.76	7,391.18	90%
Operational	44.24	451,153.45	79%	52.55	595,563.28	92%	45.96	591,227.50	93%	62.28	861,309.40	92%
Chairperson	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.00	33%	n/a	n/a	n/a
Supervisor	36.22	11,807.26	94%	42.89	17,154.44	94%	34.68	15,960.08	98%	45.76	23,522.63	97%
Total	36.44	542,674.44	82%	44.12	735,759.24	91%	39.85	757,447.53	94%	49.75	1,043,849.24	93%

1. The data only includes full-time employees.

Training per employee, by topic¹

	2020			2021			2022			2023		
	Average hours	Total number of hours	Percentage of employees	Average hours	Total number of hours	Percentage of employees	Average hours	Total number of hours	Percentage of employees	Average hours	Total number of hours	Percentage of employees
Development	1.36	20,193.00	n/d	1.85	30,888.18	n/d	4.50	85,261.38	n/d	0.55	11,570.80	n/d
Technical	2.79	41,596.00	n/d	5.62	93,720.74	n/d	4.93	93,358.45	n/d	11.80	247,538.44	n/d
Corporate programs	5.06	75,360.00	n/d	3.12	51,958.89	n/d	1.90	36,177.76	n/d	0.50	10,559.60	n/d
Health, safety and the environment	18.06	268,898.00	n/d	26.87	448,096.77	n/d	23.51	445,158.11	n/d	23.91	501,630.35	n/d
On-the-job training	9.12	13,627.00	n/d	6.66	111,094.66	n/d	5.00	94,720.93	n/d	13.00	272,550.05	n/d
Total	36.44	419,674.00	n/d	44.12	735,759.24	n/d	39.85	754,447.53	n/d	49.75	1,043,849.24	n/d

Number of total training hours per employee, by age group¹

	2020	2021	2022	2023
Under 30	117,666.92	117,666.92	217,506.05	301,213.98
Between 30 and 50	358,685.50	358,724.65	484,314.66	670,607.11
Over 50	66,322.02	66,324.32	52,855.90	72,028.15
Total	542,674.44	542,715.89	754,676.61	1,043,849.24

1. The data only includes full-time employees.

Number of total training hours by race¹

	2020	2021	2022	2023
White	231,778.77	276,936.59	309,473.63	407,954.41
Pardo ²	238,155.89	340,290.69	332,805.19	484,749.06
Black people	53,681.72	88,424.96	86,582.08	117,061.20
Indigenous people	3,607.63	5,520.03	3,788.03	4,775.19
Yellow	11,119.01	15,770.09	14,714.10	22,485.98
Not reported	4,372.88	8,816.88	7,313.86	6,823.40
Total	542,715.90	735,759.24	754,676.62	1,043,849.24

1. The data only includes full-time employees.
2. Translator's note: pardo/a a gender-specific noun which refers to the official category of color and race in Brazil's census questionnaire to designate non-White/mixed race people.

LEADERSHIP POSITIONS OCCUPIED BY INTERNAL TALENT

Material Topics: Diversity, equity, and inclusion

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The following data is available in the tables below:

- Percentage of leadership positions occupied by internal talent, by gender;
- Percentage of positions occupied by diversity groups.

Percentage of leadership positions closed with internal talent, by gender ¹

	2021	2022	2023
Male	58.%	39.%	53.%
Female	19.%	29.%	17.%
Total	78.%	69.%	70.%

1. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we have followed the classification presented due to information restrictions in systems.

Percentage of positions occupied by diversity groups¹

	2021	2022	2023 ¹
Women	15.%	20.%	33.%
Black people	30.%	33.%	54.%
PwD	1.%	3.%	3.%
LGBTQIAP+	2.%	3.%	3.%
Total	49.%	59.%	92.%

1. In 2023, we hired 5,027 new people for Suzano, of which 1,646 were women, 2,694 Black people, 132 LGBTQIAP+ and 167 people with disabilities (PwD).

#SUPPLIER MANAGEMENT

RESPONSIBLE MANAGEMENT OF OUR SUPPLIERS

Material Topics: Supplier management

Other hashtags: N/A

Frameworks

GRI: 2-6; 3-3

GRI Dimension: General disclosures; Material topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

Suzano's supply chain is diverse and consists of suppliers segmented into macrocategories: operations, services, logistics, marketing and sales, and even support activities, such as infrastructure and technological development. In 2023, we **had approximately 14,700 suppliers**, of which 32,100 were in our database. We spent approximately **BRL 42.5 billion** paying suppliers.

In 2023, the purchasing process achieved a Net Promoter Score (NPS) of 78 in a supplier satisfaction survey performed by a specialized global consulting firm.

1. CENTRALIZED SUPPLIERS

Processes and Policies Applied by the Responsible Supplier Management Program

Governance

With the aim of closely managing our extensive supplier chain and globally integrating sustainability into purchasing processes, the Responsible Supplier Management Program (RSM) was created in 2021. This program has a dedicated team for monitoring and developing partners through policies, procedures, and controls to identify, evaluate, and mitigate their ESG risks.

The ESG Supplier Program is overseen by executive leaders from the Sustainability and Procurement areas, who deliberate quarterly on the implementation of ESG initiatives. Suzano's procurement guidelines, such as the [Sustainable Purchasing Policy](#), are reviewed every 24 months to prevent possible violations of ESG requirements and ensure compliance with the [Supplier Code of Conduct](#).

Approval and Registration process

The approval and [registration process](#) covers 100% of our suppliers, including mandatory documentation according to the contracting segment. We include sustainability requirements in this process, evaluating mechanisms and strategies related to social management and performance, corporate governance, quality management systems, integrity, due diligence and the environment.

To be hired, suppliers must go through a certification process that aims to ensure compliance with established legal, technical, and conformity requirements. They also participate in the Supply Supplier Management processes, which verify their regularity with the state, validate and manage mandatory licenses and documentation, perform preliminary assessments of minimum quality and ESG requirements, collect market information, and confirm adherence to the [Supplier Code of Conduct](#).

To confirm compliance with minimum ESG requirements, suppliers must complete a self-assessment including the following aspects:

- Social: Respect for human rights and diversity and regular labor practices, commitment to ending child, forced and compulsory labor.
- Governance: Anti-corruption practices.
- Environment: Conscious water consumption, regular waste management, monitoring and reporting of greenhouse gas emissions.
- Quality: Proper mandatory documentation, ISO and FSC certifications, quality management procedures and policies, adequate infrastructure.

The certification process also includes **Background Checks (BKG)** of eligible suppliers. This procedure verifies information of various natures (reputational, administrative, judicial, criminal and others) pertaining to individuals and legal entities registered in Suzano's supplier database. Background check reports contain information from different sources, including media and legal analyses of different ESG topics, such as compliance with environmental, labor, corruption and criminal laws; ethics and integrity; financial, fiscal and reputational standing; and judicial and administrative lawsuits. The analyses are valid for 6 to 18 months, depending on the supplier's score.

Suppliers are excluded from contracting when there is any irregularity and/or failure in any of the stages of the certification processes, including not obtaining the minimum required score (higher than 30%) in any of the self-assessment questionnaires (quality, social, governance or environmental). The entire process is described in our [Sustainable Procurement Policy](#) and [Supplier Code of Conduct](#).

In 2023, 72% of suppliers were approved based on environmental criteria and 100% on social criteria. For further information, find more information on the indicator "[Total number and percentage of new suppliers selected based on environmental and social criteria](#)".

Selection of Critical Suppliers

Below, we describe the methodology established for the selection of critical and priority suppliers for participation in the **Supplier Risk Management** and **Performance Evaluation processes**. We consider critical suppliers those who have commercial relevance and:

- Provide items with the potential to generate significant impacts on the capacity or quality of products, process performance, equipment and employee safety, the health of our team, and the integrity of equipment or suppliers; or
- Have a high sustainability risk.

To classify suppliers according to their sustainability risk, Suzano uses the **Supply Chain Social and Environmental Risk Matrix**, which allows for the establishment of consistent ESG monitoring criteria, aligned with the company's Commitments to Life Renewal and the Sustainable Development Goals (SDGs).

For the construction of the **Social and Environmental Risk Matrix**, the company's entire supplier base is segmented according to the sector in which the companies operate, considering social, environmental, and governance aspects. Suppliers are classified as high sustainability risk if they belong to sectors with a high level of severity and probability of socio-environmental impact and a high level of Suzano's co-responsibility.

Suzano considers ESG a decisive factor in the supplier evaluation and selection matrix. This means that when suppliers are on equal terms, the one better positioned in terms of sustainability will be preferred by the company.

Risk assessment

We continued to conduct **external social and environmental second-party audits** of high-risk suppliers, a practice we started in 2022. The process considered suppliers that had been prioritized in the first cycle of the initiative. More than half (60%) of the audited suppliers were also monitored using the Reprisk platform. Reprisk also provides supplier ratings (RepRisk Rating – RRR), which considers company-specific ESG risks and industry-specific ESG risks at a national level.

All suppliers that have been audited must present corrective action plans within 15 days of the publication of the results, addressing the issues identified. We require that corrective measures be implemented within 90 days by suppliers that have failed our assessment, within one year by suppliers that have been approved with restrictions, and within a year and a half by approved suppliers. Both the audit firm and Suzano continue to monitor and support the supplier throughout the implementation process.

Supplier Performance Evaluation

The **Supplier Performance Index (SPI)** program, which evaluates critical suppliers, was reformulated to include new questions, primarily regarding environmental, social and safety requirements, with an average approval rating of 96%. For suppliers that fall below the desired index, Suzano's contract managers develop corrective and improvement plans, and support and monitor them in the implementation of the actions. Failure to comply with the actions outlined in the action plans may result in the supplier being blocked, suspended or disqualified from our databased.

Supplier ESG Engagement and Development Programs

As part of our commitment to supporting and training our suppliers, we implement several projects to increase the commitment of our supply chain to ESG issues. The Semear project, conducted in partnership with SEBRAE, a private organization that promotes entrepreneurship in Brazil, is a support program that lasts between six and 12 months and focuses on building capacity and improving the ESG performance of Suzano's micro and small suppliers. They learn about best practices in management and innovation, as well as about legal, social and environmental responsibility principles. We also created a version of the program focused on female entrepreneurship, including socially vulnerable women living in communities around Suzano sites in Brazil.

The programs "Climate Change" and "Caring for Water in the Value Chain" aim to encourage suppliers to commit to reducing greenhouse gas emissions and improving water resource management. To facilitate

this, we have partnered with the Carbon Disclosure Project (CDP) to engage and support our suppliers in measurement, data transparency, goal setting, and risk and opportunity assessment related to climate change and water use. We also help expand knowledge on the subject throughout the value chain through training programs, workshops, and webinars conducted by CDP and Suzano. Through the CDP, cyclical meetings are held to share best practices, allowing our suppliers to have ESG benchmarks. The suppliers selected to participate in these programs are those of greater commercial relevance to Suzano, among those identified as high risk in the “Greenhouse Gas Emissions” and “Water and Effluents” hotspots by the Socio-environmental Risk Matrix.

Another ESG program offered by Suzano to its supplier is Inclusive Sourcing, which was designed to engage and motivate our supply chain to leverage diversity, equity and inclusion. To do so, we identify and facilitate diversity initiatives across our supply chain, which has included, for example, carrying out a Diversity and Inclusion Census among our suppliers. One of the highlights of this project is our partnership with JSL, a Brazilian logistics services company, in the Mulheres na Direção (“Female Drivers”) initiative, which trains women to operate forklifts at Suzano sites in Brazil. Based on the results of this project, we held meetings to share best practices with suppliers from different procurement categories and developed new projects. We also host supplier engagement events, such as Suzano Valoriza, a program created to recognize our suppliers based on their ESG performance and indexes, and Bioconexão, a biodiversity-focused meeting held in the Neblinas Park, an environmental reserve located in the Atlantic Forest and maintained by Suzano.

Implementation of technologies

Our automation and data analysis have evolved to improve risk prediction processes, ensure efficient audits in the supply chain and support decision-making, leading to more responsible purchases. In this regard, we have established and maintained important partnerships to support us on this transformation journey, including with the platforms Linkana and RepRisk.

2. WOOD SUPPLIERS

The supply of wood, assessed from an environmental, social and economic perspective, is defined as critical and of high sustainability risk in the Social and Environmental Risk Matrix ([Sustainable Purchasing Policy](#)). As a further risk assessment methodology, we use internationally recognized certification standards and regulations, such as the FSC® standards, the National Risk Analysis for Brazil, the European Timber Regulation (EUTR) and the United Kingdom Timber Regulation (UKTR), which are covered in the [Wood Supply Policy](#).

For wood suppliers, sustainability risks are defined considering five categories: illegally harvested wood; wood harvested in violation of traditional and civil rights; wood harvested from forests in which high conservation values are threatened by management activities; wood harvested in forests being converted to plantations or non-forest uses; and wood harvested from forests in which genetically modified trees are planted. For these suppliers, in addition to our Wood Supply Policy, we have a commitment to Zero Deforestation, which complies with the Brazilian Forest Code and forest management standards, chain of custody and controlled wood (FSC®, PEFC) and international regulations. The monitoring processes and risk mitigation are detailed in the indicator [“Total number and percentage of suppliers that have undergone environmental and social assessment”](#).

Committed to sustainable practices in the supply chain, Suzano encourages its wood suppliers to seek FSC® and/or PEFC Forest Management certification. To ensure responsible sourcing of wood from partners who do not participate in the forest management certification program, we apply a due diligence system based on the company's Wood Procurement Policy, international regulations and FSC® and PEFC Controlled Wood/Sources standards. Due diligence verifies compliance with environmental, social, legal and labor requirements in first and second party audits, as well as third party audits performed by independent entities. This involves both direct wood suppliers and indirect suppliers involved in harvesting and transportation.

The tables below provide the following information:

- Total number of critical suppliers;
- Percentage of critical suppliers;
- Supplier selection.

Total number of critical suppliers¹

	2020	2021	2022	2023
Total number of critical centralized suppliers	458	410	696	719
Total number of critical suppliers [wood suppliers]	n/d	853	1,218	981
Total number of critical centralized suppliers (tier 1 and non-tier 1) assessed	n/d	375	696	719
Total number of critical suppliers (tier 1 and non-tier 1) assessed [wood suppliers]	n/d	853	1,218	981
Total numbers of centralized suppliers with a high sustainability risk assessed	n/d	702	533	521
Total number of suppliers with a high sustainability risk assessed [wood suppliers]	n/d	853	1,218	981

- 1. Centralized suppliers:** For this indicator, we consider **critical suppliers** to be those that supply items with the potential to generate major impacts on the capacity or quality of products, process performance, the safety of equipment and employees, the health of our staff and the integrity of equipment, assessed annually in the Supplier Performance Index ([SPI](#)), and also those suppliers with a high risk for sustainability, audited by a second party in 2023. We consider suppliers with a **high risk to sustainability** to be all those who underwent a second-party audit in 2023 and those who had environmental and/or social issues assessed in the Supplier Performance Assessment process. **Wood suppliers:** 981 critical suppliers were considered [number of farms and service providers for harvesting and transporting wood] - 317 wood supply areas (tier 1), where harvesting and transportation services were contracted by the farm owners themselves [non-tier 1 suppliers], totaling 634 (317 tier 1 + 317 non-tier 1); 65 wood supply areas (tier 1), where harvesting and transportation services were contracted directly by Suzano (tier 1), totaling 130 (65 tier 1 + 65 tier 1); 196 wood supply areas, where harvesting and transportation were carried out by Suzano's own operation, totaling 196 (tier 1); 21 wood supply areas, which correspond to suppliers certified by forest management, totaling 21 (tier 1).

Percentage of critical suppliers

	2020	2021	2022	2023
Percentage of centralized critical suppliers [out of total suppliers]	4%	3%	5%	5%
Percentage of critical centralized suppliers (out of total suppliers) ¹	100%	100%	100%	100%
Percentage out of total purchases spent with critical centralized suppliers	41%	37%	37%	37%
Percentage out of total purchases spent with critical suppliers - wood suppliers ¹	100%	100%	100%	100%

- At Suzano, according to the Supplier Evaluation Matrix, every wood supplier is considered critical. Therefore, all spending on wood suppliers is considered spending on critical suppliers.

Supplier selection¹

	2022					2023				
	Total number of tier 1 suppliers	Total number of significant suppliers (tier 1 and non-tier 1)	Total number of significant suppliers in tier 1	Total number of significant suppliers in non-tier 1	% of total spend with significant tier 1 suppliers	Total number of tier 1 suppliers	Total number of significant suppliers (tier 1 and non-tier 1)	Total number of significant suppliers in tier 1	Total number of significant suppliers in non-tier 1	% of total spend with significant tier 1 suppliers
Wood suppliers	878	1,218	878	340	100.00%	664	981	664	317	100.00%
Centralized suppliers	12,722	696	696	0	37.00%	14,008	719	719	0	37.00%
Total	13,6	1,914	1,574	340	38.91%	14,672	1,7	1,383	317	40.00%

- The total of tier 1 and non-tier 1 wood suppliers considers: number of contracted farms (tier 1) + service providers for harvesting and transporting wood that can be tier 1 [contracted by Suzano] and non-tier 1 [contracted by the farm owner]:
 - Total tier 1: 664 = 599 farms + 65 harvesting and transportation service providers contracted directly by Suzano;
 - Total non-tier 1: 317 = 317 harvesting and transportation service providers hired by the farm owner.

ADDITIONAL INFORMATION

Centralized suppliers

Due to Suzano's multiple businesses, we have implemented the [Social and Environmental Risk Matrix](#), which allows us to set consistent monitoring criteria according to the company's Commitments to Renew Life, ensuring risk mitigation from registration all the way through monitoring and performance evaluation in line with the [Sustainable Purchasing Policy](#) and the [Supplier Code of Conduct](#). In 2023, we made progress in identifying the risks of suppliers beyond tier 1, monitoring the documents of sub-suppliers contracted by fixed-service providers, while implementing management measures in 2024.

Wood suppliers

All wood sources supplied to Suzano, including tier-1 and non-tier-1 suppliers, are monitored based on environmental, social, economic and legal requirements. For this purpose, we have adopted the [Wood Supply Policy](#) and the Deforestation Policy, which are developed in compliance with the Brazilian Forest Code, the FSC® Association Policy criteria, the FSC® and PEFC Forest Management and Chain of Custody standards, FSC® Controlled Wood, PEFC Controlled Sources, the European Timber Regulation (EUTR), the United Kingdom Timber Regulation (UKTR), the Lacey Act (United States), the Australian Illegal Logging Prohibition Act and the Fundamental Principles of the International Labor Organization (ILO).

LOCAL DEVELOPMENT - PROPORTION OF SPENDING WITH LOCAL SUPPLIERS

Material Topics: Supplier management

Other hashtags: N/A

Frameworks

GRI: 204-1

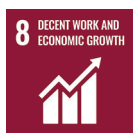
GRI Dimension: Economic

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

We encourage the local economy and entrepreneurship (micro and small businesses), which is why we **prioritize local purchases**. We transacted **14.6 billion reais** with local suppliers in the states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul, and São Paulo, i.e. those where Suzano's operations are located (whether head office or subsidiary) and which represent 34% of global purchases in the period.

We support the development of these important partners with the [Semear](#) program and have already trained approximately 350 companies since the initiative began in 2020. We are also one of the companies that support [Prodfor](#) in Espírito Santo.

Another important front for generating value in the chain is **financial support** for suppliers. In 2023,

for the third consecutive year, we maintained our partnership with fintech Monkey Exchange to facilitate suppliers' access to credit. Find out more about our processes and policies for managing responsible suppliers at [Suzano Supplier Portal](#).

Committed to sustainability practices in the supply chain, the company encourages its wood suppliers to seek FSC® and/or PEFC Forest Stewardship certification. To guarantee the responsible origin of wood from partners who do not participate in the Forest Stewardship certification program, we apply a due diligence system based on the Suzano Wood Sourcing Policy, international regulations and FSC® and PEFC Controlled Wood/Sources standards. Due diligence verifies compliance with environmental, social, legal and labor requirements in first and second-part audits, as well as third-part audits carried out by independent bodies. This practice includes both direct wood suppliers and indirect suppliers who carry out harvesting and transportation.

The table below shows the proportion of spending on local suppliers by state.

Percentage of spending on local suppliers by state¹

	2020 ²		2021		2022		2023	
	Wood suppliers	Centralized suppliers	Wood suppliers ³	Centralized suppliers	Wood suppliers ³	Centralized suppliers	Wood suppliers ³	Centralized suppliers
Maranhão	n/d	56.%	n/a	65.%	n/a	71.%	100.%	69.%
São Paulo	n/d	86.%	n/a	87.%	n/a	86.%	100.%	87.%
Bahia	n/d	46.%	n/a	50.%	n/a	46.%	97.%	42.%
Espírito Santo	n/d	58.%	n/a	66.%	n/a	65.%	36.%	65.%
Mato Grosso do Sul	n/d	55.%	n/a	51.%	n/a	47.%	88.%	51.%
Suzano Average	n/d	n/d	n/a	67.%	n/a	36.%	62.%	36.%

- 1. Centralized supplier information:** Local suppliers are those who have a head office or branch and supply to the same state where Suzano operates. To calculate the percentage (%) of local purchases, we compare the spend of the state and the spend with local suppliers. To calculate the percentage for the state of Maranhão, we considered suppliers from the states of Tocantins and Pará. The report considers 100% of purchases made by Suzano S.A. companies (Suzano, Portocel and Facepa). **Information on wood suppliers:** In the calculation methodology, local suppliers are those who have a farm that supplies the same state where Suzano operates. To calculate the percentage (%) of local wood purchases, we compared the spend on wood purchases and the spend with local (wood purchasing) suppliers. To calculate the percentage for the state of Maranhão, we considered suppliers from the states of Tocantins and Pará.
2. In 2020 there was no separation of data between wood suppliers and other types of suppliers.
3. In 2021 and 2022, the following calculation methodology was used for local wood suppliers: 100% Capex on wood purchases for each unit (Capex Wood Purchases/Total Capex for the forestry unit). For the Suzano average, the total value of the units is taken into account, regardless of origin (forestry unit/State). However, for the year 2023, the methodology was changed as explained in the first footnote.

TOTAL NUMBER AND PERCENTAGE OF SUPPLIERS THAT HAVE UNDERGONE ENVIRONMENTAL AND SOCIAL ASSESSMENT

Material Topics: Supplier management

Other hashtags: N/A

Frameworks

GRI: 308-2; 414-2

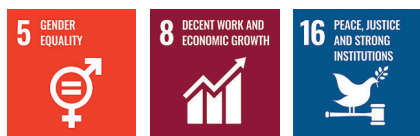
GRI Dimension: Environmental; Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Different management measures are adopted to evaluate our suppliers. We used Suzano's Supply Chain Social and Environmental Risk Matrix to segment our total supplier base and identify risks by analyzing purchasing categories from a social and environmental perspective, which includes environmental and social requirements.

Centralized suppliers

To assess our suppliers, we have reformulated the Supplier Performance Index ([SPI](#)) with new questions incorporated into the assessment method for critical suppliers, especially in the environmental and social assessment requirements. For those that fall below the desired index, action plans are defined. If the plan is not complied with, the companies are blocked/suspended, do not receive new orders and are subject to disqualification from Suzano's supply chain. Implemented in 2022, we continued the robust second-party ESG audit process for suppliers with very high sustainability risk in 2023, auditing 245 suppliers, representing 17% of the spend contracted by the Procurement area.

Wood suppliers

Committed to sustainability practices in its supply chain, Suzano has set itself the goal of monitoring and mitigating risks in 100% of the wood supply process, covering both its management and that of its suppliers, regarding environmental, social, economic and legal requirements.

The wood supply process includes the stages of initializing the contract (analysis of the suitability of the property and the profile of the bidder), making the contract operational (harvesting and transportation) and closing the contract.

In this sense, they are considered wood suppliers:

- **Tier 1 [direct] suppliers:** each farm is considered an individual supply unit, regardless of how many owners that farm has or whether the same owner has several farms;
- **Service providers for harvesting and transporting wood:**
 - o Tier 1 suppliers [direct]: wood harvesting and transportation service providers contracted directly by Suzano;
 - o Non-tier 1 [indirect] suppliers: timber harvesting and transportation service providers contracted by farm owners.

Additionally, and to which all Suzano's wood supply is subject, we have adopted the [Wood Supply Policy](#) and the Commitment to Zero Deforestation, the development of which complies with the Brazilian Forest Code, the criteria of the FSC® Association Policy, the FSC® and PEFC Forest Stewardship and Chain of Custody standards, FSC® Controlled Wood, PEFC controlled sources. Also, the fundamental principles of the International Labor Organization (ILO) and compliance with international regulations on traceability and the legal origin of wood, such as the European Timber Regulation (EUTR), the United Kingdom Timber Regulation (UKTR) and the Australian Illegal Logging Prohibition Act: European Timber Regulation (EUTR), United Kingdom Timber Regulation (UKTR), Lacey Act (United States) and Australian Illegal Logging Prohibition Act.

The practices and guidelines presented are implemented through the Due Diligence System, a monitoring program that consists of assessing and mitigating risk in the supply chain. In this way, we aim to guarantee:

- Compliance with applicable legislation, respect for the right to property, possession and use of land;
- Respecting and maintaining attributes in High Conservation Value Areas (HCVAs);
- The non-conversion of native areas into commercial wood plantations, respect for human rights, and the rights of indigenous peoples and traditional communities;
- Compliance with health and safety items, following the ILO Fundamental Principles;
- Verification of anti-deforestation through maps and field visits;
- The engagement of suppliers in environmental and social issues, such as the preservation of water resources, soil and vegetation.

We have qualified technicians who audit these principles through checklists and management applications, in which documentation and maps of land use and occupation are checked, as well as field visits before, at the start of and during harvesting and transportation activities. This process starts with the formalization of the contract, which requires the planting to be in order and includes the harvesting and transport of the wood.

The **audits** can be documentary and/or field audits and are applied according to the type of supply [company harvest, contracted by Suzano, contracted by the owner, certified or controlled]:

- **Documentary:** occur on all supplier farms, regardless of the type and certification.
- **In the field:** these are operations in which Suzano or the owner(s) of the farms contract harvesting and transportation services.

In 2023, 981 documentary and/or field audits were carried out, including wood supply and services for harvesting and transporting wood:

- In 317 wood supply areas, harvesting and transportation services were contracted by the farm owners themselves [non-tier 1 suppliers], and 317 documentary checks and 317 field checks were carried out, totaling 634;
- In 65 wood supply areas, harvesting and transportation services were contracted directly by Suzano (tier 1), and 65 documentary and 65 field checks were carried out, totaling 130;
- In 196 wood supply areas, harvesting and transportation were carried out by Suzano's own operation, with documentary verification totaling 196;
- In 21 areas where wood is supplied, the suppliers are certified for forest management, with documentary verification totaling 21.

For suppliers certified for forest management and suppliers where harvesting and transportation were carried out by Suzano's operation, forest management certification standards are followed, and practices are evaluated by third-party audits.

External audits are carried out annually by the independent certifying body, in which the criteria of the standards mentioned in additional information are verified. In the external audit that took place in August 2023 on a sample basis, by an independent certifier, at the Imperatriz (MA), Suzano and Rio Verde (SP), and Três Lagoas (MS) Units, no non-conformities were identified related to the legality of the wood supply.

If deviations are identified, there is a field guide/documentary that guides the deadlines and corrective actions to be taken. Moreover, deviations are recorded in a management application to ensure the follow-up and closure of pending issues. In the event of violations of deadlines and policies, suppliers may be disqualified. In 2023, we terminated with only one supplier.

Below are four tables with the following data:

- Total number of suppliers that have undergone environmental assessment;
- Percentage of suppliers who have undergone an environmental assessment;
- Total number of suppliers who have undergone social assessment;
- Percentage of suppliers who have undergone social assessment.

Total number of suppliers that have undergone environmental assessment¹

	2020	2021	2022	2023
Number of centralized suppliers evaluated	306	271	549	521
Number of wood suppliers assessed	n/d	853	1,09	981
Number of centralized suppliers identified as having significant actual and potential negative environmental impacts ²	5	9	59	28
Number of wood suppliers identified as having significant actual and potential negative environmental impacts ²	n/d	26	8	3
Number of centralized suppliers identified as having significant actual and potential negative environmental impacts with whom improvements have been agreed as a result of the assessment	5	9	59	28
Number of wood suppliers identified as having significant actual and potential negative environmental impacts with whom improvements have been agreed as a result of the assessment	n/d	26	8	3

1. **Centralized suppliers:** For the indicator, suppliers who have undergone assessment in the Supplier Performance Index ([SPI](#)) process and a second-party ESG audit were considered. Once we have identified the significant, real and potential negative environmental impacts on these processes, in the case of suppliers who have fallen below the desired index, we define action plans. If the plan is not complied with, the companies are blocked/suspended, do not receive new orders and are subject to disqualification from Suzano's supply chain. **Wood suppliers:** data on wood suppliers began to be reported in 2021.
2. For the purposes of detailing the metrics used, real and significant negative environmental impacts are considered:
 - Non-conformities about the "Environmental Management System" in the second-party ESG audit process for suppliers who failed or passed with restriction as the final result of the audit;
 - Low performance on questions in the "Environment" section of the Supplier Performance Assessment process by those who obtained a final classification as failing or passing with restriction in the same process.
 - Some suppliers had an impact on social and environmental categories.

Percentage of suppliers who have undergone an environmental assessment¹

	2020	2021	2022	2023
Percentage of centralized suppliers identified as having negative environmental impacts	2.00%	3.00%	11.00%	5.00%
Percentage of wood suppliers identified as having negative environmental impacts	n/d	3.00%	1.00%	0.31%
Percentage of centralized suppliers identified as having significant actual and potential negative environmental impacts with whom improvements have been agreed as a result of the assessment	100.00%	100.00%	100.00%	100.00%
Percentage of wood suppliers identified as having significant actual and potential negative environmental impacts with whom improvements have been agreed as a result of the assessment	n/d	100.00%	100.00%	100.00%
Percentage of centralized suppliers identified as having significant actual and potential negative environmental impacts with whom relations were terminated as a result of the assessment	0.00%	0.00%	0.00%	0.00%
Percentage of wood suppliers identified as having significant actual and potential negative environmental impacts with whom relations were terminated as a result of the assessment	n/d	0.00%	0.00%	0.00%

1. Number of suppliers with a negative environmental impact out of the total number of suppliers assessed in the requirement.

Total number of suppliers that have undergone social assessment¹

	2020	2021	2022	2023
Number of centralized suppliers evaluated	306	283	558	519
Number of wood suppliers assessed	n/d	853	1,09	981
Number of centralized suppliers identified as having significant actual and potential negative social impacts ²	4	11	71	38
Number of wood suppliers identified as having significant actual and potential negative social impacts ²	n/d	47	33	7

Number of centralized suppliers identified as having significant actual and potential negative social impacts with whom improvements have been agreed as a result of the assessment	4	11	71	38
Number of wood suppliers identified as having significant actual and potential negative social impacts with whom improvements have been agreed as a result of the assessment	n/d	47	33	7

- 1. Centralized suppliers:** For the indicator, suppliers who have undergone assessment in the Supplier Performance Index ([SPI](#)) process and a second-party ESG audit were considered. We achieved our objective of implementing and executing a robust second-party ESG audit process, which allowed us to identify the risks and opportunities related to social issues. Action plans are defined for those suppliers who fall below the desired index. If the plan is not complied with, the companies are blocked/suspended, do not receive new orders, and are subject to disqualification from Suzano's supply chain. **Wood suppliers:** data on wood suppliers began to be reported in 2021.
- 2. For real and significant negative social impacts,** the following considerations apply:
 - Non-conformities in "Social responsibility" in the second-party ESG audit process for suppliers who were either disapproved or approved with restriction as a final result of the audit;
 - Low performance on questions in the "Social" section of the Supplier Performance Assessment process by those who obtained a final rating of failed or approved with restriction in the same process.
 - Some suppliers had an impact on social and environmental categories.

Percentage of suppliers who have undergone social assessment¹

	2020	2021	2022	2023
Unit	%	%	%	%
Percentage of centralized suppliers identified as having negative social impacts	1.0%	4.0%	13.0%	7.0%
Percentage of wood suppliers identified as having negative social impacts	n/d	6.0%	3.0%	1.0%
Percentage of centralized suppliers identified as having significant actual and potential negative social impacts with whom improvements were agreed as a result of the assessment	100.0%	100.0%	100.0%	100.0%
Percentage of wood suppliers identified as having significant actual and potential negative social impacts with whom improvements have been agreed as a result of the assessment	n/d	5.0%	100.0%	100.0%
Percentage of centralized suppliers identified as having significant actual and potential negative social impacts with whom relations were terminated as a result of the assessment	0.0%	0.0%	0.0%	0.0%
Percentage of wood suppliers identified as having significant actual and potential negative social impacts with whom relations were terminated as a result of the assessment	n/d	1.0%	0.0%	0.0%

- 1. Number of suppliers with a negative social impact out of the total number of suppliers assessed in the requirement.**

ADDITIONAL INFORMATION

One of the objectives of the Supplier Performance Assessment programs and second-party ESG audits is to develop suppliers on issues that are relevant to the company. Therefore, for both initiatives, suppliers are asked to structure and comply with action plans to improve their performance, which may be one of the reasons for the reduction in the number of suppliers identified as having real and significant negative social and environmental impacts in 2023. It may also be an indication that, with the maturity of the programs, we are achieving the expected results in terms of the development of Suzano's supply chain.

Centralized suppliers

Due to Suzano's different businesses, we have implemented the [Socio-Environmental Risk Matrix](#), which allows us to define consistent management measures in line with our Commitments to Renewing Life, guaranteeing risk mitigation from registration through to monitoring and evaluating supplier performance, in line with the [Sustainable Purchasing Policy](#) and the [Supplier Code of Conduct](#).

Wood suppliers

The certification standards used for the analysis are described below.

FSC® Chain of Custody and PEFC:

- FSC-STD-40-003 V2-1_EN - Multi_Site CoC Certification;
- FSC-STD-40-004 V3-1_EN - Chain of Custody Certification; FSC-STD-40-005 V3-1_EN - Requirements for the Consumption of FSC® Controlled Wood;
- FSC-STD-40-007 V2-0_EN - Recovered Material;
- FSC-STD-50-001 V2-0_EN - Requirements for the use of FSC® trademarks by certificate holders;
- PEFC ST 2002:2020 - Requirements for Chain of Custody of Forest Products;
- PEFC ST 2001:2020 - PEFC trademark rules.

FSC license codes:

- Chain of Custody - Units in Brazil - FSC-C010014;
- Chain of Custody - Europe, United States and China - FSC-C012430;
- Chain of Custody - Distribution Center in Brazil and Argentina - FSC-C003231.

PEFC license codes:

- Chain of Custody - Units in Brazil - PEFC/28-32-63;
- Chain of Custody - Europe, United States and China - PEFC/28-32-62;
- Chain of Custody - Distribution Center in Brazil, Argentina and Finland - PEFC/28-32-61.

Forest Stewardship:

- FSC® Standard: FSC-STD-BRA-01-2014 V1-1 EN - Assessment of Forest Plantations in the

Federative Republic of Brazil: Harmonized Standard among Certifiers;

- Cerflor Standard: ABNT NBR 14.789, version 2012 - Sustainable Forest Stewardship - Principles, Criteria and Indicators for Forest Plantations;
- FSC Pesticides Policy - FSC-POL-30-001 V3-0 EN (applied to all forestry units);
- Ecosystem Services Procedure: Demonstration of Impacts and Market Tools - FSC-PRO-30-006 V1-2 (applied to the São Paulo Unit);
- FSC license codes:
 - o Forest Stewardship BA - FSC-C155943;
 - o Forest Stewardship ES - FSC-C110130;
 - o Forest Stewardship MS - FSC-C100704;
 - o Forest Stewardship MA - FSC-C118283;
 - o Forest Stewardship SP - FSC-C009927.
- Cerflor license codes:
 - o Forest Stewardship BA - SYS-FM/Cerflor-0013;
 - o Forest Stewardship ES - IMA-MF-0007;
 - o Forest Stewardship MS - IMA-MF-0005;
 - o Forest Stewardship MA - SYS-FM/Cerflor-0001;
 - o Forest Stewardship SP - SYS-FM/Cerflor-0012.

TOTAL NUMBER AND PERCENTAGE OF NEW SUPPLIERS SELECTED BASED ON ENVIRONMENTAL AND SOCIAL CRITERIA

Material Topics: Supplier management

Other hashtags: N/A

Frameworks

GRI: 308-1; 414-1

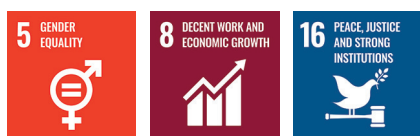
GRI Dimension: Environmental; Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

At Suzano, the process of registering and certifying new suppliers takes into account their scope of activity when defining the criteria by which they will be analyzed.

In this sense, the suppliers selected based on environmental criteria are those who carry out activities directly related to these issues and who have undergone the company's registration and certification process. In 2023, 100% of the new suppliers registered and certified by Suzano whose scope of action involves environmental aspects - 1,192 suppliers - were selected based on these criteria [approximately 72% of the total number of new suppliers registered and certified by the company in the reference period].

Regarding social criteria, all suppliers are invariably analyzed and only registered if they comply with the provisions of Suzano's Code of Ethics and Conduct. Thus, in 2023, 100% of the new suppliers registered and certified by the company - 1,659 suppliers - were selected according to these criteria.

The tables below show the following data:

- Total number of new suppliers selected based on environmental criteria;
- Percentage of new suppliers selected based on environmental criteria;
- Total number of new suppliers selected based on social criteria;
- Percentage of new suppliers selected based on social criteria.

Total number of new suppliers selected based on environmental criteria

	2020	2021	2022	2023
Total number of new suppliers considered for contracting	1,395	1,254	1,607	1,659
Total number of new suppliers certified according to environmental criteria	195	184	874	1,192

Percentage of new suppliers selected based on environmental criteria

	2020	2021	2022	2023
Percentage of new suppliers selected based on environmental criteria	13.98%	14.57%	54.39%	71.85%

Total number of new suppliers selected based on social criteria

	2020	2021	2022	2023
Total number of new suppliers considered for contracting	1,395	1,254	1,607	1,659
Total number of new suppliers certified based on social criteria	1,395	1,254	1,607	1,659

Percentage of new suppliers selected based on social criteria

	2020	2021	2022	2023
Percentage of new suppliers selected based on social criteria	100%	100%	100%	100%

NUMBER OF CONTRACTORS BY GENDER AND REGION

Material Topics: Supplier management

Other hashtags: N/A

Frameworks

GRI: 2-8

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

At Suzano, we contract third-party employees mainly to support industrial and forestry operations, in activities related to maintenance, logistics, facilities, technology, and forestry implementation, among others. Suzano hires companies to provide services, which put their professionals to work to fulfill the contract. In other words, we don't hire labor, we hire services, which is why we don't define or discuss the type of relationship that suppliers should have with their employees.

The table below provides a breakdown of the number of contractors by gender and by region.

Number of contracted employees by gender

	2020	2021	2022	2023
Male	20,152	18,902	22,278	26,239
Female	1,356	1,473	1,854	2,466
Total	21,508	20,375	24,132	28,705

Number of contractors per region

	2020	2021	2022	2023
North	3,796	3,405	218	304
North East	3,102	3,142	7,169	8,017
Central West	4,179	4,189	4,771	6,688
South East	10,386	9,605	11,946	13,66
South	45	34	28	36
Abroad	0	0	0	0
Total	21,508	20,375	24,132	28,705

ADDITIONAL INFORMATION

The data includes contracted employees of companies providing services as permanent employees within Suzano's areas.

The construction of the indicator's information (numbers) takes into account the database we have on fixed contracted employees who are authorized to work in operations at all the company's units and also the location of these units by region. Regarding the increase or decrease in the number, whether in total or each unit/region, this is an oscillation that corresponds to the company's operational strategy throughout the year and varies from region to region.

#TRACEABILITY OF RAW MATERIAL AND PRODUCTS

SMALL WOOD SUPPLIERS

Material Topics: Supplier Management

Other hashtags: Supplier Management

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano believes that the support given to wood suppliers, including small ones, has a critical effect on environmental preservation and social development. To this end, we have a large **Forest Partnership**

The Program comprises three categories, which vary according to the interests of the landowner and the company's incentives. Depending on the category chosen by the farmers, Suzano can provide support by supplying and transporting eucalyptus seedlings, agricultural inputs, technical assistance (Good Forest Stewardship Practices), financial advances, and, since 2022, by offering forestry insurance. We emphasize that, regardless of the category, Suzano only serves farmers who are engaged in the same socio-environmental concerns as the company, following all the rules of good working conditions and encouraging the preservation and reforestation of native forests.

In this way, the company stimulates the local economy, contributes to sustainability (environmental, social and economic) and maintains a highly productive forest, sharing and generating value.

All areas where wood is supplied to Suzano, including suppliers, are monitored based on environmental, social, economic and legal requirements. To this end, we have adopted a [Wood Procurement Policy](#), the development of which complies with the Brazilian Forest Code, the criteria of the FSC® Association Policy, the FSC® and PEFC/Cerflor Forest Management and Chain of Custody standards, FSC® Controlled Wood, PEFC/Cerflor Controlled Sources, the European Timber Regulation (EUTR), the United Kingdom Timber Regulation (UKTR), the Lacey Act (United States), the Australian Illegal Logging Prohibition Act and the fundamental principles of the International Labor Organization (ILO).

In 2023, the program impacted around 1,765 small landowners, helping to improve the landowner's quality of life and paying small local businesses that are part of the entire production chain, from planting seedlings to transporting the wood.

External and internal audits are performed annually to check the criteria of the standards mentioned. Documents of compliance with the aforementioned standard and legal documents are checked, and on-site visits are made to assess the practice of the standard in the field.

In the table below, you can find the number of small suppliers the company has purchased wood from since 2020.

Small wood suppliers

	2020	2021	2022 ³	2023
Total number of contracts with small wood suppliers ¹	1,197	1,963	1,755	1,765
Total number of small wood suppliers in the year ²	368	413	639	453

1. The total number of contracts with small timber suppliers takes into account all contracts with

active suppliers for each year in which the supply area is smaller than four fiscal modules in the municipality. If it has up to four fiscal modules, the property is considered small.

2. The total number of small wood suppliers in the year considers those who supplied wood to the mills in the year. The same concept of a small supplier is applied: up to four fiscal modules.
3. In 2022, there was an increase in the supply of wood due to increased pulp production.

PERCENTAGE OF PRODUCTS WITH TRACEABLE ORIGIN OF RAW MATERIALS

Material Topics: Supplier Management

Other hashtags: Supplier Management

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano is committed to ensuring that 100% of the products delivered to customers can be traced back to the wood's origin. To this end, it has a robust traceability program in place, covered by Forest Stewardship Council® (FSC®)¹ and Programme for the Endorsement of Forest Certification (PEFC)² Chain of Custody certifications across the entire scope (forestry units, industrial units, distributors and commercial offices, which are audited annually by an independent certifying body).

Within the **traceability program**, professionals are duly qualified and trained to operate with computerized systems, registers, tracking forms, transport, sales and transfer tax documents.

Starting with wood, after the legal, social and environmental validations established in the due diligence program, the production unit is registered in our system, called Zenith, which includes relevant information, such as the geolocation of plantation and preservation areas, name of the rural property, region, state and certification, and covers wood managed by ourselves and our partners.

This record is kept from the time the wood is planted, managed, harvested and transported to the mill. For transportation, an invoice is issued to track the wood to the mill, where the information is recorded in our computerized system, which keeps a record and allows us to make connections with production of the finished pulp product and other products, such as paper and tissue. The products are identified with a batch number, and this information is kept in the invoice documents during storage, transportation and sale to the end customer.

All traceability controls are assessed during internal third-party audits and also by external audits conducted by the certification body.

In 2023, Suzano conducted 58 internal Chain of Custody audits covering the entire scope: mills and controlled wood [at the Aracruz (ES), Belém (PA), Imperatriz (MA), Jacaré (SP), Limeira (SP), Mogi das Cruzes (SP), Mucuri (BA), Rio Verde (SP), Suzano (SP) and Três Lagoas (MS) units]; in the distributors' scope (32 Centers in Brazil, 1 in Argentina, 1 in Ecuador and 1 in Finland); and in the traders' scope (China, the United States and Europe).

The **external audits**, conducted by an independent certifier, were held at the Imperatriz, Mogi das Cruzes, Rio Verde, Suzano and Três Lagoas units, at four Distribution Centers and at the US office, totaling 17 audits. As a result, non-conformities were pointed out that do not compromise the traceability program. Details can be found on the public website of the certification.

The following information can be found in the tables below:

- Percentage of traceable wood per forest management unit;
- Percentage of products with traceable origin of raw materials.

Percentage of traceable wood per forest management unit

	2020	2021	2022	2023
Mato Grosso do Sul	100.0%	100.0%	100.0%	100.0%
São Paulo	100.0%	100.0%	100.0%	100.0%
Bahia	100.0%	100.0%	100.0%	100.0%
Maranhão	100.0%	100.0%	100.0%	100.0%
Espírito Santo	100.0%	100.0%	100.0%	100.0%
Total	100.0%	100.0%	100.0%	100.0%

Percentage of products with traceable origin of raw materials

	2020	2021	2022	2023
Pulp, Eucafluff and microfibrillated cellulose (MFC)	100.0%	100.0%	100.0%	100.0%
Paper	100.0%	100.0%	100.0%	100.0%
Tissue	100.0%	100.0%	100.0%	100.0%

ADDITIONAL INFORMATION

1. FSC® License Codes: Forest Management BA - FSC-C155943; Forest Management ES - FSC-C110130; Forest Management MS - FSC-C100704; Forest Management MA - FSC-C118283; Forest Management SP - FSC-C009927; Chain of Custody units in Brazil - FSC-C010014; Chain of Custody America, China and Europe - FSC-C012430; Chain of Custody Distribution Center in Brazil, Argentina, Ecuador and Finland - FSC-C003231..
2. PEFC License Codes: units in Brazil - PEFC/28-32-63; traders (China, United States and Europe) - PEFC/28-32-62; Distribution Centers in Brazil, Argentina, Ecuador and Finland - PEFC/28-32-61.

#CIRCULAR ECONOMY

RECYCLED FIBER ACQUIRED, USED OR RECOVERED, BY PRODUCT SEGMENT, BY BUSINESS UNIT

Material Topics: Innovability

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Pulp & paper products; Containers and Packaging

SASB Dimension: Product Lifecycle Management; Supply Chain Management

SASB Code: RR-PP-430a.2; RT-CP-410a.1; RT-CP-410a.3

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Paper & Packaging Business Unit (UNPE, for its initials in Portuguese)

In 2022, compared to the previous year, there was stability in the volume of recycled fibers purchased. Compared to 2020, there was a reduction because the product was under development, which means that several tests are necessary and, consequently, a greater volume was produced.

The data is presented in two tables, as follows:

- Percentage of recycled fiber acquired and used, by business unit;
- Total weight of recycled and/or recovered fiber, by business unit.

Percentage of recycled fiber purchased and used, by business unit¹

	2020	2021 ²	2022	2023
Paper and Packaging Business Unit	0.01%	0.00%	0.00%	0.00%
Consumer Goods Business Unit	0.51%	0.00%	0.00%	0.00%

1. When calculating the indicator, post-consumer scraps acquired from the market are considered recycled fibers (as in the case of TP Cycle, cardboard paper with this type of fiber in its composition).
2. Adjusted history.

Total weight of recycled and/or recovered fiber, by business unit (t)¹

	2020	2021	2022	2023
Paper and Packaging Business Unit	100,189.70	118,310.13	139,674.00	133,596.00
Consumer Goods Business Unit ²	7,559.00	10,244.55	11,765.39	10,032.18
Total	107,748.70	128,554.68	151,439.39	143,628.18

1. When calculating the indicator, post-consumer shavings acquired from the market are considered to be recycled fibers (as in the case of TP Cycle, paperboard with this type of fiber in its composition).
2. For the Consumer Goods Business Unit, the manufactured volumes of the assets acquired from Kimberly-Clark from June to December are taken into account.

RECYCLED FIBER ACQUIRED, USED OR RECOVERED, BY PRODUCT SEGMENT

Material Topics: Innovability

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Pulp & paper products; Containers and Packaging

SASB Dimension: Product Lifecycle Management; Supply Chain Management

SASB Code: RR-PP-430a.2; RT-CP-410a.1

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The tables below provide the following data:

- Weight of recycled fiber acquired, by product segment;
- Weight of recycled and/or recovered fiber, by product segment;
- Weight of recovered fiber, by product segment.

Weight of recycled fiber¹ acquired, by product segment, in tonnes (t)

	2020	2021	2022	2023
Cutsizes	0.00	0.00	0.00	0.00
Uncoated	0.00	0.00	0.00	0.00
Coated	0.00	0.00	0.00	0.00
Paperboard	133.68	43.48	45.00	0.00
Machines C1 and C2 (Rio Verde Unit)	0.00	0.00	0.00	0.00
Toilet paper	579.19	0.00	0.00	0.00
Paper towels	0.00	0.00	0.00	0.00
Total	712.86	43.48	45.00	0.00

1. The indicator considers recycled fibers to be post-consumer scraps acquired from the market (as in the case of TP Cycle, paperboard with this type of fiber in its composition).

Weight of recycled¹ and/or recovered fiber, by product segment, in tonnes (t)

	2020	2021	2022	2023
Cutsizes	17,702.42	14,002.05	23,866.00	26,059.00
Uncoated	23,729.12	52,027.60	46,649.00	41,203.00
Coated	24,606.00	24,847.00	26,148.00	20,889.00
Paperboard	26,194.66	21,980.48	28,315.00	30,731.00
Machines C1 and C2 (Rio Verde Unit)	7,957.50	5,453.00	14,969.00	14,714.00
Toilet paper ²	7,555.77	10,004.24	11,420.98	8,528.74
Paper towels ²	3.69	240.32	344.41	1,503.44
Total	107,749.16	128,554.68	151,439.39	143,628.18

1. The indicator considers recycled fibers to be post-consumer shavings acquired from the market (as in the case of TP Cycle, paperboard with this type of fiber in its composition).
2. For "toilet paper" and "paper towels", the volumes manufactured from the assets acquired from Kimberly-Clark from June to December are considered.

Weight of recovered fiber, by product segment, in tonnes (t)

	2020	2021	2022	2023
Cutsizes	17,702.42	14,002.05	23,866.00	26,059.00
Uncoated	23,729.12	52,027.60	46,649.00	41,203.00
Coated	24,606.00	24,847.00	26,148.00	20,889.00
Paperboard	26,060.98	21,937.00	28,270.00	30,731.00
Machines C1 and C2 (Rio Verde Unit)	7,957.50	5,453.00	14,696.00	14,714.00
Toilet paper ¹	6,976.58	10,004.24	11,420.98	8,528.74
Paper towels ¹	3.69	240.32	344.41	1,503.44
Total	107,036.29	128,511.21	151,394.39	143,628.18

1. For "toilet paper" and "paper towels", the manufactured volumes of the assets acquired from Kimberly-Clark from June to December are considered.

ADDITIONAL INFORMATION

In 2023, there was no acquisition of recycled fibers, due to changes in product portfolios at the Paper and Packaging Business Unit (UNPE). With regard to recovered fibers, Suzano continues to implement actions aimed at increasing the recovery of fibers in the production chain, in order to reduce waste and put its sustainability goals into practice.

As for the Consumer Goods Business Unit (UNBC), in 2022, compared to 2021, there was again no acquisition of recycled fiber. However, the volume of recycled fiber produced increased as a result of the increase in UNBC's production volume.

With regard to recovered fibers, in 2022 Suzano implemented several actions that increased the volume and use of these fibers in the assembly lines. Besides generating value, this movement aims to reduce waste and put our sustainability principles into practice on a daily basis, especially in production processes, drawing them closer to the circular economy.

REVENUE FOR REUSABLE, RECYCLABLE AND/OR BIODEGRADABLE PRODUCTS

Material Topics: Innovability

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Containers and Packaging

SASB Dimension: Product Lifecycle Management

SASB Code: RT-CP-410a.2

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

In addition to shared responsibilities with other players, companies can show their commitment to sustainability by pledging to ensure that the majority of their product portfolio is recyclable, reusable or biodegradable.

Evaluating the portfolio of **Suzano's Paper and Packaging Business Unit (UNPE** for its initials in Portuguese), it can be seen that 100% of the products meet one or more of the attributes mentioned

above. We can therefore say that 100% of UNPE's sales fall under this indicator. This position is related to the fact that we are essentially a biobased company, using renewable raw materials, which is an important differentiator for single-use and packaging applications.

About the portfolio of Suzano's **Consumer Goods Business Unit (UNBC** for its initials in Portuguese), it can be seen that 99% of the volume of its products, including toilet paper, napkins and paper towels, meet one or more of the attributes mentioned above. However, it is worth pointing out that composting and reusing the items described is not a common practice in Brazil.

The criteria for this indicator are defined below:

- **Reusable:** is a product or packaging that has been conceived and designed to perform, within its life cycle, a certain number of journeys, rotations or uses for the purpose for which it was designed, consistent with the definitions of ISO 18603 - Reuse;
- **Recyclable:** is defined as a product or packaging that can be diverted from the waste stream through available processes and programs and can be collected, processed and returned to use in the form of materials or products, according to the definitions of ISO 18604 - Material Recycling;
- **Compostable:** is that which undergoes degradation by biological processes. During composting, CO₂, water, inorganic compounds and biomass are produced at a rate consistent with other known compostables, and no visible, distinguishable or toxic residue is left behind. The definitions are consistent with those of ISO 18606 - Organic Recycling. Compostable plastics are further defined by ASTM D6400, 2004 - Standard Specification for Compostable Plastics.

ADDITIONAL INFORMATION

As this is strategic information, Suzano does not detail absolute revenue figures beyond those already disclosed to the market.

#SUSTAINABILITY MANAGEMENT

LIFE CYCLE ASSESSMENTS

Material Topics: Innovability

Other hashtags: Circular economy; Sustainability management

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Containers and Packaging

SASB Dimension: Product lifecycle management

SASB Code: RT-CP-410a.3

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano is constantly seeking to develop bioproducts with the lowest possible environmental impact, offering solutions to society's challenges. To this end, we carry out **Life Cycle Assessment** studies (LCA, according to ABNT NBR ISO 14040) to measure the environmental performance of products and act to improve processes.

Internationally recognized, LCA promotes the careful assessment of the potential impact of the different items in our portfolio, considering the entire production process, from the extraction of raw materials to, possibly, the final destination of the product. The methodology assesses different categories of impact on the ecosystem (water, soil and air) and on the health of living beings. These are water depletion; land use; abiotic depletion (fossil fuels, minerals); acidification; ecotoxicity; eutrophication; global warming; ozone depletion; photochemical ozone formation; and human toxicity.

The number of LCA studies currently covers 86.4% of the product portfolio¹, following the quality requirements of ABNT NBR ISO 14040. We aim to significantly increase the percentage of items in our portfolio covered by this type of assessment in the coming years.

So far, we have developed LCA studies for the following items in our portfolio, as well as other studies in progress:

- Bleached cellulose;
- Unbleached cellulose/Brown Panda;
- Fluff pulp;

- Lignin;
- Microfibrillated cellulose (MFC) (screening);
- Tissue/hygienic paper;
- Paperboard - all the main lines and weights;
- Bluecup® and Bluecup Bio® lines/cup paper - main volumes and weights;
- Offset and outside paper - all the main lines and weights;
- Pollen Soft and Pollen Soft Natural lines.

From this, we aim to identify opportunities for improvement along the chain and establish action plans to reduce, for example, the carbon footprint of the items in the portfolio, such as reducing fossil fuels at all stages of production, among other opportunities, together with the other links in the value chain.

Also, to look for routes that offer the best possible environmental performance, we are looking into the circular economy, which proposes breaking the linear model of extracting the resource, manufacturing the product and disposing of it to generate the least possible impact.

Two **examples of circularity at Suzano** are the transition from plastic to paper tubes for propagating eucalyptus seedlings (at the end of their useful life, the paper tubes will be composted in the field); and the use of soil acidity correctors for eucalyptus plantations, which come from the solid waste generated in pulp production: lime mud, grits, dregs and boiler ash.

As a renewable-based company, cycle closure can be associated with the biological route, which is regenerative in itself and waste-free, since the product components can return to natural biological cycles through biodegradation processes. On the other hand, within the technical route, we have sought to increase our active participation in structuring the recycling chain, taking part in forums for the sector [Brazilian Tree Industry (Ibá)] and the government, aware that this is one of the important attributes to be worked on, but not the only one.

LCA is used to validate possible circularity alternatives since a cycle-closing solution does not always offer the best possible environmental performance. In other words, it's not enough to address the problem of solid waste if, on the other hand, we develop processes that are more demanding of natural resources or more intensive in greenhouse gas (GHG) emissions.

Eucafluff®

In 2022, we announced the environmental advantages of the Eucafluff® life cycle, based on a comparative LCA with pine fluff produced in the southeastern United States². With the high technology implemented in Suzano's eucalyptus plantations, it is now possible to produce more fluff on less land, consuming fewer natural resources and reducing the environmental impact throughout the production chain³.

Paper and Packaging

In 2022, in the Paper and Packaging Business Unit, the LCA influenced the launch of Natural Pollen Paper®⁴, which is produced using a technology that dispenses with additives and reduces the amount of chemicals in the final product, with a significant environmental improvement in its production stage.

In 2023, the LCA was used to quantify the environmental impacts associated with books and medicine packaging. Based on this analysis, there was an interest in offsetting these impacts, which would inevitably

occur throughout the production cycle of these products, through the use of carbon credits from environmental projects carried out at Suzano. This initiative reflects our commitment to mitigating and balancing the environmental impacts of our operations, contributing to sustainability and supporting projects that promote responsible environmental practices.

New Business

In our New Business Unit, LCA is also incorporated from the initial development phase, to identify critical points in terms of environmental impacts. We adopt an eco-design approach, which means that, in the design of new products, we try to map out and integrate, where possible, alternative processes and technologies capable of reducing impacts throughout the product's life cycle.

In this context, we would highlight the emergence of innovative biosolutions, such as Ecolig, lignin obtained from eucalyptus, and MFC, microfibrillated cellulose, both of which have multifunctional characteristics that aim to reduce our dependence on non-renewable resources and can even help reduce the carbon footprint of products that incorporate them into their formulation. In addition to contributing to sustainability, these solutions have unique properties, paving the way for the optimization of resources and greater efficiency in processes, thus aligning with our environmental commitments and sustainable development strategies.

The table below shows data since 2020 on the percentage of the company's product portfolio that has LCA.

Notes:

1. Percentage of the product portfolio covered by life cycle assessments;
2. This study aimed to compare the environmental impact of different systems for producing fluff pulp, using data from fluff produced by Suzano in Brazil and fluff produced in the southeastern United States;
3. Find out more at [Suzano Eucafluff](#);
4. Find out more about the zero-carbon books at [this link](#).

Percentage of product portfolio covered by life cycle assessments¹

	2020 ²	2021	2022	2023
Percentage	49.00%	50.00%	88.51%	86.40%

1. To calculate the percentage, we considered the representativeness of the products covered by LCA in Suzano's last total annual production.
2. There was a change in the percentage due to the refinement of the database, with the reallocation of codes and production sites.

#GENETICALLY MODIFIED ORGANISMS (GMOS)

GENETICALLY MODIFIED ORGANISM (GMO) USE MANAGEMENT AND PERCENTAGE OF REVENUE GENERATED BY GMO PRODUCTS OR PRODUCTS CONTAINING GMO INGREDIENTS

Material Topics: Innovability

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano carries out research on biotechnology by means of **FuturaGene**, a business unit integrated into its Sustainability, Research & Innovation Department. FuturaGene has research centers located in Brazil and Israel and a team of more than 100 employees working in laboratories, greenhouses, field and administrative activities.

FuturaGene's activities are regulated by the National Technical Biosafety Commission (CTNBio), an agency linked to the Ministry of Science, Technology and Innovation (MCTI), responsible for the regulation of all issues relating to biosafety of genetically modified organisms (GMOs) for the Brazilian federal government. The company operates in compliance with the Biosafety Law, in addition to standards and notices published by CTNBio, with all its facilities operating under a Biosafety Quality Certificate (CQB) issued by the Commission. FuturaGene's research projects and the respective biosafety assessments of its technologies in laboratories, greenhouses and fields are performed in accordance with legal guidelines.

With regard to the requirements of Biosafety Law, FuturaGene has an Internal **Biosafety Committee (CIBio)**,

whose legal duties include ensuring compliance with the law, promote training, make recommendations on biosafety, and monitor activities involving GMOs and their derivatives within the company.

Moreover, FuturaGene voluntarily joins the Recognition of Compliance with the Principles of Good Laboratory Practice (GLP) Program, which is operated in Brazil by the National Institute of Metrology, Quality and Technology (Inmetro). GLP is a quality system that encompasses the organizational process and conditions under which non-clinical safety studies on human health and the environment are planned, developed, monitored, recorded, archived and reported. FuturaGene holds GLP recognition for studies involving the detection, identification and quantification of GMOs by molecular methods, used for the molecular characterization stage and quantification of protein expression in genetically modified events.

In addition, FuturaGene has developed a multidisciplinary Standard Operating Procedure (SOP) for the selection of R&D projects, including those related to GMOs. Each potential technology or project is evaluated bearing in mind its scientific value (characteristics, concept, history in other species), business prospects (need, cost, return), regulatory issues (prior approval in other countries, potential risks, biosafety) and intellectual property (existing patents, right of use, freedom to operate). Any technology that threatens the environment or human or animal health is eliminated before it even gets started. Products that present adverse or unexpected results during biosafety or performance evaluations have their development immediately suspended until a complete review of all criteria and results is completed, which may lead either to restructuring or cancellation of the project.

In 2021, Suzano released a policy on the experimentation and use of genetically modified trees. This policy rests on principles that ensure a commitment to:

- Comply with all applicable laws, conventions and protocols;
- Provide transparency regarding its research on GMOs;
- Make scientific progress based on ethical decisions;
- Hold a global dialogue on the issue;
- Provide access and share benefits throughout the value chain, with technology transfer at no cost for humanitarian or environmental purposes;
- Recognize the risks or controversies related to the use of emerging technologies;
- Avoid the most controversial practices related to emerging technologies;
- Report on the use of emerging technologies and implement measures to reduce or mitigate the risks associated with them.

Suzano's **Genetically Modified Tree Policy** is available [here](#).

Suzano provides the resources needed to support FuturaGene's operations and project development through an annual budget, using the same model adopted for other areas of the company.

The following table presents the percentage of revenue generated by GMO products or products containing GMO ingredients.

Percentage of revenue generated by GMO products or products containing GMO ingredients¹

	2020	2021	2022	2023
Percentage of revenue generated by GMO products	0.0%	0.0%	0.0%	0.0%

1. With regard to the use of GMOs, Suzano only performs activities for research purposes, in areas beyond the scope of certification and in full compliance with laws, conventions and applicable protocols.

ADDITIONAL INFORMATION

Suzano engages in activities with genetically modified organisms (GMOs) for research purposes, in areas beyond the scope of certification and in full compliance with laws, conventions and applicable protocols. Suzano believes that genetically modified trees represent an important contribution towards sustainably intensifying the production of wood from renewable forests, thus reducing the extraction of natural forests given the growing demand for wood-based products. These technologies are also essential for increasing the resilience of planted material to the biotic and abiotic pressures caused by climate change.

#PRODUCTS AND SERVICES

RESEARCH, DEVELOPMENT AND SUSTAINABILITY OF PRODUCTS AND SERVICES

Material Topics: Innovability

Other hashtags: N/A

Frameworks

GRI: 3-3

GRI Dimension: Material Topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Prosperity



Commitment: Commitment to renewing life

Context

The process of developing new products and services at Suzano includes several analyses, including the development of preventive actions, controls and monitoring of the best market and scientific practices, as well as research dedicated to development and creation. Environmental and social aspects and impacts of products and services under development are analyzed in depth, based on their relevance, to determine the operational controls applicable to each case.

We strive to offer solutions that promote the substitution of fossil-based products, reduce the consumption of natural and chemical resources, and promote the manufacture of products from recyclable paper scraps whenever possible. We also work to develop solutions that increase the safety of employees and consumers through safe, compliant products that are suitable for consumption.

The Research and Development (R&D) projects developed in 2023 were fully aligned with Suzano's commitment to replace fossil-based products and within the concepts of innovation and sustainability (innovability), which are already part of the company's innovation DNA. Thus, in the line of **product development to replace plastic**, we can mention the Greenpack® Line (paper for primary and secondary Flowpack packaging), which was already available on the market in the base paper and thermo-stable paper versions and which, this year, followed up with technical advances in the grease and water vapor barrier versions, all of which have been validated for contact with food.

This year also saw the resumption of the renovation plan for the core lines, especially the paperboard line, which, through an internal study in conjunction with different areas, led to a mapping of improvements and criteria for reducing resources and inputs.

No less important was the promotion and scalability of the current Bluecup Bio® and Loop® lines, which also adhered to the plastic reduction guidelines, as well as the Natural paper line designed to serve the publishing market, which follows the criterion of fewer chemicals in its processing, and, within the closing of the cycle, maculatura paper (toilet paper tubes) using recyclable fibers.

Among the projects developed by the Consumer Goods Unit in 2023, we can highlight the launch of Mimmo and Max double-sheet toilet paper in the version of 6 rolls of 40 meters (240 meters of paper per pack). This initiative aims to provide consumers with a product with greater performance and convenience while maintaining the high standard of quality already known in the 30-meter portfolio. As well as being more efficient, these products represent a significant gain in sustainability when compared to the products on the market in the version of 12 rolls of 20 meters (240 meters per pack), because they generate 24% less plastic packaging waste and 50% less waste from the inner cardboard of the rolls. Therefore, for every 1 million packs of Mimmo/Max 40 meters sold, 3.6 tonnes of plastic and 23.5 tonnes of cardboard tubes are avoided.

To **replace fossil-based products**, various projects are underway to produce bio-oil (fuel from a 100% renewable source that can be used for co-processing in oil refineries to produce gasoline and other fuels with a lower carbon footprint), bio-additives (such as lignin, which is used in various sectors - for example, cosmetics, construction, plastics, phenolic resins, automotive filters and elastomers), biocomposites (made by incorporating up to 50% cellulose fibers into the composition of common plastics) and microfibrillated cellulose (MFC), from which we can make more competitive paper, as well as a raw material for the textile, paint, cosmetics, fiber cement and coatings industries. All of this comes from eucalyptus forests.

Developments in genetics and breeding, with great input from forest stewardship knowledge, seek to select clones that produce more wood with less demand for natural resources, such as water and nutrients. All the new clones selected incorporate this characteristic. Also in forestry development, we have invested in data analytics and more robust models to understand each environment and find the

best clonal development to ensure the most efficient use of resources and growth in productivity.

Besides the strategy to increase productivity, we continue to produce **natural enemies for the biological control** of some forest pests. One hundred percent of this production is carried out in Suzano's four own laboratories, located in Alambari (SP), Aracruz (ES), Cidelândia (MA) and Três Lagoas (MS). The initiative aims to act preventively to reduce or eliminate the use of chemicals to control eucalyptus pests.

Another important strategy is the “**open-air laboratories**”, which have a collection of sensors distributed throughout Suzano’s areas, forming a network of 83 weather stations and 10 instrumented watersheds. We are improving our knowledge of the relationship between the use of water by the forest, the carbon balance and the effects of climate change, intending to guarantee the sustainability of production and the maintenance of natural resources.

In 2023, **FuturaGene** obtained approval from the National Technical Biosafety Commission (CTNBio for its acronym in Portuguese) for the commercial use of four new varieties of genetically modified (GM) eucalyptus. The unit had already received approval for four varieties, one for increased productivity and three for tolerance to the herbicide glyphosate. In the same year, approval was obtained for two more varieties tolerant to glyphosate herbicide.

Furthermore, FuturaGene has obtained approval for the first variety of genetically modified eucalyptus resistant to insects (Bt technology) and the world’s first variety of genetically modified eucalyptus that combines two characteristics: increased productivity and herbicide tolerance in a single eucalyptus (combined product). As a result, the unit now has eight genetically modified eucalyptus trees approved for commercial use.

FuturaGene’s modified eucalyptus are developed to optimize sustainable intensification in wood production and increase the resilience of eucalyptus plantations in the face of climate change impacts. The unit remains the only company in the world to successfully develop and hold regulatory approval for genetically modified eucalyptus.

On the social side, Suzano has engaged rural landowners and communities in the forestry production chain in a new production technology proposal, **crop-livestock-forest integration (ILPF** for its initials in Portuguese). The system provides responsible intensification of land use, optimizing natural resources and nutrient cycling. Currently, the ILPF totals around 19,000 hectares in areas developed by Suzano and external partners. The initiative aims to have our partners fully integrated, taking advantage of the technologies developed by the company, such as clones, technical recommendations and more sustainable practices in agricultural and forestry management.

In line with our **model of cooperation and open innovation**, we continue to be active in establishing partnerships and developing projects with universities and R&D centers in Brazil and abroad. One highlight is Suzano’s pioneering initiative in launching a call for proposals, within the CNI-Senai Industrial Mission modality, totally customized to the company’s priority demands. With this call for proposals, we have moved on from the model of participating in third-party calls for proposals to an active stance of creating our call for proposals.

Entitled “(Bio)Soluções: o futuro a partir da árvore” (Bio)Solutions: the future from the tree”, the call for proposals was a success, with 99 proposals being submitted from the entire innovation ecosystem, universities, research centers, companies and startups from all over Brazil. Four verticals of interest to Suzano were defined, with proposals linked to:

- **Sustainable packaging:** opportunities to develop new technologies and business models that expand the use of sustainable packaging;

- **Eucalyptus biomass:** search for solutions to replace fossil-based raw materials with renewable, low-carbon inputs; we encourage the search for new technologies and products derived from eucalyptus biomass;
- **Forestry tech:** With this vertical, focused on the digitalization of operations in our forests, we seek to accelerate agroforestry productivity with a focus on efficiency and low costs, for sustainable management of our forestry base;
- **Carbon removal:** linked to urgent changes in the climate; we are looking for technologies to increase the removal and management of carbon credits throughout our production chain and that contribute to a regenerative future.

Suzano is also actively participating in public consultations to establish new legal frameworks, such as those for Innovation, Intellectual Property and Cultivars, the National Health Surveillance Agency (Anvisa for its acronym in Portuguese), etc.

The table below presents the amounts invested in R&D since 2019.

Total cost related to R&D, in BRL (R\$)

	2020	2021	2022	2023
Total cost	163,400,248.00	186,383,080.00	187,047,506.80	236,769,093.00

#CORPORATE CITIZENSHIP

VOLUNTEER, CORPORATE CITIZENSHIP AND PHILANTHROPIC CONTRIBUTIONS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

For more than two decades, the **Volunteer Program** has been promoting the exercise of citizenship, encouraging and recognizing Suzano's internal public, family members and partners as social actors, and engaging in joint efforts for **education, sustainability, diversity, equity, and inclusion**. The Program follows the company's Culture Drivers to define its initiatives.

We believe that everything begins when we choose a path to follow. At Suzano, we always follow what we believe in. To inspire and transform is in our essence and is how we behave.

People is what motivates us, and we want to help develop them, both inside and outside the company. Together, connected and seeking social transformation, we want to renew our outlook, our attitude, reinforcing our purpose of promoting positive change in society.

In 2023, we launched ten projects with a total of **36 volunteer initiatives**: Formare; "Contribuindo para o Futuro" program (Contributing to the Future); "Suzano na Escola - O Futuro do Trabalho" (Suzano at School - Future of Jobs); "Mostre Seu Amor pelo Rio Tocantins" (Show Your Love for the Tocantins River); seedling initiatives; and social initiatives such as "Voluntariar em Ação" (Volunteer in Action), the "Amigos da Vida" (Friends of Life) blood donation campaign and the donation of food and hygiene products in partnership with the "Faz Bem" program. We engaged 3,356 volunteers, 54% men and 46% women, 51% Black people, totaling **16,842 volunteer hours**. Our work took place in 42 units in 15 states: Amazonas, Bahia, Ceará, Espírito Santo, Goiás, Maranhão, Mato Grosso do Sul, Minas Gerais, Pará, Paraná, Pernambuco, Piauí, Rio de Janeiro, Rio Grande do Sul and São Paulo, **benefiting more than 24,300 people** (directly and indirectly).

We also held the fourth edition of Voluntariar em Ação - a collaborative and supportive initiative that began in 2019, aiming to strengthen the culture of volunteering at Suzano and recognize the dedication of people who work for the common good. This reinforced social protagonism and the Culture Drivers, engaging our internal public in local development, identifying communities' needs in the neighborhood surrounding the company's units and putting our purpose of renewing life into practice.

Below, learn more details about the main initiatives within the Volunteer Program in 2023.

Formare

Formare is a program that has been developed since 2005 by the Volunteer Program, in partnership with the Iochpe Foundation. Its purpose is to provide professional education for young people in situations of social vulnerability and prepare them for the job market. The Production Process Operator course is offered at the Aracruz (ES), Imperatriz (MA), Mucuri (BA), Suzano (SP) and Três Lagoas (MS) units. In 2023, we extended to Belém (PA), totaling six units; this made Suzano one of the companies with the largest number of Formare projects in Brazil.

The training is given by volunteers from the company, who are trained by the Iochpe Foundation and dedicate their time and talent to share knowledge and experiences with young people. In 2023, 60% of the young people trained by the program were at or below the poverty line. This is a way of reinforcing our **commitment to lifting 200,000 people out of poverty**. Of those young people who completed the training, 16 joined Suzano as employees, interns, service providers and trainees.

Contribuindo para o Futuro

The mentoring program "Contribuindo para o Futuro", in partnership with the Joule Institute and in synergy with the People and Management area, seeks to promote volunteer work in trainee programs, contributing to develop future leaders and practicing an important attribute of the leadership profile:

“ Forma Gente” (“ Train People”). In addition, it reinforces the organizational purpose and vision for diversity, equity, and inclusion, since these future leaders are trained to act as mentors for the company in **developing Black people, LGBTQIAP+ and people with disabilities (PwD)** - all of whom are university students - for the job market.

During the third edition of Contribuindo para o Futuro (Contributing to the Future) in 2023, the ninth class of trainees worked with 31 Black people, LGBTQIAP+ and PcD who were university students and lived in the regions where Suzano operates. 13% of these people found a place in the job market (internship/ job). Over the three editions, we had a total of 84 volunteer trainees and 84 beneficiaries.

Suzano na Escola – O Futuro do Trabalho

The program, in partnership with Junior Achievement, aims to awaken the entrepreneurial spirit of young people and share knowledge and experiences for educational development. “O Futuro do Trabalho” is a program that introduces the impact of the 4th Industrial Revolution and the fast-growing careers for the future of work, such as the STEM areas (science, technology, engineering and mathematics). Through a comprehensive methodology, the program helps participants reflect on their socio-emotional skills and preferences when choosing a career. A total of **335 young people benefited** from the program in São Paulo (Americana, Jacareí and Mogi das Cruzes), with the help of **42 volunteers**.

Voluntariar em Ação

It is a collaborative and supportive initiative that had its first edition in 2019. Its purpose is to strengthen Suzano’s volunteer culture and recognize the commitment of people who work for the common good. Through the Culture Drivers, we want to strengthen the company’s social performance and promote integration with the communities surrounding our units.

In 2023, its fourth edition was released, providing training for volunteers from several of our locations to work on initiatives that are integrated with our Commitments to Renew Life (reduce waste, promote diversity, equity, and inclusion, boost education, alleviate poverty) and connected to the Sustainable Development Goals (SDGs) - 2030 Agenda. **27 initiatives** were carried out by more than **1,100 volunteers** in 11 locations, **benefiting more than 11,300 people** both directly and indirectly.

Other initiatives

In addition to the initiatives mentioned above, we had the Amigos da Vida blood donation campaign and social initiatives to donate food and hygiene kits in partnership with the Faz Bem Program (aimed at Suzano’s internal public and focused on promoting quality of life), collecting more than **5 tonnes of food** and **11,750 personal hygiene and cleaning kits**. All items received were sent to institutions in Bahia, Minas Gerais and São Paulo.

Environmental initiatives were also held, such as **planting native seedlings** and the «**Mostre Seu Amor pelo Rio Tocantins**” (Show Your Love for the Tocantins River) initiative, which raises environmental awareness and educates people on how to dispose of waste correctly in the city of Imperatriz (MA). More than 520 volunteers carried out a waste collection task force on the city’s beaches.

Also in 2023, Suzano **won the Aplauze Award** in the #COMPARTILHA category with the Formare project and a special mention in education. The Brazilian Council for Corporate Volunteering (CBVE) is a symbolic and representative initiative, and the award is given annually in recognition of the work of corporate organizations, community organizations and volunteer committees responsible for initiatives that

contribute for a better country, making a transformative impact on society.

In its second edition, the Applause Award had 113 projects registered, 70,800 volunteers were engaged and 2.4 million people were reached by the measures implemented by the participating initiatives.

Suzano's data on volunteering, corporate citizenship and philanthropic contributions are compiled in the following tables:

- Volunteering initiatives;
- Hours of volunteering;
- Total monetary value of the company's corporate citizenship and philanthropic contributions, by type;
- Engaging employees in volunteering initiatives.

Volunteering initiatives

	2020	2021	2022	2023
Total number of volunteer initiatives	57	7	32	36
Total number of people impacted by the initiatives	20,075	14,89	26,578	24,353

Hours of volunteering

	2020	2021	2022	2023
Hours of volunteering donated	3,345	7,347	16,719	16,842
Hours of volunteering during working hours	886	3,506	9,710	9,692
Hours dedicated to training volunteers	664	1,064	1,519	1,327

Total monetary value of the company's corporate citizenship and philanthropic contributions, by type, in BRL (R\$)

	2020	2021	2022	2023
Financial contributions ¹	84,511,063.95	65,469,303.30	52,235,538.60	58,047,789.19
Expenses related to employee volunteer time during paid working hours ²	284,726.69	628,104.78	1,519,076.95	1,630,880.00
Donations in cash: donations of products or services, projects/ partnerships or similar	1,840,121.29	4,339,482.48	2,833,786.76	2,327,493.63
Management expenses ³	5,154,519.37	6,290,753.64	7,732,390.38	8,332,110.04
Total	89,950,310.01	72,388,161.72	61,487,005.93	70,338,272.86

1. The amount reported includes all kinds of initiatives aimed at communities, whether through voluntary donations of money or directly invested resources. This includes, for example, resources provided to support community infrastructure projects and the direct cost of social programs through social investment. To calculate the indicator, the sum of own resources invested (social investment projects, donations and measures to mitigate the Covid-19 pandemic) is also

considered. Investment in the pandemic stopped in 2022, meaning that no investment was made for this purpose in 2023. The main source that feeds/generates the data is the SAP system, according to budget management. Sispart manages/operates the investments and initiatives carried out by the Corporate Relations area (whether in projects, programs, initiatives, donations, cooperation, etc.).

2. Calculation memory: volunteer hours during working hours x (total spent on remuneration by the company / total working hours for the year). In 2022, the amount spent on remuneration by the company per hour worked grew by 6.3%, from BRL 85.49 in 2021 to BRL 90.86 in 2022. In addition, the number of volunteer hours increased by 127.6%, from 7,347 in 2021 to 16,719 in 2022. In 2023, the amount spent on remuneration by the company per hour worked grew by 6.9%, from BRL 90.86 in 2022 to BRL 97.13 in 2023. In addition, the number of volunteer hours increased by 0.42%, from 16,719 in 2022 to 16,790 in 2023.
3. For the calculation of the indicator, we considered not only the management expenses of the Social Development area (with labor, benefits, overtime), but also the expenses of the company's Volunteer Program, Voluntariar.

Engaging employees in volunteering initiatives

	2020	2021	2022	2023
Percentage of volunteers over the total number of active employees	6%	10%	15%	16%
Percentage of engaged leaders	21%	34%	40%	26%

ADDITIONAL INFORMATION

Following Suzano's strategy, to strengthen our Culture Drivers and the purpose of Renewing Life inspired by trees, in 2023 we developed several initiatives that **directly and indirectly impacted 24,353 people**:

- Formare: 380 beneficiaries;
- Suzano na Escola – O Futuro do Trabalho: 335 beneficiaries;
- Contribuindo para o Futuro: 31 beneficiaries;
- Voluntariar em Ação: 11.348 beneficiaries;
- Campanha de doação de sangue Amigos da Vida: 2.124 beneficiaries;
- Mostre Seu Amor pelo Rio Tocantins: 200 beneficiaries;
- Social initiatives - delivering food and hygiene materials collected in partnership with the Suzano Faz Bem Program: 2,735 beneficiaries;
- Planting seedlings in the Amazon biome's ecological corridor: 3,900 beneficiaries;
- Planting Max Feffer seedlings: 300 beneficiaries;
- Planting Arena Suzano seedlings in the communities: 3,000 beneficiaries.

In 2023, we recorded hours from the following initiatives: Formare [hours referring to the months in activity, volunteer training and selective process]; "Suzano na Escola (O Futuro do Trabalho)" - considers the volunteer hours reported by Junior Achievement, a partner in the project) and "Contribuindo para o Futuro" (considers the hours reported by the volunteers and collected by Instituto Joule, partner in the project); "Voluntariar em Ação" (third edition); social and environmental campaigns, such as the "Amigos da Vida" blood donation campaign, "Show Your Love for the Tocantins River" and the planting of native seedlings.

Here was the calculation baseline for the hours dedicated to the initiatives held in 2023:

- Formare: 6,960 hours [5,760 class hours applied by volunteers | 1,200 volunteer involvement in the Formare selective process - group dynamics and volunteer training]. The training and classes took place at the six Formare schools at the Aracruz (ES), Belém (PA), Imperatriz (MA), Mucuri

(BA), Suzano (SP) and Três Lagoas (MS) units;

- Contribuindo para o Futuro: 299 hours [hours reported in final report of initiatives by partner Instituto Joule - 31 trainees trained x 2h + 237h dedicated during the program];
- The Future of Work: 311 hours (considers the executing partner's report (training + application of the program));
- Social initiative: 312 hours [delivery of food and hygiene material collected in partnership with the Suzano Faz Bem Program - 78 volunteers x 4 hours of work];
- Amigos da Vida blood donation campaign: 1,170 hours [585 volunteers x 2 hours of work];
- Mostre seu Amor pelo Rio Tocantins: 2,615 hours [523 volunteers x 5h of work];
- Planting seedlings in the ecological corridor: 975 hours [325 volunteers x 3 hours of work];
- Voluntariar em Ação: 3,795 hours (586 hours of volunteer training + 3,209 hours of work);
- Max Feffer Planting: 321 (107 volunteers x 3 hours);
- Arena Suzano in the Communities: 84 hours (42 volunteers x 2 hours).

#ANTI-CORRUPTION

MANAGEMENT ON ANTI-CORRUPTION

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 205-3

GRI Dimension: Economic

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Principles of Governance



Commitment: N/A

Context

Suzano manages the fight against corruption through the development and dissemination of initiatives under its **Compliance Program**.

This program follows best market practices, is endorsed by top management, and is developed according to the pillars of prevention, detection, and response, which yield eight essential elements of its operation:

- Tone at the Top;
- Risk Assessment;
- Policies and Procedures;
- Training and Communication;
- Conflict of Interest;
- Contractor Management;
- Control and Monitoring;
- Governance and Reporting

As a result, the program's main goals are to identify, treat and mitigate possible risks in the many different activities performed by the Company and to strengthen integrity culture. For the management and development of the Program, Suzano has designated an area with sole dedication, equipped with its own resources and engaged in efforts to further its development.

The following internal documents address the **fight against corruption**:

- Code of Conduct;
- Anti-corruption Policy;
- Social-Environmental Investments and Donations Policy;
- Relationship Manual with Public Agents;
- Background Check Policy;
- Conflict of Interest Policy.

As such, these documents establish formal guidelines regarding the fight against corruption, which must be adhered to by all employees in their daily activities and in their relationship with business partners. In 2023, the **Anti-Corruption Policy** and the **Manual on Relations with Public Agents** were updated.

The **Social-Environmental Investments and Donations Policy** establishes the flow that must be followed as well as approval levels for donations, sponsorships, and cooperation. The policy also describes the roles and responsibilities of areas involved in the requests, each of which should be analyzed by Compliance, with the issuance of the corresponding opinion.

As a starting point, potential risks concerning corruption are mapped into four different categories, both in our operations and at the corporate level, to mitigate possible deviations in conduct throughout the company. The risk categories are:

1. Financial;
2. Compliance;
3. Operational;
4. Strategic.

Risks are assessed and prioritized, according to their probability of occurrence (remote, possible, probable and very probable) and their impact (minor, moderate, major and extreme). For its mitigation, action plans are defined jointly with the areas responsible for the risk.

In 2022, the **Conflict of Interest Policy** was published, which has the aim of establishing clear and

straightforward guidelines to assess potential conflicts of interest and mitigate their risks. Moreover, in the **Training and Communication** pillar we highlight that all Compliance communications are sent to 100% of employees, including leaders.

The Anti-Corruption Training is made available to employees via the internal training platform, UniverSuzano, which is mandatory for all employees. The main purpose of the training is to provide a full awareness about anti-corruption policy and corporative guidelines. For new employees, training is also mandatory and must be taken within 30 (thirty) days after admission. Its content is updated every two years, so employees must retake it. Training is also conducted on specific and customized topics for the Company's sensitive areas, i.e., those that present the greatest degree of potential exposure for Suzano. "Employees" means full-time, part-time and also interns for training purposes. In addition of the regular training program for employees, in 2023 we had implemented training sessions for contractors based on the risk evaluation.

Furthermore, improvements have been implemented in the **Background Check** process for our business partners, such as establishing a standardized risk scale to determine risks inherent to contracting, standardization of recommendations, and greater integration with support and requesting areas, thus allowing the Company to make more informed decisions.

Finally, Suzano maintains a confidential, independent, and available channel for its employees and the external public to submit reports on any situation that may violate the Code of Conduct or other policies and rules of the Company, as well as laws in force applicable to Suzano's business where the company operates. All reports are examined impartially to ascertain their veracity and to enforce suitable measures, and no form of retaliation against the person making the report is permitted or tolerated.

Corruption cases^{1 2}

	2020	2021	2022	2023 ³
Confirmed corruption cases	15	15	17	21
Confirmed cases in which employees were dismissed or received disciplinary measures for corruption	10	8	16	11
Confirmed cases in which contracts with business partners have been terminated or not renewed as a result of corruption-related violations	3	4	1	2

1. We did not record any cases of public corruption in 2023, and the 21 substantiated complaints reported (with the application of 13 corrective measures) deal with fraud involving the following topics: Conflict of interest, Misuse of resources, Manipulation of information, Bribery/Kickback, Misappropriation, Conduct and Leakage of information. None of the substantiated cases had a material impact on our financial statements and information. The remaining 8 cases (21 - 11 - 2) are related and therefore only one corrective measure has been applied.
2. For the indicator, data from the Cerrado Project and Suzano Holding S.A. are not taken into account.
3. There were no corruption-related lawsuits filed against the company or its employees in 2023.

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 205-2

GRI Dimension: Economic

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Principles of Governance



Commitment: N/A

Context

The data below shows how Suzano trains and communicates with its employees about its policies and procedures on anti-corruption. Tables are as follows:

- Communications to employees about anti-corruption policies and procedures, by functional category;
- Employee training on anti-corruption policies and procedures, by functional category;
- Employees aware of anti-corruption policies and procedures, by region;
- Employee training on anti-corruption policies and procedures, by region;
- Business partners aware of anti-corruption policies and procedures, by region.

Communications to employees about anti-corruption policies and procedures, by functional category¹

	2020		2021		2022		2023	
	Total number	Percentage	Total number	Percentage	Total number	Percentage	Total number	Percentage
Administrative	3,001	100%	3,548	100%	3,2	100%	4,274	100%
Advisor	0	0%	0	0%	0	0%	0	0%
Consultant	587	100%	681	100%	617	100%	843	100%
Coordinator	280	100%	343	100%	294	100%	390	100%
Director	17	100%	17	100%	19	100%	24	100%
Executive Director	11	100%	12	100%	11	100%	9	100%
Specialist	47	100%	60	100%	50	100%	62	100%
Executive manager	88	100%	109	100%	96	100%	107	100%
Functional manager	279	100%	301	100%	269	100%	331	100%
Operational	8,944	100%	10,685	100%	10,879	100%	11,347	100%
Supervisor	304	100%	390	100%	394	100%	452	100%
Total	13,558	100%	16,146	100%	15,829	100%	17,839	100%

1. This indicator does not include employees on leave during the reference period, those hired less than a month ago, apprentices and Formare students, only CSPC employees - who are from Suzano S.A., excluding those from other subsidiaries -, which explains the difference for indicators of the total number of employees. The board members do not have access to Workplace or receive internal communications and therefore have not been informed and trained. The 2019 and 2020 data for this audience has been reviewed.

Employee training on anti-corruption policies and procedures, by functional category¹

	2020		2021		2022		2023	
	Total number	Percentage	Total number	Percentage	Total number	Percentage	Total number	Percentage
Administrative	2,892	96.00%	3,245	91.00%	2,961	92.53%	3,995	93.40%
Advisor	7	70.00%	0	0.00%	0	0.00%	0	0.00%
Consultant	573	98.00%	642	94.00%	562	91.08%	753	89.30%
Coordinator	272	97.00%	320	93.00%	256	87.07%	338	86.60%
Director	15	88.00%	14	82.00%	11	52.89%	14	58.30%
Executive Director	10	91.00%	9	75.00%	2	18.18%	2	22.20%
Specialist	47	100.00%	57	95.00%	48	96.00%	61	98.30%
Executive manager	86	98.00%	105	96.00%	75	78.12%	88	82.20%
Functional manager	272	97.00%	280	93.00%	227	84.38%	284	85.80%
Operational	7,542	84.00%	9,011	84.00%	8,898	81.79%	9,46	83.30%
Supervisor	290	95.00%	356	91.00%	368	93.40%	430	95.10%
Total	12,006	88.00%	14,039	86.00%	13,408	84.70%	15,425	86.40%

1. This indicator does not include employees on leave during the reference period, those hired less than a month ago, apprentices and Formare students, only CSPP employees - who are from Suzano S.A., excluding those from other subsidiaries -, which explains the difference for indicators of the total number of employees. The board members do not have access to Workplace or receive internal communications and therefore have not been informed and trained. The 2019 and 2020 data for this audience has been reviewed.

Employees aware of anti-corruption policies and procedures, by region¹

	2020		2021		2022		2023	
	Total number	Percentage	Total number	Percentage	Total number	Percentage	Total number	Percentage
North	330	100%	734	100%	732	100%	702	100%
North East	4,010	100%	4,807	100%	4,327	100%	4,412	100%
Central West	2,010	100%	2,677	100%	3,278	100%	4,037	100%
South East	7,010	100%	7,742	100%	7,383	100%	8,625	100%
South	72	100%	75	100%	42	100%	63	100%
Abroad	127	100%	111	100%	67	100%	0	100%
Total	13,559	100%	16,146	100%	15,829	100%	17,839	100%

1. This indicator does not include employees on leave during the reference period, those hired less than a month ago, apprentices and Formare students, only CSPP employees - who are from Suzano S.A., excluding those from other subsidiaries -, which explains the difference for indicators of the total number of employees. The board members do not have access to Workplace or receive internal communications and therefore have not been informed and trained. The 2019 and 2020 data for this audience has been reviewed.

Employee training on anti-corruption policies and procedures, by region¹

	2020		2021		2022		2023	
	Total number	Percentage	Total number	Percentage	Total number	Percentage	Total number	Percentage
North	251	76.0%	605	82.0%	501	68.4%	564	80.3%
North East	3,62	90.0%	4,09	85.0%	3,799	87.8%	3,889	88.1%
Central West	1,425	71.0%	2,23	83.0%	2,772	84.6%	3,652	90.4%
South East	6,52	93.0%	6,946	89.0%	6,229	84.2%	7,268	84.2%
South	72	100.0%	70	93.0%	40	95.2%	52	82.5%
Abroad	110	87.0%	98	88.0%	67	100.0%	0	0.0%
Total	11,998	88.0%	14,039	86.0%	13,408	84.7%	15,425	86.4%

1. This indicator does not include employees on leave during the reference period, those hired less than a month ago, trainees and Formare students, only CSPP employees - from Suzano S.A.,

excluding those from other affiliates -, which is why there is a difference in the total number of employees indicator. The board members do not have access to Workplace or receive internal communications - so they have not been informed or trained. The 2019 and 2020 data for this audience has been reviewed.

Business partners aware of anti-corruption policies and procedures, by region¹

	2021		2022		2023	
	Total number	Percentage	Total number	Percentage	Total number	Percentage
North	n/d	n/d	n/d	n/d	n/d	n/d
North East	n/d	n/d	n/d	n/d	n/d	n/d
Central West	n/d	n/d	n/d	n/d	n/d	n/d
South East	n/d	n/d	n/d	n/d	n/d	n/d
South	n/d	n/d	n/d	n/d	n/d	n/d
Abroad	n/d	n/d	n/d	n/d	n/d	n/d
Total	n/d	n/d	n/d	n/d	n/d	n/d

1. The numbers of reported business partners are not available.

CORRUPTION-RELATED RISK ASSESSMENTS CARRIED OUT ON OPERATIONS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 205-1

GRI Dimension: Economic

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano analyzes risks related to corruption as a whole, rather than by type of operation. To mitigate possible corruption risks, improvements have been made to the background check process for our business partners, such as the formalization of a risk rule to measure the risks inherent in contracting, the standardization of recommendations and mitigating measures with greater integration between support areas and requesting areas, thus allowing the company to make more informed decisions.

Furthermore, since 2022 we have been working on mapping exclusive compliance risks, through which risks associated with Suzano's relationship with the public administration have been identified in key processes. The mapping involved the integration of the Cerrado Project team, consolidating the risks into a single vision to bring synergy to the team's work with the corporate team.

#COMPENSATION AND BENEFITS

REMUNERATION MANAGEMENT

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-19; 2-20; 2-21; 202-1

GRI Dimension: General Disclosures; Economic

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The remuneration policy defines concepts and guidelines for managing positions and remuneration at Suzano, seeking to attract and retain professionals aligned with the company's principles, values and culture.

The remuneration strategy is reviewed annually to ensure alignment and competitiveness with the main market practices. This review is based on market research conducted by specialized consultancies, using as reference markets made up of competing companies in the segments in which we operate, sector leaders and an unblemished reputation.

The Remuneration Strategy and Policy were approved by the Board of Directors, and any changes are

submitted to the **Appointments and Remuneration Committee** for consideration and resolution. The Committee is mostly made up of external remuneration consultants, who are independent members.

The remuneration elements are made up of the components described below.

A) Base salary

The base salary is the nominal monthly remuneration and is crucial to the employee's total remuneration.

Through salary surveys with renowned external consultants, the administrative employees' Salary Table is structured and updated, and, for the operational staff, there is a salary isonomy considering the allocation unit and Collective Bargaining Agreements.

The positions are evaluated using the Hay Methodology, developed by the consultancy Korn Ferry, in which a score is obtained that represents the relative weight of the position, fitting it into the company's grid structure and thus defining its respective salary range.

Proposals and revisions consider the approval levels according to the respective governance:

- i. Councilors, Chairperson and Statutory Directors: proposals and revisions are approved by the Compensation Committee and taken to the Annual Shareholders' Meeting (AGO);
- ii. Executive Directors and below: the approvals are made by the corresponding levels of authority in the Compensation area.

B) Short-Term Incentives

The short-term incentives comprise financial compensation as recognition for achieving established targets. Suzano has programs in which the definition of the targets considers the following components:

- i. Collective business goals that are aligned with the company's strategy. The collective goals definition is an indispensable instrument that guides the company's global result, financial performance, and business sustainability, among other strategic topics;
- ii. Individual goals that make it possible to manage the achievement of specific objectives around activity.
- iii. Behavioral assessment, which aims to provide information on each individual's skills, competencies, strengths and areas for development.

The following rules apply in the event of termination of employment:

- Employees in the coordinator, consultant and supervisor categories: are entitled to the bonus payment in proportion to the period worked, taking into account the rules for calculating avos;
- Employees in the specialist, functional manager and above categories: are not entitled to the bonus payment if they resign during the reporting cycle (e.g. Jan.-Dec.). If they resign in the following year, they are eligible for payment of the bonus in proportion to the period worked, taking into account the rules for calculating avos;
- Dismissal for cause: employees are not entitled to the bonus payment;
- Retirement: they are entitled to payment of the bonus in proportion to the period worked, taking into account the rules for calculating avos.

C) Long-Term Incentives

Suzano also has Long-Term Incentive programs aimed at retaining and attracting talent, increasing the professional's engagement and productivity, besides aligning the interests of shareholders and employees.

Among the existing Long-Term Incentive models, Suzano has the Phantom Shares Program, the SAR (Share Appreciation Rights) Program, and the Performance Shares Program.

The programs were modeled and developed considering the best market practices, ensuring competitiveness and strategic alignment with the business. The instruments were all duly approved by the company's respective management bodies, aiming at transparency and meeting corporate governance criteria.

Phantom Shares Program

For its main executives and key members among its employees, Suzano has a long-term incentive plan linked to its share price, with payment in local currency (cash settlement).

The number of phantom shares to be granted to each beneficiary is defined by reference to: (i) the beneficiary's salary, (ii) a salary multiple and (iii) the average of the last 90 share prices of the company on B3 prior to the grant date.

The waiting period and the plan maturity can vary from three to five years, starting from the granting date, according to each plan's characteristics.

The calculation of the program at the time of redemption takes into account the number of shares granted and the average of the last 90 share prices of the company on B3 prior to the first day of the program's redemption window.

SAR Program

For its main executives and key members among its employees, Suzano has a SAR (Share Appreciation Rights) plan.

The number of phantom shares to be granted to each beneficiary is defined by reference to: (i) the beneficiary's salary, (ii) a salary multiple and (iii) the average of the last 90 share prices of the company on B3 prior to the grant date.

The beneficiary must invest 5% of the total value corresponding to the number of phantom stock options at the time of grant and 20% after three years to make the option vest.

The plan's grace period is three years from the grant date, with a lock-up period of six months. After the lock-up period has ended, the beneficiary can exercise the plan within the exercise window of up to two years after the grace period has ended.

The calculation of the program at the time of redemption considers: (i) the shares granted, (ii) the average of the last 90 share prices of the company on B3 prior to the first day of the program's redemption window and (iii) the measurement of Total Shareholder Return (TSR), used to measure the performance of shares of different companies over a certain period of time, combining the share price to demonstrate the return provided to the shareholder.

Performance Restricted Shares Program

Suzano has a performance-based Restricted Share Plan. This plan links the number of restricted shares granted to the company's performance to the contracted targets for the period. These targets are defined

according to strategic priority metrics for the company and are approved by the Administrative Council. For the current financial year, targets have been set for operating cash generation, corporate culture and diversity and inclusion.

The amount of restricted shares is defined in financial terms and then converted into shares based on the last 60 trading sessions of SUZB3 on B3 before December 31 of the year preceding the grant.

After measuring the targets, 12 months after the contract is signed, the restricted shares will be awarded immediately (subject to achieving the targets established in the program). However, the grant beneficiaries must comply with the 36-month lock-up period, during which they will not be able to sell the shares.

In the long-term variable remuneration programs ([Phantom Share Program](#), [SAR Program](#) and [Performance Restricted Share Program](#)), the following rule is observed in the event of termination of employment:

- For the executive to become eligible for redemption from the program, it is essential that they have fulfilled the grace period and achieved the performance conditions. Exceptionally in cases of retirement and death, the program will be paid out in full.

The tables below provide the following information:

- Average annual employee compensation by gender;
- Ratio between the highest-paid individual's total annual compensation and the total annual average compensation of all employees;
- Ratio between the percentage increase in the highest paid employee's total annual compensation to the average percentage increase in the total annual compensation of all employees;
- Variation between the organization's lowest wage paid and the minimum wage per unit;
- Average employee salary by gender.

Average annual employee compensation by gender (R\$)¹

	2020	2021	2022	2023
Male ²	84,579.36	89,464.86	104,499.77	112,050.51
Female ²	93,010.92	100,862.80	108,878.73	116,410.38
Total average	85,840.80	91,331.07	105,276.41	112,884.64

1. The operational public represents about 70% of Suzano's general staff, and 90% are male, i.e., the pyramid's bottom is predominantly male. The female public, in general, permeates the administrative and leadership categories. There was a 10% increase in the workforce compared to the previous year, mainly driven by the operational public (43% of the total), analysts (19% of the total) and technicians (12% of the total). The evolution of the workforce is reflected in the increase in salaries of approximately 19% compared to the previous year, with the following standing out: operatives (36% of the total), analysts (17% of the total) and consultants (11% of the total). Additionally, the accumulated inflation of the period boosted wage growth, impacting collective bargaining negotiations at the end of last year.
2. We recognize that there are more gender identities than male and female, such as non-binary and others. For reporting purposes, however, we follow the classification restricted by systems.

Ratio between the highest-paid individual's total annual compensation and the total annual average compensation of all employees¹

	2020	2021	2022	2023 ²
Ratio	258 times	247 times	227 times	333 times

1. Eligibility for the highest paid individual considers the Top Management ("Administration Council"), Fiscal Council, and Statutory Management.
2. This data has been updated to align with the figures reported in the 2024 Reference Form, disclosed to the Brazilian Securities and Exchange Commission (Comissão de Valores Mobiliários - CVM) on May 29, 2024..

Ratio between the percentage increase in the highest paid employee's total annual compensation to the average percentage increase in the total annual compensation of all employees¹

	2020	2021	2022	2023 ²
Ratio	-95.60%	0.30%	0.38%	1.02%

1. Eligibility for the highest paid individual considers senior management (Board of Directors), the Supervisory Board and the Statutory Board.
2. The increase in the average annual total remuneration of all employees was 7.2%, while the annual remuneration of the highest-paid professional increased by 7.4%. This resulted in a ratio of 1.02% between the percentage increases in the total annual remuneration of the highest-paid individual.

Variation between the organization's lowest wage paid and the minimum wage per unit^{1 2}

	2020	2021	2022	2023
Head office [São Paulo (SP)]	100.00%	100.00%	100.00%	100.00%
Aracruz UNI ³ (ES)	105.00%	117.45%	121.00%	129.00%
Belém UNI (PA)	100.00%	100.00%	100.00%	100.00%
Cachoeiro de Itapemirim ⁴ UNI (ES)	n/d	115.38%	128.00%	121.00%
Fortaleza UNI (CE)	100.00%	100.00%	100.00%	100.00%
Imperatriz UNI (MA)	145.00%	148.64%	138.00%	130.00%
Jacaré UNI (SP)	112.00%	112.58%	110.00%	109.00%
Limeira UNI (SP)	107.00%	106.41%	100.00%	105.00%
Mogi das Cruzes UNI (SP)	n/a	n/a	n/a	128.00%
Mucuri UNI (BA)	100.00%	105.52%	105.00%	105.00%
Ribas do Rio Pardo ⁵ UNI (MS)	n/d	n/d	114.00%	111.00%
Rio Verde UNI (SP)	n/d	102.00%	102.00%	131.00%
Suzano UNI (SP)	n/d	102.00%	102.00%	100.00%
Três Lagoas UNI (MS)	118.00%	117.76%	118.00%	138.00%
BA UNF	n/d	n/d	n/d	107.00%
ES UNF	n/d	n/d	n/d	118.00%
MA UNF	n/d	n/d	n/d	115.00%
MG UNF	n/d	n/d	n/d	149.00%
MS UNF	n/d	n/d	n/d	105.00%
RS UNF	n/d	n/d	n/d	307.00%
SP UNF	n/d	n/d	n/d	106.00%

1. Because they are subject to local collective bargaining, wages are set locally (per unit). A floor wage is used for each unit, which derives from union negotiation. Minimum wages, the lowest wages established in union agreements, are the result of annual negotiations that take into consideration the market, the activity's complexity, and regional particularities. Minimum wages are applied to all employees, regardless of race, gender, religion, etc. Suzano contracts a company that routinely inspects and checks all the documentation of the service provider companies to verify compliance with the labor legislation. In this verification, it is evaluated if the salaries are paid above the legal or conventional minimum.
2. The following were considered in the evaluation: industrial units, forestry units and the central office, which account for 95% of Suzano's overall workforce.
3. UNI is the industrial unit and UNF is the forestry unit. Data from the forestry unit will be reported from 2023.
4. The Cachoeiro de Itapemirim Unit began operating in 2021.
5. The Ribas do Rio Pardo Unit began operating in 2022.
6. Data from the Rio Verde and Suzano UNIs will be reported separately in 2023.

Average employee salary by gender¹

	2021			2022			2023		
	Female ²	Male ²	Percentage difference	Female ²	Male ²	Percentage difference	Female ²	Male ²	Percentage difference
Average monthly base salary	R\$ 5,847.51	R\$ 5,170.06	-11.59%	R\$ 6,225.27	R\$ 6,026.51	-3.19%	R\$ 6,677.89	R\$ 6,470.12	-3.11%
Average annual bonus	R\$ 19,028.23	R\$ 17,104.26	-10.11%	R\$ 16,866.67	R\$ 15,955.16	-5.40%	R\$ 17,986.32	R\$ 17,105.25	-4.90%
Median monthly base salary	R\$ 4,574.10	R\$ 3,524.00	-22.96%	R\$ 4,768.34	R\$ 4,835.69	1.41%	R\$ 5,109.17	R\$ 5,215.20	2.08%
Median annual bonus	R\$ 9,023.00	R\$ 7,016.10	-22.24%	R\$ 9,344.82	R\$ 9,671.38	3.49%	R\$ 10,074.18	R\$ 10,407.68	3.31%

1. Since the company's public is predominantly male, allocated to the operational category, and eligible for the production bonus, it can be seen that the compensation values at the median were higher compared to the female public.
2. We recognize that there are more gender identities than male and female, such as non-binary and others. For reporting purposes, however, we follow the classification restricted by systems.

Average employee salary by gender by Monetary Units

Employee Level	2023	
	Average Women Salary	Average Men Salary
Executive level (base salary only)	64.416	77,528
Executive level (base salary + other cash incentives)	177.648	219,584
Management level (base salary only)	25.506	27,274
Management level (base salary + other cash incentives)	49.564	53,420
Non-management level (base salary only)	5.715	5,203

ADDITIONAL INFORMATION

The data in the tables above were obtained from the December 2023 payroll, considering only active employees in Brazil and companies that Suzano has direct connections with (Suzano S.A., Ecofuturo Institute, Portocel, and Porto de Santos).

EMPLOYEE BENEFITS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 401-2

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano offers the following benefits to its full-time employees:

Standard employee benefits

	Mandatory under local law	Benefit scope [employees covered]
Life insurance	No	Employees, apprentices and interns
Health insurance	Yes (in some collective agreements)	Employees, apprentices and interns
Disability aid and invalidity	No	Employees and apprentices
Maternity/paternity leave ¹	No	Employees and apprentices
Food vouchers	Yes	employees
Meal/restaurant vouchers	No	Employees, apprentices and interns
Transport vouchers ²	No	Employees, apprentices and interns
Funeral Wreath	No	Employees, apprentices and interns
Private pensions	No	Employees
Payroll loan	No	Employees
Social loan	No	Employees
Partnership Program	No	Employees, apprentices and interns
Pharmacy	Yes (in some collective agreements)	Employees
Executive Check-Up	No	Employees at executive level
Dental care	Yes (in some collective agreements)	Employees
Year-ending basket card	No	Employees, apprentices and interns
Year-end gifts for children	No	Employees with children of eligible age
School supplies kit	Yes (in some collective agreements)	Employees with children of eligible age and apprentices
Education aid	No	Employees with children of eligible age at the Bahia units
School supplies aid	Yes (in some collective agreements)	Employees
Homage for length of service	No	Employees
Childcare allowance	Yes	Employees (exclusive for mothers, widowed fathers with legal guardianship and same-sex couples)
PwD child allowance	Yes	Employees
Estudar é Crescer Program	No	Employees
Home office allowance	No	Employees working for the Sales Desk under a remote working contract
Valeu! Program	No	Employees, apprentices and interns

1. Regarding maternity/paternity leave, Suzano grants extended leave because it participates in the *Empresa Cidadã* Program.
2. Suzano offers a transport voucher and a charter voucher, only the first of which is provided for in labor legislation.

ADDITIONAL INFORMATION

Suzano does not distinguish between the benefits offered by industrial, forestry, and/or office business units.

#COMPLIANCE

COMPLIANCE MANAGEMENT AND UNFAIR COMPETITION

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Compliance management

Among the best corporate governance practices, compliance initiatives constitute the foundation that guarantees ethics, integrity and transparency in all of Suzano's businesses and in its relationships with stakeholders.

The company has a **Compliance Program** grounded in the best market practices, supported by senior management and developed according to the pillars of prevention, detection and response, which underpin the eight essential elements of its operations:

- Tone at the Top;
- Risk Assessment;
- Policies and Procedures;
- Training and Communication;
- Conflict of interest;
- Contractors Management;
- Control and Monitoring;

- Governance and Report.

Therefore, the main objectives of the program are to identify, manage and mitigate possible risks in a wide range of activities carried out by the company and to reinforce the culture of integrity. In order to manage and develop this initiative, Suzano has a department fully dedicated to this purpose, with its own resources and focused on sharing its progress.

The **Code of Ethics and Conduct** is the document that consolidates the guidelines that all employees must follow in their daily activities. In particular, with regard to the fight against corruption, Suzano has an **Anti-Corruption Policy**. To promote greater awareness of the initiatives and compliance aspects within the teams, Suzano provides communication and training on specific topics for sensitive areas, as well as e-learning training on the Anti-Corruption Policy.

As a result, the company's Compliance area periodically assesses training attainment and reports its results to the Internal Audit area, which can then be taken to the Statutory Audit Committee and, consequently, to the Board of Directors.

Since 2022, we have been expanding awareness of the initiatives through the Compliance Program, such as the Integrity Month, that consist in communicate the fundamental concepts and guidelines about Compliance policies for all employees, mainly through the Compliance Guardians, the launch of several communication campaigns with related content, initiatives to disseminate our updated version of the Anti-corruption Policy and the mandatory e-learning course on Anti-corruption Training. An important support that the Compliance Program has is the Compliance Guardians Program, with the objective to achieve the employees in different areas spreading the communication and supporting as a focal point for integrity and ethical matters.

Furthermore, we would like to emphasize that in order to identify, address and mitigate the risks associated with the planning and execution of the Cerrado Project, a multidisciplinary team with expertise in internal controls, risk management and compliance has been exclusively dedicated to the Project since 2022, ensuring that best practices are disseminated and developed.

Unfair competition

In terms of managing the unfair competition aspect at Suzano, as stated in our Code of Ethics and Conduct, in the Sustainable Development section, "we act in compliance with the rules and principles of free competition in force in the several locations in which the company operates, refraining from exchanging sensitive information with competitors that could affect free competition or result in abuse of economic power".

To this end, in 2022 the company's Board of Directors approved a **Competition Compliance Policy**, establishing the conditions, procedures and limits for Suzano and its employees to act in relation to competition practices. The Policy was published and made available to the teams in 2022.

LAWSUITS FILED FOR UNFAIR COMPETITION, TRUST AND MONOPOLY PRACTICES

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 206-1

GRI Dimension: Econômica

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The following table presents the total number of lawsuits filed against Suzano for unfair competition, anti-trust and monopoly practices.

Total number of lawsuits filed for unfair competition, trust and monopoly practices in which the organization has been identified as a party¹

	2020	2021	2022	2023
Total number	0	0	0	0

1. There is no legal action against Suzano in relation to a possible violation of the economic order. There was only one lawsuit filed against the company, received in December 2022, in which the plaintiff claims compensation for material and moral damages, alleging an alleged breach of a confidentiality agreement. In the company's understanding, this is strictly a commercial dispute, with no impact on the competitive environment, restricted to the plaintiff's private sphere, based on the Industrial Property Law (Law No. 9.279/96). As of 2023, the lawsuit was still ongoing, with no decision against and/or unfavorable to Suzano.

VALUE AND TOTAL NUMBER OF FINES RELATED TO NON-COMPLIANCE WITH ENVIRONMENTAL, SOCIAL AND ECONOMIC LAWS AND REGULATIONS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-27

GRI Dimension: General Disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The tables below provide the following information:

- Monetary value of significant fines related to environmental laws and regulations;
- Total number of significant cases in which fines were imposed and non-monetary sanctions related to environmental laws and regulations;
- Monetary value of significant fines related to social and economic laws and regulations;
- Total number of significant cases in which fines were imposed and non-monetary sanctions related to social and economic laws and regulations.

Monetary value of significant fines related to environmental laws and regulations (R\$)¹

	2020	2021	2022 ²	2023
Monetary value of significant fines paid in the period	374,683.34	77,308.00	0.00	0.00
Monetary value of significant outstanding fines	6,009,029.94	0.00	1,327,880.00	0.00

1. Suzano maintains that all of the fines documented in this report are unfounded, and the company has either presented its defense or initiated the appropriate administrative appeal process. Significant fines or sanctions are those in excess of USD 10,000 as outlined by the Dow Jones Sustainability Index (DJSI).
2. In 2022, there was a marginal uptick in the monetary value of notable outstanding fines. This was prompted by a notice issued by the State Environmental Institute of Espírito Santo (IEMA-ES) regarding an alleged impact on a Conservation Unit (UC) resulting from the company's operations. Suzano deems this assessment baseless and is contesting the amounts through an administrative defense process. The monetary values of significant outstanding fines from 2021 were cancelled following the cancellation of the notice no. 42001164 by the São Paulo State Environmental Company (Cetesb), a development duly documented in 2022. This Notice of Violation had been issued based on the alleged observation, during an inspection, of emissions of atmospheric pollutants (particulate matter, sulfur dioxide and nitrogen oxides) in excess of legal limits. Our defense was upheld, resulting in the citation being overturned. In addition, there was a reduction in the monetary value of significant outstanding fines from 2019 due to the annulment of a Notice of Infraction issued by the Municipality of Bom Jesus das Selvas (PA), totaling 500,000 reais. This annulment resulted from an irrevocable court decision in case no. 0801189-76.2019.8.10.0028.

Total number of significant cases in which fines were imposed and non-monetary sanctions related to environmental laws and regulations¹

	2020	2021	2022	2023
Total number of non-monetary sanctions	1	3	3	4
Total number of significant cases in which fines were imposed	0	1	0	0

1. All non-monetary sanctions incurred entail notices of findings or intimations issued by the relevant environmental authorities. Suzano firmly contends that all notices documented in this report lack merit, and the company has promptly submitted its defense or pursued the appropriate administrative appeals. Suzano has no knowledge of any arbitration proceedings concerning environmental matters. The cumulative count of significant cases resulting in fines imposed stands at zero, as the fines listed (as per the table above) pertain to prior years.

Monetary value of significant fines related to social and economic laws and regulations (R\$)¹

	2020	2021	2022	2023 ²
Monetary value of significant fines paid in the period	0.00	0.00	0.00	0.00
Monetary value of significant outstanding fines	0.00	389,371.11	0,00	0.00

1. Significant fines or sanctions are those in excess of USD 10,000 as outlined by the Dow Jones Sustainability Index (DJSI).
2. In 2023, there were no significant fines imposed in labor, tax or civil litigation, nor were there any non-monetary sanctions imposed for non-compliance with social and economic laws and regulations.

Total number of significant cases in which fines were imposed and non-monetary sanctions related to social and economic laws and regulations¹

	2020	2021	2022	2023
Total number of non-monetary sanctions	0	0	0	0
Total number of significant cases in which fines were imposed	0	0	0	0

1. In recent years, labor, tax and civil litigation have not incurred significant fines or non-monetary sanctions associated with non-compliance with social and economic laws and regulations.

CONTRIBUTIONS TO POLITICAL PARTIES AND AGENTS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 415-1

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

There were no contributions to public parties or agents in 2023, as this practice is in disagreement with Brazilian legislation and Suzano's Code of Ethics and Conduct.

The total monetary value of contributions made by the organization to political parties and agents in cash and in-kind, directly or indirectly (R\$)

	2020	2021	2022	2023
Total	0	0	0	0

ADDITIONAL INFORMATION

In compliance with Brazilian law, the United States Foreign Corrupt Practices Act, the United Kingdom Bribery Act and Suzano's Code of Conduct and Anti-Corruption Policy, the company does not make contributions of any kind to political parties or agents. As stated in the "Guidelines" section of our Anti-Corruption Policy (item "4.4 Political Contributions"), "Suzano prohibits any type of support, donation, sponsorship or contribution on behalf of the company to institutions, parties and/or candidates associated with the political scene and of a partisan political nature in any location where it operates. Suzano respects the participation of its employees in political activities as long as they are always on a personal basis, outside working hours and the workplace, and do not give the impression that they are acting on behalf of Suzano. For more information, see the Government Relations Manual.

#eCONOMIC PERFORMANCE

MAIN FINANCIAL RESULTS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-6

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The table below shows Suzano's main financial results.

Main financial results

	2020	2021	2022	2023
Market value	BRL 79.0 billion	BRL 81.8 billion	BRL 63.2 billion	BRL 71.7 billion
Total value of net sales	BRL 30.5 billion	BRL 41.0 billion	BRL 49.8 billion	BRL 39.8 billion
Total Ebitda	BRL 14.9 billion	BRL 23.5 billion	BRL 28.2 billion	BRL 18.3 billion
Net debt/Ebitda ¹	4,3x	2,4x	2,0x	3,1x
Total net profit	-BRL 10.7 billion	BRL 8.6 billion	BRL 23.4 billion	BRL 14.1 billion
Total asset value of the company	BRL 101.8 billion	BRL 119.0 billion	BRL 133.2 billion	BRL 143.6 billion
Total equity value	BRL 7.2 billion	BRL 15.1 billion	BRL 33.1 billion	BRL 44.7 billion

1. Net debt/adjusted Ebitda is in USD.

DIRECT ECONOMIC VALUE CREATED AND DISTRIBUTED

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 201-1

GRI Dimension: Economic

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Prosperity



Commitment: N/A

Context

The following data is available in the tables below:

- Direct economic value created and distributed;
- Percentage of direct economic value created and distributed.

Direct economic value created and distributed (BRL billion)

	2020	2021	2022	2023
ECONOMIC VALUE CREATED¹				
Income ²	33.80	46.50	63.60	53.10
ECONOMIC VALUE DISTRIBUTED				
Operational costs	15.70	18.00	30.50	29.20
Employee salaries and benefits	2.40	2.80	3.20	3.70
Payments to capital providers ³	20.10	25.30	34.80	25.10
Government payments	0.60	0.70	0.90	0.90
Total	38.80	46.80	69.40	58.90
Retained economic value	-5.00	-0.30	-5.80	-5.80

1. The Value Added Statement (VAS) does not include the breakdown by community investments. Therefore, this category is not covered here. The data is presented on an accrual basis, and the information is provided on a consolidated basis.
2. Considers the revenue presented in the VAS, including "Revenue related to the construction of own assets" (work in progress).
3. Includes remuneration on third-party capital (accrued interest, passive exchange variations, rents, and others), interest on equity, dividends, and retained earnings (losses) for the year.

Percentage of direct economic value created and distributed

	2020	2021	2022	2023
Operational costs	40.00%	38.38%	43.98%	49.54%
Employee salaries and benefits	6.00%	5.95%	4.64%	6.28%
Payments to capital providers	52.00%	54.01%	50.06%	42.64%
Government payments	2.00%	1.66%	1.32%	1.54%
Total	100.00%	100.00%	100.00%	100.00%

TOTAL SALES VOLUME BY PRODUCT TYPE AND MARKET

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-6

GRI Dimension: General disclosures

SASB Sector: Forest management; Pulp & paper products; Containers and Packaging

SASB Dimension: Activity metrics

SASB Code: RR-FM-000.C; RR-PP-000.A; RR-PP-000.B; RT-CP-000.A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

The following tables present the following information:

- Total sales volume by product type;
- Total sales volume by type of market.

Total sales volume by product type, in thousand metric tonnes (thousand t)

	2020	2021	2022	2023
Pulp	10,823.00	10,586.00	10,600.00	10,215.00
Paper and consumer goods	1,177.00	1,294.00	1,306.00	1,291.00
Total	12,000.00	11,880.00	11,906.00	11,506.00

Total sales volume by type of market, in metric tonnes (t)

	2020				2021				2022				2023			
	Pulp	Paper (paperboard)	Paper (printing and writing)	Paper (other papers)	Pulp	Paper (paperboard)	Paper (printing and writing)	Paper (other papers)	Pulp	Paper (paperboard)	Paper (printing and writing)	Paper (other papers)	Pulp	Paper (paperboard)	Paper (printing and writing)	Paper (other papers)
Internal market	786,621.00	138,937.00	538,861.00	124,021.00	796,708.00	163,621.00	637,761.00	121,527.00	751,212.00	159,993.00	649,039.00	142,243.00	700,823.00	145,047.00	580,196.00	198,269.00
External market	10,036,495.00	62,816.00	303,568.00	8,678.00	9,789,129.00	34,935.00	328,436.00	7,967.00	9,848,441.00	31,654.00	321,147.00	1,987.00	9,514,617.00	21,428.00	346,193.00	163.00
Total	10,823,116.00	201,753.00	842,429.00	132,699.00	10,585,837.00	198,556.00	966,197.00	129,494.00	10,599,653.00	191,647.00	970,186.00	144,230.00	10,215,440.00	166,475.00	926,389.00	198,432.00

#ORGANIZATIONAL ENGAGEMENT

PERCENTAGE OF ACTIVELY ENGAGED EMPLOYEES

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

At Suzano, the engagement survey is called ***Fale a Real*** and is applied biannually to 100% of employees. **Suzano Engagement Survey** aims to measure employee satisfaction in our organization as a whole (Policies, practices, leadership, etc.), in order to identify strengths and improvement opportunities.

In 2023, the survey was revised to simplify it, turning two surveys (engagement and diversity) into just one and optimizing the questionnaire to make it more efficient. A multidisciplinary Working Group (made up of representatives from the Development, Attraction, Remuneration, Culture, Performance, Business Partners, Diversity, Communication, and Occupational Health and Safety teams) worked to make the questionnaire both accessible and assertive. The result was a questionnaire with a total of 29 questions (a 56% reduction compared to the 2021 questionnaire), which addressed the following factors: (1) Autonomy and empowerment, (2) Reputation and ethics, (3) Leadership, (4) Development opportunities, (5) Resources, structure and process, (6) Compensation and benefits, (7) Cooperation, (8) Respect and recognition, (9) Health, safety and well-being, (10) Engagement and (11) Organizational support.

The following data is available in the tables below:

- Percentage of employees actively engaged [based on employee engagement surveys];
- Percentage of employees who responded to the engagement survey.

Percentage of employees actively engaged [based on employee engagement surveys]

	2020	2021	2022 ¹	2023 ²
Male (cis and trans)	0%	84%	n/d	84%
Female (cis and trans)	0%	84%	n/d	82%
Others	n/d	n/d	n/d	85%
Non-binary people	n/d	n/d	n/d	86%
Transvestite	n/d	n/d	n/d	82%
Rather not answer	n/d	n/d	n/d	84%

1. The figures for engaged employees for 2022 have not been released, as the engagement survey is biannual and was not carried out that year.
2. In previous years there was no separation of genders other than male and female.

Percentage of employees who responded to the engagement survey

	2020		2021		2022 ¹		2023 ²
	Male	Female	Male	Female	Male	Female	Total
Percentage	n/d	n/d	75%	83%	n/d	n/d	85%

1. The figures for engaged employees for 2022 have not been released, as the engagement survey is biannual and was not carried out that year.
2. It is not possible to provide the percentage of respondents by gender because, as of 2023, gender information was removed from our database and the gender identity question was added, encompassing different groups (trans men and women, non-binary, transvestites, others).

#GOVERNANCE STRUCTURE

COMPOSITION OF THE HIGHEST GOVERNANCE BODY AND ITS COMMITTEES, TYPE OF BOARD, AND CHAIR OF THE HIGHEST GOVERNANCE BODY

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-5; 2-9; 2-11

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

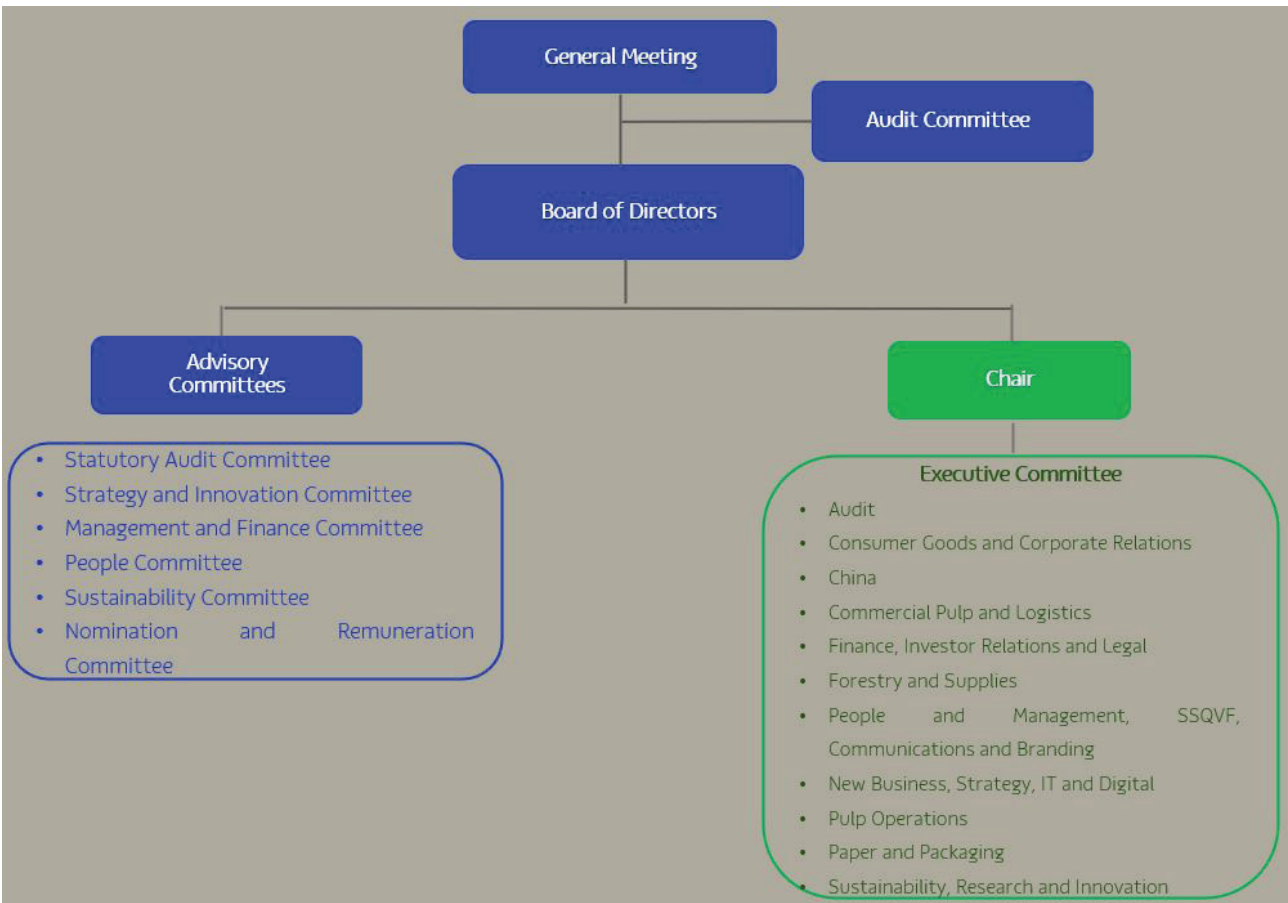
Stakeholder Capitalism Metrics: Principles of Governance



Commitment: N/A

Context

Suzano’s governance framework consists of the following bodies and committees.



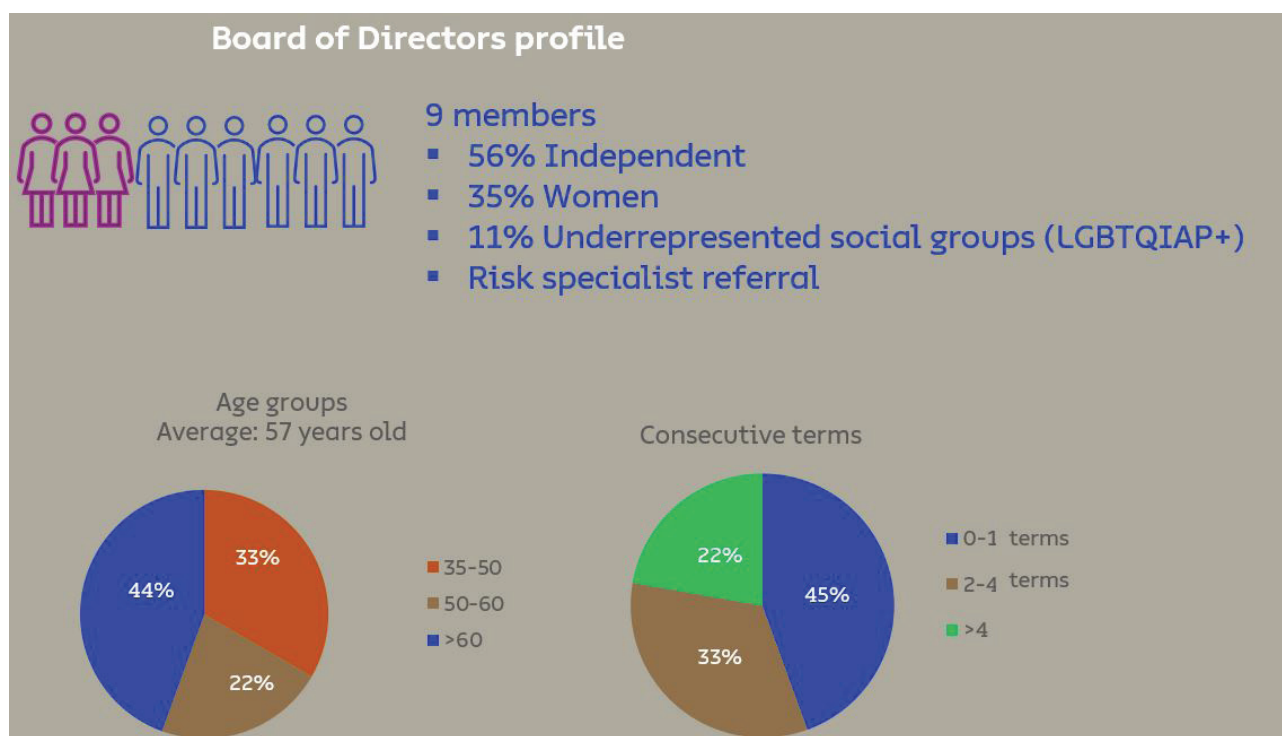
1. Board of Directors

The Board of Directors is a collegiate decision-making body with the chief executive officer and the executive officers as representatives of the company. The Board of Directors may consist of five to ten

members elected by the General Meeting, which appoints the Chairperson and up to two Vice Chairpersons. The term of office of the Board of Directors is unified, lasting two years, and re-election is permitted.

The positions of chairperson of the Board of Directors and chief executive officer of the company may not be held by the same person, except in the event of a vacancy, subject to the terms of the Novo Mercado Regulations.

At least 20% of the Board of Directors shall be independent directors, as defined in the Novo Mercado Regulations, and expressly declared as such in the minutes of the General Meeting that elects them, as well as those directors elected under the option provided for in paragraphs 4 and 5 of Article 141 of Law No. 6.404/76 (Brazilian Corporate Law).



Board of Directors - Term of office 2022 - 2024				
Name	Independent	Since	Nationality	Qualifications and Relevant Experience
David Feffer	Chairperson	jun/01	Brazilian	Pulp and Paper, Finance, Innovation
Daniel Feffer	Vice-Chairperson	jun/01	Brazilian	Finance, ESG, Pulp and Paper
Nildemar Secches	Vice-Chairperson	apr/08	Brazilian	Finance, Risk Management and Compliance, Pulp and Paper, Energy, Consumer Goods
Ana Paula Pessoa	Independent Advisor	apr/19	Brazilian	Finance, Risk Management and Compliance, ESG, International, Technology, Consumer Goods, Energy
Gabriela Feffer Moll	Advisor	apr/22	Brazilian	Pulp and Paper, Technology and Digital, Finance
Maria Priscila Rodini Vansetti Machado	Independent Advisor	jul/16	Brazilian	Risk Management and Compliance, ESG, Materials, Industrial, Engineering
Paulo Rogerio Caffarelli	Independent Advisor	may/20	Brazilian	Finance, Risk Management and Compliance, Industry, IT, Securities Market
Paulo Sergio Kakinoff	Independent Advisor	apr/22	Brazilian	Finance, Consumer Goods
Rodrigo Calvo Galindo	Independent Advisor	may/20	Brazilian	Finance, Consumer Goods, Education

2. Executive Committee

Suzano's Statutory Executive Committee has a single term of office of one year, with re-election permitted. It is responsible for addressing the company's strategic issues to the Board of Directors and Advisory Committees.

In 2023, the Board of Directors elected the company's Executive Committee, which has seven members, as follows:

- Walter Schalka: chairperson;
- Aires Galhardo: executive director - Pulp Operation;
- Christian Orglmeister: executive director - New Business, Strategy, IT and Digital;
- Fernando de Lellis Garcia Bertolucci: executive director - Sustainability, Research and Innovation;
- Leonardo Grimaldi: executive director - Commercial Pulp and Logistics;
- Marcelo Feriozzi Bacci: executive director - Finance and Investor Relations.

Suzano also has the following non-statutory Executive Committee members, who report to the Chairperson:

- Caroline Carpenedo: executive director - People and Management, SSQVF, Communication and Branding;
- Fabio Almeida de Oliveira: executive director - Paper and Packaging;
- Luis Renato Costa Bueno: executive director - Consumer Goods and Corporate Relations;
- Pablo Francisco Gimenez Machado: executive director - China.

3. Audit Committee

The Audit Committee is not permanent and is installed only at the request of the shareholders. Once established, it has a single term of one year. Its main purpose is to supervise management's actions.

In 2023, the Audit Committee was established, and three regular members and their respective alternates were elected, with the following composition:

- Eraldo Soares Peçanha: full member;
- Luiz Augusto Marques Paes: full member;
- Rubens Barletta: full member;
- Kurt Janos Toth: alternate member;
- Roberto Figueiredo Mello: alternate member;
- Luiz Gonzaga Ramos Schubert: alternate member.

4. Advisory Committees

Suzano has six Advisory Committees, of which the Audit Committee is statutory, and the others are non-statutory. Their purpose is to conduct studies on matters that require prior and technical analysis of the matters within their remit and, by means of opinions or recommendations, to support the decision-making of the Board of Directors, adding value and giving greater efficiency, agility and quality to the decision-making process and the performance of its functions. All committees include external members who bring a different perspective to the discussions. Further details of these bodies are provided below.

1. Statutory Audit Committee

The purpose of the Statutory Audit Committee (CAE, in Portuguese acronym) is to ensure strict internal controls and good administrative practices at Suzano, in accordance with the Bylaws.

In 2023, the CAE had the following composition, in compliance with the eligibility rules, with a majority of independent members, one expert and at least one CAE member who is not a member of the Board of Directors of the Company: Ana Paula Pessoa (coordinator), Carlos Biedermann (financial expert), Marcelo Moses de Oliveira Lyrio and Paulo Rogerio Caffarelli.

2. Strategy and Innovation Committee

It has several external members, including executives from other industries, who contribute to Suzano's reflection on its long-term vision and actions to promote innovation in the company.

In 2023, the Strategy and Innovation Committee had the following composition: David Feffer, (coordinator), Gabriela Feffer Moll, Marcelo Moses de Oliveira Lyrio, Marcelo Strufaldi Castelli, Maria Priscila Rodini Vansetti Machado, Nildemar Secches, Paulo Sergio Kakinoff and Rodrigo Calvo Galindo.

3. Sustainability Committee

The Committee aims to help the company think strategically about the future, including discussions on global and emerging issues and the extent to which we can contribute to transforming certain scenarios, such as climate change.

In 2023, the Sustainability Committee had the following members: Maria Priscila Rodini Vansetti Machado (coordinator), Clarissa de Araújo Lins, Daniel Feffer, David Feffer, Fábio Colletti Barbosa, Gabriela Feffer Moll, Haakon Lorentzen, Philippe Marie Joseph Joubert and Ronaldo Iabrudi dos Santos Pereira.

4. Management and Finance Committee

The purpose of the Committee is to provide technical advice to the Board of Directors for the best performance of its activities.

In 2023, the Management and Finance Committee had the following composition: David Feffer (coordinator), Gabriela Feffer Moll, Marcelo Strufaldi Castelli, Nildemar Secches, Paulo Sergio Kakinoff, Rodrigo Calvo Galindo and Walter Schalka.

5. People Committee

The Committee aims to evaluate the organizational structure and development models, remuneration practices, succession and career development. It seeks to connect the profile of employees with the long-term strategies and goals of the company. In 2023, the composition of the People Committee was as follows: Nildemar Secches (coordinator), David Feffer, Gabriela Feffer Moll, Marcelo Strufaldi Castelli, Paulo Sergio Kakinoff, Rodrigo Galindo and Walter Schalka.

6. Nomination and Remuneration Committee

The overall purposes of the Committee are: (i) to propose to the Board of Directors policies and guidelines

for the remuneration of managers, members of the Audit Committee and other remunerated committees, subject to the laws and regulations applicable to this charter, which governs its operation; (ii) to evaluate and propose the appointment of members to Suzano's management positions, verifying and certifying their suitability to carry out their activities, in accordance with the charters, policies and other rules to which the Company is subject or which it has voluntarily adopted;

In 2023, the Nomination and Remuneration Committee had the following composition: Nildemar Secches (coordinator), Eduardo Nunes Gianini and Lilian Maria Ferezim Guimarães.

Chairperson of the highest governance body

Suzano is managed by the Board of Directors and the Statutory Executive Committee, and the chairperson of the Board of Directors is not a member of the Executive Committee. Of the members of the Board of Directors, at least two - or 20%, whichever is greater - must be independent directors, as defined in the Novo Mercado regulations. The Company currently has nine members of the Board of Directors, five of whom are independent directors.

For further information, please see our [Corporate Governance Policy](#).

ADDITIONAL INFORMATION

To find more information about members of Suzano's Board of Directors and Advisory Committees, access the Financial Statements at this [link](#).

ROLE OF THE HIGHEST GOVERNANCE BODY IN DEFINING PURPOSE, VALUES, AND STRATEGY

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-12

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The Board of Directors (BoD) has its duties established in the Bylaws, its internal regulations and other Suzano policies. It has the support of statutory and non-statutory Advisory Committees, which are structured to increase interaction and cooperation between the Board and other executives and areas of the company, this structure enables the Board to delve into relevant and strategic matters, ensuring that the decision-making process is not only appropriate, but also aligned with the company's overarching purpose and social objectives. Currently, the company consists of a Statutory Audit Committee (CAE) and **five other non-statutory Advisory Committees**, namely:

- Management and Finance;
- People;
- Strategy and Innovation;
- Sustainability;
- Nomination and Remuneration.

Each committee provides its expertise on matters related to its assigned duties and responsibilities, and may enlist the assistance of professionals, consultants and administrative support structures as needed. All committees operate under internal Regulations that set forth their specific mandates, authorities and procedural guidelines. These Regulations are subject to periodic review and approval by the Board of Directors.

In terms of defining purpose, values and strategy, the company's governance bodies act as follows:

- **Purpose:** Suzano's purpose was discussed and evaluated by the Board of Directors in 2020;
- **Values:** the Culture Drivers were discussed by the Board of Directors in 2019;
- **Strategy:** all the company's strategic planning is discussed by the Board of Directors, based on the matters submitted by the Advisory Committees and the Statutory Audit Committee.

In 2023, the Board of Directors approved the new Risk Management Policy, which aims to provide the principles and guidelines for Suzano's risk management, to define and document the related processes and activities, as well as the main responsibilities assigned to the various management bodies and areas of the company.

The BoD is responsible for validating strategic aspects of the risk management process, as well as assessing and monitoring the company's risk exposures, with the support of reports from the Statutory Audit Committee. The latter, in turn, is responsible for overseeing the scope and effectiveness of risk management and frequently monitors risk management processes and the evolution of risks, which contributes in a preventive manner and supports the monitoring of risks and the necessary deliberations by the Board.

Suzano also has a Corporate Risk Department that, along with other departments of the company, acts operationally to monitor identified risks, advises on the identification and evaluation of different types

of risks, and provides support in the definition of action plans, among other functions, as defined in the Risk Management Policy.

Stakeholder consultation on economic, environmental and social topics

Suzano's strategic vision is to become a global standard bearer for sustainability, a goal championed by the company's leadership. At the heart of this vision is the creation of partnerships with stakeholders to leave a legacy to society.

Sustainability is at the core of Suzano's business model, deeply embedded in its operations across Brazil and in its close relationships with surrounding communities. With operations that include 11 mills, 1 joint venture, 21 distribution centers and 3 ports, as well as a presence in 10 Brazilian states, and supported by 7 research centers and 5 international offices in 5 countries, Suzano has the capacity to export its products to over 100 countries. Considering its internal stakeholders of over 37,000 employees, effective relationship management is an integral part of Suzano's *modus operandi*.

To ensure that sustainable development remains a top priority within the company's strategy, we have established robust governance mechanisms. At the heart of this governance structure is the **Sustainability Committee**, which plays a key role in steering the sustainability strategy to the Board of Directors. In addition, the Sustainability Team is entrusted with the critical responsibility of formulating the strategy and setting long-term goals, actively engaging and supporting other leaders and teams across the organization in the process of developing and validating sustainability initiatives. Moreover, leaders from each functional area contribute their perspectives on the significance of sustainability for the well-being and success of their respective operations. This comprehensive structure enables Suzano to advance towards achieving the Sustainable Development Goals (SDGs) effectively.

To ensure that the company remains up-to-date and actively involved in sustainable development, the Sustainability Department continually invests efforts to educate and involve other departments. This includes providing training, disseminating newsletters and reports, organizing events, implementing new systems, promoting common goals and formulating internal policies.

This effort, yielding daily accomplishments, is epitomized by the policy that each executive director must have at least one variable remuneration target linked to sustainability. Presently, the team in this area collaborates and aligns goals with other areas of the company, while implementing management and impact assessment systems for various initiatives. Consequently, noteworthy projects with substantial impacts on both the economy and communities have emerged, such as integrating sustainability criteria into Capex selection, collaborating on sustainability projects with key clients, and implementing a sustainable supplier program where 100% of suppliers are evaluated based on socio-environmental criteria, among numerous others.

Given Suzano's long-term goals, such as establishing half a million hectares of biodiversity corridors and lifting 200,000 people out of poverty, it's clear that these goals cannot be achieved in isolation. Hence, it's imperative for all hierarchical levels within the company to actively engage with key stakeholders and partners, with leadership at the forefront of these efforts. Leaders routinely engage with external stakeholders, including government, academia, NGOs, investors, customers, and suppliers, to build lasting partnerships and relationships. This collaborative approach aims to move both Suzano and Brazil forward on the path of sustainability.

Meetings, participation in forums and attendance at events are the primary channels for engaging with stakeholders. The list below provides examples of senior management engagement:

Clients | Meetings and participation in forums and events. A highlight was the participation in the worldwide Pulp Weeks with a commitment to sustainability.

Employees | In addition to official channels of communication with management, Suzano hosts engagement events such as “Suzano and You” to facilitate interaction between management and employees. These events include sharing results with teams and providing dedicated opportunities for questions and comments directed to executive directors and the CEO.

Communities | Leaders engage and exchange insights with the communities surrounding Suzano’s operations through events and site visits. A highlight is the Sustainability Space at the headquarters (SP), which encourages employee involvement in social projects that generate income and directly contribute to Suzano’s commitment to reducing poverty in Brazil.

Suppliers | Leaders follow the Responsible Supplier Management (RSM) program, created by Suzano to bring more sustainability to its supply chain.

Government | Leaders’ engagement with public officials is orchestrated by the Corporate Relations Department. In addition to routine meetings, leaders participate in prominent events such as the National Industry Meeting (Enai), organized by the National Confederation of Industry (CNI), which is considered the most comprehensive industry mobilization event. They also attend events such as the Green Economy Seminar | ESG on the Agenda, which focuses on the future of the green economy in Brazil, as well as international gatherings such as New York Climate Week and COP28.

Investors | Walter Schalka participated in CEO Talks with Bradesco’s executive director on how to protect the Amazon and profit from preservation.

Media | Company leaders serve as spokespersons for Suzano's initiatives, including interactions with the media. Notably, they have conducted interviews with major Brazilian newspapers such as Estadão, O Globo, Folha de S.Paulo and Valor Econômico, addressing sustainability issues as a focal point.

NGOs and Associations | Suzano’s Executive Committee, including the CEO, actively participates as board members in numerous non-profit organizations and associations dedicated to sustainable development. Notable engagements include membership in initiatives such as Business for Nature, Taskforce for Nature-related Financial Disclosures (TNFD), Global Compact, and the Brazilian Business Council for Sustainable Development (CEBDS).

Startups | Suzano’s innovation ecosystem is extensive, with engagement with startups playing a central role in the company’s operations. In particular, the company recently launched Suzano Ventures, which aims to foster closer relationships with startups to bring innovative solutions to the company.

DELEGATION OF RESPONSIBILITY FOR IMPACT MANAGEMENT

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-13

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

Suzano's governance structure is made up of the Board of Directors, supported by the Fiscal Council, the Executive Committee, and six Advisory Committees, including the Sustainability Committee. The Board of Directors frequently assesses the impacts that socio-environmental issues can have on the business and its stakeholders.

The **Sustainability Committee** advises board members on issues related to:

- Suzano's strategic positioning, indicating risks and opportunities related to socio-environmental issues that may have a relevant impact on the business, including discussions on global and latent issues and the extent to which the company can contribute to transforming certain scenarios, such as climate change, water management and poverty alleviation;
- Recommendations on long-term sustainability objectives, analyzing and monitoring the company's performance and the quality of the relationship with the different stakeholders.

The Committee also follows the evolution of the Commitments to Renewing Life (CTRLs), with questions about the ambition of the 15 targets, raising the level of discussion and simulating what the debate with strategic stakeholders would be like about these commitments.

The composition of the **Board of Directors** can be accessed on the indicator "[Composition of the highest governance body and its committees and type of board and Chairperson of the highest governance body](#)".

Furthermore, the Board is the body responsible for setting the general direction of Suzano's business, defining its mission always respecting the ethical values adopted by the communities where the company operates, especially respect for human rights and the environment. It is also responsible for approving and supervising the company's guidelines and strategic plans; monitoring and evaluating its economic and financial performance; deciding on corporate policies; electing, dismissing and replacing the members of the Executive Committee, setting their duties; and supervising the management of the Executive Committee, among other duties.

The responsibilities of the Board of Directors are set out in the law, in Suzano's Bylaws, in its Internal Regulations and in other company policies. Moreover, the Board will deliberate, where appropriate, on ESG practices, ethics, compliance, risks, information security, and other important issues for the company, including those related to climate change.

The Board may also hire consultancy services or independent opinions to help it understand the issues, as long as they are within the budget previously approved by it. Besides this, all its members have free access to Suzano executives to clarify any matter related to their duties, respecting the best corporate governance practices.

To make its sustainability strategy viable, Suzano has a **Sustainability Department**, which reports to the Technology, Innovation and Sustainability Department. In this directorate, we have various teams in the departments that deal with issues such as climate change, biodiversity, water resources and territorial social development, among other social and environmental issues.

Finally, in terms of business risk management, Suzano has sophisticated its risk matrix in recent years, increasingly taking into account social and environmental aspects when conducting the company's activities and those of its entire value chain. To find out more, visit the indicator "[Risk management](#)".

ADDITIONAL INFORMATION

To see other indicators on this topic, access:

- [Composition of the highest governance body and its committees and type of board and Chairperson of the highest governance body;](#)
- [Role played by the highest governance body in overseeing impact management;](#)
- [Collective knowledge of the highest governance body;](#)
- [Performance evaluation of the highest governance body;](#)
- [Role of the highest governance body in sustainability reporting.](#)

NOMINATION AND SELECTION PROCESSES FOR MEMBERS OF THE HIGHEST GOVERNANCE BODY AND ITS COMMITTEES

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-10

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The election of members to Suzano's **Board of Directors** and committees must comply with the **Corporate Governance Policy** and the **Policy for the Appointment of Members of the Board of Directors**, the purpose of which is to determine the criteria for the composition of the Board, respecting the best corporate governance practices, with due transparency. The Policy is **based on**:

1. The corporate governance guidelines in the company's bylaws;
2. The Code of Ethics and Conduct applicable to the companies in Suzano's economic group, the adoption of which was ratified at a meeting of the company's Board of Directors on March 18, 2018;
3. Law No. 6.404, of December 15, 1976;
4. The Code of Best Corporate Governance Practices of the Brazilian Institute of Corporate Governance (IBGC) and the Brazilian Code of Corporate Governance;
5. The Novo Mercado Listing Regulations of B3 S.A. (Brasil, Bolsa, Balcão), in force since January 2, 2018 (Novo Mercado Regulations). Of the members of the Board of Directors, at least two or 20%, whichever is greater, must be independent directors, as defined in the Novo Mercado Regulations.

A person may not accumulate the functions of Chairman of the Board of Directors and CEO or Chief Executive Officer of Suzano. The members of the Board and the **members of the committees will be chosen** taking into account:

1. Cultural diversity and points of view;
2. Have no conflict of interest;
3. Available time to dedicate to Suzano;
4. Independence of the company's Statutory Executive Committee;
5. The person's reputation in the business community;
6. Recognition for ethical and moral behavior;
7. Experience with finance, accounting, risks, sustainability, and the company's business.

If directors hold office in other listed companies, their shareholdings will be disclosed annually via the Reference Form and 20-F Report. For more information, please see our Corporate Governance Policy.

The Board of Directors also relies on the advice of the Nomination and Remuneration Committee to choose and appoint its directors and the members of its advisory committees. This committee has the following functions, among others:

1. Evaluate and/or nominate, under the terms of the Nomination Policy, persons who - in compliance with the legal requirements, as well as those provided for in the Company's Bylaws and other policies, including, without limitation, the Diversity and Inclusion Policy - may be eligible for the positions of Board of Directors members, committees and other management positions, including substitute members in the event of temporary absence or vacancy of the aforementioned positions;

2. Reviewing and/or assessing, as the case may be, the independence criterion and the respective classification of company directors in this criterion, as well as reviewing, assessing, and/or classifying members in other special criteria that may be established by the company's other policies and regulations and the applicable legislation, including, without limitation, the diversity and unblemished reputation criterion following the Nomination Policy;
3. Checking the criteria and appointing a Board member who meets the risk expert requirements set out in the Nomination Policy;
4. Periodically evaluating the members elected to management positions, to ensure the complementarity, coherence, and adherence of these members to the terms of the Nomination Policy and other company policies. The Committee may also ask the nominee to attend an interview to clarify specific requirements, and acceptance of the invitation will be at the discretion of the nominee.

About the advisory committees, their respective members are elected directly by the Board itself, also observing the best practices of good governance, internal policies, and rules for calling meetings and deliberating/counting votes set out in the Bylaws. Members of the company's Board of Directors may participate in one or more advisory committees.

PERFORMANCE EVALUATION OF THE HIGHEST GOVERNANCE BODY

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-18

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

The Board of Directors, as well as the Advisory Committees, are evaluated by a mandate by an independent consultancy, taking into account previously established parameters, to determine the efficiency of the work carried out by these bodies. This guideline is presented in the principles of good corporate governance and in our Corporate Governance Policy, which can be found on the company's Investor Relations website.

In 2023, a **periodic evaluation of the Board and Committees**, as a collegiate body and individually, was

carried out by the independent consultancy Egon Zehnder, which robustly and constructively assessed the processes and dynamics of these bodies using a 360° evaluation methodology, which included the stages of preparation, diagnosis and benchmarks and identification of opportunities.

The evaluation included, among other things, the following aspects:

- Processes covering a) structure, themes, composition, dynamics and information flows; b) succession and evaluation, strategy and performance, risk and capital management, as well as stakeholder relations; and c) management, analyzing the number of meetings, agendas, reports, crisis management, tools, information flows and the annual cycle;
- Dynamics analyzing engagement in terms of the quality of discussions, energy, effectiveness of the Chairperson of the Board, balance of participation, style of debate and decision-making, as well as alignment with executives, shareholders and other stakeholders;
- Its composition, taking into account experiences, diversity and styles - independence, communication styles, interpersonal characteristics.

The **results** of the evaluations were brought to the attention of the Board of Directors, while the individual results were shared with the Chairperson of the Board for subsequent feedback to each director. In the results, it was noted that the opportunities for evolution identified in the previous cycle, such as the composition of the bodies and the dynamics of the meetings, were addressed, as were new opportunities for improvement.

COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-13, 2-17

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano's governance structure is made up of the Board of Directors, supported by the Fiscal Council, the Executive Committee and six Advisory Committees, including the Sustainability Committee and the Strategy and Innovation Committee. The members of the Board and Committees are selected based on their education, professional experiences, representative gender diversity and technical skills, seeking experience in finance, accounting, technology and innovation, risks, sustainability, and the company's business, and cultural and viewpoint diversity, as well as recognition for ethical and moral behavior.

At the regular meetings of the Board of Directors, reports from the Advisory Committees are presented, offering an in-depth analysis of the issues raised by the Executive Committee and the company's development in various areas, providing the other directors with a comprehensive and detailed view of topics such as sustainability, operations, and ongoing strategies.

The composition of the Council and its skills can be accessed on the indicator "[Composition of the highest governance body and its committees and type of board and Chairperson of the highest governance body](#)".

The Sustainability Committee is responsible for advising the Board of Directors on issues related to Suzano's strategic positioning, indicating risks and opportunities associated with socio-environmental issues that may have a relevant impact on the business, and analyzing and making recommendations on long-term sustainability objectives, monitoring the company's performance and the quality of the relationship with the different stakeholders.

The Strategy and Innovation Committee also plays an important role in advising the Board of Directors on the analysis of initiatives related to research and technological innovation in the forestry, industrial and management areas about new products and processes.

The committees have thematic agendas based on their duties and the company's goals. The Sustainability Committee's agenda included climate change, with the task of analyzing and following up on the Commitment to Renewing Life, which aims to increase water availability in all critical river basins in the areas where Suzano operates by 2030 and reduce the intensity of withdrawals for industrial operations by 15% by 2030.

To make its sustainability strategy viable, Suzano has a Sustainability and Communication Executive Committee, reporting to the Chairperson. Finally, about business risk management, the company has sophisticated its risk matrix in recent years, increasingly taking into account socio-environmental aspects in the conduct of its activities and its entire value chain.

VOTING PRACTICES AND SHAREHOLDER RIGHTS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano adopts a system in which each share entitles the holder to one vote. All voting provisions and shareholder rights are established in the company's Bylaws, the Voting Agreement and the Shareholders' Agreement, both signed on September 28, 2017, and their respective amendments, signed on July 12, 2022. The Bylaws also provide that the acquisition of a certain relevant stake in the company's shares entails rights/obligations to offer to buy the other shares issued. Shareholders' meetings are attended and voted on by several of the company's shareholders, most of whom use a remote voting system. Since the end of 2020, there are no individual government institutions with more than 5% of Suzano's total voting rights.

At each meeting, the company also provides all the rules and information for shareholder participation in the Manual for Participation in General Shareholders' Meetings.

#ETHICS AND CONDUCT

CONFLICT OF INTEREST MANAGEMENT

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-15

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

In 2022, the **Conflict of Interest Policy** was published and disseminated to all employees, and the **Declaration of Conflict of Interest** form is available for completion at UniverSuzano. The policy establishes the guidelines for handling and reporting potential conflict of interest situations so that the Company can mitigate the risks associated with them.

In addition to the specific policy on the subject, Suzano's Code of Conduct and Related Party Policy establish procedures to be followed in transactions that involve or may involve conflicts of interest.

The Administrative Council, Suzano's highest governance body, determines in its Internal Rules of Procedure (its own formal and public instrument) the procedure to be followed in case there are conflicts of interest involving board members. According to this instrument, one of the requirements for the election of Board members is the absence of such a conflict situation. Information about conflict of interest situations (such as cross-participation in governance bodies, accumulation of positions, and the existence of majority shareholders) is disclosed to stakeholders regularly in Suzano's public documents, such as the Reference Form and the 20-F Report, available on the Investor Relations website (as determined by the laws and regulations applicable to the company and in the terms and extent provided for in each of these documents).

In this regard, here are the specific remarks for each of the following items:

- **Cross-participation in other management bodies (participation in other boards, accumulation of positions in the executive board and board of directors, etc.):** the cross-participation in management bodies of Suzano and even the existence of marital relationships, stable union or kinship up to the second degree related to the administrators of Suzano, its subsidiaries, and controlling shareholders are disclosed through sections 12.5 and following of the Company's Reference Form;
- **Cross-reference ownership interest with suppliers and other stakeholders:** eventual cross-reference ownership interests with suppliers and other stakeholders are disclosed through section 16 (and its subsections) of the company's Reference Form when characterizing such suppliers and stakeholders as related parties of the company, i.e., to have such characterization - and, consequently, to disclose in such section the relevant transactions - it is necessary to inform the eventual existing cross-reference ownership interests;
- **Existence of the majority shareholder and/or shareholders' agreement:** Information about the existence of a majority shareholder (controlling shareholder) and shareholders' agreement involving Suzano or related parties is disclosed in section 15 (and its subsections) of the Reference Form and in Item 7 - Major Shareholders and Related Party Transactions of the company's 20-F Report;
- **Disclosure of related party information:** Information on related party transactions is disclosed in Section 16 (and its subsections) of the Reference Form and in ITEM 7 - Major Shareholders and Related Party Transactions of the company's 20-F Report.

Considering how this guideline unfolds for the entire company, we have specific controls and policies that address this issue. These are the following:

- Code of Ethics and Conduct;

- Conflict of Interest Policy;
- Anti-Corruption Policy;
- Integrated Risk Management Policy;
- Disciplinary Measures Policy;
- Ombudsman Policy;
- Related-Parties Policy;
- Socioenvironmental Investment Policy (Donations).

Suzano is also a member of the **Business Pact for Integrity and Against Corruption**, aiming at eradicating corruption cases (including incidents of bribery) throughout the company and thus helping to promote a more ethical market with more integrity. The Pact was launched in 2006 and is an initiative articulated by the Ethos Institute for Business and Social Responsibility, Patri Government Relations & Public Policy, the United Nations Development Programme (UNDP), the United Nations Office on Drugs and Crime (UNODC), the World Economic Forum, and the Global Compact Brazilian Committee.

See below the provisions of these **Bylaws** on conflict of interest:

“ 3.1.1. The Company’s Administrative Council members shall meet the following requirements: (...) (ii) absence of conflicts of interest with the Company”;

“4.1 For the caput of this clause, the following shall be considered: (...) (iii) impeded, the Administrative Council member who is in a situation of conflict of interest with the Company (“Conflict of Interest” or “Conflict of Interests”), as established in Clause 20 below, as well as the one who has been elected by indication of a company that is a competitor of the Company”;

“5. Except in the event of Conflict of Interest, as provided in Clauses 20, 21, and 22 below, all information and documents shall only be provided or made available to all Councilors, and no Councilor or group of Councilors may have information not available to the others, or make direct contact with the Company, its Officers or employees to request information and/or documents, except as provided in Clause 16 below”;

“20. Councilors are prohibited from intervening in corporate operations in which they have interests conflicting with those of the Company, as well as in the deliberation made in this regard by the other administrators, subject also to the provisions of Clause 22 below. The Council Member shall declare a Conflict of Interest when they consider that any decision by the Council on a subject on the agenda for voting may result in their benefit or that of another person, with or without prejudice to the Company”;

“21. The Council Member who is considered to have a Conflict of Interest with the Company must declare themselves impeded at the Board meeting or notify the Chairperson of the Board, who must inform them of their impediment and have the nature and extent of their interest recorded in the minutes of the Board meeting”;

“22. The Council Member in a Conflict of Interest situation, after declaring themselves impeded, may not participate in the discussion or vote on the matter in which he has a Conflict of Interest and must be absent from the meeting when the Board is to discuss the such matter”;

“24. The information sent to the Administrative Council by the Company or by third parties, relative to the matter in which a certain Council Member declares himself in a Conflict of Interest situation, will not be sent to said Council Member, nor will they be given access to such information by the other Council Member”;

“25. Regardless of the notification referred to in Clause 21, whenever the Chairperson identifies a situation that may characterize a Conflict of Interest of a given Councilor concerning any matter to be deliberated on by the Board, they shall notify such Councilor, so that they may, within a period set for them, express their opinion on the matter, with a view to the provisions of Clauses 21 and 24.”

#SUSTAINABILITY MANAGEMENT

REPORT CONTENT DEFINITION AND LIMITS FOR EACH MATERIAL TOPIC

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-3; 3-1; 3-2; 3-3

GRI Dimension: General disclosures; Material topics

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

The highest governance body role in sustainability reporting

Suzano's 2023 Sustainability Report, with the information reported and the material topics, is evaluated and approved by the company's Chairperson and the Executive Committee. Additionally, as a responsibility, the Board of Directors guarantees the integrity of the sustainability report and is responsible for defining the strategy, purpose, values, and general direction of the business. The Board monitors the sustainability strategy and delegates communication to the Executive Committee.

Report content definition and limits for each material topic

Suzano's 2023 Sustainability Report and its various parts bring together the company's main financial, social, environmental and governance results from January 1 to December 31, 2023. Suzano reports following the GRI Standards, a global reporting methodology adopted since our first annual report. It also uses as a reference the principles that favor value-generating communication, with focus and conciseness, as well as the search for the principle of balance between the positive and negative aspects of the report.

In the Sustainability Report, we publicly disclose the scope used for our ESG (non-financial) disclosures, and in it all activities are consolidated for financial reporting purposes.

The document is also based on the frameworks of the Sustainability Accounting Standards Board (SASB)

for the Pulp and Paper, Forest Stewardship and Containers and Packaging sectors, the Taskforce on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD), and is inspired by the Stakeholder Capitalism Metrics of the World Economic Forum (WEF). The report is also organized in line with the Sustainable Development Goals (SDGs) - 17 global targets set in 2015 by the United Nations (UN).

For the 2023 Sustainability Report, indicators from Suzano S.A. and the majority of companies controlled by Suzano are included, which integrate data from the company's national and international operations and offices, in addition to data from the Ecofuturo Institute. To learn more, see the table "Companies included in sustainability reporting indicators¹".

Inspired by our purpose of **renewing life from the tree**, we understand that we need to demonstrate not only our activities and performance for the year, but also our ability to transform the business ecosystem of which we are a part. We want to be protagonists in the development of solutions aimed at building a fairer and more sustainable society, which is why we present issues according to their relevance and the impacts they will have on our stakeholders.

The document also underwent limited assurance, conducted by PwC Brasil. Following the GRI guidelines, the definition of the topics in the document reflects Suzano's materiality. This definition includes cross-referencing the topics that are relevant to the business from the perspective of our stakeholders and analyzing the impacts related to these topics.

In 2021, the materiality study was updated based on the most current concepts related to the topic, such as dual materiality. Suzano's materiality is reviewed once every two or three years, depending on the need. During these studies, internal and external stakeholders are involved in identifying the material topics. Additionally, following the guideline of revisiting our materiality every two years, at the end of 2023, we started a new materiality assessment, which has been validated by our senior management and board of directors and should be published in our 2024 Annual Report.

Below are details of the eight material topics for our business and the internal and external limits of their impacts.

WATER

The manufacture of pulp and paper products is typically a water-intensive process, with consumption during the processing of materials, process cooling and steam generation in power plants at the production unit. Process water usually contains dissolved organic compounds and other solids, highlighting the importance of its treatment.

Water availability is an important consideration for the industry, as its scarcity can result in higher supply costs, supply interruptions or tension with local users. Water scarcity can be even more critical in forest areas, and can reduce forest productivity or even generate conflicts with neighboring communities. In the eucalyptus production process, a large portion of water resources is converted into biomass in a relatively short space of time, which can have an impact on nearby freshwater sources, including rivers, lakes and underground aquifers.

Sub-themes:

- Water availability and access;
- Effluents;
- Water risk analysis;

- Use, demands and dependence on water resources;
- Water stress;
- Protection of springs;
- Dialogue (communication and awareness) about water;
- Monitoring qualitative and quantitative parameters;
- Consumption and reuse.

Limits:

- **Internal:** impacts our forestry and industrial operations and, indirectly, the supply of inputs;
- **External:** directly impacts the communities and neighborhoods near our operations and the environment in which we live.

BIODIVERSITY

In Brazil, eucalyptus plantations comprise two-thirds of all forests planted for forestry. Eucalyptus plantations have been a factor in deforestation in the Atlantic Forest and a biodiversity hotspot, and also pose a risk to other biomes, even though most companies no longer work with deforested areas. Other impacts on biodiversity can include loss of habitat, fragmentation of biomes due to anthropogenic actions, scaring and trampling of fauna, alteration of native vegetation, loss of flora species, alteration of the microclimate, and alteration of the landscape.

On the other hand, along with their wood production, forests provide valuable ecosystem services, including carbon sequestration, wildlife habitat, water purification and storage, soil formation and recreational opportunities. Protecting or enhancing ecosystem services within managed forests could mitigate risks that may affect reputation, demand and operational risks related to the potential adverse environmental impacts of forestry. (More information on this topic can be found under "Additional information" at the end).

Sub-themes:

- Combating deforestation;
- Biodiversity;
- Preservation, conservation and restoration;
- Landscape management;
- Pest and disease control;
- Application of agrochemicals;
- Fires;
- Ecosystem services;
- Forest certification.

Limits:

- **Internal:** impacts our logistics and forestry operations in more than 50% of our business activity;

External: impacts forests, society and external collaborators.

TERRITORIAL DEVELOPMENT

Conflicts with communities, including indigenous and traditional populations, can affect a company's ability to operate in some regions, result in regulatory action and cause reputational impacts. On the other hand, companies can provide benefits to community stakeholders through employment opportunities, revenue sharing and increased trade. Organizations can adopt various community engagement strategies to manage the risks and opportunities associated with community rights and interests, such as maintaining positive relations with local stakeholders and accommodating the needs of communities. (More information on this topic can be found under "Additional information").

Sub-themes:

- Income generation;
- Access to education;
- Community structuring (e.g. cooperatives and associations);
- Social investment;
- Training and hiring of local labor;
- Mechanisms for continuous dialog and relationships;
- Engagement with communities.

Limits:

- **Internal:** impacts our forestry, industrial and logistics operations;
- **External:** impacts the communities surrounding our operations.

HUMAN RIGHTS

These are rights inherent to all human beings, regardless of race, gender, nationality, ethnicity, language, religion or any other condition. Human rights include, for example, the right to life and liberty, freedom of opinion and expression, and the right to work and education. In the case of Suzano and forestry companies, which occupy large tracts of land with eucalyptus or pine monoculture, the right of access to natural resources and land, especially of traditional communities or those who live off the land, can be violated.

Furthermore, forced and/or slavery-like labor and child labor can still be found on eucalyptus plantations in Brazil, particularly where eucalyptus is used for charcoal in the production of pig iron. By organizing work through subcontractors, companies can claim deniability and no fault in poor working conditions, as well as auditing and certifying their chain to reduce risks.

Sub-themes:

- Right to life, liberty and personal security;
- Right to freedom of association and collective bargaining;
- Right to freedom of opinion and expression;
- Right to work and free choice of work;
- Right to use land, water and other natural resources;
- It includes the fight against forced labor, torture and violations of these rights.

Limits:

- **Internal:** impacts our forestry operations and, indirectly, industrial and logistical operations and the supply of inputs;
- **External:** impact on society.

DIVERSITY, EQUITY, AND INCLUSION

For Suzano, working on diversity, equity, and inclusion is not only a duty, but also a business strategy. In a diverse and inclusive environment, employees feel more involved, creative and collaborative, and the attraction and retention rates of new talent increase significantly. This issue must also be taken into account in all the company's practices, whether dealing with local communities, managing suppliers or developing new products.

Among the negative impacts of managing the issue, we can include operational costs, reputational risks and contributing to greater social inequality. From a positive perspective, proper management of the issue can lead to gender and racial equality and the inclusion of historically excluded people. In the context of a country like Brazil, the fight against sexism, racism and various forms of discrimination also involves promoting and valuing these minorities in the workplace.

Sub-themes:

- Valuing the workforce;
- Combating discrimination;
- Diversity and inclusion.

Limits:

- **Internal:** impacts our operations throughout the chain;
- **External:** impact on society.

SUPPLIER MANAGEMENT

Product traceability is an important tool to ensure that if there are any quality problems, they can be easily traced and recalled. For the forestry sector, having the guarantee (by a certifier) that the forest from which the raw material comes is being exploited by all the laws in force and an ecologically, socially and economically correct manner sets the product apart from other similar products and adds value (FSC® certification).

Among the impacts of managing the issue, we can include brand protection; quality control; adding value to the end product; producing forest products sustainably; and extending good practices to the chain of custody. In negative terms, impacts can include operating costs and/or remediation costs; non-compliance with legislation; loss of biodiversity; contamination of water resources; and human rights violations.

Sub-themes:

- Development of the local supply chain;
- Traceability of materials and inputs;
- Management of socio-environmental practices and impacts in the chain;
- Chain of custody;
- Supply and approval criteria.

Limits:

- **Internal:** directly, it impacts the supply of inputs and logistics services; indirectly, it impacts our forestry and industrial operations;
- **External:** indirectly impacts the communities and neighborhoods near our operations.

INNOVABILITY

Continuous investment in technology and a culture of innovation that drives the development of solutions to the major challenges facing society, enabling the transition to the bioeconomy, are central elements of the theme, as well as providing greater competitive advantage. The combination of sustainability and the theme presupposes an organization's capacity to innovate sustainably and to leverage sustainability as a form of innovation, new business and differentiation.

At Suzano, innovativeness is directly linked to its ambition to be a regenerative company, which wants to bring productivity to its chain, from end to end; to generate a competitive edge based on customer needs and new ways of using and applying its inputs; and to seek new businesses, solutions and products from the tree, for a more renewable future.

Sub-themes:

- Innovability;
- Genetically modified organisms (GMOs);
- Productivity;
- Business diversification and new products;
- Bioeconomy;
- Circular economy: single-use products, end-of-cycle solutions;
- Culture of innovation.

Limits:

- **Internal:** impacts our operations throughout the chain;
- **External:** impact on society.

CLIMATE CHANGE

Suzano has a significant forestry base and, together, native forests and eucalyptus plantations contribute directly to the removal and storage of carbon dioxide (CO₂) from the air, the preservation of biodiversity and the regulation of the hydrological cycle, among other benefits. At the same time, the company's industrial and logistics activities are characterized by high greenhouse gas (GHG) emissions. This places great responsibility on its role in mitigating and adapting to climate change, contributing with governments, civil society and other private sector entities to meet this challenge. (More information on this topic can be found under "Additional information" at the end).

Sub-themes:

- Adaptation and mitigation in the face of climate change;
- Emissions balance;
- Consumption and sale of energy;
- Low carbon economy;

- Industrial and logistical emissions;
- Risk of wood supply;
- Carbon pricing;
- Collaborative partnerships to combat the climate crisis.

Limits:

- **Internal:** impacts our industrial, logistical and commercial operations in more than 50% of business activity;
- **External:** impacts society, forests and external collaborators.

Companies included in sustainability reporting indicators¹

Company	Net sales	% of total
Suzano S.A.	R\$ 28,447,291,363.89	72%
Other companies included in the sustainability report	R\$ 34,888,360,602.36	88%
Consolidation adjustments (Intercompany Elimination) ²	-R\$ 24,845,255,041.00	-62%
Other companies not included in the sustainability report	R\$ 1,265,178,380.18	3%
TOTAL NET SALES³	R\$ 39,755,575,305.43	100%

1. Considering the net revenue published in December 2023, including the controlling company Suzano S.A. and the other companies included in the report, and considering the consolidation adjustments, the percentage of companies included in the Sustainability Report is 97%.
2. Consolidation adjustments: Consolidated financial statements must fully eliminate assets and liabilities, shareholders' equity, revenues, expenses and cash flows related to transactions between group entities (related party).
3. To access the financial statements, access the [LINK](#)

ADDITIONAL INFORMATION

Among Suzano's eight material issues, below we provide some more information on those that are the highest priority for the company's performance.

CLIMATE TRANSITION AND PHYSICAL RISKS

Climate change poses direct risks to Suzano's business, which reinforces the need for the company to strengthen its resilience and adaptive capacity. Some of these risks are:

- Interruption to industrial operations due to lack of water availability;
- Loss of forestry assets due to forest fires (all forestry units are exposed to this risk);
- Loss of forestry assets due to physiological disturbances, exacerbated by climatic events such as La Niña and El Niño. There has been an increase in the presence and resistance of forest pests and diseases in Suzano's forest areas, favored by the increase in average temperatures.

BUSINESS STRATEGIES

In line with our strategic vision, we integrate the issue of climate change into the company's policies, governance, management and planning, working to build knowledge and capacity to face climate challenges.

In terms of business strategies, we have:

- Climate risks embedded in the company's risk management as one of our priority risks;
- Internal working groups focused on methodologies and opportunities;
- Participation in associative working groups, with an active voice in favor of the carbon transition.

Mitigation actions:

- Exchanging fossil fuel consumption for renewable energies and efficiency projects;
- Research and adaptive and resilience actions: analysis of climate scenarios, planning of future operations and improvement programs to develop adapted clones and obtain better performance in the limiting conditions of each unit;
- Increase the forest's revenue streams with renewable products in the portfolio, replacing fossil products;
- Reduction in costs and dependence on Suzano's operations in energy and water resources.

GOALS/METRICS LINKED TO THE MATERIAL THEME

To find out more about the targets and their progress, visit the [Commitments to Renewing Life](#) page («Remove 40 million tonnes of carbon from the atmosphere by 2025" and "Reduce the intensity of Scope 1 and 2 greenhouse gas emissions by 15% per ton of production").

RELEVANCE TO EXTERNAL STAKEHOLDERS

Native forests and eucalyptus plantations contribute directly to removing and storing carbon dioxide from the air, preserving biodiversity and regulating the hydrological cycle, among other benefits. Suzano's industrial and logistics activities are characterized by a high intensity of greenhouse gas (GHG) emissions. This places great responsibility on its role in mitigating and adapting to climate change, contributing with suppliers, customers, governments, civil society and other private sector entities to meet this challenge.

BIODIVERSITY AND SOIL USE

As a nature-based company, our eucalyptus trees depend on natural resources such as water and soil to grow continuously, cycle after cycle, in the same areas. Biodiversity is essential for supplying, regulating and supporting these resources, strengthening our productivity and our long-term capacity. Protecting and enhancing ecosystem services - including biodiversity conservation - in our managed forests mitigates operational and reputational risks.

On the other hand, in addition to wood production, natural forests provide valuable ecosystem services, including carbon sequestration, wildlife habitat, water purification and storage, soil formation and recreational opportunities.

BUSINESS STRATEGIES

Suzano bases its biodiversity strategy on three premises:

- Zero deforestation: do not plant or buy eucalyptus planted in areas that were previously occupied

by native vegetation and that have been legally or illegally deforested;

- Sustainable forest stewardship: the forest management model adopted by the company favors plantation productivity, disease and pest control, the maintenance of biodiversity and environmental preservation in areas that go beyond legal requirements;
- Regeneration: Suzano works to reduce the negative impact of forestry operations on biodiversity and maximize the positive impact through conservation practices, so that the total impact on biodiversity is positive, and actively participates in the regeneration of landscapes in the territories where it operates.

GOALS/METRICS LINKED TO THE MATERIAL THEME

To find out more about the target and its progress, visit the [Commitments to Renewing Life](#) page («Connect half a million hectares of priority areas for biodiversity conservation in the Cerrado, Atlantic Forest and Amazon»).

RELEVANCE TO EXTERNAL STAKEHOLDERS

Eucalyptus plantations have driven deforestation and pose risks to other biomes, although most companies no longer work in deforested areas. Biodiversity can be negatively impacted by habitat loss, fragmentation caused by human activity and other factors. However, managed forests provide ecosystem services such as carbon sequestration and wildlife habitats. Protecting these services can mitigate the environmental risks associated with forestry and potentially improve reputation, demand and operations.

COMMUNITY IMPACT AND DEVELOPMENT

Suzano's operations are present in several Brazilian municipalities where extreme poverty and income inequality are real challenges. As such, the company's territorial development strategy focuses on generating income and education to increase institutional capital in local communities and reduce conflicts.

Employment, income generation and quality education promote well-being in local communities and support productive activities to contribute to the development of local communities, implement social protection systems and reduce poverty. This type of involvement with local communities improves the relationship and perception of Suzano by the local public, reduces conflicts (such as wood theft and roadblocks) and makes the coexistence between the communities and the company's activities thrive.

BUSINESS STRATEGIES

In 2009, a large quantity of eucalyptus, worth around 20 million dollars, was stolen from Suzano's land. Community turmoil sometimes led to arson and roadblocks. The company spent millions of dollars to protect its forests and operations. The situation only changed when the social strategy was altered. By working in partnership and generating alternatives, illicit activities were discouraged and relationships improved.

Our process of generating qualified income is getting stronger. The company has set a new level of social performance in its long-term goals, requiring gains in scale and scope. Income generation and education are the structural aspects we focus on, seeking to build solutions that promote well-being and mitigate potential risks of social conflict. The company currently works on a model based on a systemic

approach, which connects the relevant social actors in the region, harnessing its potential and creating an environment of cooperation.

GOALS/METRICS LINKED TO THE MATERIAL THEME

To find out more about the goals related to the theme and their progress, visit the [Commitments to Renewing Life](#) page [«Lifting 200,000 people out of poverty in our areas of operation» and «Increasing the Basic Education Development Index (IDEB) by 40% in all priority municipalities by 2030»].

STAKEHOLDERS ENGAGEMENT

Material Topics: N/A

Other hashtags: Sustainability Management

Frameworks

GRI: 2-29

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

One of Suzano's Culture Drivers says that "it's only good for us if it's good for the world". We exercise this motto as part of the global transition from the traditional logic of benefiting the shareholder to benefiting stakeholders. Suzano has ambitious long-term goals, as well as the purpose of having a positive impact on the communities and the environment in which it operates, and it will not be able to achieve this alone. Stakeholder engagement is how the company seeks to achieve the partnerships it needs to advance its sustainability agenda, as well as learning, communicating, and building with its stakeholders. The environment, as well as the impacts caused by it, belongs to everyone and must be managed collaboratively.

Taking different stakeholders into account when making decisions requires a joint and coordinated effort from various areas of the company and is constantly evolving. That's why we have targets and systems for managing engagement, which allow us to collect data and manage relationships so that we can listen to and understand the demands of our stakeholders, as well as providing them with information about our operations. This exchange is essential for mitigating conflict risks, building trust and accessing partnership opportunities.

As well as routinely engaging with stakeholders, Suzano conducts annual surveys to understand how the external and internal public perceive the company and material sustainability issues. In 2023, a reputation survey was carried out with the Globescan consultancy.

Below is a summary of the main objectives, communication channels and engagement highlights that Suzano had with its stakeholders in 2023.

Academia

Goal: collaborate and learn from academic expertise and research to drive innovation, inform environmentally responsible practices and contribute to the development of sustainable solutions.

Channels:

- Internship Program;
- Trainee Program;
- Inova Talentos Scholarship Program;
- Summer MBA;
- Fairs and events;
- Academic leagues;
- Research institutes;
- Research partnerships;
- Parque das Neblinas as a field of research;
- Events at Parque das Neblinas;
- Webinars and scientific lives;
- Social networks.

Highlights: partnership with the «Luiz de Queiroz» School of Agriculture (Esalq for its acronym in Portuguese) and the Federal University of Viçosa (UFV for its initials in Portuguese) for research into biodiversity and restoration in Parque das Neblinas; partnership with the State University of Santa Cruz (Uesc for its acronym in Portuguese), in Ilhéus (BA), to monitor palm trees for the Atlantic Forest Ecological Corridor; a partnership with the State University of Maranhão (UEMA in Portuguese) for an expedition in search of the pinniped curassow, whose target area includes stretches of the ecological corridor and fragments to be connected in the Amazon.

Clients

Goal: building a transparent and responsible relationship, encouraging collaboration along the value chain and offering products and services in line with sustainability, with a view to consumer satisfaction and a positive impact on the planet.

Channels:

- Customer Service;
- Institutional websites and Investor Relations website;
- E-mail (newsletter);

- Portal for clients;
- Virtual meetings, Top Management Meetings;
- Smartphone applications;
- Satisfaction surveys;
- Questionnaires;
- Technical visits/visits to units;
- Life Cycle Assessments (LCAs);
- Sector conferences;
- Workshops;
- Social networks;
- E-commerce;
- Relationship program with stationery stores;
- Customer relationship events and experiences;
- E-mail marketing;
- Sending kits, gifts, cards;
- Annual report;
- Sustainability Center;
- "Customer ladder";
- ESG Call;
- Stakeholder Management App.

Highlights: partnership with client Sofidel to implement the Amazon Ecological Corridor and benefit local communities, as part of Suzano's Biodiversity Commitment; partnership between Suzano, Procter & Gamble and WWF to jointly plan the restoration of the Atlantic Forest in Espírito Santo.

Employees

Goal: promote a sustainable organizational culture, encouraging environmentally conscious practices and contributing to the integral development and satisfaction of employees.

Channels:

- Workplace Suzano;
- E-mail;
- Newsletters: Bom dia, Suzano! (corporate); Acontece (regional); It Happens in Suzano (international offices - Canada, America, Europe, Israel and China); Sucede em Suzano (Stenfar - Argentina);
- WhatsApp;
- On site: murals, TVs, table and stall displays, stickers in spaces (e.g. elevators);
- Conexão Florestal (podcast for the forestry operations public);

- Leader Talk;
- Suzano and You;
- Leaders' Meeting;
- Communication campaigns;
- Social networks (internal + external);
- Institutional website (internal + external);
- Suzano Answers;
- HR Answers;
- Surveys (climate, well-being);
- Construction of HR products with employees;
- Ombudsman and Ethics Channel.

Highlights: culture caravan at all Suzano units; Engagement and Inclusive Environment Survey, carried out with Korn Ferry; volunteer initiatives to plant native trees in Suzano's ecological corridors.

Communities

Goal: establish collaborative partnerships to promote local development, improve social and environmental conditions, and build positive relationships that benefit both parties.

Channels:

- Focal points in the communities;
- Face-to-face visits;
- Meetings and events of the socio-environmental programs;
- Business Risk Meetings (BRM);
- Meetings with associations;
- Virtual or face-to-face meetings (specific agendas);
- Forums, congresses and collegiate bodies;
- Odor Perception Network (OPN);
- Volunteer Program;
- Environmental education training program;
- Workshops with landowners;
- Provision of services;
- Technical assistance;
- Local purchases;
- Online questionnaires;
- Interviews and radio;

- Toll-free number, Suzano Responds and Floresta Viva;
- Webinars;
- WhatsApp group with communities;
- Social networks and Facebook posts targeted by region;
- Institutional website;
- Local media (TV, radio, billboards, etc.);
- Stakeholder Management System (Sispart);
- Operational Dialogue;
- Social projects;
- Suzano Education Program (PSE);
- Regional seminars;
- Interviews and video testimonials.

Highlight: an Operational Dialogue held every 30 minutes; launch of the Suzano in the Communities website.

Final consumer

Goal: establish channels for exchanging information and perceptions between the company and the end consumer, seeking to raise awareness about products and socio-environmental responsibility.

Channels:

- Call center;
- Questionnaires;
- Market research;
- Product packaging;
- Advertising (on and offline);
- Annual Report;
- Sustainability Center;
- Social networks;
- Corporate website;
- Institutional newsletter;
- E-mail marketing;
- Events (own, sponsored and participations);
- Sponsored projects.

Companies

Goal: to accompany, learn from and contribute to entrepreneurial initiatives in the business world in favor

of sustainable development.

Channels:

- Conferences;
- Lives;
- Participation in associations and working groups;
- Annual Report;
- Sustainability Center;
- Awards with sector bodies;
- Benchmarks;
- Institutional website.

Highlight: participation in working groups of institutions such as the Brazilian Business Council for Sustainable Development (CEBDS for its acronym in Portuguese), the UN Global Compact Brazil, the Brazilian Tree Industry (Ibá for its acronym in Portuguese) and the National Confederation of Industry (CNI for its initials in Portuguese).

Suppliers

Goal: promoting sustainability throughout the supply chain, with a view to ethics and social and environmental responsibility.

Channels:

- Responsible Supplier Management (RSM);
- Supplier meetings;
- Development and training programs;
- Partnership programs;
- Satisfaction surveys;
- Negotiation meetings;
- Sustainability content for suppliers;
- Webinars;
- Supplier relationship portal/Supplier ombudsman;
- Email blasts;
- Website;
- Chatbot;
- Participation in associations and working groups.

Highlights: Supplier Audit Program [100% of suppliers monitored]; Semear Project; partnership for purchases, including in line with Suzano's long-term goal of Diversity, equity, and inclusion (partnership with JSL: Women in Management Program; partnership with Siltec and JFI (Women in Forestry)); partnership with Emflora (prison labor in forestry); Suzano Fortaleza Program (easy credit for small

businesses); Responsible Supplier Management (expanded inclusion of ESG criteria related to greenhouse gas (GHG) emissions in hiring processes for new suppliers of logistics services; first edition of Suzano Valoriza, recognizing the partnership, work and quality of suppliers' products and services.

Government

Goal: establish collaborative partnerships to develop policies and practices that boost regional and national sustainable development, promoting a positive impact on society.

Channels:

- Support and active participation in drawing up and discussing public policies;
- Communications in associations (federal, state and municipal);
- Public consultations;
- Events;
- Formulation of strategic, private and public-private partnerships;
- Participation in associations and trade organizations;
- Participation in public hearings;
- Participation in councils and advisory bodies;
- Participation in strategic forums as chair members and listeners;
- Social networks, media and newspapers;
- Face-to-face, virtual and telephone meetings;
- Management system.

Highlight: participation in major events such as Brazil Week, New York Climate Week, the Hannover Fair, Latin American Cities Conferences, the Annual Conference of the Brazil-China Business Council and COP28.

Investors

Goal: provide transparency and create long-term value by communicating and demonstrating responsible practices to attract and maintain the financial support of investors committed to environmental and social issues.

Channels:

- Events;
- Suzano Investor Day;
- Earnings conference calls;
- Non-Deal Roadshows;
- Face-to-face visits to the units;
- Meetings with company executives;
- Corporate documents;

- Release of quarterly results;
- Standardized Quarterly Information (ITR)/Standardized Financial Statements (DFP);
- Annual reports (20-F, Reference Form, Management Report, Annual Report);
- Institutional policies;
- Corporate presentation;
- Documents filed with the Securities and Exchange Commission (SEC);
- Investor Relations website;
- ESG questionnaires;
- ESG indices and rankings.

Highlight: credit line from the International Finance Corporation (IFC) to finance the Cerrado Project, of 600 million dollars. The credit operation has sustainability performance indicators (KPIs) associated with targets for reducing the intensity of GHG emissions and increasing the representation of women in leadership positions in the company.

Media

Goal: communicate the company's actions in the business world and its actions for sustainable development.

Channels:

- Interviews with journalists;
- Interaction with the media during our events (e.g. Suzano Investor Day);
- Interaction with the media at third-party events;
- Participation in press awards and events;
- Sponsorship of regional media events;
- Relationship meetings with journalists;
- Press trips;
- Crisis management actions;
- Press releases;
- Participation in surveys, rankings and awards;
- Advertisements and campaigns in the press;
- Social media;
- Annual report.

NGOs and associations

Goal: collaboratively address global challenges, drive innovation and achieve lasting positive impact.

Channels:

- Face-to-face, telephone or virtual meetings;
- Periodic meetings provided for in the socio-environmental programs;
- Social projects;
- Participation in events and discussion forums [e.g. Expo Favela - Central Única das Favelas (Cufa); Group of Institutes, Foundations and Companies (Gife) - Private Social Investment];
- Participation in dialogues, working groups and collegiate bodies (e.g. Forest Forum);
- Participation in territorial committees and collegiate bodies;
- Public consultations;
- Network of multipliers;
- Multistakeholder initiatives;
- Research partnerships;
- Participation and partnership in projects [e.g. Coca-Cola Brazil Institute (ICCB), United States Agency for International Cooperation (USAID) and Brazilian Micro and Small Business Support Service (Sebrae)];
- Members of networks of organizations;
- Members of institutions, NGOs and class representatives;
- Disclosures and reports;
- Signing commitments;
- Participation in coalitions;
- Participation in pilot projects;
- Sispart;
- Institutional website and Suzano in the Communities website.

Highlights: partnership with the ICCB to reduce inequalities and accelerate the economic empowerment of young people in situations of social vulnerability, through training and generating job opportunities; partnership with the National Bank for Economic and Social Development (BNDES for its acronym in Portuguese), in Conexões Transformadoras, a social initiative for productive inclusion and income generation in Tocantins; partnership with the Partners for the Amazon Platform (PAP), with the support of USAID, which has invested 1.6 million reais in a sustainable development project in the Legal Amazon; partnership with The Nature Conservancy (TNC) to promote payments for environmental services to surrounding landowners.

Startups

Goal: driving innovation, adopting sustainable solutions and encouraging the development of sustainable practices to tackle environmental challenges.

Channels:

- Suzano Ventures;
- Participation in events at innovation hubs;

- Participation in acceleration and engagement programs;
- Participation in internal events organized by Suzano;
- Satisfaction surveys;
- Virtual meetings;
- Social networks;
- Stakeholder Management App.

Highlights: Suzano Ventures has launched acceleration programs in China and Canada, as well as making its first investment in the British startup Allotrope Energy, to boost a pioneering technology in the production of lithium-carbon batteries.

#RISK MANAGEMENT

RISK MANAGEMENT

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-16

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Principles of Governance



Commitment: N/A

Context

High levels of governance require careful risk management for companies. At Suzano, this management is based on three complementary fronts, supported by different teams committed to mitigating the likelihood of possible impacts as a result of the materialization of risks in the various business areas.

Risk management

Suzano has an [Integrated Risk Management Policy](#). Integrated risk management is conducted by the Risk

Management area together with the other business areas to identify, analyze, prioritize, address, monitor and report the main risks associated with the company's business, in line with the corporate strategy, ensuring the longevity and continuity of our operations.

It is important to mention that the risk management process is continuous, and changes in internal and external conditions related to the business may lead to the reclassification of risks in the matrix.

To support the risk management process at Suzano, all industrial sites have Risks and Business Continuity Regional Commissions, which are responsible for mapping, analyzing, addressing and monitoring the risks in each site. These commissions are multidisciplinary groups made up of strategic members from each location that work to identify site-specific risks and develop action plans and business continuity plans to prepare the company for potential interruptions in its business. Commission meetings take place every two months.

The Risk Management organizational structure also includes Technical Risk Forums, made up of the corporate heads of technical areas (functional directors and/or executive managers), who meet at least once a year and are responsible for mapping, analyzing, assessing, addressing and monitoring corporate risks, that is, those that can impact the company as a whole. Additionally, multidisciplinary groups gather every other month at Risk Meetings to address risks related to Suzano's international offices.

Priority risks are presented every quarter to the Executive Leadership Team (including the CEO) and the Statutory Audit Committee, and at least once a year to the Board of Directors, at in-person meetings to discuss both the risk themselves and mitigation strategies, as well as other relevant issues related to risk management.

It is important to mention that the integrated risk management process undergoes certification and customer audits annually. As part of the company's risk management process, the Corporate Risk area is also responsible for the crisis governance process, which includes:

- Defining crisis levels (regional, corporate and institutional)
- Defining the level of responsibility according to the crisis level, including the involvement of the Board of Directors and the Statutory Audit Committee
- Forming Crisis Committees, with clear assignment of roles to each participant
- Setting reporting rules

As part of the governance acculturation process, training and crisis simulations involving key individuals in the risk management process are carried out annually, as a way of preparing them for potential crisis. Company leaders (functional directors, executive directors, executive managers, functional managers, coordinators and supervisors) are required to complete risk management training, available on the UniverSuzano platform.

Lines of action

Suzano uses a corporate risk governance model based on the three lines of the Institute of Internal Auditors (IIA) and the best market practices. The main objective of this model is to ensure that the risk management model is duly permeated at all levels of the company and that functions are properly segregated, guaranteeing greater robustness in risk management, supervision and analysis. The lines of action are:

- **1st line - Business Areas:** responsible for managing process risks, corrective actions and implementing action plans;
- **2nd line - Internal Controls, Corporate Risks and Compliance:** has a consultative and supportive

role in mapping, identifying and managing business risks, providing the development of an effective control, monitoring and reporting environment that supports the continuity of the company;

- **3rd line - Internal Audit:** its main function is to guarantee an independent assessment of the company's risk and control environment and to ensure proper reporting to senior management, the EBD and the BoD.

Internal Controls

The mission of the Internal Controls area is to disseminate the culture of internal controls, as well as to provide technical support to the different areas in the organization, to monitor critical processes, mitigate and remedy risks, comply with applicable rules, and advise senior management on decision-making, to provide better sustainability and longevity for the company's business.

Corporate risks

Through Suzano's risk matrix, following the Enterprise Risk Management (ERM) process, we identified and analyzed the company's risks, taking into account the probability of occurrence and financial impacts, as well as six other aspects: health and safety, environment, socio-cultural, image and reputation, organizational climate and legal, all of which are equally relevant. The Risks area relies on the support of the RCN Commissions, Risk Meetings, and technical risk forums to map Suzano's main risks, as well as to define action plans for dealing with the risks identified and to draw up, where applicable, business continuity plans.

Conduct and ethics management

Suzano has instruments that guide the ethical management of its business. These include the Code of Ethics and Conduct, the Ombudsman Policy, the Disciplinary Measures Policy, the Sustainable Purchasing Policy and the Rules of Procedure of the Conduct Committee, which establish the guidelines for the company's governance process.

Our **Code of Ethics and Conduct** was inspired by the company's Culture Drivers and has recently been reformulated. The document brings together the six ethical principles that guide our daily actions, with a focus on the quality of our relationships, products and services. It is a tool that guides our actions and decisions daily, ensuring that our activities with employees, shareholders, customers, suppliers, public authorities and the community are aligned with the ethical behavior and respect we cultivate in our relationships with our various stakeholders.

The **Ombudsman Channel** provided by Suzano is confidential and independent and is offered to employees and the general public to forward reports and complaints about issues that may be in breach of our Code of Ethics and Conduct. The work is carried out by a contracted company and guarantees anonymity if requested by the whistleblower. The investigation is carried out autonomously and impartially by professionals and competent areas, to identify the truth and take the necessary measures, and any form of retaliation against the whistleblower is neither permitted nor tolerated.

Compliance

Essential to good corporate governance practices, compliance initiatives form the basis for ensuring ethics, integrity and transparency in all of Suzano's businesses and the relationship with its stakeholders.

An intelligence program for prevention, detection, and response gives rise to eight essential elements of the Compliance Program, namely: Tone at the Top; Risk Assessment; Policies and Procedures; Training and Communication; Conflict of Interest; Third Party Management; Control and Monitoring; and Governance and Reporting.

Precautionary principle or approach

Every year, the risk processes undergo internal audits, which are carried out by an internal team and/or contracted consultants. External audits, in turn, are carried out by accredited national and international certifiers and environmental agencies that monitor legal compliance.

Any deviations identified are recorded and corrective and preventive actions are defined and implemented. Critical analysis meetings are held annually by the company's senior management.

Market risk management

Suzano has monitoring and control processes related to market risks, considering that the pulp market is cyclical and follows the global price trend, determined by factors such as supply and demand, global market pulp production capacity and economic growth conditions.

The price can also be affected by exchange rate fluctuations in the currencies of the main pulp producing and consuming countries, by changes in stocks held by producers and buyers, given future price expectations, and by strategies adopted by producers to put more competitive products on the market. On the other hand, paper prices are more stable than those in the pulp market, being determined by supply and demand conditions in the markets where they are sold. In addition, the price of paper can vary due to many factors beyond our control, including fluctuations in the price of pulp and specific characteristics in the market in which we operate.

We can't guarantee that pulp prices will remain at current levels, but the proper management of our plants means that we have a competitive advantage in production costs, as well as greater resilience in times of falling prices.

Significant volatility of the real against the dollar could have a significant impact on the company's revenues and indebtedness, as well as on the Brazilian securities markets.

Export revenues are directly affected by exchange rate variations. The appreciation of the real against the dollar reduces export revenues. Revenues from the domestic market are also affected by exchange rate volatility. Furthermore, some of the company's operating costs and expenses are affected by exchange rate fluctuations, including export insurance, freight costs and the cost of certain chemicals used in the production of marketed products.

Additionally, a significant portion of Suzano's debt is denominated in dollars. Therefore, the depreciation of the real against the US currency could increase the financial expenses derived from such debts and other obligations and vice versa. It is important to note that the company's decision to keep its debt in dollars stems from the fact that its future cash generation is in dollars or indexed to the dollar. Therefore, a depreciation of the real against the US currency will also have a positive impact on the company's revenues and vice versa.

Fluctuations in interest rates can have the effect of increasing or reducing the cost of new financing and operations already contracted. Suzano constantly seeks alternatives for the use of financial instruments in order to avoid negative impacts on its cash flow due to interest rate fluctuations in Brazil or abroad.

In the market risk management process, the above points are mitigated by identifying, evaluating, implementing strategies and contracting financial instruments to protect against the risks. To manage the impact on results in adverse scenarios, the company has processes for monitoring exposures and policies for implementing risk management. These policies establish the limits and instruments to be implemented to:

- Protect cash flow due to currency mismatch;
- Mitigate interest rate exposures;
- Reduce the impact of fluctuating commodity prices;
- Exchange debt indexers.

Operational risk management

Within the scope of operations, the Risk area, along with the units, sets up Risk and Business Continuity Committees, as presented above. Suzano is subject to operational risks and emerging risks that may cause its activities to come to a halt, even partially or temporarily. These interruptions can be caused by factors associated with equipment failure, accidents, fires, climatic impacts, exposure to natural disasters, cyber-attacks, pandemics, among others.

The occurrence of these events could result in serious damage to our property, a significant decrease in production, an increase in production costs, possible accidents with or without fatalities involving our employees and/or service providers, as well as adverse effects on our financial and operating results.

We also depend on the continuous availability of logistics and transportation networks, such as roads, railroads, terminals and ports, which can be interrupted by factors beyond our control, such as demonstrations by social movements, natural disasters, stoppages and interruptions in the supply of inputs to our industrial and forestry units or the delivery of our products to customers. All of this could affect our financial and operating results.

Climatic factors

The effects of climate change can have a significant negative impact on the company's operations, subjecting us to physical or transition climate risks. **Physical risks** arise from any climatic changes that negatively affect favorable climatic conditions in Brazil, which could harm the growth rate and quality of eucalyptus plantations, for example. These risks can generate financial impacts due to deterioration in the fair value or even loss of biological assets, reduced productivity or even interruptions in our production. **Transition risks** are those arising from imposed market, regulatory or legal changes to adapt society to a low-carbon economy. These risks also have financial implications, such as the carbon price, which can become a cost for companies that do not reduce their emissions.

Suzano adheres to the Task Force on Climate-related Financial Disclosures (TCFD) and follows its recommendations for managing and reporting risks and opportunities. To ensure that the effects of climate change are mitigated, the company monitors these risks in its Business Matrix. And with this matrix and other research and trend analysis, it seeks to act by expanding the removal of carbon from the atmosphere from its forest base and reducing its emission intensity.

Among the initiatives to adapt to climate change, Suzano carries out climate modeling studies taking into account the particularities of each region, to generate recommendations for operations and guide analyses of possible expansions; studies aimed at producing eucalyptus clones and seedlings that are more resistant to climate variations and extremes; and the preparation of contingency plans for more

critical scenarios (such as a possible water shortage in the river basins in which we operate). For more information, check out the indicators "[Climate change at Suzano](#)" and "[TCFD at Suzano](#)".

With specific regard to environmental risk management, in addition to applying the Integrated Risk Management Policy and the Corporate Climate Change and Environmental Management Policies, the Industrial Environment and Forestry teams monitor the matrix of operational environmental aspects and impacts, in which operational risks and controls are periodically monitored through specific processes, which also include the periodic assessment of compliance with all applicable legal requirements. Operations are audited internally and externally (by an independent third party) regularly.

Risk management and social impacts

As part of its relationship strategy, Suzano manages socio-environmental and economic impacts through diagnosis and continuous identification of impacts to enable mitigation and avoid, minimize, or compensate for the effects of the adverse impacts of its operations, with management practices, socio-environmental investments, and continuous prevention and control actions. It also provides for the potentialization of beneficial impacts that promote territorial development under the influence of its activities.

The management model is based on its procedure for identifying and evaluating social aspects and impacts, which identifies, classifies, and prioritizes the significant aspects and impacts on the anthropic environment resulting from its activities in the territory and the communities surrounding its operations, in addition to defining for each of them the need for mechanisms, controls, guidelines and/or monitoring according to their significance.

According to this procedure, the social impacts linked to Suzano's various operational processes and activities are mapped and classified in terms of relevance. The relevance of the impacts is defined by applying the **Social Impact Matrix**, which weighs up factors such as the severity, frequency, probability and scope of the impacts identified. This weighting is followed by a qualitative analysis and validation of the degree of significance of the social impact at each unit.

For every significant adverse impact identified, measures are defined to avoid, minimize, monitor and repair the damage, incorporated into reports, manuals, procedures and recommendations that guide the performance of activities and assist in decision-making.

Every year, the Social Development area of each unit assesses the need to revise the Social Impact Matrix, taking into account the results of the monitoring and critical assessment of stakeholder relations processes. In addition to this, the demands of the relevant stakeholders from the company's relationship management system, known as the **Stakeholder System**, are assessed, which enables the identification and assessment flow to be fed back into the matrix.

The instances in which this issue is monitored include the local and corporate Shared Value Committees, which deal with Suzano's reputational assessment based on its relationship with strategic stakeholders (including communities), the Regional Risk and Business Continuity Committees (BCCs), which monitor all the risks associated directly or indirectly with Suzano's operations, including social risks, and the Sustainability Committee, which is responsible for evaluating and suggesting improvements in the relationship process with communities and guiding the Board of Directors on decisions related to this issue.

Emerging risks

Emerging risks are external risks identified by the company that are expected to have a growing and significant impact over the next few years. Here are some examples of emerging risks for the company.

Emerging risks in Suzano

	Emerging Risk 1	Emerging Risk 2
Name of the emerging risk	Increased Cyber Insecurity	Environmental emerging regulatory measures
Category	Technological	Economic
Description	<p>A failure in our information technology systems or automated machinery could interrupt our business and negatively affect our operations. We are exposed to external actions, such as cyber attacks, improper access to confidential information and compromising the integrity of our systems.</p> <p>Our operations are heavily dependent on information technology systems to efficiently manage business processes. therefore, interruptions in these systems could harm or even paralyze your business and negatively impact our operations. In addition to the increasing sophistication of threats, there is also the risk associated with the use of emerging technologies, such as artificial intelligence, robotics, smart devices and remote work solutions. In addition, we collect and store data, including our own commercial information, and may have access to confidential or personal information in some of our business activities subject to laws, regulations and controls imposed by customers regarding privacy and security. Furthermore, any failure in our systems or those of our third-party suppliers, or in our systems, related to confidential information, caused by external cyber attacks or internal actions, including negligence and misconduct by our employees, could have a negative impact on our reputation before competitors and interested parties (government, regulatory bodies, suppliers, among others). our information technology systems, or those of our external suppliers, may present vulnerabilities that could be affected by external actions, such as natural disasters, viruses , cyber attacks and other security breaches. Damage to or disruption of certain critical systems could have a material adverse impact on our business results, such as fines, customer liabilities or legal litigation.</p> <p>We and our external suppliers may be subject to breaches of automation systems that may cause partial and/or temporary stoppages of operations and/or unauthorized access to strategic information, in addition to the alteration or loss of relevant data. The costs required to address such vulnerabilities and related issues may be significant depending on the criticality and relevance of the affected information. We cannot fully guarantee that our measures to prevent unauthorized activity on our systems, or the procedures adopted by external vendors, will protect us. of certain types of attacks, which could have a material effect on our business and reputation.”</p>	<p>In December 2015, several countries (including Brazil) signed the Paris Agreement, a new global environmental agreement adopting the Intended Nationally Determined Contributions, or “INDCs”, as the measures taken to reduce its emissions after 2020. The INDC that applies to Brazil provides for an increase in the share of sustainable biofuels and other sources of renewable energy in the Brazilian national energy mix, as well as zero deforestation, reforestation, forest restoration and enhancement of the native forest management. Considering the amplitude of the operation, we may be materially affected by more restrictive national or foreign environmental laws and regulations related to greenhouse gases and climate change, to the extent that such new laws or regulations may cause an increase in capital expenditures and investments to comply with such laws, and indirectly, by changes in prices for transportation, energy and other inputs. Both the regulations related to climate change and the changes in existing regulations, as well as the physical effects of climate change generally, could result in increased liabilities and capital expenditures, all of which could have a material adverse effect on our business and results of operations.</p> <p>Governmental agencies or other competent authorities may provide new rules or additional regulations even stricter than the ones in force, or they may pursue a stricter interpretation of the existing laws and regulations, which could require us to invest additional resources in environmental compliance or to restrict our ability to operate as currently done. Additionally, noncompliance with or a violation of any such laws and regulations could result in the revocation of our licenses and suspension of our activities or in our liability for environmental remediation costs, which could be substantial. Moreover, failure to comply with environmental laws and regulations could restrict our ability to obtain financing from financial institutions.</p>
Impact	<ul style="list-style-type: none"> • Improper access to the company's strategic data, such as: financial data, commercial information, technical manufacturing data, sales information, etc.; • Attacks on IT infrastructure, causing interruptions in IT, Logistics, Sales operations, among others. • Leakage of personal or restricted data of employees and customers, generating fines and serious impacts on the company's image; • Leakage of data related to manufacturing intellectual property, generating loss of market value; • Attack on operational servers, causing industrial production at one or more manufacturing units to stop; • Undue changes in manufacturing parameters generating serious impacts on industrial production, whether in the process or in the final product. • Relevant impact on the company's results, due to losses or interruptions in industrial production; • Fines and legal actions due to legislation that impacts Suzano, such as LGPD and GDPR, due to leakage of employee or customer data. 	<p>Significative impact in the directly affected business:</p> <ul style="list-style-type: none"> • Process improvements to stablish/update controls and public disclosures for the required transparency that might increase costs • Necessity to elaborate new strategies to monitor those new emerging regulation in order to ensure compliance on time according with regulations deadlines and evidence that Suzano is required

<p>Mitigating actions</p>	<p>We maintain a comprehensive process to assess, identify, and manage risks arising from vulnerabilities, including risks related to disruptions to business operations or financial reporting systems, theft of intellectual property, fraud, extortion, harm to employees or customers, violations of laws privacy and other legal disputes and risks, as part of our overall risk management system and processes.'</p> <p>Among our information security and cybersecurity risk management processes, we highlight:</p> <ul style="list-style-type: none"> • Our processes are structured based on the NIST Cybersecurity framework and the ISO 27001 standard. Our processes and policies are periodically reviewed to cover relevant risks. • We use components in our information security and cybersecurity framework, such as multi-factor authentication, firewalls, antivirus software, vulnerability and penetration tests, among others. • In addition, we collaborate with other areas of the Company, covering those responsible for Information Security and Cybersecurity on a day-to-day basis, including our Information Security, Legal, Audit, Human Resources and Corporate teams. • We frequently carry out training and awareness campaigns on information security and cybersecurity so that everyone receives guidance and can identify and report information security events or incidents, both in corporate and industrial environments. These actions aim to promote familiarity with our Information Security Policy. We also use internal communications to raise awareness and conduct phishing simulation exercises. • We regularly review, test and update our information security and cybersecurity processes, by carrying out penetration tests, vulnerability assessments and attack simulations. Measures are implemented to deter, prevent, detect and respond to unauthorized activity on our systems. • We carry out annual assessments of cybersecurity controls through independent consulting companies, which contribute to the evolution of our maturity on the topic. The results of these assessments are shared with executive leadership, and relevant points are addressed throughout the year. • Our information security risk management aims to identify, analyze, evaluate and address all our information security risks, in the form of a continuous and measurable process. Relevant information security risks are treated in such a way as to be mitigated, avoided or accepted. By mitigating, we seek to reduce the likelihood of damage to our assets and the impact on our business wherever possible. Information security risks are periodically reported to the Information Security Management, the Responsible Person, and the Company's Management, together with any relevant Information Security incidents. • Cybersecurity is periodically on the agenda of our Board of Directors, as well as that of specific Cybersecurity Committees within the Company together with executives. There is monitoring and reports are produced for the company's Audit team and the Corporate Risk team, and cybersecurity is also supervised by the Board of Directors in their respective agendas. 	<ul style="list-style-type: none"> • We have an internal specialist responsible for monitoring the EU emerging regulations in order to follow the current status of the legislative discussions and report on how those regulations could impact our businesses if approved • Our sustainability area is already working on projects to adapt our processes, activities and reports regarding new regulations that is approved/in place • We are also working to make sure that internal functions are aware of the upcoming legislation regarding non-financial reporting Corporate Social Reporting Directive (CSRD) and Corporate Sustainability Due Diligence Directive (CSDDD)
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#TAX MANAGEMENT

TAX MANAGEMENT AND APPROACH

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 207-1; 207-2; 207-4

GRI Dimension: Economic

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Suzano's tax policy prioritizes the implementation of strategies focused on effectively managing tax obligations, while consistently complying with applicable regulations. As a multinational corporation with a presence in multiple countries and being publicly traded, the company upholds a transparent dialogue with government agencies and industry associations aimed to contribute positively to tax authorities at the federal, state and local levels, while generating value.

Suzano has established agreements and protocols with state entities to streamline tax burdens within legal parameters. In furtherance of this goal, the company actively engages in tax committees within industry associations (e.g., Brazilian Tree Industry - Ibá), industrial federations (e.g., Federation of Industries of Espírito Santo - Findes, São Paulo - Fiesp, Maranhão - Fiema), and specialized groups such as the Applied Tax Studies Group (Getap) to facilitate dialogue and collaboration on tax-related matters.

Suzano's tax strategy is intertwined with its current operations and future aspirations. Tax opportunities are carefully evaluated only in the context of the overall business plan. Every tax decision flows directly from the core business strategy, thereby influencing the results of commercial and operational activities. Notably, while cost reduction and tax implications are considered in investments and business decisions, they are only one facet among many other critical factors, not the primary determinants.

Governance, control and tax risk management

Tax conduct at Suzano is reinforced by Suzano's robust Risk Management Standards, which delineate roles and responsibilities with respect to tax. Oversight of the company's tax strategies is delegated to

the Audit Committee and, where appropriate, the Statutory Audit Committee. Any changes to the Tax Conduct Policy require the approval of Suzano's Finance Department. Rooted in compliance, Suzano's Tax Conduct Policy strictly adheres to the applicable tax regulations in all jurisdictions in which the Company operates.

The business principles upheld by Suzano, its subsidiaries and affiliates require strict adherence to applicable tax and regulatory laws, consistent with the policies established by management. It is imperative that taxes owed are accurately calculated and promptly paid in all jurisdictions in which the company operates. Suzano's tax conduct is guided by unwavering standards of integrity and ethics, with all tax employees required to adhere to the principles outlined herein as fundamental to their roles and responsibilities.

Suzano's approach to tax information is characterized by transparency and accuracy, which is readily accessible through its regularly published reports. As a demonstration of its commitment to operational transparency, the company pledges to disclose all pertinent tax treatment details to the tax authorities via the necessary auxiliary obligations required by current legislation.

Report on taxes by country (Brazil)¹

	2020	2021	2022	2023
Number of employees and basis of calculation ²	17,384	19,345	21,353	23,452
Revenues from sales by third parties (BRL)	32,291,606,855.00	42,349,525,661.00	67,753,006,779	55,074,752,010
Income from intra-group transactions with other tax jurisdictions (BRL)	24,576,037,975.00	27,525,821,283.00	32,719,601,632	28,459,696,772
Profit/loss before tax (BRL)	-16,518,339,170.00	20,041,393,318.00	46,560,866,340	24,438,117,590
Tangible assets other than cash and cash equivalents (BRL)	162,174,614,181.00	167,741,002,699.00	69,240,045,428	71,030,313,582
ICorporate income tax paid on cash basis (BRL)	999,147,024.00	136,276,891.00	388,202,260	389,622,413
Corporate income tax levied on profits/losses (BRL)	264,150,882.00	366,141,608.00	607,859,957	435,011,454

1. The information presented relates to Suzano S.A. and its directly and indirectly controlled subsidiaries, presented on a consolidated basis. Taxes paid in foreign jurisdictions are reported within the Company's consolidated positions. In Brazil, Suzano's principal activities include the production of pulp and other materials for paper production.
2. With regard to the number of employees and the basis for calculating this number, the data is being considered on a consolidated basis, i.e. not broken down by unit.

#COMPLAINTS MECHANISMS

CODE OF ETHICS AND CONDUCT MANAGEMENT

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-23; 2-24

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Principles of Governance



Commitment: N/A

Context

At Suzano, we strive to ensure that all our relationships are duly guided by the highest ethical and integrity values. The purpose of the company's Code of Ethics and Conduct is to commit our board members, directors, executives, managers, shareholders, employees, contractors, suppliers, clients, people and/or entities with whom we have relationships, whether they are stakeholders and/or their subsidiaries and affiliates, to the ethical principles that guide our business conduct and to disseminate them throughout our entire social network. This implies an unwavering respect for human rights as a primary condition for all parties involved in our business.

These are **some of the topics addressed by our Code of Ethics and Conduct:**

- Compliance with laws, internal policies and procedures;
- Confidentiality of Information not disclosed to the market;
- Privacy and protection of personal data;
- Commitment to best corporate governance practices to meet the regulatory framework for publicly traded companies;
- Anti-corruption practices;
- Antitrust and fair competition practices;
- Receiving gifts and souvenirs;
- Conflicts of interest;

- Health promotion and disease prevention guidelines established by the Ministries of Health and Labor, as well as the World Health Organization (WHO), with emphasis on epidemic and pandemic periods;
- Harassment of any kind, inappropriate behavior, discrimination, human rights, child and/or slave labor;
- Professional recognition;
- Sustainable development;
- Transparency.

As stated in the document, we are committed to fairness, accountability, corporate responsibility and respect for human rights in our business and operations. To reinforce this commitment, we raise awareness of these issues through communications, training and team meetings. As an example, in 2022 we prepared mandatory training on the Anti-Corruption Policy, in video format, and ensured that our Code of Ethics and Conduct was disseminated to all Suzano employees.

The Code and its mandatory training are updated every two years, with the last revision taking place in 2023. Training was also completed by 100% of the 74,100 service providers who worked or provided services in our units.

To this end, we have policies that support the entire process, including:

- **Ombudsman Policy - POL.00.00006:** The purpose of this policy is to establish process and governance guidelines for the work of the department and the Ombudsman Channel in terms of compliance with applicable legal and regulatory provisions, as well as internal policies and codes, including the provision of specific procedures to protect whistleblowers and confidentiality of information. This policy applies to Suzano's board members, directors, executives, managers, shareholders, collaborators, contractors, suppliers, customers, related persons and/or entities and stakeholders;
- **Disciplinary Measures Policy - POL.00.00029:** Establishes the guidelines and defines the principles, concepts and criteria for applying disciplinary measures to the Company's employees;
- **Conduct Management Committee Rules of Procedure - MAN.00.00001:** is advisory in nature and serves as a primer on how the area works, its obligations, duties and decisions.

The Ethics and Ombudsman Department's goals are guided by the dissemination of the Code of Ethics and Conduct and online training on this topic for the entire Suzano team, as well as monthly communication on the Code and its developments.

MECHANISMS FOR ADVICE AND CONCERNS ABOUT ETHICS AND COMPLAINTS/DEMANDS RECEIVED AND ADDRESSED BY THE OMBUDSMAN CHANNEL, BY TYPE

Material Topics: N/A

Other hashtags: Ethics and conduct

Frameworks

GRI: 2-25; 2-26

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Principles of Governance



Commitment: N/A

Context

Suzano has an external and independent Ombudsman Channel, accessible to the public both inside and outside the company. In this channel, transgressions perceived in the business environment and related to the guidelines and behaviors established in the Code of Ethics and Conduct can be reported, such as:

- Transgressions of ethics, human rights, laws and regulations to which the company is subject;
- Transgressions of internal rules and procedures and the Channel can also be used to clarify doubts regarding the Code of Ethics and Conduct or related to unforeseen situations.

The Channel is managed by our Ethics and Ombudsman area and follows two internal policies:

- **Ombudsman Policy:** defines the process and governance guidelines for the work of the area and the Ombudsman Channel regarding compliance with applicable legal and regulatory provisions, establishing the guidelines for internal regulations and codes, including the provision of specific procedures for the protection of whistleblowers and the confidentiality of information;
- **Disciplinary Measures Policy:** establishes guidelines and defines principles, concepts and criteria for applying disciplinary measures to Suzano employees.

Unethical behavior or behavior that is incompatible with current legislation, as well as issues related to organizational integrity and human rights, are presented to the **Conduct Management Committee**, the company's ultimate body for deciding on controversial situations and possible infractions and violations of the Code of Ethics and Conduct.

This governance model helps us to make impartial and transparent decisions, helping to resolve

unforeseen ethical dilemmas and guaranteeing uniformity in the criteria used to conclude similar cases. Moreover, the model determines, when so required, the adoption of the necessary measures, by issuing a formal opinion to the competent areas of the company, to ensure that infractions and violations are followed by applicable disciplinary measures, regardless of hierarchical level, without prejudice to the applicable legal penalties.

The complainant is also guaranteed anonymity when requested, and no form of retaliation is allowed or tolerated. It is worth noting that the Code of Ethics and Conduct and its mandatory training were updated in 2023, by our internal regulations. The Channel can also be accessed for clarification, guidance and direction to the relevant areas on advice for implementing improvements in the organization's existing policies and practices linked to responsible business conduct.

Additionally, we inform our employees every month about topics related to Suzano's ethical pillars and the Ombudsman Channel. For the external public, the Ombudsman Channel and the Code of Ethics and Conduct are available in an exclusive icon on the company's website, where it is also possible to open complaints.

Complaints can be received and monitored via the internet 24 hours a day, 7 days a week, and can be accessed from any computer, tablet or cell phone (with internet) via [this link](#).

In 2023, 1,676 complaints were received for analysis through the Ombudsman Channel, 45%¹ of which were well-founded and dealt with appropriately through corrective actions and disciplinary measures. It is also worth noting that, of the total number of complaints received in 2023, 24%² were identified. We had no critical cases that could affect the company's financial statements.

The following information is available in the tables below:

- Complaints/demands received and addressed by the Ombudsman Channel;
- Complaints/demands received and addressed by the Ombudsman Channel, by type.

Notes:

1. Does not take into account protests pending on the cut-off date of December 31, 2023;
2. Considers all reports received in 2023. Identified tickets are tickets in which the complainant identifies him/herself.

Complaints/demands received and addressed by the Ombudsman Channel¹

	2020	2021	2022	2023
Total number of complaints/demands identified	912	1,079	1,344	1,676
Number of complaints/demands addressed	912	1,079	1,344	1,676
Number of complaints/demands resolved	870	1,039	1,208	1,509
Number of pending complaints/demands	42	40	136	167
Number of complaints/demands registered before the period resolved in the year	40	42	39	137

1. Evidence of this information can be found in our database for monitoring and controlling complaints filed in the confidential network of the Ethics and Conduct area. For the indicator, data from the Cerrado Project and Suzano Holding S.A. are not taken into account.

Complaints/demands received and addressed by the Ombudsman Channel, by type¹

	2020	2021	2022	2023
Inappropriate behavior of the manager	151	142	196	245
Proven corruption	36	44	55	69
Inappropriate behavior by a colleague	126	214	215	294
Labor issues	46	69	84	204
Lack of payment	111	117	142	55
Inadequate treatment and service to the service provider	135	110	225	305
Physical conditions of the workplace	26	11	19	38
Remuneration	8	10	50	36
Selection process/admission/dismissal	49	32	73	53
Other	37	113	81	104
Benefits	23	8	6	14
Career/promotion	6	4	8	25
Working hours	21	14	34	36
Health and safety	24	82	53	67
Job deviation	2	10	4	11
Environment	20	23	31	14
Conduct	0	0	0	0
Discrimination	4	5	3	3
Favoritism in bidding	0	0	0	0
Information security	0	0	1	0
Bullying	0	0	0	1
Theft	1	0	0	0
Conflict of interest	1	1	1	0
Use of undue resources	2	0	3	0
Legal issues	8	31	7	2
Community issues	0	0	31	59
Inadequate customer treatment and service	75	31	17	19
Sexual misconduct	0	8	5	10
Sexual harassment	0	0	0	3
Total	912	1,079	1,344	1,676

1. Evidence of this information can be found in our database for monitoring and controlling complaints filed in the confidential network of the Ethics and Conduct area. For the indicator, data from the Cerrado Project and Suzano Holding S.A. are not taken into account.

#NUMBER OF EMPLOYEES

NUMBER OF EMPLOYEES

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-7

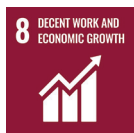
GRI Dimension: General disclosures

SASB Sector: Containers and Packaging

SASB Dimension: Activity metrics

SASB Code: RT-CP-000.C

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

The following tables present data taking into account the teams of Suzano, the Ecofuturo Institute and Facepa, which was fully incorporated into the company in 2020 and whose data are now reported in a consolidated manner with the company's indicators. FuturaGene was also merged into Suzano in 2021. In 2022, the 2020 and 2021 reports were reviewed, as the data was now reported on a consolidated basis. In 2023, Kimberly-Clark's Tissue business in Brazil was acquired.

The data is segmented as follows:

- Number of employees by type of employment contract and gender;
- Number of employees by type of employment contract and region;
- Number of employees by type of working hours and gender;
- Number of employees by age group;
- Number of employees by functional category.

Number of employees by type of employment contract and gender¹

	2020			2021			2022			2023		
	Fixed-term contracts	Permanent contract	Total	Fixed-term contracts	Permanent contract	Total	Fixed-term contracts	Permanent contract	Total	Fixed-term contracts	Permanent contract	Total
Male	0	12,654	12,654	0	13,852	13,852	0	15,110	15,110	0	16,502	16,502
Female	0	2,349	2,349	0	2,827	2,827	0	3,433	3,433	0	4,125	4,125
Total	0	15,003	15,003	0	16,679	16,679	0	18,543	18,543	0	20,627	20,627

1. In the 2022 cycle, the 2020 and 2021 reports were reviewed, as data from the Ecofuturo Institute, Facepa and FuturaGene were now consolidated with Suzano. (GRI 2-4)

Number of employees by type of employment contract and region¹

	2020			2021			2022			2023		
	Fixed-term contracts	Permanent contract	Total	Fixed-term contracts	Permanent contract	Total	Fixed-term contracts	Permanent contract	Total	Fixed-term contracts	Permanent contract	Total
North	0	981	981	0	869	869	0	785	785	0	743	743
North east	0	4,281	4,281	0	4,790	4,790	0	5,043	5,043	0	5,057	5,057
Central-West	0	2,061	2,061	0	2,737	2,737	0	3,696	3,696	0	4,700	4,700
South East	0	7,357	7,357	0	7,940	7,940	0	8,645	8,645	0	9,711	9,711
South	0	76	76	0	79	79	0	74	74	0	78	78
Abroad	0	247	247	0	264	264	0	300	300	0	338	338
Total	0	15,003	15,003	0	16,679	16,679	0	18,543	18,543	0	20,627	20,627

1. In the 2022 cycle, the 2020 and 2021 reports were reviewed, as data from the Ecofuturo Institute, Facepa and FuturaGene were now consolidated with Suzano. (GRI 2-4)

Number of employees by type of working hours and gender¹

	2020			2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time work	12,654	2,349	15,003	13,872	2,827	16,679	15,110	3,433	18,543	16,502	4,125	20,627
Part-time work	0	0	0	0	0	0	0	0	0	0	0	0
Total	12,654	2,349	15,003	13,872	2,827	16,679	15,110	3,433	18,543	16,502	4,125	20,627

1. In the 2022 cycle, the 2020 and 2021 reports were reviewed, as data from the Ecofuturo Institute, Facepa and FuturaGene were now consolidated with Suzano. (GRI 2-4)

Number of employees by age group¹

	2020	2021	2022	2023
Under 30	3,204	3,650	4,194	4,542
Between 30 and 50	9,74	11,089	11,976	13,45
Over 50	2,059	1,940	2,373	2,635
Total	15,003	16,679	18,543	20,627

1. In the 2022 cycle, the 2020 and 2021 reports were reviewed, since the data from the Ecofuturo Institute, Facepa and FuturaGene are now reported in a consolidated manner with Suzano. (GRI 2-4)

Número de colaboradores(as) por categoria funcional¹

	2020	2021	2022	2023
Administrative	3,043	3,344	3,659	4,431
Consultant	610	705	807	961
Coordinator	313	361	382	459
Director	20	21	26	32
Executive Director	12	13	13	11
Specialist	48	61	67	70
Executive manager	98	117	125	134
Functional manager	297	325	357	409
Operational	10,232	11,331	12,651	13,611
Supervisor	329	400	455	508
Chairperson	1	1	1	1
Total	15,003	16,679	18,543	20,627

1. In the 2022 cycle, the 2020 and 2021 reports were reviewed, as data from the Ecofuturo Institute, Facepa and FuturaGene were now consolidated with Suzano. (GRI 2-4)

ADDITIONAL INFORMATION

All of Suzano's contracts are open-ended. In 2022, the north, southeast and Central West regions saw growth, driven mainly by primarization processes, the recomposition and growth of operations and the start of the Cerrado Project¹, as we call the company's new mill located in Mato Grosso do Sul, which will start operating in 2024.

Throughout the year, Suzano retained 100% of its full-time employees. In terms of gender representation in relation to the global picture, we made progress towards our Diversity, equity, and inclusion commitments, as the percentage of women rose from 15% in 2020 to 16% in 2021, 18% in 2022 and 20% in 2023.

In 2021 and 2022, the age groups with the greatest growth were those under 30 and between 30 and 50. There also was growth in all job categories, especially at the operational and administrative level and in management positions, in an effort to accommodate increases in the structure of operations. In 2023, the age group with the highest growth rate was 30 to 50 years old and, as in previous years, the operational and administrative job category levels had the highest rate.

At Suzano, there are no employees without a guarantee of work hours.

Note:

1. Learn more about the Cerrado Project at this [link](#).

#PARTICIPATION IN INITIATIVES

PARTICIPATION IN ASSOCIATIONS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-28

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

Suzano is part of a series of national and international associations/organizations, considered strategic for its operations. See the list below.

1t.org (International)

As part of the World Economic Forum's work to accelerate Nature-Based Solutions, 1t.org's goal is to mobilize, connect and empower the global reforestation community to conserve, restore and grow one trillion trees by 2030. The organization works in three mutually reinforcing areas: mobilizing the private sector by providing a global leadership platform for companies across categories and regions; multi-stakeholder regional partnerships facilitating partnerships between private, public, and civil society actors; inspiring innovation and eco-entrepreneurship by highlighting promising solutions and helping them gain scalability through challenges and acceleration programs.

Development Agency of the Far South of Bahia [Adex for its acronym in Portuguese (regional)]

Articulate actions for territorial development that connect partners, resources and strategies to improve the quality of life in the region.

Strong Agriculture (state)

An association of farmers and agribusiness companies, it has important representation in the defense of agribusiness in Espírito Santo.

Alliance for the Restoration in the Amazon (National)

A pact for the conservation of this biome, which today is considered the largest biodiversity reserve on the planet. Restoring the Amazon Rainforest is the priority action of the Alliance and also of the organizations that joined together to found it (among which are: civil society organizations, government institutions, research institutions, and companies), also seeking to boost the forest restoration economy in the biome and stimulate all the links in this productive chain, generating business opportunities, jobs, and income. Suzano is part of the Strategic Coordination Council as the private sector representative, responsible for establishing norms, rules, principles, and policies for the management and operation of the Alliance.

American Chamber of Commerce for Brazil [Amcham (international)]

A business entity that represents all sectors of the economy and sends demands, proposals, and suggestions to the public authorities. It aims to promote a better business environment, as well as to strengthen the agenda related to trade and investments between Brazil and the United States.

American Association of Port Authorities [AAPA (international)]

The AAPA is the institution that represents the deep-draft public ports of the United States, Canada, Latin America and the Caribbean. It promotes the common interests of the port community and fosters leadership in the areas of trade, transportation, the environment and other issues related to port development and operations.

Bahia Association of Forest-Based Companies [Abaf (state)]

It represents forest-based companies in Bahia, as well as their suppliers. It also acts to anticipate scenarios, exchange information about the sector and act together to defend its interests.

Brazilian Association of the Cosmetic, Toiletry and Fragrance Industry – [ABIHPEC (National)]

A non-profit entity that aims, mainly, to gather the national industries of the sector, installed in all regions of the country and of all sizes, promoting and defending their legitimate interests, with a view to the economic development they make possible.

Brazilian Chemical Industry Association [Abiquim (national)]

Suzano is not a member; it only interacts in search of information for new business. Abiquim brings together the chemical industries and service providers to these industries in the areas of logistics, waste management and emergency response, and is responsible for coordinating the Responsible Care (R) Program at a national level, as well as managing CB 10 - the Brazilian Committee of Technical Standards, of the Brazilian Association of Technical Standards (ABNT), for the chemical area.

Brazilian Textile and Apparel Industry Association [Abit (national)]

Suzano has been a member since November 2023. This entity promotes the development of the textiles and clothing network, from raw materials to consumption, and can support and guide the demands of its members, which include companies from all links in the textile chain: producers of natural, artificial and synthetic fibers, processors, weavers and clothing manufacturers.

Brazilian Association of Listed Companies [Abrasca (national)]

It represents leading companies in terms of efficiency and competitiveness in the production sector. It specializes in institutional relations with a focus on corporate, tax and business law, capital market regulation and self-regulation, accounting standards, accounting and auditing, funding and financing instruments, promoting securities trading, investor relations and corporate governance. In its 50-year history, Abrasca has made an important contribution to the improvement of the capital market and the development of Brazilian publicly traded companies. Permanently attentive to the constant changes in the economic scenario, the entity has always been characterized by maintaining a highly proactive stance in defending these purposes.

Brazilian Bioinnovation Association [ABBI (national)]

ABBI is a non-profit, non-partisan, nationwide civil organization that believes in Brazil as a potential leader in the global advanced bioeconomy. Its objective is to promote an institutional environment favorable to bioinnovation, through the representation of companies and institutions from various sectors of the economy. Suzano joined the organization in December 2021 as a full member, participating in the working groups.

Brazilian Packaging Association [Abre (national)]

Abre represents the interests of the packaging industry and promotes the sector's activities, encouraging the development and improvement of Brazilian packaging.

Brazilian Association of Large Industrial Energy Generators and Free Consumers [Abrace Energia (national)]

It is one of the oldest in the electricity sector and defends, based on studies and technical documents, the importance of energy at competitive prices for the development of the productive sector in Brazil.

Brazilian National Standards Organization – [ABNT (National)]

ABNT plays a key role in the development of technical standards as the only national standardization forum in Brazil. We act in committees linked to themes relevant to our business, seeking to contribute proactively to the discussions and development of initiatives.

Brazilian Association of Government and Institutional Relations – [ABRIG (Nacional)]

A non-profit civil entity that prioritizes the promotion of ethical debate, focusing on strategic issues for formulating public policies and regulatory frameworks.

Brazilian Association of Bonded Terminals and Enclosures [ABTRA]

It brings together and institutionally represents companies that manage facilities under customs control, where import and export cargoes are cleared, defending their common interests, as well as providing technological solutions to speed up the logistical flow of Brazilian foreign trade, working in partnership with the public authorities.

Brazilian Association of Investors in Energy Self-Production [Abiape (national)]

Abiape was set up in November 2004 to preserve the rights and interests of energy self-producers. There are 21 members. It has a multidisciplinary team that works on monitoring, drafting and modifying the legal and regulatory framework, working in the energy, socio-environmental and institutional relations areas. During its more than 15 years in operation, Abiape has worked hard to increase the competitiveness, socio-environmental responsibility and security of supply of the national self-production industry.

Brazilian Association of Port Terminals [ABTP (national)]

It mobilizes its members to contribute to the modernization and competitiveness of the Brazilian port industry.

Bahia Commercial Association – [ACB (State)]

It is the oldest multi-sector entity in Brazil. It brings together business people in defense of their interests and the improvement of society.

Commercial and Business Association of Mucuri – [ACE Mucuri (Regional)]

A business association of articulation and defense of the interests of shopkeepers, commerce workers, and hotel owners in Mucuri (BA). It is a relevant organization due to the impact of the General Stoppage actions to maintain the company's factory, involving mainly the hotelier class. It also figures as the support of the organized civil society in defending the interests of the business sector in the region. Suzano has a stake in the Communication Board.

Commercial and Business Association of Nova Viçosa [ACE Nova Viçosa (regional)]

A business association that articulates and defends the interests of traders in Nova Viçosa (BA). It liaises with the sector, one of the most benefited by Suzano's activities in the region. It also acts as a support for organized civil society in defending the interests of the business sector in the region.

Commercial and Business Association of Teixeira de Freitas – [ACE Teixeira de Freitas (Regional)]

Business association for articulating and defending the interests of traders in Teixeira de Freitas (BA). Interlocution with the sector is one of the most beneficial of the company's activity in the region. It also figures as the support of the organized civil society to defend the interests of the business sector in the area.

Commercial and Industrial Association of Imperatriz [ACII (regional)]

An organization representing industry and commerce in Imperatriz (MA), to look after the common interests of this sector. Suzano sits on ACII's Board of Directors.

Três Lagoas Commercial and Industrial Association – [ACITLS (Regional)]

This entity seeks to represent the interests of the local business class, using actions that strengthen associativism, fostering economic development in the municipality of Três Lagoas (MS).

Brazilian Foreign Trade Association – [AEB (National)]

A non-profit private entity, which congregates and represents the export and import business segment of goods and services, as well as related and similar activities.

Association of Private Port Terminals [ATP (national)]

It represents private port terminals, seeking to develop a favorable environment for investment and competitiveness in the sector.

Business Association of the North Coast of Espírito Santo [Assenor (regional)]

A business association that coordinates and defends business interests in the municipalities of São Mateus, Jaguaré, Conceição da Barra and Pedro Canário. It provides important support in defending the sector and industrial and forestry operations in the municipalities where it operates. Suzano sits on the Operational and Fiscal Councils.

Integra Costa Leste Association – [AICL (State)]

The entity's objective is to contribute to the strengthening of actions linked to continued training foreseen in the AICL, to build autonomy and sustainability in regional intersectoral educational policies through actions of the Arrangement for the Development of Education (ADE) of the Suzano Education Program with the leaders of the association's education axis in Mato Grosso do Sul. The partnership is currently being formalized.

Minas Gerais Forest Industry Association – [AMIF (State)]

The largest class association of the forest sector in Minas Gerais, with great institutional representation and representing an essential player in defending the sector's interests in the state.

Aracruz and Region Business Movement Association [Amear (Regional)]

A business association that articulates and defends business interests in the municipalities of Aracruz, João Neiva and Ibirapu (ES), it is an important support in actions to defend the sector and industrial and forestry operations in the municipalities where it operates. Suzano sits on the Communications Board and the Operational Board.

National Association of Freight Transport Users [Anut (national)]

It is made up of 30 major companies, which are responsible for a large part of the relevant cargo transported in Brazil. The Association is a consolidated entity, with more than 20 years of intensive activity, and is recognized as the most representative of the cargo transport user segment in the country.

Association for the Development of Linhares and Region [Adel (regional)]

A business association that coordinates and defends business interests in the municipalities of Linhares, Sooretama and Rio Bananal (ES). It is an important support in the defense of the sector and forestry operations in the municipalities where it operates. Suzano is a member of the Operational Council, and the purpose of the association is representation.

São Paulo Association of Planted Forest Producers, Suppliers and Consumers [Florestar (state)]

A representative body that promotes and fosters the sector in the state of São Paulo. Suzano is its Vice-President.

Bioeconomy for Change - B4C (international)

Since 2019, Suzano has been a member of B4C, a French bioeconomy cluster that is a catalyst for innovation from biological sources, with more than 500 members involved in the production and updating of renewable resources for food, industrial and energy purposes.

Brasil Export - National Forum on Logistics, Infrastructure and Transportation (national)

It is a permanent, multi-sectoral and aggregating forum. It brings together the main authorities and business leaders with the aim of fostering dialog, encouraging innovation and promoting knowledge.

Business for Nature (International)

It is a global coalition that brings together business conservation organizations and forward-thinking companies. It intends to demonstrate and amplify the business voice on actions beneficial to nature, asking governments to adopt policies to reverse its loss in this decade. The work is done by more than 70 international and national partners and a diverse group of companies from all sectors, sizes, and geographies. The Strategic Advisory Group ensures that the work is grounded in real businesses that act as ambassadors for the coalition.

Portuguese Chamber of Commerce in Brazil (National/International)

Its main objective is to promote bilateral relations between Brazil and Portugal. There are over 450 members from the most diverse sectors, and the Chamber promotes the members' activities, organizing events and mediating direct contacts between them to foster partnerships and new business.

Capitals Coalition (International)

It is a global collaboration that redefines value to transform decision-making. By providing an overview of the current business landscape, the Coalition highlights connections to engage in outreach and facilitate expert advice within the capital community. It seeks to ensure that the different parts of the system are connected and that leading organizations and experts are working collaboratively to achieve the ambition of including the value of natural, social, and human capital in the decision-making of financial institutions, companies, and governments. By working with thousands of global partners, it seeks to accelerate momentum, leverage success, connect empowered and engaged communities, and identify the areas, projects, and partnerships where it is possible to collaboratively drive transformational change.

Consultative Council of the Port of Itaqui [CCPI (regional)]

An advisory body to the Maranhão Port Administration Company (Emap for its acronym in Portuguese), which gives its opinion on the Strategic Development Plan for the Port and delegated areas, and the Annual and Multi-Year Costing and Investment Budgets, it helps formulate actions to support the development of the infrastructure of the Port of Itaqui (MA), as well as giving its opinion on measures to attract

technological and financial resources from the public and private sectors. Suzano sits on the board.

Port Authority Council [CAP (national)]

It is an advisory body to the port administration, established in all organized ports.

Brazil China Business Council [CEBC (national/international)]

It promotes exchange and cooperation in the economic, academic and cultural fields between Brazil and China, and fosters relations between the business community, diplomatic circles and governments of the two countries.

Brazilian Business Council for Sustainable Development [CEBDS (national)]

A non-profit civil association that promotes sustainable development by liaising with governments and civil society, as well as disseminating the latest concepts and practices in this area.

Brazilian Center for International Relations [Cebri (national)]

International relations think tank in Brazil that organizes events and relevant content, influencing the formulation of public policies aimed at promoting the international agenda in Brazil.

Center of Industries of the State of São Paulo [Ciesp (state)]

Approximation for regional action with the municipal government and public forums, such as municipal councils and CU councils. Suzano sits on the Board of Directors of some regional offices.

Maranhão State Industries Center [Cimar (state)]

An entity linked to the Federation of Industries of the State of Maranhão (Fiema) that works to defend the interests of Maranhão's industries. It was founded in 1967, deactivated in 2003 and resumed in 2022. The entity has important support in actions to defend the sector and industrial operations.

Maranhão Industries Center [Ciema (state)]

A representative body that defends the interests and stimulates projects on behalf of the productive sector in Maranhão.

Center for Agribusiness Development [Cedagro (state)]

Organization that works to defend, promote and strengthen agribusiness in Espírito Santo. Suzano is a member of the Board of Directors and Fiscal Council, with the position of vice-president.

Swedish-Brazilian Research and Innovation Center [Cisb (national)]

Since 2019, Suzano has been a member of Cisb, which acts as an international hub whose aim is to facilitate the development of technology projects carried out collaboratively between Swedish and Brazilian institutions, intending to manage the development and delivery of solutions to complex global problems that can be solved by multi-institutional networks, with the participation of industry, academia and government, which connect through open innovation.

Childhood - Pact against the Sexual Exploitation of Children and Adolescents on Brazilian Highways (international)

The purpose of this corporate pact is to encourage the company to make a public commitment to the cause, in pursuit of a common goal: ending the sexual exploitation of children and adolescents on the roads. Suzano is a Platinum Sponsor.

Climate Connection (international)

Group led by private sector companies to promote voluntary and regulated carbon markets. Association in the process of being set up.

Brazilian Coalition on Climate, Forests and Agriculture (national)

The participants in this coalition are committed to organizing and operating in a multi-sectoral and multidisciplinary way, remaining open to new members and contributions, as well as seeking convergence and using divergence as a way to move forward and build solutions. Suzano's CEO is a member of the Strategic Group (SG) and the Executive Group (EG).

National Confederation of Industries [CNI (national)]

Representa nacionalmente o setor industrial, promovendo ações de aprimoramento da indústria's competitiveness and the defense of its interests.

Council of Young Entrepreneurs of Imperatriz [Conjove (regional)]

An ACII-affiliated institution that aims to promote the interests of the young industrial and business class. Suzano has a fixed seat on the organization.

Brazilian Business Council for Sustainable Development [CEBDS (national)]

It reinforces the sustainable development agenda in companies operating in Brazil, through coordination with governments and civil society, as well as disseminating the latest concepts and practices on this topic. Suzano participates in the Biodiversity and Technology TC, the Energy and Climate Change TC and the Social TC, developing projects and content together, and made an additional financial contribution in 2020.

Maranhão State Water Resources Council [CONERH (state)]

The highest body in the state's Integrated Water Resources Management System, its purpose is to defend and protect water resources, including the management of the use and occupation of urban land and the collection, implementation of governance instruments, treatment and disposal of solid and liquid waste. Suzano sits on the board.

Maranhão State Council for the Environment [Consema (state)]

It is a superior collegiate body whose main purpose is to implement the State's Environmental Policy. It controls and supervises the exploitation of natural resources; adopts measures to maintain and promote ecological balance; and promotes environmental education and public awareness for the preservation, conservation and recovery and improvement of the environment. Suzano sits on the board.

Interactive Security Council of the State of Maranhão [Conseg (state)]

A non-profit association, made up of individuals and companies, intending to contribute to the security forces in the fight against crime and in maintaining order and social peace. The objectives are implemented through agreements, donations and partnerships to improve the structure and operational conditions of security institutions in the strategic regions of Maranhão.

Council of the Americas [COA (international)]

An international business organization committed to economic and social development, and open markets, among others, promoting networking, events and debates with its members and important stakeholders.

Regional Innovation Ecosystem - Três Lagoas Pulp Valley (regional)

The Ecosystem connects entrepreneurs, public and private organizations, educational and research institutions, innovation environments and governments so that, collaboratively, they can develop actions that support the strengthening of innovation and the competitiveness of their companies in the Três Lagoas (MS) region.

Espírito Santo in Action (state)

It is an important business organization, with great penetration, prestige and representation before the Executive and Legislative powers of Espírito Santo. Suzano participates in the coordination of the Guidelines Project and in the Operational Council.

Federation of Agriculture and Livestock of Mato Grosso do Sul [Famasul (state)]

We work with the organization on issues of interest to the sector and the company.

Federation of Agriculture and Livestock of the State of Maranhão [Faema (state)]

Federation representing the common interests of the rural production sector in the state of Maranhão, as well as being linked to the National Rural Apprenticeship Service (Senar).

Federation of Industries of Mato Grosso do Sul [Fiems (state)]

We work with the organization on issues of interest to the sector and the company.

Federation of Industries of the State of São Paulo [Fiesp (national)]

It represents the industrial sector in the state of São Paulo, and it is through it that we can discuss public policies with government agents. Suzano's Corporate Relations executive is a member of the Sustainability Council.

Federation of Industries of the State of Espírito Santo [Findes (state)]

It represents the industrial sector before government agents at state level. Suzano participates in the Council of Representatives, the Legislative Affairs Council, the Labor Relations Council, the Environment Council and the Infrastructure Council.

Forest Stewardship Council® – FSC® (international)

Suzano is a member of the FSC® and actively participates in the discussions and committees conducted by the organization, both nationally and internationally, to support initiatives aimed at responsible forest stewardship, which include the protection of the environment and biodiversity, respect for the rights of communities and other relevant socio-environmental issues.

Agro Paulista Forum (state)

The main forum/entity representing the agricultural sector in the state of São Paulo. We make up the Forum through Florestar's participation as a member. We organize meetings and agendas on issues of interest to the sector.

Green Fleets (national)

It promotes study and knowledge through congresses, seminars, conferences, symposia, studies, research and webinars, which enable the debate of ideas and the realization of actions for human development and sustainable living.

GHG Protocol Land Use, Land Use-Change and Forestry [LULUCF (international)]

Suzano participates in the Advisory Committee and pilot test of the GHG Protocol Land Use working group. It aims to develop a methodology for calculating carbon removals and for land use sector initiatives (Greenhouse Gas Protocol Carbon Removals and Land Sector Initiative).

Brazilian Tree Industry [Ibá (national)]

Its objective is to enhance the value of products originating from the cultivation of pine, eucalyptus and other species planted for industrial purposes. Suzano participates in the Deliberative Council, the Coordination of the Biotechnology Committee and various other committees, such as Certification, Government Relations, Climate, Carbon Markets, the GHG Inventory Working Group, Biodiversity and Logistics.

Institute of Forestry Research and Studies [Ipef (national)]

Created in 1968, it is a non-profit association whose purpose is to plan, implement and coordinate actions and manage resources for studies, analysis and research in the field of natural resources, with an emphasis on forestry science.

Agro Insumo Support Institute (state)

An independent institution that promotes the development of agribusiness in Maranhão. It represents interests linked to the sector before the market, regulatory and inspection bodies and other class-representative institutions. It is responsible for disseminating information and demystifying beliefs that are harmful to the productive sector in the state, including forestry.

Integrity Council for Voluntary Carbon Markets [ICVCM (international)]

Formerly the Taskforce on Scaling Voluntary Carbon Markets (TSVCM), the ICVCM is an initiative of almost 250 member institutions, sponsored by the Institute of International Finance (IIF) and led by the private

sector. During 2023, it published the Core Carbon Principles (CCP), to increase the reliability and quality of carbon markets. In addition to Suzano being part of the advisory group, our CEO publicly supported the initiative by signing the signatories of the endorsement letter.

International Chamber of Commerce Brasil [ICC Brasil (national/international)]

ICC Brazil brings together the Brazilian members of the International Chamber of Commerce (ICC), the world's largest business organization focused on international trade, whose network encompasses some 45 million companies and business associations in more than 100 countries. Suzano does not have anyone from its executive body on the ICC Board. However, the Vice-Chairman of the company's Board of Directors, Daniel Feffer, is Chairperson of the ICC Board of Governors.

International Emissions Trading Association [IETA (international)]

International association for carbon emissions trading, active in structuring voluntary markets and monitoring best practices in regulated markets. In the process of joining.

Lide - Business Leaders Group (national)

An organization that brings together executives from a wide range of sectors to strengthen free enterprise in economic and social development, as well as the defense of ethical principles of governance in the public and private spheres. Present on five continents and with more than two dozen fronts of action, the group has regional and international units with the aim of enhancing the work of the business community in building an ethical, developed and globally competitive society.

Competitive Brazil Movement [MBC (national)]

It is a non-partisan civil society organization that brings the public and private sectors closer together, invests in a culture of governance and promotes management excellence intending to increase national competitiveness, increase the state's investment capacity and improve the essential public services offered to Brazilians.

Espírito Santo Business Movement [Messes (regional)]

A business association that coordinates and defends business interests in the southern region of Espírito Santo. It is an important support in the defense of the sector and industrial and forestry operations in the municipalities where it operates.

New Generation Plantations [NGP (national/international)]

The NGP platform is a place to share knowledge about good planting practices and learn from experience. It seeks to influence other companies and governments to make environmentally and socially responsible decisions in their plantation management. Suzano is a member of the platform's Steering Committee, an initiative of the World Wide Fund for Nature (WWF).

Global Compact Brazil (national)

International mobilization of companies in support of the United Nations (UN) to promote ten principles

that bring together fundamental values in the areas of the environment, human and labor rights and the fight against corruption, and to engage in and achieve Sustainable Development Goals (SDGs). The Global Compact is a voluntary contribution by companies to the search for a more sustainable and inclusive global economy. Suzano participates in the anti-corruption front and in the Energy and Climate Technical Group, as well as on the Board of Directors of the Brazilian Global Compact Network.

Atlantic Forest Restoration Pact (national)

The signing of this pact, which foresees the recovery of 15 million hectares of forest in Brazil by 2050, is a clear example of Suzano's willingness to establish solid partnerships. More than 100 institutions and companies are taking part in this initiative, which will contribute to the restoration of an important part of the native vegetation cover in the biome. As part of the Pact, Suzano has set up experiments in an area in Aracruz (ES) and Mucuri (BA) to develop and test planting models with native species, including the use of eucalyptus as a pioneer species to guarantee economic income in Legal Reserve (RL) areas and zones with low agricultural potential in the north of Espírito Santo and the south of Bahia.

Partners for the Amazon Platform [PPA (national)]

A platform for collective action by the private sector to foster new models of sustainable development in the Amazon. It aims to develop and identify tangible and innovative solutions for conserving the Amazon's biodiversity and natural resources, as well as guaranteeing the quality of life of the region's communities.

Brazilian GHG Protocol Program (national)

The Greenhouse Gas Protocol initiative is a partnership of companies, non-governmental organizations (NGOs), governments, academics and others convened by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). Launched in 1998, the initiative's mission is to create internationally accepted greenhouse gas (GHG) accounting and reporting standards and/or protocols. Suzano has been a member of the Brazilian GHG Protocol Program, responsible for adapting the GHG Protocol method to the Brazilian context and for developing calculation tools for estimating GHG emissions, with the Getulio Vargas Foundation (FGV), since the initiative's inception. We also report our GHG emissions annually in the Public Registry of Emissions of the Brazilian GHG Protocol Program.

Programme for the Endorsement of Forest Certification [PEFC (international)]

Suzano is a member of PEFC and actively participates in the discussions and committees conducted by the organization, both nationally and internationally, to support initiatives aimed at sustainable forest stewardship, which encompass the protection of the environment and biodiversity, the resilience of communities and other relevant socio-environmental issues.

LCA network (national)

Suzano has joined the Brazilian Life Cycle Assessment Business Network, which seeks to debate the importance of life cycle thinking in the business environment and establish common actions to promote and popularize the practice of life cycle assessment (LCA), which analyses the stages of the production process (from raw materials to post-consumption or final disposal) to measure the environmental performance of products, processes and services.

Maranhão Territorial Development Network [Redetema (state)]

Coordinated by the Maranhão Government Secretariat, the Industry and Trade Secretariat, and the State Secretariat for Family Farming, this is an initiative proposed jointly by Vale, Suzano, and the Maranhão state government to integrate the actions of these companies and the government in the territory where both companies operate. It aims to boost the actions of private companies in conjunction and integration with government actions already underway in more than 25 municipalities in the state.

Reflore - Association of Planted Forest Producers of Mato Grosso do Sul (state)

It brings together important companies in the forest production chain with headquarters or branches in Mato Grosso do Sul. Its mission is to bring together, represent, promote and defend the collective interests of member companies dedicated to sustainable development based on planted forests. Suzano is Vice-President.

Science Based Targets initiative [SBTi (international)]

SBTi is a partnership between three institutions that have come together to provide science-based guidance for decarbonizing companies. The initiative guides ambitious climate actions for the private sector by helping to establish science-based emission reduction targets, considering limiting the scenario to 1.5° C above pre-industrial levels. Suzano joined SBTi in 2021 and has been participating in all applicable public consultations. The company will establish new commitments in line with the initiative.

Espírito Santo Pulp and Paper Industry Union [Sindipapel (state)]

It represents the pulp and paper industry in the state of Espírito Santo.

Union of Industries of Paper, Cellulose, Cardboard, Paper Wood Pulp and Paper and Cardboard Artifacts in the State of Bahia [Sindpacel (state)]

It represents the industrial sector vis-à-vis government agents at state level. Suzano sits on the Board of Directors.

São Paulo State Port Operators Union [Sopesp (state)]

It represents port operators in promoting a favorable environment for the development and competitiveness of port activities in the state of São Paulo.

Employers' Union of the Pulp and Paper Industries of Mato Grosso do Sul [Sinpacems (state)]

It aims to promote the development and representativeness of the pulp and paper industry in the state of Mato Grosso do Sul, strengthening the sector, stimulating innovation, competitiveness and quality, and promoting sustainable development. Suzano holds a position on the Council.

Rural Union of Imperatriz [Sinrural (regional)]

An organization that represents rural producers in the Imperatriz region and defends the interests of the agricultural production class.

Paragominas Rural Union (regional)

An organization with an important role and representation for rural producers in Paragominas (PA).

Rural Union of São Francisco do Brejão [SindBrejão (regional)]

Entity representing rural producers in São Francisco do Brejão (MA).

Task-force on Climate-related Financial Disclosures [TCFD (international)]

The TCFD develops recommendations on the types of information that companies should disclose to support investors, creditors and insurance underwriters in properly assessing and pricing risks related to climate change. Suzano officially supports the TCFD and is committed to continuously improving its reports. For more information on the company's status in implementing the TCFD recommendations, see the "TCFD at Suzano" indicator.

Taskforce on Nature-related Financial Disclosures [TNFD (international)]

TNFD's mission is to develop and provide a risk management and disclosure framework for organizations to report and act on evolving nature-related risks. The aim is to support a change in the financial flows of global results so that they are positive for nature. Through an open innovation approach, TNFD encourages market participants to support the development of the framework structure, provide constructive feedback and constantly improve its relevance, usability and effectiveness.

Amounts paid to associations¹

	2020	2021	2022	2023
Amount (R\$)	10.635.224,52	11.531.217,77	15.534.665,75	20.405.691,74

1. The reported values include most of our operating jurisdictions.

ADDITIONAL INFORMATION

Higher spending on associations:

Brazilian Tree Industry [Ibá (Brazilian Forest Industry)]

Total paid in 2023: R\$4,754,964.00.

Suzano, as one of the main companies in the sector in Brazil, actively participates in Ibá, the association that institutionally represents the planted tree production chain. The main topics of discussion at Ibá are good forest stewardship practices, environmental services, innovation and technology, and sustainability in the sector's production chain. The association has several working groups formed by its member companies, which are responsible for defining priorities in terms of public policy and developing advocacy strategies with policymakers (for example, on climate change issues) and other relevant stakeholders on each issue.

State trade associations (Abaf in Bahia and Florestar in São Paulo)

Total paid in monthly fees in 2023: R\$585,110.05 and R\$127,775.00 (R\$712,885.05 in total).

The Bahia Association of Forest-Based Companies (Abaf) represents forest-based companies in the state of Bahia, as well as their suppliers. Suzano works with other companies in the institution on issues such as sector benchmarking, the environment, relations with local communities, transportation infrastructure and legal and tax security.

Suzano's participation in the São Paulo Association of Planted Forest Producers, Suppliers and Consumers (Florestar) aims to represent the forestry sector in the state of São Paulo. The association discusses various issues, including the State Forestry Plan, monitoring operational issues (planting and transportation), state licensing and other related topics.

Other associations

Total paid in 2023: R\$14,937,842.69.

We are members of approximately 95 associations in Brazil and abroad. This high number reflects Suzano's significant presence in each of Brazil's regions (states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul, Minas Gerais and São Paulo), as well as our global presence.

These local and international associations represent the industry and promote several initiatives that involve the company, engaging in negotiations and efforts aimed at improving the overall local business environment. This includes a variety of topics and different forms of engagement. For example, in the area of education, we support environmental education by offering courses and tools to children and adolescents through initiatives such as The Climate Connection. In addition, we have educational initiatives in partnership with organizations such as Childhood, to raise public awareness among adults of issues related to child protection.

In the area of infrastructure, we have supported studies, such as the one carried out by CEBDS on the lack of basic sanitation.

In the area of social and environmental sustainability, we participate in numerous associations. For example, we have taken a stance on and contributed to public policies, such as CEBDS' contribution to Target 15 of the Kunming-Montreal Global Biodiversity Framework. We also support public targets set by associations, such as the Swedish-Brazilian Research and Innovation Center, to reduce energy consumption. Furthermore, we support projects such as #CirculeUmLivro, carried out by AMIF in partnership with IBÁ, which aims to encourage reading and show that the forestry industry, which is behind paper production, works with environmental responsibility as it plants renewable and sustainable forests.

#PRODUCTS AND SERVICES

ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 2-6

GRI Dimension: General disclosures

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

Markets served by Suzano

Suzano holds a prominent position as a global leader in the hardwood pulp market, with a significant presence in all of its operating markets. Recently, our pulp underwent a rebranding initiative and is now known as Suzano Biopulp. This change aims to reinforce its origin as a natural and renewable raw material, produced from eucalyptus. Suzano Biopulp is constantly evolving to meet global challenges sustainably and innovatively.

In 2023, **Suzano's pulp sales totaled 10.2 million tonnes**, serving 210 customers around the world. Most of this volume went to producers of sanitary paper (accounting for 64% of sales), followed by producers of printing and writing papers (12%), specialty papers (15%) and packaging (6%). As for the regional distribution of sales, 47% went to Asia, 28% to Europe, 17% to North America and 8% to Latin America.

In the **fluff pulp** segment, we serve the markets for incontinence products, children's diapers, feminine pads, air laid and pet mats. There are other possible applications, such as construction and the food sector, but our focus is on the disposable sanitary napkin sector. Our customers are mainly located in Brazil, Mexico, China, Japan, Europe and the Middle East. We currently serve both local/regional and global companies, all in the disposable sanitary napkin sector.

In the marketing of our **paper products**, we have a very diverse customer base: from producers of notebooks and promotional material to producers of high-quality packaging and art books. As such, through these products, we serve markets in Brazil, South, Central and North America and other regions on a smaller scale.

For paperboard, we continue to operate in the main segments of the paper chain (editorial, promotional, distribution, converting) with an emphasis on the packaging market (cartridges, strapping, delivery, envelopes, etc.), and in recent years we have also entered the disposable cups market with the Bluecup family of products. Suzano's sales are made to printers, converters and distributors, but our relationship with brand owners is also strengthened through jointly designed actions and projects.

For the uncoated paper market, the company operates in the main segments of the paper chain, including the publishing market - which includes both the educational sector, in teaching systems and school books, and the non-educational sector, in the sale of books in the main marketplaces (physical and online) - notebooks, promotional material and packaging. Moreover, Suzano acts as a paper distributor for customers with smaller purchase volumes, directly serving the pulverized and micro-pulverized channels.

Uncoated products are also sold to the single-use and packaging segments in specific products for retail bags, straws and cardboard. Another strong market for Suzano is cutsize paper, which makes up the printing and writing paper portfolio. With an extensive portfolio of brands and different formats and weights, we offer a strong and resistant paper that is a leader in performance and contributes to the business of our customers inside and outside Brazil, mainly through the premium Report brand. Our client portfolio includes corporate markets, stationery stores, self-service stores, copy shops, distributors, tenders and the end consumer, who can count on the Report premium paper line as well as the Senninha children's line, ideal for coloring and cutting out.

In the coated paper market, we offer premium paper solutions tailored for various applications, including

magazines, catalogs, promotional materials, editorials, inserts, art books and photography. Our papers are meticulously crafted with an optimal blend of fiber and coating to ensure superior printability and body. This meticulous approach allows us to deliver printed materials characterized by enhanced robustness, superior appearance and quality, and vibrant colors. Suzano is the only coated paper manufacturer in the country and operates in key segments of the paper industry, including promotional, distribution, conversion, packaging and pulverization. Our primary focus is to serve the domestic and Latin American markets.

The company operates in the **consumer goods market** focused on the tissue segment, which consists mainly of products such as paper towels, napkins and sanitary papers, especially toilet paper. The North and Northeast are the most commercially representative regions for this business unit. These regions are home to four industrial units - Belém (PA), Imperatriz (MA), Maracanaú (CE) and Mucuri (BA) - where Suzano has a consolidated market presence. In 2021, the Cachoeiro de Itapemirim (ES) plant was inaugurated, mainly to meet demand from markets in the Southeast - continuing the unit's expansion beyond the North and Northeast regions.

Customer satisfaction

1. Pulp

In 2023, Suzano implemented the Pulp CX Journey (Pulp Customer Experience Journey) program, aimed at strengthening the relationship with the Pulp Business Unit's customers. As part of this program, the customer satisfaction assessment process was revised and a new methodology was applied. In partnership with a specialist consultancy, qualitative interviews were conducted with a broad cross-section of the global customer base, seeking to gain an in-depth understanding of their values and the difficulties they face at each stage of the purchasing journey.

The result was a comprehensive mapping of positive points and areas for improvement in the customer experience and value generation. The average score obtained was 8.3/10, with the company's reputation, reliability and sustainability standing out as the main positive attributes. The points of concern were mainly related to communication, processes and products.

To address these issues, working groups were set up with the active participation of leaders from the Pulp Business Unit and related areas, focusing on prioritizing action plans and improvement projects over the next few cycles. To monitor the evolution of customer relations, it has been planned to carry out biannual NPS surveys from 2024 onwards. These initiatives demonstrate Suzano's ongoing commitment to improving the customer experience, and constantly strengthening solid and lasting partnerships.

2. Fluff

Eucafluff is increasingly gaining ground in the fluff market worldwide. That's why it's crucial to monitor our customers' level of satisfaction with both the service involved in supplying fluff and the quality of our product. This understanding will be fundamental so that we can identify points for improvement and opportunities in our future operations.

Since 2020, we have carried out an **Annual Customer Satisfaction Survey** worldwide, measuring the Net Promoter Score (NPS), as well as evaluating Suzano's relationship points with Eucafluff's customers regarding commercial relations, logistics, back-office services, technical assistance and the performance of product features. One of the main indicators to be monitored is general satisfaction with the service/product offered by the company, which gives us a snapshot of how Suzano is doing vis-à-vis its current

customers. In 2023, we interviewed 34 customers and obtained an average score of 8.6, keeping the company among the top 3 most highly rated fluff producers out of 11 players. We also saw progress in the percentage of satisfied customers - who gave the company scores of 9 and 10 on a scale of 1 to 10 - gaining 8 percentage points compared to 2022.

3. Paper

The Paper and Packaging Business Unit's (PPBU) satisfaction surveys were carried out in 2023 by a market company, based on contact with customers via e-mail, using internally validated questionnaires.

The questionnaires aim to understand customers' opinions on all areas and the unit's main processes. The results are evaluated using the Net Promoter Score (NPS), Customer Satisfaction Score (CSAT) and Customer Effort Score (CES) metrics - with the main result being Suzano's classification to the pre-established NPS scales, a methodology that aims to measure customer recommendation using a scale from -100 to +100, with the final score being classified into one of the following zones: Critical Zone (between -100 and -1), Improvement Zone (between 0 and 49), Quality Zone (between 50 and 74) and Excellence Zone (between 75 and 100).

In 2023, the surveys were carried out monthly with active customers, i.e. those who had made purchases in the month before the survey was sent out. The results reflected increases in the NPS indicators for both the domestic and foreign markets. The detailed results are not disclosed because they are linked to the area's strategic goals.

Based on the analysis of these results, it was possible to develop internal improvement projects to improve the customer experience with PPBU, with these improvements cutting across all stages of the purchasing process: from contact with the sales team and browsing our e-commerce to logistics and order delivery, payment methods, customer support and others.

In this way, we can see that the actions resulting from the year's working groups have been positive, increasing the feedback received and the voice of the customer in the company. Likewise, we will continue to closely monitor the indicators throughout 2024, paying special attention to the projects defined at the end of the year, to improve the level of service and care in our product lines and the most diverse customer segments.

4. Consumer Goods

There are consumer surveys for the development of new brands and products. The results of both surveys are confidential.

DISCUSSION OF THE PROCESS FOR IDENTIFYING AND MANAGING EMERGING MATERIALS AND CHEMICALS OF CONCERN

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Containers and Packaging

SASB Dimension: Product safety

SASB Code: RT-CP-250a.2

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

Suzano has committed to reducing or eliminating substances of concern in its products. As a key reference point, the company considers **Hazardous Substances** included in the Candidate List of Substances of Very High Concern for Authorization (SVHC list), published by the European Chemicals Agency (ECHA). All the chemicals and raw materials used in the production process of the pulp and paper produced by Suzano are evaluated considering this list. Since 2021, Suzano has been committed to ensuring that no hazardous chemicals are present in concentrations exceeding 0.1% in its products. This goal is reviewed and reaffirmed annually.

The presence or absence of carcinogenic components is also assessed in our chemicals and raw materials. No components considered to be carcinogenic are expected in our products, according to the requirements described in CLP Regulation 1272/2008.

Additionally, to produce paper intended to come into contact with food, the company only uses chemicals and raw materials approved on the positive list of the Brazilian regulation RDC 88/2016 - which approves the technical regulation on cellulosic materials, packaging and equipment intended to come into contact with food - from the National Health Surveillance Agency (Anvisa for its acronym in Portuguese). This regulation only approves chemicals under conditions considered safe for human health. This means that Suzano has eliminated all substances not proven to be safe in this product line. For these products, the company has also established a **Corporate Product Safety Policy**.

To ensure that this level of reduction or elimination of substances of concern is maintained, every new chemical or raw material to be used in the production process of Suzano's pulp, paper and/or Consumer Goods products is evaluated by the Regulatory Affairs area and must be approved taking into account

regulatory and safety requirements before being used. Additionally, the Regulatory Affairs area continuously monitors updates to the RDC 88/2016 regulations, the SVHC list, CLP 1272/2008 and all new legislation, and conducts new assessments on the company's products about these regulatory updates.

PRODUCT RECALLS AND RECOVERED UNITS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: Containers and Packaging

SASB Dimension: Product safety

SASB Code: RT-CP-250a.1

Stakeholder Capitalism Metrics: N/A

SDG: N/A

Commitment: N/A

Context

Paper and Packaging Business Unit, Consumer Goods Business Unit and Fluff

A recall is when a supplier goes public and informs consumers that their product or service poses a risk. At the same time, it recalls the products, clarifies the facts and presents solutions.

There were no records of recalls in 2023. Even so, Suzano has previously defined and aligned processes and action plans in the event of a product recall, including periodic simulations for auditing and training purposes.

Paper, pulp and consumer goods products are only released for sale once the tests carried out by the Quality Laboratory have been completed. In this way, we act preventively so that no product is delivered with contamination or other risks to the customer.

If a problem is detected, the recall process must be initiated upon confirmation that the product introduced onto the market poses a potential risk to the health and safety of the consuming public or has significant quality deviations. The Quality team will lead the working group dedicated to the issue and the Recall Plan.

Pulp

In 2023, the Pulp Business Unit did not carry out any product recalls, as this type of customer request is not usual. However, if a customer reports problems with a batch of pulp received, a formal complaint is opened and forwarded to the technical teams for appropriate handling. If necessary, a sample is taken for

a detailed investigation by Suzano's Quality team.

After analysis, the Technical and Quality teams determine whether the complaint is valid and respond to the customer, and may offer financial compensation when justified. In extremely rare cases, if it is identified that an out-of-specification product or one with a hidden defect has been sent to customers, the shipment at the ports is blocked. The entire process of receiving and handling complaints is documented and managed by the Technical Support team.

#PURPOSE

EMPLOYEE ENGAGEMENT WITH THE PURPOSE

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: Principles of governance



Commitment: N/A

Context

Purpose. A strong word with a lot of meaning. To have a purpose is to know what moves and inspires us, what drives us, and what gives us the courage to achieve the unthinkable. Knowing our purpose is knowing our role in the world.

Suzano understands that its purpose directs its actions and its legacy and that an authentic purpose is not created or invented, but revealed because it is an inherent part of a person or organization. The work to uncover the company's purpose began in 2019. We listened to around 3,500 people, including employees and external audiences, through research, interviews, and workshops, to arrive at an authentic purpose. In December 2020, it was presented to employees at an online party, which also celebrated the year's achievements.

"Renewing life from the tree": this is Suzano's purpose. The company believes that trees can create a more sustainable future for the planet, as they are part of the solution to some of the world's current

challenges, such as climate change, the scarcity of natural resources, the loss of biodiversity, and increasing social inequality. Suzano believes that it must strengthen this movement to renew the world. Its purpose is the reason for existing that connects the company to today's society and the world we will leave to the next generations.

The company wants not only its employees but also its partners, suppliers, customers, and all stakeholders to know that everything we do has a greater purpose and involves much more than just the success of the business. Along with the purpose, Suzano launched **its new corporate signature - "Suzano: we plant the future"** - which embodies this history of delivery and is applied to all types of communication. The purpose is also embodied in each of the company's products, projects and actions and corroborated by the Commitments to Renewing Life.

While conducting a reputation survey in the second half of 2020, we asked the internal public a question about Suzano's contribution to renewing society and the world. The results showed that the purpose was on the right track. Between the end of 2020 and the beginning of 2021, we carried out an internal online survey with employees, in which we obtained 2,258 responses, considering audiences from Brazil and international offices, and the company's purpose was highly rated: 93% of respondents claimed to identify with this purpose and feel inspired by it. Moreover, 90% agreed that it is a purpose that is applied in practice.

In 2021, we reinforced the message as part of the organization's culture, as the central axis of the Suzano Essence, making everyone live this purpose through communication actions and engagement with the theme. At the end of 2021, we applied the online survey to our employees again, and the results remained high, reinforcing people's adherence to the purpose and the perception of its application in everyday life. 1,580 people responded and this time 89% said they identified with the company's purpose. For 87%, the purpose is applied in practice.

Throughout 2022, to maintain and sustain the purpose, new actions were carried out to keep the internal public engaged and experiencing Suzano's purpose daily. At the end of the year, a new survey was carried out with employees and, this time, despite a smaller sample of respondents (472 people), the results about the purpose remained high: 87% said they identify with it and 90% agreed that it is something they apply in practice. After 2022, we no longer conducted this survey, as we felt there was no longer any need for it.

Employee engagement with the purpose¹

	2020	2021	2022	2023 ²
Percentage of employees who identify with the purpose	93%	89%	87%	n/d
Percentage of employees who agree that the purpose is applied in practice	90%	87%	90%	n/d

1. The percentages for 2020 and 2021 were updated considering the participation of the internal public in Brazil and Suzano's international offices.
2. After 2022, we no longer carried out this survey, as we felt there was no longer any need for it.

#AIR QUALITY

MANAGEMENT OF AIR QUALITY IN INDUSTRIAL OPERATIONS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 305-7

GRI Dimension: Environmental

SASB Sector: Pulp & Paper products; Containers and Packaging

SASB Dimension: Air quality

SASB Code: RR-PP-120a.1; RT-CP-120a.1

Stakeholder Capitalism Metrics: Planet



Commitment: N/A

Context

In an effort to reduce the environmental impacts of its operations, Suzano manages atmospheric emissions in its industrial operations in accordance with the legislation in force on this matter, i.e. in line with the regulations of the National Environmental Council (CONAMA), at a national and/or federal level, and with the environmental licenses for its operations. Moreover, the standards established by the Integrated Pollution Prevention and Control (IPPC) and the International Finance Corporation (IFC) are adopted as the reference standards.

The company has an environmental management system that defines specific **controls and monitoring for sources of atmospheric emissions**. Plants with higher production capacity have continuous analyzers for atmospheric emissions, and all carry out monitoring campaigns on permanent power sources. The industrial units also have quality control stations that continuously evaluate compliance with the standards established by law.

The data and information provided by the series of historical monitoring of each industrial unit are recorded and reported on a regular basis to the state environmental authorities, in compliance with the legal conditions for operating licenses. In parallel with the legal requirements, this database and information are part of the ISO 14001:2015 quality management system and are verified in internal and external audits by third party certifiers.

Our operations do not emit persistent organic pollutants (POPs), volatile organic compounds (VOCs) and

hazardous air pollutants (HAPs), since the types of fuel used and chemicals stored in the pulp and paper production processes do not generate these types of emissions.

In 2023, we standardized the assumptions and calculation mechanisms to determine which data comprise this indicator. This process aims to ensure greater reliability and traceability for environmental indicators. Results for this cycle varied from the historical series due to this process, since the criteria used to calculate this year's result may have been different from those used in previous years.

Total reduced sulfur performance (TRS)

In 2023, in terms of the load of total reduced sulphur compounds (TRS) released in atmospheric emissions, an increase of 87% was seen compared to 2022, due to the standardization and harmonization process of the assumptions used to calculate this indicator, which occurred in the last cycle.

In specific terms (kg of TRS per ton of product), the indicator increased slightly from 0.02 kg/t in 2022 to 0.03 kg/t in 2023. These values fall within the reference range of the international standards established by the Integrated Pollution, Prevention and Control 2015 - European Commission, which points to results between 0.1 and 0.2 kg/t as the best performance.

By adopting modern technologies, procedures that focus on pollution prevention and control, specialized environmental teams, training, capacity building and maintenance programs, Suzano has made significant environmental gains in reducing the occurrence of odors in the surrounding communities of its industrial operations.

Particulate matter (PM) performance

In terms of the load of particulate matter (PM) released in atmospheric emissions, there was a 4% increase in 2023 compared to 2022. In specific terms (kg of PM per ton of product), the indicator has remained stable at 0.5 kg/t over the last two years. These values are in the reference range established by the Integrated Pollution, Prevention and Control 2015 - European Commission, which points to results between 0.2 and 0.5 kg/t as the best performance.

NO_x performance

In terms of the load of nitrogen oxides (NO_x) released in atmospheric emissions, there was a 13% increase in 2023 compared to 2022. This increase was due to the process of standardizing and harmonizing the assumptions used to calculate this indicator, which took place in the last cycle.

In specific terms (kg of NO_x per ton of product), Suzano saw an increase of 19%, from 1.2 kg/t in 2022 to 1.5 kg/t in 2023. The result met the target of keeping the value at or below 1.5 kg/t and is in the reference range of the international standards established by the Integrated Pollution, Prevention and Control 2015 - European Commission, which points to results between 1.0 and 1.5 kg/t as the best performance.

SO_x performance

In terms of the load of sulfur oxides (SO_x) released in atmospheric emissions, there was a 30% reduction in 2023 compared to 2022. This reduction was due to the process of standardizing and harmonizing the assumptions used to calculate the indicator, which took place in the last cycle.

In specific terms (kg of SO_x per ton of product), Suzano saw a reduction of 27%, from 0.22 kg/t in 2022 to 0.16 kg/t in 2023, meeting the internal target of achieving a result equal to or less than 0.25 kg/t in the year. The values are in the reference range of the international standards established by the Integrated Pollution, Prevention and Control 2015 - European Commission, which points to results between 0.2 and 0.4 kg/t as the best performance.

The following table provides data on the measurement of atmospheric emissions.

Atmospheric emissions, in tonnes (t)¹

	2020	2021	2022	2023
Total reduced sulfur (TRS) ²	233.27	229.79	180.60	338.80
Particulate matter (PM)	4,548.90	4,493.31	5,667.04	5,916.50
NOx	14,167.44	14,328.26	13,853.86	15,611.70
SOx	2,751.62	2,199.23	2,518.75	1,741.50
Volatile organic compounds (VOCs) ³	n/d	n/d	n/d	n/d
Hazardous atmospheric pollutants (HAP) ³	n/d	n/d	n/d	n/d
Persistent organic pollutants (POPs) ³	n/d	n/d	n/d	n/d

1. The indicators are calculated through isokinetic measurements of each pollutant, using internationally recognized methodologies, such as those of the United States Environmental Protection Agency (EPA).
2. The generation of TRS compounds is typical of the pulp manufacturing process, which includes the stages of the wood cooking process and liquor concentration, burning and recovery.
3. These pollutants are not emitted by Suzano's operations since the fuels and chemicals used in the process do not emit these pollutants.

#WASTE

WASTE MANAGEMENT

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 306-3; 306-4; 306-5

GRI Dimension: Environmental

SASB Sector: Containers and Packaging

SASB Dimension: Waste management

SASB Code: RT-CP-150a.1

Stakeholder Capitalism Metrics: N/A



Commitment: Commitment to renewing life

Context

Solid waste management in industrial operations

All of Suzano's industrial units have waste management plans and specific operating procedures, which adopt the concept of the 4 Rs (rethink, reduce, reuse and recycle). Waste management thus focuses on reducing generation at source and increasing recycling and internal reuse. As a result, the company can reduce the amount of waste sent to its own and/or third-party industrial landfills.

To ensure greater compliance and identify opportunities for improvement, the units are also periodically audited for their solid waste management. In line with the Commitment to Renewing Life (CTRL) to reduce industrial solid waste sent to landfill by 70% by 2030, by 2023 we had reduced the total amount of industrial solid waste sent to landfill to 16.3 kg/t, which represents a 90% improvement on the baseline target (44.3 kg/t - 2018). After the disclosure of Suzano's CTRLs, the waste target was broken down for each industrial unit, and governance was integrated into the company's management routine.

We have an Industrial Environment Working Group (GTMAI for its initials in Portuguese), which evaluates the results every month. Each industrial operation monitors the specific catchment indicator daily with the industrial leaders. The results are disclosed at monthly management results meetings to the leaders of each business unit (Pulp, Paper and Packaging and Consumer Goods) and to the employees of the industrial units, so that they can engage with the issue.

Individually, the Jacareí, Limeira, Mogi das Cruzes and Rio Verde Units, all in São Paulo, stand out for not having sent any waste to landfill in 2023. It is worth highlighting that since 2018, the Jacareí unit has significantly reduced solid waste generation due to the installation of a biological sludge dryer. This

important project focuses on waste reduction by drying sludge and utilizing the dry material in the biomass boiler. The implementation of this equipment has closed the 3Rs cycle (reduce, recycle, and reuse) and contributed to achieving the long-term waste target through enhanced energy use and minimized waste generation. In addition, we invested 72 million reais in the construction of waste treatment plants at the Três Lagoas Unit (MS), which has already been operating at full capacity since the end of 2020, and at the Imperatriz Unit (MA), which began operating in the first quarter of 2021. At the Mucuri Unit (BA), we started a project in 2021 to innovatively compost organic and inorganic waste in a combined manner. In 2023, this unit reduced the specific indicator by 40%, from 59.8 kg/t in 2021 to 35.6 kg/t in 2022. In 2023, the Sales of Non-Operational Items (SNOI) team managed to dispose of 201,500 tonnes of industrial waste.

The generation of non-hazardous waste was 6% higher than the figure reported in 2022. In specific terms (kg of non-hazardous industrial solid waste per ton of product), we closed the indicator at 141.9 kg/t. In 2023, we had some process instabilities, which led to an increase in waste generation. The year-on-year figures are below the target of generating up to 145 kg/t, as well as in line with the international standards set by the Integrated Pollution, Prevention and Control (IPPC) 2015 - European Commission, which points to results below 140 kg/t as the best performance.

In terms of hazardous waste, Suzano saw a 10% reduction in the generation of hazardous waste compared to 2022, which reinforces the company's commitment to eco-efficiency, which seeks to produce more by generating less waste and consuming fewer resources. During the period, the specific generation of hazardous waste went from 0.11 kg/t in 2022 to 0.10 kg/t in 2023, resulting in a 10% reduction compared to the previous year and meeting the internal target of having a result equal to or below 0.12 kg/t.

Solid waste management in forestry operations

Suzano's forestry waste management follows the provisions of federal, state, and municipal laws on this subject, as well as the standards established by forestry management certifications and internal operating manuals and procedures. According to the National Solid Waste Policy (PNRS - Federal Law No. 12.305/2010), the preparation and execution of a Solid Waste Management Plan (PGRS) is required for large solid waste generators. This document defines how solid waste should be managed by generators, considering the stages of segregation, storage, collection, transportation, treatment or final disposal.

All of Suzano's operating units have a structured management plan, guaranteeing appropriate guidelines for the management and control of the segregation, storage and disposal of each type of waste generated in the operation. Reverse logistics is carried out for machine batteries, pesticide packaging and light bulbs, as required by the PNRS. The company has a system for controlling licenses related to the subject, to comply with conditions within the time limits agreed with the competent environmental bodies.

Furthermore, Suzano establishes partnerships with local cooperatives to generate income and dispose of recyclable waste, as is the case at the Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo units. By establishing and expanding these initiatives, the company aims to keep the waste generated in these operations at its highest level of usefulness, thus giving greater circularity to the economy and generating income for local communities.

Waste generated in industrial operations, by type, in tonnes (t)

	2020	2021	2022	2023
Non-hazardous waste	1,417,100.66	1,425,515.04	1,442,132.77	1,526,932.80
Hazardous waste	1,068.40	1,325.75	1,210.03	1,087.97
Total	1,418,169.06	1,426,840.77	1,443,342.80	1,528,020.77

Waste generated in forestry operations¹, by type, in tonnes (t)

	2020	2021	2022	2023
Non-hazardous waste	1,047.81	9,441.06	8,568.30	11,080.65
Hazardous waste	898.96	1,009.66	1,303.37	1,689.64
Total	1,946.77	10,450.72	9,871.67	12,770.29

- All the waste generated in Suzano's forestry operations is disposed of or sent for recovery.

Waste from industrial operations destined for disposal, in tonnes (t)

	2020			2021			2022			2023 ¹		
	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total
Incineration (with energy recovery) ¹	268,999.74	162.44	269,162.18	209,436.90	386.75	209,823.65	243,513.82	244.30	243,758.12	1,105,905.25	351.40	1,106,256.70
Incineration (without energy recovery)	0.00	180.79	180.79	0.00	47.85	47.85	0.00	185.83	185.83	32.00	4.30	36.30
Landfill confinement	357,000.65	156.82	357,157.47	244,154.25	241.45	244,395.70	220,483.42	227.47	220,710.89	294,178.40	83.30	294,261.60
Other disposal operations	187,104.28	155.19	187,259.47	166,511.35	178.25	166,689.60	137,162.50	83.42	137,245.72	0.00	0.00	0.00
Destination with unknown disposal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	813,104.67	655.24	813,759.91	620,102.50	854.31	620,956.81	601,159.54	741.02	601,900.56	1,400,115.67	438.90	1,400,554.60

- We revised the indicator's assumptions and calculations and started reporting, in 2023, all the biomass recovered energetically in our boilers (bark, biological sludge and fibers lost in the process).

Waste from forestry operations destined for disposal, in tonnes (t)

	2020			2021 ¹			2022 ²			2023 ³		
	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total
Incineration (with energy recovery)	0.00	0.00	0.00	847.36	0.00	847.36	2,606.73	0.00	2,606.73	1,478.54	0.00	1,478.54
Incineration (without energy recovery)	6.21	50.32	56.53	1.48	96.57	98.05	0.97	111.29	112.26	1.63	185.33	186.96
Confinement in landfill	575.93	209.42	785.35	6,341.02	244.45	6,585.47	1,065.46	302.14	1,367.60	3,625.55	211.78	3,837.33
Other disposal operations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Destination with unknown disposal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	582.14	259.74	841.88	7,189.86	341.02	7,530.88	3,673.16	413.43	4,086.59	5,105.72	397.11	5,502.83

1. In 2021, the amount destined for landfill was considerably higher than in previous years, due to the amount of waste generated at the Sete Lagoas Railway Terminal (MG) from debarking wood (bark and logs). Additionally, at the Aracruz plant (ES), forestry logistics waste (PSM) was disposed of along with industrial waste.
2. In 2022, the increase in the amount of waste destined for incineration (with energy recovery) was considerably higher than in previous years, due to the change in the destination of wood bark in Espírito Santo, which was previously sent to landfill.
3. In 2023, the increase in waste destined for landfill was due to the expansion of the Cerrado Project.

Waste not destined for disposal by recovery operation¹, in the industrial operation, in tonnes (t)

	2020			2021			2022			2023		
	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total
Preparing for reuse	106,498.30	52.05	106,550.35	95,800.15	144.83	95,944.98	126,870.38	54.02	126,924.40	154,706.28	87.94	154,794.20
Recycling	175,481.89	165.16	165.16	166,247.00	58.31	166,305.31	195,530.15	119.08	195,649.23	528,375.41	450.55	528,826.00
Other recovery operations ²	319,733.42	182.44	182.44	493,955.37	335.19	494,290.56	481,116.36	272.51	481,388.87	285,400.67	14.14	285,414.80
Destination with unknown disposal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	281,980.19	399.65	106,897.95	756,002.52	538.33	756,540.85	803,516.89	445.61	803,962.50	968,482.36	552.63	969,035.00

1. We have revised the assumptions and calculations of the indicator and have therefore reorganized the types of waste disposal in the available categories of the GRI indicator.
2. This category includes composting and reverse logistics.

Waste not destined for disposal by recovery operation, in the forestry operation, in tonnes (t)

	2020			2021			2022			2023 ¹		
	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous ¹	Hazardous	Total
Preparing for reuse	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Recycling	460.88	0.00	460.88	1,362.53	0.00	1,362.53	3,643.72	0.00	3,643.72	5,550.76	65.31	5,616.07
Other recovery operations	4.79	639.22	644.01	894.68	668.64	1,563.32	1,251.42	889.94	2,141.36	424.17	1,227.22	1,651.39
Destination with unknown disposal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	465.67	639.22	1,104.89	2,257.21	668.64	2,925.85	4,895.14	889.94	5,785.08	5,974.93	1,292.53	7,267.46

1. In 2023, the increase in waste sent for recycling was due to the expansion of the Cerrado Project.

#HEALTH AND SAFETY AT WORK

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 403-1; 403-4; 403-8

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Taking care of safety is part of our commitment. We believe that safety is a value, it's care, it's routine, and that the safety of people in our operations depends on accident prevention actions and cultural transformation. That's why we constantly invest in the development of proactive tools that are applied to our employees' routines.

Using a digital platform, we identify and map risks to people, processes, infrastructure, manage work standards, effectively correct deviations and critically analyze performance.

The platform makes it easier for managers to identify potential causes of occurrences, thus enabling them to adopt actions to eliminate and mitigate deviations more assertively. With this platform, we achieved good adherence on the part of operational managers, technicians and specialists in 2023. The platform is also used to monitor the work of service providers.

These tools also feed into the **Safety Indicator (SI)**, which evaluates each employee based on quantitative and qualitative parameters for the continuous improvement of processes and the maturing of the safety culture.

We know that there has been significant progress on this issue in recent years. However, in 2023 our frequency, absence and severity rates increased, as a result of four fatal accidents.

Among our initiatives to promote a culture of safety is the **Cuidar Program**, which is present in all our

units. Among its main objectives are the preservation of life and the development of safe behavior. In 2023, we worked on a total of 244 actions, divided between the forestry and industrial units. For 2024, we plan to continue to focus on the maturity of the safety culture among employees, as well as among our suppliers.

During the 2023 **Internal Prevention of Accidents at Work Week (Sipat**, for its acronym in Portuguese), the corporate theme was “Planting care, sowing safety”. The awareness-raising activities involved around 40,000 employees at the industrial, forestry, DC and port units.

Safety committees and sub-committees operate in all units, in a joint effort with the Internal Accident Prevention Commission (Cipa in Portuguese). **The Safety, Health and Quality of Life Management System** covers 100% of the company's own and third-party workers. It is based on the ISO 45001 and ISO 9000 certifications, the Labor Regulatory Standards, the concept of the PDCA cycle (Plan - Do - Check - Act or Adjust) and good national and international market practices.

In 2023, we were strongly involved in the **BomSenso program**, which aims to contribute to the prevention of accidents and occupational illnesses through order in the workplace (organized, clean and under standardized conditions), promoting better performance in activities, reducing waste and increasing the level of employee satisfaction.

We currently have 202 certified areas in the program, of which 52 are at Diamond level, 42 at Gold level, 91 at Silver level and 17 at Bronze level. For 2024, we aim to increase the number of certifications and maintain the areas already certified.

Award for improved safety

We look for innovative solutions to overcome challenges in the area of security too. With a project that uses technology to make processes more efficient and safer for people, in 2023 Suzano won the **BBM Award** in the Innovation category. The technology aims to increase the level of safety in the logistics operation and consists of the use of a bracelet that vibrates when the employee approaches a forklift truck; the vehicles also now have light signals.

The initiative was developed in partnership with the startup Logpix, and the award is given by MundoLogística, with BBM Logística.

Suzano Faz Bem

Suzano Faz Bem is a specific health and quality of life program with a multidisciplinary team 100% dedicated to its activities, and its objective is to develop actions to promote health and quality of life, aimed at employees and their families (primarily legal dependents, including adults and children). The pillars are:

- Physical health;
- Preventive health;
- Mental health
- Social health;
- Ergonomics.

The program offers, among other benefits:

- Application designed, built and made available internally, which concentrates, guides and gives access to all the health benefits, information with content and general guidance;

- 24/7 assistance (via toll-free number) in the psychological, legal, social, physical and nutritional areas;
- Online therapy platform, with various psychotherapy subspecialties;
- Pregnancy program, with individual and group support;
- Private spaces, decorated and properly structured, called Breastfeeding Corners;
- Medical care for chronic non-communicable diseases (CNCDs);
- Follow-up with nutritionists, both for CNCDs and for pregnant women and other spontaneous demands;
- Campaigns to combat obesity and associated clinical dysfunctions, called Sob Medida;
- Visits by employees' children to Suzano workplaces;
- Flu vaccination campaign;
- Mental health and ergonomics census, linked to periodic examinations of employees;
- Subsidies for physical activities in gyms and other benefits (online meditation sessions, mindfulness, individual classes, etc.), extended to legal dependents (Gympass);
- Encourage and organize runs, walks and bike rides, extending to family members and communities;
- Spaces for reading and lending books.

In 2023, our health awareness campaigns - such as White January, Quality of Life Week on Longevity, Golden August, Yellow September, Pink October and Blue November - impacted more than 6,000 employees.

The initiatives to reduce sedentary lifestyles reached more than 30% of active employees, through the Gympass program, running groups at the units, corporate sports activity groups on the Strava app, beach tennis in internal games, among other actions. The Suzano Faz Bem internal races alone welcomed more than 8,000 employees, their families and the community in general.

Another important result of the year was the monthly average of 700 participants in the mental health programs Online Therapy, Tele Faz Bem (toll-free number), support for psychology, social assistance, nutrition and legal; and online and face-to-face mindfulness.

Moreover, in 2023 two more Breastfeeding Corners and a space for reading and breaks were delivered.

Health promotion

Doctors, nurses, psychologists, nutritionists, ergonomics specialists and quality of life analysts help employees and their families with actions to promote health and well-being. Our largest units have outpatient clinics open 24 hours a day, 7 days a week. GRI 403-3

In 2023, Suzano, among other companies, was awarded the **National Quality of Life Prize**, a recognition granted by the Brazilian Quality of Life Association (BQLA) to companies that have proven (through technical and audited criteria) to promote health and quality of life in their work environments.

The tables below show the following data:

- Suzano's safety indicators;
- Occupational Health and Safety Management System.

Suzano's safety indicators

	2020	2021	2022	2023
Safety Management Indicator (SMI)	82%	89%	90%	89%
Safety Quality Indicator (SQI)	86%	91%	93%	94%
Safety Indicator (IS - average of SGI and SQI)	84%	91%	92%	93%

Occupational Health and Safety Management System¹

	2020		2021		2022		2023	
	Overall number	Percentage	Overall number	Percentage	Overall number	Percentage	Overall number	Percentage
Employees covered by the system	38,600	100%	40,805	100%	48,788	100%	48,975	100%
Employees covered by internally audited system	38,600	100%	40,805	100%	48,788	100%	48,975	100%
Employees covered by a system audited or certified by an external party	28,970	75%	34,101	85%	47,926	98%	47,156	96%

1. All units are certified, except for Belém (PA), Cachoeiro de Itapemirim (ES), Maracanaú (CE) and Mogi das Cruzes (SP). For the indicator, employees from all Suzano's operations in Brazil are considered, except trainees, interns and freelancers.

NUMBERS OF HEALTH AND SAFETY AND RECORDED HIGH-POTENTIAL WORK-RELATED INCIDENTS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 403-9

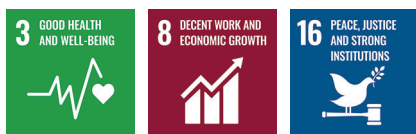
GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: N/A

Context

High-potential incidents are unwanted and unplanned events that have the potential to cause a personal accident with the possibility of serious and/or permanent injury, or even fatality. All these occurrences are recorded, analyzed and investigated by a multidisciplinary team led by the Occupational Safety team.

The primary categories of workplace accidents encompassed within this indicator include accidents involving blocked energy sources; confined spaces; movement of loads; machinery and equipment; chemical and dangerous products; working at heights; hot work; hydroblasting; wood transportation; mechanized harvesting; forest fires; collective transportation of people; venomous animals; light vehicles; and road construction and maintenance.

The following information is available in the tables below:

- Health and safety numbers for company employees and contractors;
- Number of recorded high-potential work-related incidents.

Health and safety numbers for company employees and contractors¹

	2020			2021			2022			2023 ⁴		
	Company	Contractors	Company and contractors	Company	Contractors	Company and contractors	Company	Contractors	Company and contractors	Company	Contractors	Company and contractors
Deaths as a result of work-related injuries	0	0	0	0	3	3	0	0	0	0	4	4
Lost-time injuries ²	29	13	42	14	26	40	15	22	37	24	17	41
Reportable work-related injuries ³	82	64	146	50	70	120	50	70	120	70	60	130

1. Considers absences during the year and disregards engineering activities at major construction sites and commuting accidents.
2. Occurrences with leave of absence (number segregated from deaths).
3. Fatal accidents, occurrences with time off work and occurrences without time off work, with or without work adaptation.
4. In 2023, 101,559,500 hours were worked, of which 37,695,197 were for company employees and 63,864,303 were for contractors.

Number of recorded high-potential work-related incidents

	2020	2021	2022	2023
Recorded high-potential work-related incidents	1,099	1,528	1,674	1,799

ADDITIONAL INFORMATION

We know there have been significant developments in this area in recent years. However, in 2023 our frequency, absence and severity rates increased due to four fatal accidents, which we deeply regret.

We are committed to ensuring that this type of occurrence is never recorded in our units again. However, these records reinforce the constant need to improve the Occupational Safety Management methodology. We recognize that the biggest challenge is to advance positive attitudes towards safe behavior, total autonomy, and open communication channels in which employees and service providers can refuse to carry out any activity that exposes them and their colleagues to imminent risk of accident.

We work every day to achieve zero accidents, promoting a culture of safe behavior and constant vigilance on the part of our professionals. Any situation that leads to an accident is rigorously analyzed and measures are taken to avoid similar occurrences in the future.

HEALTH AND SAFETY RATES FOR OWN EMPLOYEES AND CONTRACTORS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 403-9

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: N/A

Context

While we have made remarkable progress in health and safety in recent years, we experienced setbacks in 2023 with an increase in our frequency, absenteeism and severity rates. This increase was driven by four unfortunate fatalities, which we deeply mourn.

We are committed to preventing any recurrence of such incidents in our units. Nonetheless, these occurrences underscore the ongoing imperative to improve our safety management practices. We acknowledge that the key challenge is to foster positive attitudes toward safety, provide full autonomy, and establish open channels of communication where employees and service providers feel empowered to refuse any task that poses an immediate risk to themselves or their colleagues.

Our daily efforts are dedicated to achieving zero accidents, fostering a culture of safety and instilling constant vigilance among our professionals. Every incident is meticulously scrutinized and proactive measures are swiftly implemented to prevent similar occurrences in the future.

The **main categories of accident at work** covered by this indicator include incidents related to: blocked energy sources, confined spaces, moving loads, machinery and equipment, hazardous chemicals, working at heights, hot work, hydroblasting, wood transportation, mechanized harvesting, forest fires, group transportation, poisonous animals, light vehicles, and road construction and maintenance.

The following information is available in the tables below:

- Health and safety rates for own employees;
- Health and safety rates for providers;
- Health and safety rates for own employees and contractors.

Health and safety rates for own employees¹

	2020		2021		2022		2023 ²	
	Outcomes	Reference target	Outcomes	Reference target	Outcomes	Reference target	Outcomes	Reference target
Severity rate	42.00	24.00	115.00	30.00	24.00	30.00	28.00	25.00
Frequency rate with lost time	1.01	0.44	0.45	0.47	0.42	0.42	0.64	0.33
Cumulative frequency rate/accident rate	2.85	1.96	2.07	1.62	1.90	1.73	2.49	1.44

1. It only considers absences during the year and disregards engineering activities at major construction sites and commuting accidents. The targets are changed annually to consider the results achieved the previous year.
2. In 2023, 101,559,500 hours were worked, of which 37,695,197 for own employees and 63,864,303 for third parties.

Health and safety rates for providers¹

	2020		2021		2022		2023 ²	
	Outcomes	Reference target	Outcomes	Reference target	Outcomes	Reference target	Outcomes	Reference target
Severity rate	28.00	24.00	422.00	30.00	30.00	30.00	384.00	25.00
Frequency rate with lost time	0.25	0.44	0.80	0.47	0.35	0.42	0.27	0.33
Cumulative frequency rate/accident rate	1.22	1.96	1.83	1.62	1.46	1.73	1.27	1.44

1. It only considers absences during the year and disregards major engineering activities and commuting accidents. Each year, the targets are changed considering the result achieved the previous year.
2. In 2023, 101,559,500 hours were worked, of which 37,695,197 for own employees and 63,864,303 for third parties.

Health and safety rates for own employees and contractors¹

	2020		2021		2022		2023 ²	
	Outcomes	Reference target	Outcomes	Reference target	Outcomes	Reference target	Outcomes	Reference target
Severity rate	33.00	24.00	310.00	30.00	28.00	30.00	252.00	25.00
Frequency rate with lost time	0.52	0.44	0.51	0.47	0.37	0.42	0.40	0.33
Cumulative frequency rate/accident rate	1.80	1.96	1.92	1.62	1.61	1.73	1.72	1.44

1. It only considers absences during the year and disregards engineering activities at major construction sites and commuting accidents. The targets are changed annually to consider the results achieved the previous year.
2. In 2023, 101,559,500 hours were worked, of which 37,695,197 for own employees and 63,864,303 for third parties.

ADDITIONAL INFORMATION

The frequency rate with lost time is equivalent to the Lost-Time Injury Frequency Rate (**LTIFR**), while the accident rate is equivalent to the Total Recordable Injury Frequency Rate (**TRIFR**). The formula for calculating the rates presented below has been maintained in accordance with the standards adopted.

- **Cumulative frequency rate:** the accident frequency rate (CAF - Accidents without lost time + SAF - Accidents with lost time) should be the result of the following formula:
 $FA = N \times 1,000,000/H$
 FA = Result of division, frequency rate
 N = number of accidents
 H = worker hours or risk exposure
- **Frequency rate with lost time:** the accident frequency rate [CAF (accidents without lost time)] should be the result of the following formula:
 $FA = NL \times 1,000,000/H$
 FA = outcome of division, frequency rate
 NL = number of lost-time accidents
 H = worker hours or exposure to risk
- **Severity Rate:** the severity rate should be the result of the following formula:
 $G = T \times 1,000,000/H$
 G = Result of division, severity rate
 T = computed time

HEALTH AND SAFETY FIGURES AND RATES FOR COMPANY EMPLOYEES AND CONTRACTORS, BY DIVISION

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 403-9

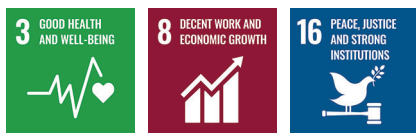
GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: N/A

Context

The following information is available in the tables below:

- Health and safety figures for company employees and contractors;
- Health and safety fees for company employees and contractors.

Health and safety figures for company employees and contractors¹

Division	Unit	2020			2021			2022			2023		
		Deaths as a result of work-related injuries	Lost-time injuries	Reportable work-related injuries - without time off work	Deaths as a result of work-related injuries	Lost-time injuries	Reportable work-related injuries - without time off work	Deaths as a result of work-related injuries	Lost-time injuries	Reportable work-related injuries - without time off work	Deaths as a result of work-related injuries	Lost-time injuries	Reportable work-related injuries - without time off work
Forestry Division	Maranhão	0	1	4	0	1	4	0	0	5	0	1	3
Forestry Division	Mato Grosso do Sul	0	3	12	0	5	13	0	8	14	1	4	9
Forestry Division	Bahia	0	2	3	0	2	1	0	3	4	0	2	8
Forestry Division	Espírito Santo	0	3	4	1	1	12	0	1	5	0	0	2
Forestry Division	Cerrado (Mato Grosso do Sul)	0	0	0	0	0	3	0	0	3	0	2	12
Forestry Division	São Paulo	0	2	6	1	1	2	0	3	7	0	4	9
Pulp Division	Aracruz (ES)	0	7	5	0	7	15	0	2	7	0	2	8
Pulp Division	Imperatriz (MA)	0	3	4	0	1	4	0	0	5	1	1	4
Pulp Division	Jacareí (SP)	0	2	7	0	3	6	0	1	13	1	3	10
Pulp Division	Mucuri (BA)	0	2	8	0	2	6	0	0	2	0	3	3
Pulp Division	Três Lagoas (MS)	0	1	10	0	2	6	0	1	8	0	0	10
Paper Division	Distribution	0	0	3	0	1	3	0	0	3	0	0	4
Paper Division	Limeira (SP)	0	4	9	0	0	9	0	1	8	0	3	6
Paper Division	Rio Verde (SP)	0	0	0	0	0	1	0	0	5	0	0	2
Paper Division	Suzano (SP)	0	3	12	0	2	9	0	3	8	0	0	11
Consumer Goods Division	Belém (PA)	0	3	6	0	2	2	0	2	3	0	2	3
Consumer Goods Division	Commercial	n/d	n/d	n/d	0	0	0	0	1	0	0	0	2
Consumer Goods Division	Belém filial	0	3	2	0	0	1	0	1	0	0	n/a	n/a
Consumer Goods Division	Imperatriz (MA)	0	1	0	0	0	0	0	1	1	0	0	2
Consumer Goods Division	Mucuri (BA)	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Goods Division	Fortaleza (CE)	0	0	2	0	0	1	0	0	1	0	0	4
Consumer Goods Division	Cachoeiro de Itapemirim (ES)	n/d	n/d	n/d	0	0	2	0	0	0	0	0	1
Consumer Goods Division	Mogi das Cruzes (SP)	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	0	4	2
Other divisions ²	Consolidated	0	5	7	1	10	20	0	9	18	1	10	15

It does not take into account the engineering activities of large construction sites or commuting accidents.

1. Other divisions: Supplies, Pulp Commercial and Logistics, Factory Engineering, Facilities, Technology, Offices, SSQVF, FuturaGene, Ecofuturo, Corporate Relations, etc.

Health and safety fees for company employees and contractors

Division	Unit	2020			2021			2022			2023		
		Severity rate	Frequency rate with lost time	Cumulative frequency rate/accident rate	Severity rate	Frequency rate with lost time	Cumulative frequency rate/accident rate	Severity rate	Frequency rate with lost time	Cumulative frequency rate/accident rate	Severity rate	Lost time attendance rate	Cumulative frequency rate/accident rate
Forestry Division	Maranhão	8.00	0.11	0.54	8.00	0.11	0.55	0.00	0.00	0,54	1.00	0.11	0.43
Forestry Division	Mato Grosso do Sul	15.00	0.31	1.56	8.00	0.48	1.73	41.00	0.61	1,84	488.00	0.39	1.09
Forestry Division	Bahia	48.00	0.21	0.52	350.00	0.22	0.33	23.00	0.32	0,74	7.00	0.19	0.97
Forestry Division	Espírito Santo	57.00	0.54	1.27	848.00	0.27	1.90	38.00	0.12	0,7	0.00	0.00	0.23
Forestry Division	Cerrado (Mato Grosso do Sul)	0.00	0.00	0.00	0.00	0.00	2.74	0.00	0.00	0,85	42.00	0.41	2.85
Forestry Division	São Paulo	39.00	0.24	0.97	779.00	0.26	0.51	33.00	0.29	0,96	1.00	0.37	1.19
Pulp Division	Aracruz (ES)	65.00	1.70	2.92	797.00	1.51	4.76	36.00	0.48	2,16	77.00	0.54	2.69
Pulp Division	Imperatriz (MA)	29.00	1.49	3.47	5.00	0.40	2.01	0.00	0.00	2,23	3,291.00	1.09	3.28
Pulp Division	Jacareí (SP)	17.00	0.63	2.81	50.00	0.99	2.97	4.00	0.29	4,09	1,911.00	1.27	4.44
Pulp Division	Mucuri (BA)	12.00	0.38	1.88	6.00	0.51	2.05	0.00	0.00	0,54	7.00	0.72	1.44
Pulp Division	Três Lagoas (MS)	4.00	0.30	3.27	47.00	0.66	2.65	11.00	0.37	3,37	0.00	0.00	3.47
Paper Division	Distribution	0.00	0.00	2.13	99.00	0.82	3.27	0.00	0.00	1,98	0.00	0.00	3.06
Paper Division	Limeira (SP)	8.00	1.26	3.78	0.00	0.00	1.96	0.00	0.00	1,89	13.00	0.83	2.50
Paper Division	Rio Verde (SP)	0.00	0.00	0.00	0.00	0.00	2.52	0.00	0.00	11,72	0.00	0.00	4.64
Paper Division	Suzano (SP)	48.00	0.51	2.53	2.00	0.24	2.33	37.00	0.74	2,21	0.00	0.00	2.33
Consumer Goods Division	Belém	189.00	2.38	7.13	35.00	1.76	3.51	65.00	2.17	5,43	110.00	1.83	4.57
Consumer Goods Division	Belém filial	0.00	0.00	7.73	0.00	0.00	5.45	181.00	12.07	12,07	n/a	n/a	n/a
Consumer Goods Division	Imperatriz (MA)	133.00	3.50	3.50	0.00	0.00	0.00	93.00	2.38	4,76	0.00	0.00	5.48
Consumer Goods Division	Mucuri (BA)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0,00	0.00	0.00	0.00
Consumer Goods Division	Fortaleza (CE)	0.00	0.00	5.13	0.00	0.00	2.82	0.00	0.00	3,86	0.00	0.00	15.79
Consumer Goods Division	Cachoeiro de Itapemirim (ES)	n/d	n/d	n/d	0.00	0.00	8.15	0.00	0.00	0,00	0.00	0.00	4.10
Consumer Goods Division	Mogi das Cruzes (SP)	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	54.00	3.15	4.73
Other divisions ¹	Consolidated	0.00	0.00	0.00	652.10	1.13	3.20	46.00	0.57	1,72	432.00	0.74	1.75

1. Other divisions: Supplies, Pulp Commercial and Logistics, Mill Engineering, Facilities, Technology, Offices, SSQVF, FuturaGene, Ecofuturo, Corporate Relations, etc.

PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED TO COMMERCIAL RELATIONS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 403-7

GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

At Suzano, we monitor and evaluate our safety processes with service providers. At the forestry units, the **Sommar** program is carried out to inspect legal requirements, certifications, internal procedures and good practices to verify compliance, to prevent incidents, accidents and environmental impacts in forestry activities.

The industrial units carry out their monitoring through the **Performance Assessment** program, which aims to prevent accidents and incidents and ensure that the workplace remains organized and clean, by indicating compliance with legal requirements, safety and operational procedures, as well as other applicable requirements.

The table below shows the results of the evaluation of suppliers through these initiatives.

Results of supplier evaluations through the Sommar and EPS Performance Evaluation programs

	2022	2023
Sommar and EPS Performance Evaluation	91.48%	89.00%

WORK-RELATED HEALTH PROBLEMS OF EMPLOYEES AND HEALTH PROBLEMS OF THIRD PARTIES/ CONTRACTORS

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 403-10

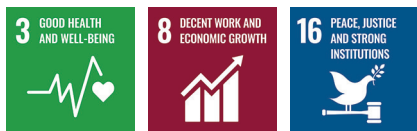
GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

Hazards that present a risk of occupational illness are identified through the **Risk Management Program (RMP)** and the analyses of the Safety, Health and Ergonomics teams. As a preventative measure, Suzano invests in identifying the risks of the job before exposing the employee to the work activity. No occupational illnesses were reported during the period.

The tables below contain the following information:

- Numbers of employee health problems;
- Number of employee health problems, by region.

Numbers of employee health problems

	2020	2021	2022	2023
Deaths as a result of work-related health problems	0	0	0	0
Reportable cases of work-related illness	0	0	0	0

Number of employee health problems, by region

	2020		2021		2022		2023	
	Deaths as a result of work-related health problems	Reportable cases of work-related illness	Deaths as a result of work-related health problems	Reportable cases of work-related illness	Deaths as a result of work-related health problems	Reportable cases of work-related illness	Deaths as a result of work-related health problems	Reportable cases of work-related illness
North	0	0	0	0	0	0	0	0
North East	0	0	0	0	0	0	0	0
Center-West	0	0	0	0	0	0	0	0
South East	0	0	0	0	0	0	0	0
South	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

ADDITIONAL INFORMATION

No cases of work-related illness were recorded. The diseases were considered following the List of Work-Related Diseases (LDRT) of Ordinance [Ordinance GM/MS No. 1,999](#) of November 27, 2023. All diseases are considered mandatory for reporting.

The report only considered employees. Every employee governed by the Consolidated Labor Laws (CLT for its initials in Portuguese) is classified as an employee by Suzano. Other types of employment were not considered because they are not managed by the company.

The mapping was done through the Risk Management Program, which carries out a risk assessment of the work to be done.

#TRAINING AND PERFORMANCE

PERFORMANCE REVIEWS AND CAREER DEVELOPMENT

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: 404-3

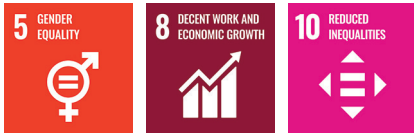
GRI Dimension: Social

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: N/A



Commitment: N/A

Context

At Suzano, we have two major cycles that involve talent management and are aligned with our culture, especially with the Leader Who Makes People driver. They are:

SOMMOS Performance Cycle: is a collaborative performance evaluation process that guarantees quality evaluations, feedback and structured IDPs, promoting the development of the employees involved. Performance is analyzed by evaluating behaviors (Culture Drivers + Suzano leader attributes) and deliveries. The eligible public is in the administrative position category and above. It's important to highlight that our Code of Ethics and Conduct is aligned with the company's Culture Drivers.

The stages are Nomination of Partners, Evaluations [self-evaluation, by peers, team and partners], X-Ray, Feedback and IDP. It takes place annually between November and April.

SOMMOS Career and Development Cycle: is a process of succession mapping and identification of critical leadership positions, as well as ensuring quality and frequent career dialogues and outputs. The eligible audience is middle management (GS 19 and above).

The stages are Talent Mapping, Critical Position and Succession Match. A pilot of the program was conducted in the second half of 2023 and 2024 we will conduct the Official Cycle.

The tables below show the following data:

- Number of employees receiving regular performance and career development reviews, by employee category and gender;
- Percentage of eligible employees assessed by type of performance assessment.

Number of employees receiving regular performance and career development reviews, by employee category and gender¹

	2020			2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Administrative/specialist	1,812	1,229	3,041	1,999	1,406	3,405	1,973	1,456	3,429	2,571	1,877	4,448
Chairperson	1	0	1	1	0	1	1	0	1	1	0	1
Consultant	452	170	622	511	194	705	514	229	743	609	323	932
Coordinator	254	96	350	239	122	361	241	124	365	274	155	429
Director	19	1	20	20	1	21	20	5	25	28	6	34
Executive Committee	11	1	12	12	1	13	11	2	13	10	1	11
Executive manager	79	21	100	95	22	117	99	21	120	104	24	128
Functional manager	244	60	304	241	84	325	253	88	341	282	109	391
Operational	n/a	0	0	0	0	0	0	0	0	0	0	0
Supervisor	296	37	333	347	53	400	344	70	414	393	87	480
Total	3,168	1,615	4,783	3,465	1,883	5,348	3,455	1,995	5,45	4,272	2,582	6,854

1. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we have followed the classification presented due to information restrictions in systems.

Percentage of eligible employees assessed by type of performance assessment

	2021	2022	2023
Comparative employee evaluation	100.00%	100.00%	100.00%
Multidimensional performance evaluation (360° feedback)	85.00%	37.08%	36.00%

ADDITIONAL INFORMATION

In 2023, we promoted the fourth performance appraisal cycle for the administrative public, carried out by the company after the merger. The performance appraisal program is being redesigned for the operational public and is expected to be launched in 2024.

AMOUNT INVESTED IN EMPLOYEE TRAINING AND DEVELOPMENT

Material Topics: N/A

Other hashtags: N/A

Frameworks

GRI: N/A

GRI Dimension: N/A

SASB Sector: N/A

SASB Dimension: N/A

SASB Code: N/A

Stakeholder Capitalism Metrics: People



Commitment: N/A

Context

The tables below provide the following data:

- Total amount invested in training full-time employees;
- Total amount invested in training full-time employees, by age group;
- Total amount invested in training full-time employees, by race;
- Total amount invested in employee training and development, by gender.

Total amount invested in training full-time employees, in BRL (R\$)

	2020	2021	2022	2023
Total	12,657,685.76	26,050,515.83	21,528,327.46	17,081,697.97
Average amount spent	854.13	2,944.85	1,219.52	814.23

Total amount invested in training full-time employees, by age group, in BRL (R\$)

	2020	2021	2022	2023
Under 30	2,744,520.84	5,834,050.40	5,630,336.61	4,929,108.57
Between 30 and 50	8,366,227.17	2,471,848.89	14,061,164.94	10,973,910.48
Over 50	1,546,931.37	17,744,616.54	1,836,825.89	1,178,678.93
Total	12,657,679.38	26,050,515.83	21,528,327.44	17,081,697.97

Total amount invested in training full-time employees, by race, in BRL (R\$)

	2020	2021	2022	2023
White people	5,405,774.79	10,637,176.03	8,695,496.41	6,675,824.20
Pardos ¹	5,554,517.79	11,606,714.88	9,660,629.88	7,932,502.81
Black people	1,251,999.42	2,817,257.24	2,455,493.67	1,915,606.19
Indigenous people	84,146.04	112,300.25	88,548.84	78,141.73
Yellow people	259,246.14	572,953.71	410,455.68	367,963.79
Not informed	101,995.20	304,113.71	217,702.95	111,659.09
Total	12,657,679.38	26,050,515.83	21,528,327.43	17,081,697.97

1. Translator's note: pardo/a a gender-specific noun which refers to the official category of color and race in Brazil's census questionnaire to designate non-White/mixed race people.

Total amount invested in employee training and development, by gender, in BRL (R\$)¹

	2020	2021	2022 ²	2023
Male	n/d	n/d	18.112.690,36	14,343,372.07
Female	n/d	n/d	3,415,637.09	2,738,325.90
Total	n/d	n/d	21,528,327.45	17,081,697.97

1. We recognize that there are more gender identities than male and female, such as non-binary people and others. For reporting purposes, however, we follow the classification presented by information restrictions in systems.
2. The indicator began to be reported in 2022, so it has no historical series.

