

<b>Title:</b>	<b>Corporate Human Rights Policy</b>		
<b>Issued by:</b>	<b>00.Políticas Corporativas</b>	<b>Date:</b>	<b>Nov 27, 2025</b>
<b>Code:</b>	<b>PC.00.0012</b>	<b>Revision:</b>	<b>3</b>

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## 1 – OBJECTIVE

This policy aims to affirm Suzano's commitment to respecting human rights by managing risks and opportunities, reducing adverse impacts, and maximizing positive impacts across all operations of Suzano S.A. ("Suzano" or "the Company"), its partners, and throughout its value chain, which includes suppliers, customers, communities, and other stakeholders. This commitment extends to all regions where Suzano operates and encompasses the entire life cycle of its projects.

## INTRODUCTION

At Suzano, sustainability and innovation are core pillars shaping our business and underpinning our commitment to transforming lives through bioproducts made from responsibly cultivated eucalyptus. We acknowledge the profound interdependence between our operations, the value chain, the environment, and the communities we interact with. Aligned with our Culture Drivers, we believe that what is good for us is only truly good if it's also good for the world.

Our sustainability strategy reinforces this commitment by guiding our actions to focus on creating a positive impact throughout the value chain and society as a whole. Through the Commitments to Renewing Life — fully aligned with the Sustainable Development Goals (SDGs) — we integrate our goals with the UN's global call for the Decade of Action (2020–2030). The importance of Human Rights in our sustainability strategy has been formally recognized as a material topic in the materiality assessment, which is fundamental to identify the priorities of our stakeholders and to guide our business.

In this context, the Human Rights Policy stands as a fundamental pillar of our journey, fostering dignity, equity and respect in all interactions, while also reaffirming our commitment to diversity, equity and inclusion.

Our commitment to human rights is an integral part of our sustainability vision. We reaffirm our commitment to the United Nations Guiding Principles on Business and Human Rights and express our respect for the human rights of indigenous peoples, as well as our unconditional rejection of slave labor, child labor, and any practices akin to slavery, in full compliance with Brazilian law and international conventions.

## 2 – REFERENCE DOCUMENTS

### 2.1. Principles

At Suzano, we are committed to respecting all internationally recognized human rights within our operations and throughout our value chain. We adopt measures to prevent, mitigate, and address adverse impacts on human rights, in line with the United Nations (UN) Guiding Principles on Business and Human Rights.

Moreover, we are committed to actions aimed at promoting human rights in order to expand the positive

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impacts of our business and to lead the transformation of our value chain and the society.

As part of our human rights due diligence process, we have identified the following salient issues in this area—namely, the human rights most at risk of being negatively impacted by our activities<sup>1</sup>, operations, and value chains:

#### **2.1.1. Decent work**

We respect the labor rights defined by the International Labor Organization (ILO) Conventions and are committed to providing a decent, fair and safe working environment for both employees and service providers. We adhere to collective agreements and regulations, as well as the guidelines set forth in our Code of Ethics and Conduct.

We respect the right of workers to join trade unions and professional organizations without facing intimidation or retaliation. We also respect the right to collective bargaining. We make efforts to ensure that all Employees have the full right to join a trade union. To this end, Suzano maintains a department solely dedicated to managing relationships with the trade unions that represent our employees in the regions where we operate. Suzano places great importance on maintaining clear, continuous and respectful communication with the union leaders representing its employees, ensuring equitable treatment for all staff members.

We prioritize creating dignified and inclusive work environments that are free from harassment and discrimination. We respect, value and promote diversity and inclusion, and we repudiate any form of violence or harassment, whether moral or sexual, considering as unacceptable any behaviors, practices or threats that could result in physical, psychological, moral or material harm.

Nurturing diversity empowers us. For this reason, we are leading an ongoing journey of initiatives to enhance representation and foster an inclusive culture, where everyone feels welcomed and has a sense of belonging, and can be themselves with respect and dignity. In this regard, it is our duty to act with intention and purpose to raise awareness and prevent human rights violations in our activities, while operating in compliance with national and international treaties and conventions to ensure the protection and integrity of individuals.

We strongly condemn any form of prejudice or discrimination, whether it is based on race, ethnicity, gender, religion, belief, affectional-sexual orientation, gender identity, nationality, cultural background, political opinion, social class, age, marital status, pregnancy, disability, weight, height, lifestyle, or any other physical or personal characteristic. Likewise, we do not tolerate moral or sexual harassment, bullying, or any situations involving humiliation, intimidation, hostility or embarrassment. Acts of this nature are unacceptable and, if confirmed, will be appropriately punished in accordance with our Code of Ethics.

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<sup>1</sup> Source: UNGP (<https://www.ungpreporting.org/resources/salient-human-rights-issues/>).

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We are committed to actively and continuously maintaining and improving our work environments and processes to ensure the health and safety of our direct employees and service providers. We take proactive measures to protect them from occupational diseases and workplace accidents, and we encourage ongoing development of our safety culture by promoting the reporting of incidents, hazards, risks, positive observations, and opportunities for continuous improvement. This approach safeguards individuals and supports the sustainable advancement of our management practices.

We require our Suppliers to respect human rights and labor rights, and to operate in accordance with our policies, code of conduct and processes, as well as applicable laws. In order to establish business relationships with partners who share Suzano's values, we have implemented contracting and monitoring processes to ensure their compliance. Furthermore, we reserve the right to terminate relationships if any deviations from the principles outlined in this Policy are detected.

#### **2.1.1.1. Forced labor, child labor and human trafficking**

We strongly condemn any form of forced or coerced labor, including violence, intimidation, debt bondage, threats, excessive working hours, degrading conditions, and restrictions on movement. Our commitment is to maintain zero tolerance for human trafficking and all forms of modern slavery, where work is performed involuntarily under the threat of penalty, such as physical or mental intimidation, confinement, restrictions on freedom, physical punishment, sexual abuse, withholding of wages, or debt bondage.

We prioritize the protection of children and adolescents by strictly prohibiting the employment of individuals below the age set by national and international laws, and we comply with the restrictions on employing minors. Candidates under the age of 18 are not eligible for selection processes, including internships and temporary employment. The exception applies to the Young Apprentice program, as provided for in the Federal Constitution and in the Statute of the Child and Adolescent.

We also condemn the sexual exploitation of children and adolescents, acknowledging it as one of the most egregious forms of child labor.

#### **2.1.2. Indigenous peoples, and quilombola and traditional communities**

We acknowledge and respect the importance of diversity, cultural heritage, history, and the lifestyles of Indigenous peoples, and quilombola and traditional communities.

We respect the right of peoples to self-identification and conduct our relationships, dialogue, and engagement in accordance with the rights established by Brazilian legislation and Convention No. 169 of the ILO, including respect for the right to enjoy and use natural resources and the assets found within them.

As established by the Policy for Relationship with Indigenous Peoples and Traditional Communities (PC.00.0045), Suzano respects the results obtained from the implementation of the Free, Prior and

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Informed Consent (FPIC) procedure by the public sector and supports its implementation by the authorities.

#### **2.1.3. Local communities and human rights defenders**

We respect the right to health and a dignified life for communities located near our operations by adopting management systems, communication strategies, engagement processes, and certifications designed to prevent, mitigate, repair and remediate the adverse operational impacts on these local communities. In addition, we amplify the positive impacts that foster local, regional and territorial development.

We respect the rights to freedom of expression, peaceful assembly, and demonstration for local community leaders and human rights and environmental defenders, and we do not tolerate their being subjected to any form of discrimination, threat and/or retaliation. We maintain partnerships and relationships with organizations, projects and programs that focus on preventing human rights violations.

#### **2.1.4. Healthy environment, just transition and ecosystem services**

Committed to the fundamental right of everyone to an ecologically balanced environment, Suzano integrates sustainability into its business model. By understanding the relationship between our business and nature, which includes mapping impacts, dependencies and sensitive areas, we aim to leverage initiatives that regenerate nature and reduce negative impacts. We prioritize eco-efficient operations, continuously seeking to reduce water withdrawal, greenhouse gas emissions, waste generation and other environmental impacts. We responsibly utilize ecosystem services, such as climate regulation and water flow maintenance, to balance our business needs with those of society at large.

Our planted and native forests are vital assets for removing CO<sub>2</sub>, conserving biodiversity and regulating water cycles. We acknowledge that the transition to a low-carbon economy must be equitable, taking into account the rights and needs of communities, particularly the most vulnerable ones, which informs our social development strategy in our areas of operation.

Our commitment is reflected in our compliance with environmental legislation, the adoption of best practices and international certifications, the conservation of biodiversity, and the continuous enhancement of our understanding of our interaction with nature and ecosystem services. We actively seek to reduce water withdrawal, increase water availability in critical drainage basins, and mitigate the climate crisis through the actions and initiatives present in our Climate Transition Action Plan (CTAP). In this document, we outline how we are reducing our direct and value chain emissions by adopting clean technologies, seeking greater efficiency in our processes, and replacing fossil fuels with renewable energy sources. Moreover, we aim to enhance our carbon removal efforts through our planted and conservation forests, and we are committed to expanding the bioeconomy by offering bio-based products.

We maintain a Zero Deforestation Policy, ensuring that our plantations are established solely in areas

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that have already been converted for other uses, without this conversion being our direct or indirect responsibility.

#### **2.1.5 Property security**

We acknowledge that our security teams frequently engage with our direct employees, outsourced workers from service provider companies, communities and external stakeholders while monitoring and protecting our native and planted forests, as well as our industrial, port and commercial facilities.

We guide our actions by the Voluntary Principles on Security and Human Rights (VPSHR), which emphasize the proportional use of force and respect for human rights. We respect the laws of the countries where we operate, offer specific human rights training for this team, and establish mechanisms to monitor the conduct of our security professionals, including channels for receiving complaints about their performance.

#### **2.1.6 Land rights**

At Suzano, we are committed to respecting the right to property, peaceful possession and use of land. Before any land negotiations, we conduct a due diligence process, which evaluates the social impact of our activities on neighboring communities and other risks. Our commitment is to operate in an ethical, responsible manner and in harmony with communities and their rights.

In our forestry operations, we have established a Wood Supply Policy that mandates our planting activities be conducted exclusively in areas that have already been anthropized for other uses, and where the conversion was not our direct or indirect responsibility, thereby committing to a zero-deforestation policy. In this context, our own areas and wood suppliers are identified as relevant processes within the Human Rights agenda, which we incorporate into the management of certifications that encompass the entire supply chain.

We emphasize the FSC® (Forest Stewardship Council®) and PEFC (Programme for the Endorsement of Forest Certification) forest certifications, which attest to good management practices and responsible sourcing in environmental, social and ethical aspects. These certifications are assessed according to the Forest Management, Chain of Custody, and Controlled Wood standards, which include requirements related to human rights and are evaluated across the forestry and industrial operations, corporate processes, commercial activities, and international offices.

Each year, we carry out internal and external third-party audits to ensure compliance with regulatory requirements and to identify opportunities for improvement or necessary corrections. This process reinforces Suzano's commitment to transparency, continuous improvement and sustainability.

#### **2.1.7 Rights of communities across the value chain**

Our value chain is geographically dispersed and diverse, encompassing a variety of economic, cultural

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and socio-environmental contexts. In our industrial, forestry, port and other activities, we directly and indirectly influence communities throughout the production process. In this regard, we require our operations, suppliers and other partners to develop businesses that, among other commitments, safeguard the rights related to customs and traditions; ensure access to water and other natural resources; support the subsistence activities of traditional communities and indigenous peoples; respect and allow the free practice of rites, celebrations and cultural expressions; uphold property rights, peaceful possession, and land use; and provide equitable access to employment opportunities. In addition, they are expected to be responsible for the prevention, mitigation, repair and remediation of the adverse impacts of their activities on the rights of communities.

As part of our commitment to social responsibility, we seek to build strong relationships with communities by fostering ethical, transparent and respectful dialogue. Our focus is particularly on vulnerable groups, which are considered a priority according to the principles of the ISO 26000 International Standard for Social Responsibility. To achieve this, we consider their expectations, needs and the social, cultural, economic, political and environmental contexts in which they are situated.

We have established measures for control, monitoring, evaluation, and protection of High Conservation Value Areas (HCVAs) and Sites of Special Significance (SSS) to address the impacts of activities from our operations and those of our suppliers, ensuring that the recognized attributes for the communities remain uninterrupted.

We also require our suppliers to combat the sexual exploitation of children and adolescents, as well as labor practices akin to slavery or forced labor. Additionally, they must respect community rights and adhere to environmental protection and compliance standards.

## 2.2. Documents

Our commitment is grounded in respect for internationally recognized human rights, as articulated in the following documents<sup>2</sup>:

- International Bill of Human Rights, composed of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights;
- United Nations (UN) Guiding Principles on Business and Human Rights;
- Declaration of the International Labor Organization (ILO) on the Fundamental Principles and Rights at Work and its eight Fundamental Conventions<sup>3</sup>, in addition to Convention No. 169 on Indigenous and Tribal Peoples.

<sup>2</sup> When the applicable legislation establishes a level of protection that differs from that set forth in international instruments, we will prioritize compliance with international principles or guidelines that ensure the highest possible protection and respect for human rights, provided that this does not contravene local laws.

<sup>3</sup> Convention No. 29, on Forced or Compulsory Labor; Convention No. 87 on Freedom of Association and Protection of the Right to Organize; Convention No. 98, on the Right to Organize and Collective Bargaining; Convention No. 100, on Equal Remuneration for Men and Women Workers for Work of Equal Value; Convention No. 105, on the Abolition of Forced Labor; Convention No. 111, on Discrimination in Respect of Employment and Occupation; Convention No. 138, on the Minimum Age for Admission to Employment; Convention No. 182, on the Prohibition of the Worst Forms of Child Labor and Immediate Action for Their Elimination.



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Our operations are also guided by national and international laws, standards, regulations, and directives, as well as the following international guidelines and best practices:

- Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises;
- Principles of the United Nations (UN) Global Compact;
- The 2030 Agenda: 17 United Nations (UN) Sustainable Development Goals;
- Global Reporting Initiative (GRI) guidelines;
- Voluntary Principles on Security and Human Rights (VPSHR);
- Resolution 76/300 of the United Nations (UN) General Assembly;

In addition, we are committed to following and implementing:

- International Finance Corporation (IFC) Performance Standards;
- Forest Stewardship Council® (FSC®) Principles<sup>4</sup>;
- Programme for the Endorsement of Forest Certification (PEFC) Principles.

**Comentar [RB1]:** Incluímos a nota automática "4" porque a nota relacionada foi colocada manualmente e o número "3" se repetia.

Suzano also has policies and other internal management documents that address issues relevant to human rights. These policies, along with the management processes and systems that guide them, are implemented in accordance with the principles and guidelines of this Human Rights Policy:

- Supplier Code of Conduct;
- Suzano's Code of Ethics and Conduct;
- Identification and Evaluation of Social Aspects and Impacts;
- Relationship Management Manual;
- Anti-corruption Policy;
- Data Subjects' Rights Policy;
- Internal Audit Policy;
- Sustainable Procurement Policy;
- Integrated Risk Management Policy;
- Social and Environmental Investments and Donations Policy;
- Disciplinary Measures Policy;
- Ombudsman Policy;
- Policy on Relations with Indigenous Peoples and Traditional Communities;
- Information Security Policy;
- Wood Supply Policy;
- Internal Policy for Privacy Governance and Personal Data Protection;
- Corporate Diversity and Inclusion Policy;
- Corporate Environmental Management Policy;
- Corporate Climate Change Policy;
- Corporate Health, Safety and Quality of Life Policy;
- Procedure for the Acquisition of Rural Properties;
- Procedure for Land Lease or Rural Partnership;
- Procedure for Handling Reports of Gender-Based Violence;
- Supplier Background Check Procedure;
- Stakeholder Incident Management Procedure;

<sup>4</sup> License Codes: FSC-C012430; FSC-C010014; FSC-C003231; FSC-C009927; FSC-C155943; FSC-C118283; FSC-C110130; FSC-C100704

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- Managerial Guidelines for Risk Management in Asset Intelligence;
- Commitment Terms to Legal, Environmental and Social Responsibility Standards.

With respect to human rights specifics, the documents [Code of Conduct](#), [Supplier Code of Conduct](#), [Sustainable Procurement Policy](#), and [Wood Supply Policy and/or Supplier Policy](#) set forth Suzano's expectations for its business partners regarding the implementation of a due diligence process and the requirement that they provide the same level of treatment to their respective suppliers.

### **3 - TERMS, DEFINITIONS AND ABBREVIATIONS**

#### **3.1. Value chain**

The value chain of a business enterprise includes the activities that transform inputs into outputs by adding value. It includes entities with which the company has direct or indirect business relationships and that (a) provide products or services that contribute to the company's own products or services, or (b) receive products or services from the company.

#### **3.2. Traditional communities**

Culturally unique groups that identify themselves as such, have their own forms of social organization and occupy and use territories and natural resources as a condition for their cultural, social, religious, ancestral and economic reproduction, drawing on knowledge, innovations and practices created and transmitted through their tradition.

#### **3.3. Personal data**

Any and all information related to an identified or identifiable natural person (individual), including sensitive personal data (racial or ethnic origin, religious beliefs, political opinions, membership in a trade union or a religious, philosophical, political, or moral organization, as well as health, sexual life, genetic, or biometric data). The concept of personal data is not confined to information that might be deemed detrimental to an individual's private and family life. The medium in which the information is contained is not relevant: the concept of personal data includes information available in any form, such as text, figures, graphics, photographs, videos, audio, or any other possible means by which the subject can be identified, directly or indirectly.

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### **3.4. Human rights advocates**

They are individuals or groups who work to promote and safeguard fundamental human rights and basic freedoms. These advocates may include lawyers, journalists, activists, educators, non-governmental organizations (NGOs), and even ordinary citizens committed to specific causes.

### **3.5. Rights holders**

Rights holders are individuals or groups that have rights recognized and protected by human rights norms and principles. These rights are inherent to all human beings, irrespective of their race, color, gender, language, religion, political or other opinions, national or social origin, property, birth, or any other status. (Source: Universal Declaration of Human Rights).

### **3.6. Human rights due diligence**

Continuous management process that companies must undertake, guided by international best practices, to fulfill their responsibility to respect human rights.

### **3.7. Involvement/consultation of stakeholders**

The involvement or consultation of stakeholders refers to a continuous process of interaction and dialogue between a company and its potentially affected stakeholders. This process enables the company to listen to, understand, and address their interests and concerns, including through collaborative approaches.

### **3.8. Social impact**

Any change in society, whether adverse or beneficial, that results, either wholly or partially, from Suzano's activities, products or services related to forest management, industrial operations, and/or port operations.

### **3.9. Complaint mechanisms**

An operational-level complaint mechanism is a formalized resource that allows individuals or groups to raise concerns about the impact a company has on them, including, but not limited to, their human rights.

### **3.10. Mitigation**

The mitigation of human rights risks refers to establishing controls designed to decrease the probability of adverse impacts. Mitigating the negative impact on human rights involves actions taken to lessen their scope.

### **3.11. Operations**

All activities carried out by the company throughout its life cycle, including forestry, industrial, and new operations.

### **3.12. Stakeholders**

A stakeholder refers to any person who may affect or be affected by an organization's activities.

### **3.13. Indigenous peoples**

They are recognized as indigenous peoples, quilombola communities, and traditional communities. Indigenous peoples are those who recognize their indigenous identity, descend from, and maintain historical continuity with populations that inhabited the geographic region where the country was located at the time of its conquest, colonization, or the establishment of its current borders. Regardless of their legal status, they preserve some or all of their distinct social, economic, cultural and political institutions and occupy or have a connection to ancestral territories.

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Tribal peoples are those who are aware of their tribal identity, whose social, cultural and economic conditions distinguish them from other sectors of the national community, and who are governed, either wholly or in part, by their own customs, traditions or special legislation.

### **3.14. Prevention**

The prevention of negative impacts on human rights involves implementing controls to ensure that identified risks do not lead to consequences for rights holders.

### **3.15. Reparation**

Refers to both the processes for providing resources or solutions to address a negative impact on human rights and the actions that can neutralize or compensate for that impact.

### **3.16. Personal Data Holders**

An individual to whom the Personal Data being processed pertains, including children and adolescents (for example: employee or former employee, supplier, end consumer/customer, third-party individuals, dependents, etc.).

### **3.17. Personal Data Processing**

Any operation performed with personal data, such as collection, production, reception, classification, use, access, reproduction, transmission, distribution, processing, filing, storage, deletion, evaluation or control of information, modification, communication, transfer, dissemination, extraction, etc.

## **4 – GUIDELINES**

### **4.1. SCOPE**

This Policy applies to all operations, leadership, employees, and outsourced workers of Suzano S.A., both in Brazil and abroad, and is available in the primary languages of the countries where the company operates. We aim to build relationships with suppliers, customers and other partners who share the same values and responsibilities. We expect all our partners to respect human rights in their business operations and follow the principles and guidelines outlined in this Policy.

### **4.2. DUE DILIGENCE**

To fulfill our responsibility to respect human rights, including those specific to the sector, we are continuously improving our due diligence process. We regularly map and monitor human rights risks within our operations and across our value chains. We evaluate our policies, processes, manuals and procedures with the goal of identifying opportunities to improve our management of human rights risks and impacts.

We use information collected through risk management procedures, complaint mechanisms, the Social Aspects and Impacts Matrix, supplier evaluation and development processes, and stakeholder



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involvement and consultation to monitor and enhance our management of human rights risks and impacts.

Furthermore, we have developed human rights training programs and disseminated this Policy to both our internal and external stakeholders to broaden awareness and encourage its full integration into the company's procedures.

Finally, we disclose data and relevant information regarding our risk management and human rights impact through various channels, such as the Human Rights Management indicators in our Sustainability Center and the Suzano Sustainability Report, both available on our [website](#).

#### **4.3. SUPPLIER MANAGEMENT**

In order to establish commercial relationships with suppliers who share Suzano's values, we have implemented contracting and monitoring processes that ensure the legal compliance of our direct suppliers and all outsourced workers, regardless of their form of employment. Additionally, we evaluate their adherence to social and environmental technical requirements.

In our contracts, the counterparty is required to comply with the Company's Supplier Policy and Code of Conduct, which expressly prohibits any violations of human rights.

As established in this Policy, we further expect our suppliers to commit to upholding internationally recognized human rights in their operations and value chains.

We evaluate the risks associated with our suppliers concerning environmental and human rights issues. We monitor those with significant risks through a properly implemented procedure that includes an action plan and mitigation measures, if necessary.

We reserve the right to terminate our relationship with suppliers if any deviations from the principles of this Policy or other principles established by the company are identified.

For the provision of property security services, we have established guidelines to ensure that this activity is conducted in accordance with human rights principles, and the use of weapons is prohibited. The operational processes are based on procedure PG.35.00.0002 – Managerial Guidelines for Risk Management in Asset Intelligence, which are aligned with Suzano's Human Rights Policy and include training and capacity building on the subject.

#### **4.4. COMMUNITY AND STAKEHOLDER RELATIONSHIP MANAGEMENT**

The relationship with communities and stakeholders is a continuous process, grounded in fostering dialogue and implementing structured engagement strategies. These efforts converge towards maintaining Suzano's Social License to Operate, a concept that involves the acceptance and ongoing approval of our operations by local communities and directly affected stakeholders, serving as a form of recognition that goes beyond formal and legal permissions. Additionally, we seek to strengthen territorial development. To achieve these objectives, we seek to ensure continuous and transparent

**Comentar [RB2]:** Esta frase está repetida no português.  
Excluímos a repetição no inglês.

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communication with local associations and cooperatives, NGOs, isolated neighbors, trade unions, municipalities, states, and other companies. This approach helps us maintain an understanding of and incorporate social and environmental information and demands into the corporate decision-making process.

In addition to communication, it is crucial to be open to collaboratively developing solutions with the community for significant issues within the local, regional, and territorial context. This encompasses the recognition and respect for human rights, which may be linked to the social, cultural, environmental, economic and structural values of local and traditional communities, indigenous peoples, and other stakeholders, including those involved in our operations and our direct employees; suppliers and outsourced workers; as well as other partners and rights holders.

#### 4.5. MECHANISMS FOR DIALOGUE, COMPLAINT AND REPARATION

Suzano values transparency in its relations with stakeholders. For this reason, it adopts a structured process for receiving, evaluating, responding to, and monitoring reports related to its activities and products. These reports, which include complaints, questions, suggestions and opinions, can be sent through the communication channels listed below:

- **Suzano Responde** (Suzano Answers): a channel dedicated to receiving reports from society about our products, services and operations. It can be accessed through the customer service center at <https://www.suzano.com.br/fale-conosco> and by email at [suzanoresponde@suzano.com.br](mailto:suzanoresponde@suzano.com.br).
- **Contact us (regional units)**: The communication channel is organized regionally across forestry, industrial, and port operations, with records centralized in the *Relacione+* system. This system manages impacts, incidents and requests from neighbors, local communities, indigenous and traditional peoples and other stakeholders, as established in the documents: Community Relationship Management Manual, Corporate Policy for Relationship with Indigenous Peoples and Traditional Communities, Incident Management, and Management of Community and Stakeholder Demands. The system registers and monitors all received manifestations. It can be accessed through the telephone line, depending on the region: Bahia, Espírito Santo and Minas Gerais at 0800 283 8383; Maranhão, Pará, Tocantins, Ceará and São Paulo at 0800 771 1418; and Mato Grosso do Sul at 0800 642 8162;
- **Whistleblowing Channel (Ombudsman)**: For both internal and external stakeholders, we offer a Whistleblower Channel that guarantees confidentiality and the discreet handling of any issues raised, including those related to human rights. This channel also addresses violations of the Code of Ethics and Conduct, the Corporate Human Rights Policy, the Anti-Corruption Policy, the Public Information Security Policy, and the Diversity and Inclusion Policy.

Reports can be made by calling 0800 771 4060 (available in Brazil), by emailing [suzano@denuncias.contatoseguro.com.br](mailto:suzano@denuncias.contatoseguro.com.br), through the *Contato Seguro* app, or via the portal at <https://contatoseguro.com.br/pt/suzano>, accessible in all regions where the company operates. The handling of reports is conducted through a computerized system provided by partner companies. Upon receiving reports, an investigation process begins, typically lasting around 30 days. The results are analyzed by a specialized team that evaluates the corrective measures and action plans, and reports to the Conduct Management Committee. Among the primary categories of reports received are inappropriate behavior, fraud, working conditions, labor issues, health and safety, and

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information security. After the investigation, actions may include warnings, suspensions, or terminations.

Suzano also has a variety of dialogue mechanisms that feed back into its analysis of impacts and risks related to human rights:

- **Operational Dialogue:** Methodology for anticipating and preventing social risks in forestry, industrial and port operations through interaction with communities, local leaders and public authorities.
- **Face-to-face Events:** Periodic meetings between operational cycles, focused on maintaining dialogue and identifying relevant issues.
- **Community Listening and Engagement:** Procedures to prevent risks, strengthen long-term bonds, and address specific issues of traditional communities.
- **Floresta Viva (Living Forest) Program:** Initiative to prevent and combat forest fires, protecting biodiversity and the communities adjacent to the operations.

Through *Relacione+*, all contacts and interactions related to the remediation of losses and damages arising from the company's activities are documented, reinforcing our responsibility in safeguarding human rights and providing assistance to affected communities.

We are against any form of retaliation against individuals or groups who express concerns about actual or potential adverse impacts on human rights. We foster an environment where Suzano's human rights holders feel safe to raise concerns with the Company's representatives.

If it becomes evident that we are directly involved in causing or contributing to adverse impacts on human rights, we will seek to mitigate, repair or remedy the situation through dialogue with stakeholders, in accordance with the UN Guiding Principles, and evaluate whether these measures were adequate for this purpose.

#### 4.6. GOVERNANCE

Suzano adopts strong human rights governance, which is integrated into its Sustainability framework. A specialized team, associated with the Vice Presidency of Sustainability, Communication and Brand, is fully dedicated to the strategy and commitments regarding human rights, ensuring the integration of actions across different areas and alignment with regulations and corporate commitments.

A Human Rights Committee, with multidisciplinary representation, offers strategic guidance and oversees management. In addition, the Committee oversees critical decisions and the implementation of corrective actions, ensuring that human rights management is efficient and comprehensive.

The Operational Departments and Units also play an essential role in the implementation of the actions under their responsibility. These areas are responsible for adopting corrective measures in the management of human rights issues, utilizing the developed tools, and regularly reporting the progress of the initiatives to the committee and the executive board. This integration ensures that human rights policies and practices are consistently aligned across all levels of the organization.

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Moreover, specific monitoring tools will be developed to assess the effectiveness of the actions and identify gaps in the management processes. This approach enables Suzano to dynamically adjust its strategies and ensure that its efforts in human rights are continually evolving.

Finally, the primary objectives of the governance structure are to strengthen the integration of Suzano's areas, strategically align operations with international laws, continuously improve internal processes to ensure compliance with current regulations, mitigate risks, and expand positive impacts across the value chain. This approach aims to foster an environment where sustainability and human rights are core components of organizational culture and corporate practices.

#### **4.7. TRAINING AND DEVELOPMENT**

At Suzano, we believe that each person should be able to perform their duties safely and efficiently. To achieve this, we have established a framework of mandatory courses, enabling regular updates on knowledge, duties, obligations and rights in the workplace.

We use the UniverSuzano training platform to offer structured training. Furthermore, we encourage participation in additional courses to foster the personal and professional development of each employee.

In order to train its employees and foster a culture of sustainability, Suzano has created a mandatory training program on its Corporate Policies. In this training, topics covered include the efficient use of natural resources, biodiversity protection, effluent treatment, waste management, and the mitigation of climate change impacts.

#### **4.8. PRIVACY AND DATA PROTECTION**

Privacy and the protection of personal data are fundamental rights that are in line with human rights, as they aim to safeguard the intimacy, private life, honor and image of individuals. Therefore, in an increasingly digital world where information—including personal data—is collected and used in a variety of contexts, Suzano is committed to the legitimate and lawful processing of the personal data of all individuals (Data Subjects) who interact with us: *employees and their dependents, shareholders, customers, representatives of business partners, and third parties in general*.

We regard privacy as a personal right, consistently placing it at the forefront of our priorities and ensuring, in particular, the following principles: non-discrimination, transparency, security, quality, and minimization.

All our communication channels prioritize the confidentiality and secrecy of information, ensuring the protection of personal data and the privacy of everyone we interact with, in accordance with the Brazilian General Data Protection Law (LGPD). Our commitment is to maintain a secure and trustworthy environment where stakeholders can communicate and express their demands with complete confidence.

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## 5 - RESPONSIBILITIES

The Sustainability, Procurement, and People and Management executive departments are responsible for developing, reviewing, implementing and disseminating this Policy, both internally and to external stakeholders.

All other areas must implement and adhere to the guidelines outlined in this Policy and act in a way that contributes to full compliance with the Company's established guidelines for respecting human rights across the entire organization.

## 6 – POLICY REVISION AND APPROVAL

This Policy was prepared with the assistance of specialized external advisors, with input from internal experts and prior consultation with Suzano employees and their representatives.

This document will be reviewed at a minimum every 2 years and/or whenever necessary to enhance our understanding of significant impacts on human rights.

This policy takes effect indefinitely from the date it is approved by the Vice-Presidency of Suzano S.A., replacing the previously existing policy.

The Vice Presidency of Suzano S.A. has the exclusive authority to modify this Policy under any circumstances. Any amendments to this Policy must be informed by the Sustainability Executive Department to the relevant stakeholders.

*Note: if necessary, copies of the decisions regarding any amendment or revision of this Policy can be sent to stakeholders.*

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## 7 – VIOLATION OF THE POLICY

Any violation of this Policy, including the national and international human rights normative instruments mentioned herein, must be reported through the whistleblowing channel and addressed in accordance with the Suzano S.A. Code of Ethics and Conduct.

- Telephone in Brazil: 0800 771 4060
- Email: [suzano@denuncias.contatoseguro.com.br](mailto:suzano@denuncias.contatoseguro.com.br)
- App: *Contato Seguro*
- Website: [www.suzano.com.br](http://www.suzano.com.br), click on the "Ombudsman" link, or visit the portal at <https://contatoseguro.com.br/pt/suzano>

## 8 – FINAL REMARKS

Suzano is against any form of retaliation against individuals or groups who express concerns about actual or potential adverse impacts on human rights. We foster an environment where Suzano's human rights holders feel safe to raise concerns with the Company's representatives.